

CARLOW UNIVERSITY

Annual Security and Fire Safety Report 2026



Table of Contents

Why an Annual Campus Security and Fire Safety Report?..... 3

Department of Public Safety.....5

Authority.....5

Campus Security Authorities (CSA).....6

Policy For Reporting Crimes..... 10

Daily Crime Statistics..... 12

Timely Warning.....14

Emergency Notification.....16

Sexual Misconduct.....17

On-Campus and Community Victim Resources..... 17

Procedurals for Handling Sexual Misconduct Allegations on Campus.....32

Campus Safety Programming and Awareness Events.....41

Policies.....42

Missing Student Policy.....46

Campus Crimes.....59

Fire Drills.....67

Fire Log.....70

Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act

Including Statistics for the years 2023, 2024 and 2025

Emergency Contact Numbers

Service	Phone Number
Carlow University Police Department – Non-emergency	412-578-6005
Carlow University Police Department – Emergency	412-578-6007
City of Pittsburgh Police and Fire Department – Emergency	911
City of Pittsburgh Police – Non-Emergency	412-255-2935

Letter of Commitment

This information is provided as part of the commitment to safety and security on campus by Carlow University and in compliance with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act and The Higher Education Act: Fire Safety Report.

Safety: A shared responsibility

Your safety is our priority and our concern. It also must be your concern. As a university, we work very hard to prevent crime, fire, accidents and illness, but nothing we do is as important as what you do – and, in some cases, don't do.

The Carlow University Police Department has primary responsibility for crime prevention and law enforcement on campus. Other areas, such as Student Affairs and Facilities, as well as many others, also contribute to making Carlow University a safer place to study, work and live.

This report contains valuable information about how you can help us keep you safe, on and off campus. Please pay special attention to the safety tips. Following them may greatly reduce the chances that you'll be the victim of crime, become injured or lose valuables.

Let's work together to have a safe year!

ABOUT THE CARLOW UNIVERSITY POLICE DEPARTMENT

Located at **3333 Fifth Ave, Francis Warde Hall Building**, the Carlow University Police Department responds to calls for police service 24 hours a day, 365 days a year.

- **Emergency (on-campus phone):** 6007
- **Emergency (off-campus / cell):** 412-578-6007
- **Routine business calls:** 412-578-6005

Campus patrols are conducted by uniformed police officers using both foot and marked-vehicle patrols. Requests for police services are received through the Police Dispatch Center, which operates under a shared-services model and is staffed by trained, APCO-certified dispatchers.

Carlow University Police Department Mission Statement

The Carlow University Police Department (CUPD) exists to provide quality police services to all people within the Carlow Community with respect, fairness, and compassion. We are committed to the enhancement of the quality of life by providing a safe and secure environment; enforcing all laws and University regulations; preventing and detecting crime and apprehending and prosecuting violators; continually improving the professional operations of our department; seeking the support of the entire community; and supporting the mission of the University.

We nurture public trust by holding ourselves to the highest standards of performance and ethics. We operate within the framework of Federal, State and Local laws.

To fulfill its mission, the Carlow University Police Department is dedicated to providing a quality work environment and the development of its members through effective training and leadership.

Community Policing

The Carlow University Police Department utilizes a community policing philosophy with the goals of:

1. Establishing positive contacts with the campus community.
2. Identifying real and/or perceived problems that exist in the campus community.
3. Developing programs that aid in resolution of identified problems.

Campus Police Authority and Jurisdiction

University Police Officer authority and jurisdiction is defined by Pennsylvania Title 22, Pa. C.S.A. Detectives and Private Police, Section 501(c), which states, *"Such policemen, so appointed, shall severally possess and exercise all the powers of a police officer in this Commonwealth, in and upon, and in the immediate and adjacent vicinity of, the property of the corporation."*

While University officer jurisdiction is limited to "the immediate and adjacent vicinity," Pennsylvania courts have ruled circumstances can extend this jurisdiction. Such circumstances include "pursuits," when an officer is actively pursuing a suspect. The severity of a crime witnessed by an officer can also have an effect on jurisdiction. When needed, University officers will request assistance or intervention from the City of Pittsburgh Police.

All Police Officers are expected to be courteous, helpful and well-trained and have completed more than **750 hours** of classroom and practical field training. Their extensive training includes courses on criminal justice, investigation, accident reporting, first aid, and criminal law and procedure.

All officers have extensive, on-going police training and most are certified instructors in at least one law enforcement discipline.

Interagency Cooperation

The Carlow University Police Department works closely with the City of Pittsburgh Bureau of Police and has a **mutual assistance memorandum of understanding** with Carnegie Mellon University, Chatham University, Duquesne University, Point Park University and the University of Pittsburgh.

PART 1: CAMPUS SECURITY AUTHORITIES

Confidential Crime Reporting

The Jeanne Clery Campus Security Policy & Crime Statistics Disclosure Act requires Carlow University to specify those individuals on campus to whom crimes should be reported. Those designated as Campus Security Authorities (CSAs) are legally responsible for reporting all crimes reported to them to the University Police. It is also the policy and expectation of Carlow University that all faculty and staff will report any crimes of which they become aware.

Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made to other Carlow University Campus Security Authorities, as identified below.

The Law Recognizes Four Categories of CSAs:

1. University police
2. Non-police security (not generally used at Carlow)
3. Individuals with significant responsibility for student and campus activities
4. Others whom the institution designates as people to whom crimes should be reported

Carlow University Has Designated the Following Individuals as Campus Security Authorities

Position	Contact
Vice Provost for Student Affairs and Dean of Students	Tim Phillips, 412-578-6087
Title IX Coordinator	Carissa Monaco, 412-578-6050
Title VI and Civil Rights Coordinator	Maleea Johnson, 412-578-6227
Interim Deputy Title IX and Civil Rights Coordinator	Jamie Edwards-Pasek, 412-578-6050
Chief of University Police	Jeffrey D. Besong 412-578-8898
Carlow Administrator, Cranberry and Greensburg	724-741-1028

Position	Contact
Assistant Dean of Students	Ashley Testa, 412-578-8774
Director of Residence Life	Michael Secreti, 412-578-8776
Director of Athletics	Karina Graziani, 412-578-8826
Director of Human Resources	Mary Anne Koleny, 412-578-6105
Interim Dean of College of Health and Wellness	Diana Kozlina-Peretic ,412-578-6121
Interim Dean of College of Art and Sciences	Frank Ammer, 412-578-8703
Dean of College of Education and Social Work	Keely Baronak, 412-578-6135
Vice Provost for Mission Implementation	Sara Oliver-Carter, 412-578-8897

Campus Security Authority (CSA) Responsibilities and Resources

Who is a CSA?

The law defines four categories of CSAs: University Police; non-police security staff responsible for monitoring University property; people/offices designated under university policy as those to whom crimes should be reported; and "officials with significant responsibility for student and campus activities." It doesn't matter whether the individuals involved in the crime, or reporting the crime, are associated with the institution.

If a CSA receives the crime information and believes it was provided in good faith, he or she must document it as a crime report. "Good faith" means there is a reasonable basis for believing that the information is not simply a rumor or hearsay. That is, there is little or no reason to doubt the validity of the information. Because official responsibilities and job titles vary significantly on campuses, a list of specific titles is not provided in the regulations.

Examples of CSAs Include, But Are Not Limited To:

- University Police staff
- Student Affairs staff
- Residence Life staff

- Athletic Director and coaches
- Student Activities Coordinators
- Student Conduct Officer
- Resident Educators (Residence Life)
- Faculty Advisors to student organizations
- University Vice Presidents, Directors, Department Heads and other Administrators

If a university staff member has "significant responsibility" for students and campus activities outside of the classroom, and students potentially could report a crime/incident to that staff member, then they are a CSA. CSAs are defined by function, not title.

What CSAs Do

CSAs will assist students and others in the University community in making crime reports to police agencies that have jurisdiction. Reports made to CSAs will be routed to the University Police for documentation and follow-up. In some instances, information reported may be used to generate a campus warning (Timely Warning) to the University community. Confidential or anonymous reports of Clery-qualifying crimes will be entered into Clery statistics. As part of the federal Clery Act, qualifying incidents reported to University Police from various sources, including CSAs, are required to be published annually and made available to the campus community.

Focus of the Clery Act

Part of the main focus of the Clery Act is to encourage the reporting and ensure the collection of accurate campus crime statistics to promote crime awareness and enhance campus safety. The intent of including non-law enforcement personnel in the CSA role is to acknowledge that some campus community members and students in particular may be hesitant about reporting crimes to the police but may be more inclined to report incidents to other campus-affiliated individuals.

Who is NOT a CSA?

The Clery Act allows individuals working at the University as professional and/or pastoral counselors to be exempt from reporting crimes for Clery Act purposes, allowing these individuals to keep reports confidential. Counselors working at the University Counseling Center are encouraged to inform those they are counseling of their reporting options through the institution.

Confidentiality

Crimes reported to counselors at or to a medical provider at Health and Wellness Clinic are

confidential by law. Some off-campus reports also may be legally confidential (for example, to clergy, physicians or certain behavioral health professionals). Counselors and physicians are encouraged to report crimes reported to them consistent with their professional ethics and the limitations imposed by applicable confidentiality laws. Therefore, crimes reported to counselors and physicians within the scope of their professional licenses may not be included in the annual crime statistics report.

Because of the Pennsylvania public records law and the law requiring individuals to have knowledge of a felony to report such crime, Carlow University is not able to promise confidentiality to persons reporting crimes to non-privileged recipients, including individuals or offices that supply crime statistics for this annual report.

Pastoral and Professional Counselor Exemption

The following individuals are specifically **not** designated as CSAs because they fall within the exemption for pastoral and professional counselors. However, these individuals are also trained in the responsibilities of a CSA and are strongly encouraged to report any crimes of which they become aware:

Individual	Contact
Special Assistant for Mercy Heritage, Sister Sheila Carney	412-578-6424, U.C. Second Floor
Director of Mercy Service, Kathleen Kelley	412-578-6651, U.C. Second Floor
Executive Director of Health and Counseling Services, Laura Hoffman Ph.D.	412-578-8731, FWH, 4th floor

Training

Campus Security Authorities are given annual training in their responsibilities, as are those designated under the pastoral and professional counselor exception.

Exceptions to Confidentiality

In some instances, confidential resources will be required by state law to report certain information. In Pennsylvania, incidents involving minors must be reported to Childline at (800) 932-0313. Additionally, if information indicates the safety of the victim or other members of the campus community is in jeopardy, the resource may be required to break confidentiality. Finally, in rare instances, there may be occasions where a resource is required to testify in a criminal proceeding.

PART 2: REPORTING CRIMES

When Reporting a Crime

When reporting a crime or incident please provide as much information as possible, including specific details of what happened, clear description of any persons involved, if possible, location, date and time of the incident.

Be as specific as possible when giving any information to the Police Officer, such as your description of person(s) and victim(s). Police Officers will complete written reports of any incidents that occur on campus or other mandated areas. Follow-up investigations are conducted, and other police agencies are notified when appropriate.

Reports are kept in file by the Police Department and copies are distributed to the appropriate University departments. Reports that involve violation of the Student Code of Conduct will be referred to Student Affairs for review and potential action.

Policy for Reporting Crime – By Location

The Carlow Police Department encourages anyone who is a victim or witness to any crime to promptly report the incident to the police department. Because police crime reporting statistics are public records under state law, the Carlow police cannot hold reports of a crime in confidence. Law enforcement contact information for all campus locations can be found below:

Location	Reporting Procedure
Oakland Campus (Main)	Crimes occurring on campus should be reported to CUPD by calling 412-578-6007 .
Off Campus / Oakland	Crimes occurring off campus in Oakland should be reported to the City of Pittsburgh Police Department by calling 9-1-1 (emergency).
Westmoreland Campus	Crimes occurring at the Westmoreland campus should be reported to Security at (724) 925-4250 or Park Police dial 9-1-1 .
Cranberry	Crimes occurring at the Cranberry campus should be reported to the Northern

Location Reporting Procedure

Campus Regional Police Department at **(724) 625-3156** or dial **911**.

Contacting Other Law Enforcement Agencies

Students may also contact local law enforcement agencies. Members of the Carlow University Police Department and other University officials will assist the student in notifying the appropriate agency in the applicable jurisdiction.

Monitoring and Recording Criminal Activity Off-Campus

The University relies on its close working relationships with local law enforcement agencies to receive information about incidents it receives concerning or involving a member of the campus community. If the University is notified of a situation in which a campus community member is the victim of a crime, the police department may issue a Campus Safety Alert detailing the incident and providing tips so that other community members may avoid similar incidents.

If the Police Department is notified of a crime or other serious incidents that occur in the City of Pittsburgh, the Police Department will forward, for disciplinary action, to Student Affairs any information regarding student misconduct in the City of Pittsburgh.

You are strongly encouraged to report a crime by contacting the University Police at **412-578-6007** or by using the emergency phones located throughout campus, parking lots, inside of and at the entrances to most buildings.

Any suspicious activity or person seen in the parking lots or loitering around vehicles, inside buildings or around the residence halls should be reported to Carlow University Police.

In addition, you may report a crime to any Carlow University Campus Security Authority, as identified above.

Daily Crime Statistics

The Police Department maintains a Daily Crime Statistics that records, by the date the incident was reported, all crimes and other serious incidents that occur on campus, in a non-campus building or property, on public property, or within the department's jurisdiction.

The Daily Crime Statistics is available for public inspection at the Security and Information Center in Francis Warde Hall. The Daily Crime Statistics includes the nature, date, time, and general location of each crime reported to the department as well as the disposition of the complaint, if this information is known at the time the log was created.

The department posts specific incidents in the Daily Crime Statistics within two business days of receiving a report of an incident. Posting of an event in the Crime Statistics may be temporarily withheld if the release of the information would jeopardize the safety of an individual, jeopardize an ongoing investigation, cause a suspect to flee or evade detection, or result in the destruction of evidence.

Reporting and Annual Disclosure of Crimes

The Carlow Police prepares an annual security report to comply with the Jeanne Clery Act Disclosure of Campus Security Policy and Crime Statistics Act.

For the offenses of domestic violence, dating violence and stalking, such statistics are compiled in accordance with the definitions used in section 4002(a) of the Violence Against Women Act of 1984.

The full text of this report can be found at: http://www.carlow.edu/daily_crime_report.aspx

This report was prepared in cooperation with the local law enforcement agencies surrounding our main campus, the Greensburg and Cranberry campus, and the Vice President for Student Engagement and Dean of Students. Each entity provides updated information on their educational efforts and programs to comply with the Act.

Campus crime, arrest and referral statistics include those reports to Carlow Police, designated Campus Security Authorities, and local law enforcement agencies.

Pennsylvania law requires prompt, mandatory reporting to local law enforcement agency by health care practitioners (such as Student Health Services) when they provide medical services to a person

they know or reasonably suspect is suffering from wounds inflicted by a firearm or is a result of assaultive or abusive conduct.

Counseling staff inform their clients of the procedures to report a crime to the University Police on a voluntary or confidential basis, should they feel it is in the best interest of the client.

Each year, an email notification is made to all enrolled students, faculty and staff that provides the website to access this report. Copies of this report may also be obtained at the Police Department located at Francis Warde Hall or by calling **412-578-6005**.

PART 3: EMERGENCY OPERATIONS

Emergency Operations Response Procedures

Carlow University has established an Emergency Operations and Business Continuity Plan (EOBCP) to provide an all-hazards approach for managing its response to emergencies or disasters that threaten the safety and well-being of the University's community or disrupt its programs and operations.

The University also has established an Emergency Operations Planning Team (EOBCT) to carry out its EOBCP. These types of large-scale emergencies require a coordinated response effort between the University and local emergency response agencies. The EOBCP is an operational plan that establishes policies, procedures, responsibilities and organizational structure to be implemented during emergencies and disasters, both during campus-wide emergency planning and during an actual emergency incident.

The EOBCP shall be activated when circumstances indicate that there is a significant emergency or dangerous incident on campus. The first Carlow University Police Department member that arrives on scene shall establish incident command over the radio and give a detailed overview of the situation, including: the type of incident; the number of people, vehicles or buildings involved; the number of injured people and type of injuries; and whether the situation presents an immediate threat to the health or safety of students and employees.

If the situation presents an immediate threat, the Carlow University Police Department (CUPD) Communications Department, under the direction of the Chief of Police (or designee) and with notice to the President, is responsible for initiating the EOBCP by immediately contacting the University's Vice

President of Marketing who will coordinate the distribution of necessary notifications and activation of the Campus Emergency Operations Center.

In the event that the University President or her designee determines that unsafe conditions (i.e., the threat of serious injury to persons or extensive damage to property) exist as the result of a natural, human caused or technological disaster, the President (or designee) will immediately proclaim in writing the existence of a State of Emergency and the time of its occurrence. The President (or designee) shall issue a declaration to the campus community and public through the news media and such other means of dissemination consistent with Pennsylvania Law. Prior to the issuance of the emergency proclamation, the President should, if possible, consult with members of the CU Board of Trustees and Chief of Police to discuss the proclamation of the State of Emergency.

When proclaimed, the Incident Commander immediately shall notify the Allegheny County Emergency Management Agency.

Timely Warning

This plan provides guidelines for communicating within the campus, and from the campus to the media and the public, in the event of an emergency or crisis.

Disasters, emergencies and crises may disrupt the normal activities of the campus and require activation of the Carlow University Emergency Operations and Business Continuity Plan (EOBCP). This Emergency Communications Plan describes the role of the Police Communications department and the department of Central Administration in communicating vital information to members of the Carlow community and the public.

This plan is designed to add flexibility when used with emergency decision-making procedures of the campus. Elements are tested annually and in conjunction with campus-wide emergency drills.

Issuance of a "Timely Warning"

Per the requirements of the Clery Act, "Timely Warning" advisories are made to the campus community for crimes that are reported to the Carlow University Police Department or the City of Pittsburgh Police, and which may represent an ongoing threat to the safety of students or employees.

The University Chief of Police or his/her designee, or the Sr. Director of Operations or his/her designee shall make the decision as to whether an incident poses an ongoing threat and if a "Timely Warning" advisory is required.

In the event that an advisory is required, the Chief, the Vice President or their designee shall provide University Communications with the specifics of the case which will then be sent by the University Communications via electronic mail directly to all staff, faculty, and students and the pre-determined preferred communication method as requested by all staff, faculty, and students on the Carlow University Campus.

These advisories may also be made using one or a combination of the following methods:

- Press Releases
- Emails
- CU Alerts (Omnalert)
- Making reports available to the campus community and media through campus websites and newspapers, and radio news stations
- Notification to a device registered with the University for the purpose of receiving emergency notifications

Issuance of an "Immediate Notification"

In the event that there is a confirmed significant emergency or dangerous situation involving an immediate threat to the campus community (per the judgment of the University's Chief of Police or the Sr. Director of Operations or his/her designee), Carlow University will, without delay, and taking into account safety of the community, determine the content of the notification and initiate the emergency notification system.

However, if in the professional judgment of responsible authorities, the notification may compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency, the notification may be delayed. Carlow University also maintains pre-scripted short message scripts for a variety of hazards to assist in the timely issuance of immediate notifications.

In all cases, Immediate Notifications will be sent via the electronic Emergency Notification System, e2Campus, directly to all staff, faculty, students, and visitors on the Carlow University Campus that have subscribed to the free system.

A variety of other communications tools may be used, including mobile phone, social media accounts, the University web page www.carlow.edu, text pager, or PDA with a wireless connection.

Emergency Notifications

Carlow University uses a notification system that is capable of sending short emergency messages instantly and simultaneously to all registered email addresses, mobile phones, Blackberry's, wireless PDAs, pagers, and Smart or Satellite phones. Emergency messages are also posted to the Carlow University website. All Carlow email addresses are automatically enrolled; students, faculty and staff will need to complete, sign and submit the appropriate form found at <https://myportal.carlow.edu/carlowservices/carlowpolice/Pages/e2.aspx> to register additional contact devices, if they choose.

You may register six email addresses, two text/cell devices and four voice devices. Students are encouraged to enter parent or emergency contact email/device information.

Tests for the CU Alert (Omnalert) system will be conducted periodically throughout the school year. You will receive prior notification of all scheduled tests.

This will be the most effective way for you to receive notifications critical to your safety and well-being. Messages will be of an urgent or emergency nature only.

Testing of Emergency Response and Evacuation Procedures

The University tests its emergency notification system and its evacuation procedures once during the fall semester and once during the spring semester.

If deployed, that will constitute an unannounced test of the system. Otherwise, the tests are announced in advance to the University community via internal communication outlets, including a campus-wide E-mail.

Following any test, results (including a description of the exercise, the date, time, and whether the test is announced or unannounced) are documented with the University Police and adjustments to this test content are made where necessary.

PART 4: SEXUAL MISCONDUCT POLICY

Carlow University's Sexual Misconduct Policy can be found within the University's Interim Draft Civil Rights Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, and Related Retaliation, which can be found on the University's website. For ease of reference, it will be referred to as the University's Sexual Misconduct Policy in this Document. The Sexual Misconduct Policy went into effect on September 2, 2026; Conduct that occurred prior to this date will typically be investigated and adjudicated subject to the relevant Policies and Procedures in effect at the time the alleged conduct occurred.

Policy Statement

Carlow University strives to create and maintain a safe and supportive climate in which the inherent dignity of each individual is celebrated. Sexual misconduct and crime in any form (harassment, stalking, rape, sexual battery, dating violence, domestic violence, etc.) is completely at odds with Carlow's core values and will not be tolerated within our campus community.

The University takes all allegations seriously and investigates them thoroughly. Students accused of sexual misconduct may face campus conduct proceedings in which the sanctions may include removal from the University or from specific residence halls or programs, as well as possible civil or criminal legal liability under federal and state laws, including Title IX. All Carlow University students and employees, regardless of gender or sexual orientation, are covered by this policy, as well as third parties on Carlow property or participating in Carlow-sponsored or -related activities.

Definitions

Sexual misconduct is defined as unwelcome acts of a sexual nature committed by one person against another without consent. Sexual misconduct may include, but is not limited to:

- **Sexual Assault** – rape, attempted rape, or sodomy, or threats to commit these acts
- **Unwelcome Touching or Sexual Contact** – either of the complainant or by the complainant when forced by the accused assailant
- **Dating/Domestic Violence**
- **Stalking**
- **Sexual Exploitation**
- **Sexual Harassment** – unwelcome acts of a sexual nature that create a hostile or intimidating environment for a student or by which a student's academic or work status, advancement or evaluation is made conditional to submission to such conduct

- Unwelcome and persistent requests, propositions, or pressure for sex
- Unwelcome speech or gestures of a sexual nature or about sexual activities, body, or clothing or comments that denigrate others based on gender or sexual orientation

Definition of Consent

Consent is defined as a voluntary agreement to engage in sexual activity. Consent must be explicit; silence or a lack of resistance should not be construed as consent. Consent can be withdrawn at any time, and is invalidated by coercion, force, or threats. Past consent does not imply future consent, nor does consent to engage in sexual activity with one person imply consent to engage in sexual activity with another person. An incapacitated or unconscious individual cannot give consent.

For the offenses of domestic violence, dating violence and stalking, such statistics shall be compiled in accordance with the definitions used in section 4002(a) of the Violence Against Women Act of 1994.

Preventing and Responding to Sexual Misconduct

Carlow University is committed to providing an environment that establishes and promotes the dignity and worth of all individuals. It is the responsibility of the University community to assist students, faculty, or staff when reporting incidents of sexual misconduct and to work with appropriate officials to promote an educational environment that will not tolerate sexual assault, rape, or sexual abuse of any kind against students, faculty, staff or visitors. Carlow University does not tolerate sexual assault and/or sexual harassment. Any behavior involving sexual assault or/and harassment is prohibited by federal and state law and by university policy.

Carlow University is not immune to incidents of violence, and the University community should be educated about the impact sexual misconduct has on victims. Personal safety and crime prevention guidelines are published in the Safety and Security Reference Guide and on the Police Department's website. All students, faculty and staff are encouraged to enroll in the e2Campus emergency text messaging alert system. In addition, yellow or white emergency call boxes are available throughout the campus.

In an on-going effort to prevent sexual assaults and in addition to providing various security measures, the University is committed to making available, through a variety of channels, relevant educational information and programs.

Carlow University will take all reasonably available action to prevent, correct, and if necessary, discipline and/or prosecute behavior that violates this policy and the law. All forms of sexual misconduct and all attempts to commit such acts are regarded as serious University offenses that are likely to result in suspension, required withdrawal, expulsion, or termination. Prosecution may take place, in accordance with Pennsylvania criminal law, independent of university actions.

Sexual assault is a felony pursuant to Title 18, Crimes and Offenses, of the Pennsylvania Consolidated Statutes. Pertinent provisions include but are not limited to 18 Pa C.S.A. § 3101, 3104, 3105, 3106, 3107, 3121, 3123.

The Carlow University Sexual Misconduct Policy sets forth:

1. Conduct that is prohibited under the Policy;
2. Reporting Expectations and How to Report; and
3. How the University Responds to Reports, including Support, Resources, and Options for Resolution.

Definition of Sexual Assault

The most severe type of sexual assault is rape, which is generally defined as forced sexual intercourse perpetrated against the will of the victim. This definition applies regardless of whether the assailant is a stranger or an acquaintance. The type of force used by the assailant may involve physical violence, coercion or the threat of harm to the victim.

Acquaintance rape is the most prevalent form of rape on college campuses. The acquaintance may be a date or friend or someone the victim knows only casually, from the residence hall, a class, or through mutual friends. Regardless of the relationship between them, if one person uses force or coercion to induce another into submitting to sexual intercourse, the act is defined as rape. The same University disciplinary procedures, as well as criminal laws and penalties, apply in cases of acquaintance rape as in cases of stranger rape. Although rape is the most severe type of sexual assault, other behavior, which does not involve penetration, would also constitute sexual assault.

Sexual battery is a type of assault that is generally defined as the unwanted touching of an intimate part of another person, such as a sexual organ, buttocks or breast, for the purpose of sexual arousal.

Additional Definitions (VAWA – Expanded)

Sexual Misconduct is non-consensual sexual contact or non-consensual sexual intercourse (as defined below). Sexual misconduct includes sexual contact or sexual intercourse achieved by the use or threat of force or violence, coercion, or intimidation, without consent, or where an individual is incapacitated.

Consent is knowing, voluntary and clear permission by word or action, to engage in a particular activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.

A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy.

It is not an excuse that the individual accused of sexual misconduct was intoxicated and, therefore, did not realize the incapacity of the other.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced. Silence or the absence of resistance alone is not consent. A person can withdraw consent at any time during sexual activity by expressing in words or actions that he or she no longer wants the act to continue, and, if that happens, the other person must stop immediately.

In Pennsylvania, a minor (meaning a person under the age of 16 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 16 years old is a crime, as well as a violation of this policy, even if the minor wanted to engage in the act.

Incapacitation is the inability, temporarily or permanently, to give consent because the individual is mentally and/or physically helpless, asleep, unconscious, or unaware that sexual activity is occurring. Incapacity may result from mental disability, involuntary physical restraint and/or from the use of

alcohol or drugs. Intoxication is not necessarily the same thing as incapacitation, unless one is so intoxicated as to be incapacitated. Incapacitation of the alleged perpetrator does not excuse otherwise prohibited conduct.

Non-consensual sexual contact is any sexual touching, however slight, with any part of a person or an object, by any person upon another without consent, or by forcing any person to touch you or himself/herself in a sexual manner. Non-consensual contact includes improper touching of intimate body parts, non-consensual removal of another's clothing, indecent contact (i.e., the unwanted touching of intimate body parts including, but not limited to, genitals, buttocks, groin, or breasts), or causing another to have indecent contact with those intimate body parts.

Non-consensual sexual intercourse is any sexual intercourse by any person upon another without consent. It includes oral, anal and vaginal penetration, to any degree, with any part of the body or any object. Non-consensual intercourse may be accomplished by expressly or implicitly forcing or coercing another person to have intercourse against that person's will, including the use or threat of physical force, or any behavior that is designed to intimidate and induce fear in another person. Non-consensual sexual intercourse can also occur when another person is incapable of denying or giving consent.

Sexual Harassment is unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, graphic or physical conduct of a sexual or gender-based nature. It may be found in a single episode, as well as in persistent behavior.

Unwelcome Conduct occurs when the target of the conduct did not request or invite it and considered the conduct to be undesirable or offensive. Unwelcome Conduct may take various forms, including name-calling, graphic or written statements (including the use of cell phone or the Internet), or other conduct that may be physically threatening, harmful, or humiliating. Unwelcome Conduct does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. Unwelcome Conduct can involve individuals of the same or different sexes.

Relationship Violence, Exploitation & Stalking

Domestic Violence is committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabiting with or has cohabited with the victim as a spouse, by a person similarly situated to a spouse of the victim.

Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement, taking into consideration the following factors:

1. The length of the relationship
2. The type of relationship
3. The frequency of interaction between the persons involved in the relationship

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence, for purposes of this policy, does not include emotional abuse.

Sexual Exploitation involves:

1. Electronically recording, photographing, or transmitting intimate or sexual utterances, sounds, or images without the knowledge and consent of all parties involved
2. Voyeurism (spying on others who are in intimate or sexual situations)
3. Distributing intimate or sexual information about another person without that person's knowledge
4. When a student takes unjust or abusive sexual advantage of another student for their own advantage or benefit or for the benefit or advantage of anyone other than the exploited party

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1. Fear for his or her safety or the safety of others; and/or
2. Suffering substantial emotional distress

One engages in an impermissible course of conduct if one engages in two or more acts that include, but are not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person in a way prohibited as described above or interferes with a person's property.

Retaliation is any action taken by any individual against any person because that person was believed to have violated this policy or because that person has filed a complaint, testified, assisted, or participated in any manner in an investigation or proceeding under this policy. This includes action taken against a bystander who intervened to stop or attempted to stop sexual misconduct. Retaliation includes intimidating, threatening, coercing, or in any way discriminating against an individual because

of the individual's complaint or participation. Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from opposing practices prohibited by this policy.

PART 5: PREVENTION AND AWARENESS PROGRAMS

Prevention and Awareness

Carlow University believes that educating its community about sexual harassment, relationship violence (including domestic violence and dating violence as defined above) and stalking is the most effective way to create a learning environment free of sexual harassment, relationship violence and stalking. To that end, the University employs a variety of active (e.g., interactive programs) and passive (e.g., poster campaigns) strategies to inform the community about how to prevent sexual harassment, relationship violence and stalking and what to do in the event they occur.

Each year, incoming undergraduate students are invited to participate in Welcome Weekend programming, which includes interactive sessions on alcohol awareness and sexual assault prevention presented by Collegiate Empowerment. These sessions cover topics such as consent, healthy relationships, and risk reduction.

New undergraduate students take a first-year seminar, which includes follow-up modules addressing sexual assault, dating and domestic violence, stalking, healthy relationships, and bystander intervention.

Student-athletes receive extensive training covering topics including consent, bystander intervention, and Title IX sexual misconduct basics, including how to share concerns and how the University responds. Athletic staff and coaches receive annual sexual violence prevention training.

Student-leaders, including Resident Assistants and First Year Experience Leaders receive annual training on Title IX sexual misconduct basics, including reporting expectations.

Newly hired staff and faculty are expected to complete an online sexual harassment awareness and prevention training program.

Throughout the year, Project SAFE offers programs for students including bystander intervention, healthy relationships, and how to respond to disclosures of sexual misconduct.

The Title IX Office offers virtual and in-person programs for both students and staff including Title IX sexual misconduct basics, including reporting expectations.

Finally, the University ensures that the Sexual Misconduct Policy and related resources and information are easily accessible and available to all campus members, including on the Carlow University website.

Risk Reduction Tips for Sexual Harassment, Relationship Violence and Stalking

There are strategies and tips you can engage in to reduce – but not eliminate – the risk of being victimized by sexual misconduct. You cannot control the behavior of others, so you cannot fully prevent sexual misconduct. It is never your fault if you are victimized by sexual misconduct. There are some strategies you can use to reduce the risk of being victimized including:

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (call 412-578-6007 for University Police or 911 for Pittsburgh Police.).
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from punch bowls or other large, common, open containers.
- Watch out for your friends and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get them to a safe place immediately
- If you are leaving the University after dark, try to leave with someone you trust who can walk with you to your destination or contact the Campus Police for an escort.
- Change your routines, including routes to work, school, and other places regularly frequented.
- Consider getting a no contact order or a Protection from Abuse (PFA) Order. All family court proceedings occur at the Allegheny County Court of Common Pleas in Downtown Pittsburgh. The Court of Common Pleas is located at 440 Ross Street, Room 3030. You can go directly to

the court for assistance with filing a PFA, Monday through Friday from 8:30 am to 11:00 am, or 1:00 pm to 3:00 pm. You can go to your local magistrate for an emergency PFA.

- Change your number to an unlisted phone number. Keep the previous number active and connected to voicemail. Save the messages that are explicitly abusive or threatening for law enforcement to build a stalking case.
- Document physical abuse and threats through photographs and event logs, which can be used as evidence in court proceedings.
- Create a safety plan at school and work. Share a description or a photograph of the abuser and any legal documentation, such as an order of protection.

If you find yourself in the position of being the initiator of sexual behavior:

- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you.
- Understand and respect personal boundaries.
- DO NOT MAKE ASSUMPTIONS about consent; about someone's sexual availability; about whether they are attracted to you; about how far you can go or about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity, then you DO NOT have consent.
- Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension and communicate better. You may be misreading them. They may not have figured out how far they want to go with you yet. You must respect the timeline for sexual behaviors with which they are comfortable.
- Don't take advantage of someone's drunkenness or drugged state, even if they chose to drink/take a drug on their own.
- Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Don't abuse that power.
- Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior.
- Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language.

Become an Active Bystander

We all play a critical role in identifying situations that have potential for harm, and intervening if something does not look or feel quite right:

- Be aware of events around you.
- Take responsibility for the well-being of everyone in the community.
- Step in and help others.
- Remember the three Ds – Direct, Distract, and Delegate

DIRECT

- The direct intervention strategy involves approaching one or both of the people involved in a potentially risky situation and addressing your concerns directly.
- This approach works best when you know either one of the people involved.
- The direct approach may not work as well when drugs or alcohol are involved, as the person you are trying to stop is more likely to become defensive or hostile.
- You can do something as simple as give a disapproving look or say something like, "Hey, stop that" or "Are you okay?"

DISTRACT

- The distract intervention strategy involves distracting either person in a risky situation.
- This strategy tends to work well when the people involved are intoxicated, as they typically are easily distracted.
- Some actions you can take include engaging them in helping you look for something or say something like, "Aren't you in my writing class?"

DELEGATE

- For circumstances in which you are unsure of what to do or you are unable to intervene yourself, it's often helpful to recruit others and delegate tasks.
- This can include getting someone with more authority than you to address the situation, such as an RA, law enforcement, the host of the party, or the bartender.

PART 6: WHAT TO DO IF YOU OR SOMEONE YOU KNOW IS THE VICTIM OF SEXUAL MISCONDUCT

Procedures If a Sexual Assault Occurs

Unfortunately, far too many people are impacted by sexual misconduct. Perpetrators can be relatives, friends, dates, acquaintances, or strangers. Violated victims may experience feelings of confusion, disbelief, shock, guilt, shame, resentment, anger, and fear. It is the intention of the University to increase awareness and encourage prevention, but in the event of an assault, University resources are available to provide assistance.

Go to a place that is safe and seek medical treatment. If a sexual assault occurs, safety and medical assistance are the first considerations. 24-hour assistance is available on campus and in the local area. Whether or not you decide to report the incident, seek medical treatment immediately and get counseling as soon as possible.

If You Are Assaulted

- **Get to a safe location.** Following an assault, the primary concern is to get the survivor to a safe place. Once there, the survivor has several options to consider.
- **Contact the Title IX Coordinator at titleix@carlow.edu** in order to receive help accessing support services. Contact someone you can trust a friend who can stay with you and support you.
- **Seek medical attention.** All survivors of sexual assault are encouraged to seek medical attention as soon as possible after the assault to ensure their physical well-being. Even if there is no external physical injury, survivors can be tested for sexually transmitted diseases, pregnancy, and internal trauma.
 - A qualified sexual assault counselor will meet with you and provide emotional support and advice on disciplinary and legal options.
 - Conversations with clinicians and counselors are not disclosed to anyone (unless there is a threat of physical harm to that individual or others) without the expressed permission of the person seeking assistance.

- **Consider Contacting Law Enforcement at 412-578-6007 or 911.** Sexual assault is a crime, and survivors have the opportunity to press charges. The decision regarding prosecution must be made by the survivor and will be respected by all members of the University community. However, if the survivor chooses to file charges, the Department of Public Safety and other University personnel will assist in this endeavor. If the assault happened on campus, the survivor could contact University Police or if it occurred off campus, she/he can contact the Sexual Assault Unit of the Pittsburgh Police at 412-323-7141. The more often sexual assaults are reported, the easier it may be to prevent them. Reporting the incident does not mean that the survivor must proceed with a criminal prosecution.
- **Contact a counselor.** Assistance will be provided through the scheduling of emergency appointments and support through the recovery process. Services for students are coordinated through the University's Health and Wellness Center at 412-578-6474. Employees can access free and confidential counseling through the University's Employee Assistance Program.
- . Local non-profits, including Pittsburgh Action Against Rape (www.paar.net), Women's Center and Shelter (wcspittsburgh.org), and Center for Victims (centerforvictims.org/) provide counseling and other services to survivors.

Consider preserving evidence if you are able to do so. Suggestions include avoiding douching, bathing, showering, or changing clothes before seeking pursuit of a criminal or other judicial case. Do not wash sheets or other bed coverings where critical DNA evidence may be found.

- If you need medical transport to Magee Women's Hospital, call the Police Department at 412-578-6007. Calling for transport will not result in a criminal investigation unless the survivor wants to pursue one.

Ways of Reporting Sexual Misconduct

You may report an incident of sexual misconduct online by using the link from the Title IX website (www.carlow.edu/title-ix) or by navigating directly to: https://carlow-advocate.symplicity.com/titleix_report/ or via e-mail to titleix@carlow.edu. In the event of emergency, consider contacting University Police at 412-578-6007 or local police by dialing 911.

Additionally, the University publishes a list of Campus Security Authorities (CSAs) each semester (which can be found on pages 5 and 6 of this Report, above), to which members of the campus community can also report any crime.

Individuals who experience sexual misconduct away from campus are also encouraged to report the matter to the Resources above. Even if the incident does not fall under the investigatory, campus conduct, or legal jurisdiction of Carlow University, our goal is to ensure that students have the support and resources they need, and we will assist in making notification to outside law enforcement agencies as requested.

Confidentiality

The University encourages any individual who has experienced sexual misconduct to make a formal report and to consider fully pursuing the matter through both campus conduct and/or external legal channels. Any individual who files a formal report in good faith will be fully supported.

Reporting sexual misconduct to the University Police or other campus authorities does not automatically require someone to pursue further conduct or legal action either on or off campus. That choice remains with the individual making the report. We encourage students to make a report as early as possible to facilitate the investigation and any future campus or legal processes.

The University Health and Wellness Center, the Campus Minister, and the Special Assistant to the President for Mercy Heritage fall within the Clery Act reporting exemption for personal and pastoral counselors and are therefore not required to report crimes in the same way as the Campus Security Authorities. However, these individuals will encourage students to utilize campus reporting procedures and connect with other resources.

If the survivor or witness elects to contact the Police Department to file a formal report of the assault, officers are trained in investigating sexual assault and will work with the individual to gather the pertinent information. The survivor always retains the right to decide whether to proceed with a criminal prosecution. The officer will ensure that the survivor gets the counseling and other assistance they need. The safety of the survivor will always remain the top priority of the Police Department members.

Because of the Pennsylvania public records law and the law requiring individuals having knowledge of a felony to report such crime, Carlow University is not able to promise confidentiality to persons

reporting crimes to non-privileged recipients, including individuals or offices that supply crime statistics for this annual report.

The University strongly encourages crime victims to report all criminal activity to police in order to ensure prompt evaluation for timely warning or emergency notification and for inclusion in the statistics for the annual crime report.

PART 7: ON-CAMPUS AND COMMUNITY VICTIM RESOURCES

Numerous resources are available to assist individuals dealing with sexual misconduct, both on and off campus. Carlow University provides services to all students through the Health and Wellness Clinic. Services are free of charge and confidential. Any student who has experienced sexual misconduct at any time, on or off campus, past or present, is encouraged to use these support services.

Both Magee Women's Hospital (300 Halket Street, Pittsburgh, PA 15213, 1-866-MyMagee) and UPMC Mercy (1400 Locust Street, Pittsburgh, PA 15219, 412-232-8111) have Forensic Nurses available 24 hours a day, seven days a week at their emergency departments. These Forensic Nurses are called SANE nurses in Allegheny County, Pennsylvania. SANE stands for Sexual Assault Nurse Examiners. SANE nurses can help by collecting evidence and connecting individuals.

RAINN (Rape, Abuse, and Incest National Network) is the largest anti-sexual assault organization in the country. They provide access to a wide variety of support and educational services to survivors of sexual misconduct and those who support them. Rape, Abuse, and Incest National Network (RAINN): **1-800-656-HOPE (4673)**

The Investigations Bureau of the Pittsburgh City Police investigates crimes including sexual misconduct. To report a crime in the City of Pittsburgh, call 911 or the number below.

City of Pittsburgh Police Investigations Bureau – Sex Assault/Family Violence: 412-323-7141

Victim Resources

Hospitals

Facility	Phone
Magee Women's Hospital	412-641-1000
UPMC Presbyterian	412-647-2345
UPMC Montefiore	412-648-6000
Western Psychiatric	412-624-2100

Carlow University Resources

Resource	Phone
Title IX Coordinator	(412) 578-6050
Police Department	412-578-6005
Health and Wellness Clinic	412-578-6474
Campus Ministry	412-578-6651

Community Resources

Resource	Phone
Pittsburgh Action Against Rape (PAAR)	866-363-7273 (24-hour)
Center for Victims	412-392-8582 (24-hour), 866-644-2882
Women's Center and Shelter of Greater Pittsburgh	412-687-8005 (24-hour), 877-338-8255

PART 8: PROCEDURES FOR HANDLING SEXUAL MISCONDUCT ALLEGATIONS ON CAMPUS

The University has adopted a Sexual Misconduct Policy, which exclusively governs how the University handles reports and complaints involving allegations of sexual misconduct against students, faculty, administrators, staff, and third parties.

As set forth more fully in the Sexual Misconduct Policy, upon receipt of a Report of Sexual Misconduct, the Title IX Coordinator (or Designee) will typically outreach to the Impacted Party ("Complainant")¹ to:

- offer support ("Supportive Measures"), resources, and information; and
- describe options for resolution.

Supportive Measures

Upon receipt of a report, the Title IX Coordinator/Designee will discuss Supportive Measures that may be available. As explained more fully in the Sexual Misconduct Policy, Supportive Measures are non-disciplinary, non-punitive individualized measures offered, as appropriate, as reasonably available, and without fee or charge, to a Complainant or Respondent. Supportive Measures are designed to restore or preserve a Party's access to the University's Education Program or Activity, including by protecting the safety of the Party/Parties or the University's educational environment, and/or by providing support to the Party/Parties during the Informal Resolution Process or Grievance Procedures.

Examples of Supportive Measures may include:

- academic accommodations;
- workplace accommodations;
- housing accommodations;
- referrals to appropriate resources, including medical, mental health, and spiritual care;
- safety planning and measures; and/or
- No Contact Orders and restrictions on access to campus.

Supportive measures provided to a Party will not be disclosed, except as necessary to provide the supportive measures.

Options for Resolution

¹ If the Complainant does not wish to speak to the Title IX Coordinator/Designee directly, the Title IX Coordinator/Designee will typically provide information indirectly through the individual who made the Report.

Upon receipt of a report, the Title IX Coordinator/Designee will explain options for resolution. What happens after a Report is made is driven by the wishes of the Complainant, except in very limited circumstances when there is an overriding threat to the campus community and/or other legal obligations (for example, mandatory child abuse reporting laws).

Once a report is made, there are three (3) potential paths for resolution at the University²:

- **No Resolution:** means that the concern is documented, and support and resources are offered. The University does not take further action.
- **Formal Resolution:** means that the University will conduct an investigation and adjudication to determine whether policy has been violated, and if so, what the appropriate outcomes/sanctions would be.
- **Informal Resolution:** means a voluntary, facilitated process in which the parties attempt to find a mutually agreeable, non-punitive resolution of the concerns, including outcomes such as no contact orders and educational intervention(s).

Processes for Formal and Informal Resolution will be briefly described below; fuller information can be found in the Sexual Misconduct Policy.

Formal Resolution

The Formal Resolution process is initiated when a Complaint is filed by the Complainant (or in limited circumstances is initiated by the Title IX Coordinator). A Complaint differs from a Report in that a Report means information is shared with the Title IX Coordinator, whereas a Complaint is a document filed that alleges the Sexual Misconduct Policy has been violated and requests that the University takes action, including investigating and adjudicating the Complaint.

As set forth more fully in the Sexual Misconduct Policy, the Title IX Coordinator will review the Complaint and determine whether the alleged conduct fits within the Sexual Misconduct Policy, or if it should be dismissed or referred to another policy or process at the University. The Title IX Coordinator may also consolidate Complaints as appropriate.

If the Complaint is determined to fit within the Sexual Misconduct Policy, the Title IX Coordinator/Designee will assign the matter to an appropriately trained Investigator, who may be a University Employee or a third party. A Notice of Investigation and Allegations will be sent to each Party. The Investigator will conduct an investigation, to include gathering relevant information,

² Depending on the nature of the concern, there may also be external options for resolution available, including but not limited to the Criminal Justice Process, Protection from Abuse Orders, and/or External Agency Enforcement. Additional information about these options can be discussed with the Title IX Coordinator/Designee and can be found in the Sexual Misconduct Policy. Typically, a Complainant can choose to pursue internal options, external options, both or neither. The Title IX Coordinator/Designee and/or Campus Police will assist the Complainant in filing an external criminal report upon request.

interviewing each Party separately, interviewing any relevant witnesses, and preparing an Investigative Report. Each Party will have the opportunity to review the Investigative Report and provide feedback before it is finalized. The Title IX Coordinator will review the Investigative Report and determine whether the matter should be dismissed or proceed to adjudication.

If the matter proceeds to adjudication, depending on the nature of the concerns, the matter will proceed to the non-hearing adjudication hearing process or the hearing adjudication process. A limited subset of cases which fit within the definition of Title IX Sexual Harassment will proceed to the Adjudication Hearing Process, described briefly below and at length in the Sexual Misconduct Policy. All other cases will proceed through the Non-Hearing Adjudication Process, also described briefly below and at length in the Sexual Misconduct Policy.

In either adjudication process, the University utilizes the **Preponderance of Evidence** standard (“more likely than not”) to determine whether Policy has been violated.

In all aspects of the Formal Resolution Process, including Investigation and Adjudication, the University will ensure that the process:

- is reasonably prompt, fair and impartial;
- conducted by officials (whether employees or third parties) who receive annual training on issues relating to Sexual Misconduct and how to conduct investigation and hearing processes that protects the safety of Complainants and promotes accountability;
- conducted by officials (whether employees or third parties) who do not have a conflict of interest or bias towards or against complainants or respondents;
- provides each Party with timely notice of meetings;
- provides each Party timely and equal access to information that will be used in any hearing or proceeding;
- provides both Parties with the same opportunities to have an advisor of their choosing accompany them to related meetings and proceedings; and
- provides simultaneous, written notice to each Party of the results of any disciplinary proceeding involving allegations of Sexual Misconduct, as well as procedures for appeal, any change(s) to the results, and when such results become final.

The University will endeavor to complete the investigation and resolution process in a reasonably prompt manner, typically 60 to 90 days. This period may be changed or extended by the University for good cause and with notice to each of the Parties.

Hearing Adjudication Process

A limited subset of cases which fit within the definition of Title IX Sexual Harassment will proceed to the Adjudication Hearing Process. A live hearing will be scheduled, and the Parties will receive notice of the time, date and location of the hearing, which may be conducted in-person or virtually through an online platform through which each Party, witness, their Advisors, and the decisionmaker can see and hear each other in real-time. An audio or audiovisual recording, or transcript, of any live hearing will be made; no other recording or transcription is permitted.

In the hearing, the decisionmaker will be either the head of the Respondent's unit (*e.g.*, for Students, the Dean of Students; for faculty, the Provost; and for staff, the Vice President of Human Resources), or that person's designee, who may be internal or external to the University.

During the hearing, the decisionmaker will ask relevant questions of each Party and any witnesses. Each Party will have the opportunity to cross-examine the other Party indirectly through their Advisor, who will have the opportunity to ask relevant questions of the other Party. Neither Party is permitted to directly question the other Party. The decisionmaker will determine if a question is relevant and not otherwise impermissible before the Party answers the question.

After the hearing, the decisionmaker will objectively evaluate all of the Relevant evidence and make a determination regarding responsibility pursuant to the standard of proof (Preponderance of Evidence). The decisionmaker will prepare a written decision which will be provided to the Parties simultaneously within ten (10) days of the date of the hearing, and will include: a description of the alleged Prohibited Conduct; a description of procedural steps; findings of fact supporting the determination; conclusions regarding the application of the Sexual Misconduct policy to the facts; and a statement of and rationale for a determination of responsibility or non-responsibility; and options and permitted bases for appeal. If a Respondent is found responsible for violating the Sexual Misconduct Policy, the Determination shall also include appropriate Disciplinary Sanctions and if applicable, any Remedies.

Non-Hearing Adjudication Process

As set forth more fully in the Sexual Misconduct Policy, all cases that do not fit within the definition of Title IX Sexual Harassment will proceed to the Non-Hearing Adjudication Process. Once the investigation described above is complete, the investigator will objectively evaluate all of the Relevant evidence and make a determination regarding responsibility pursuant to the standard of proof (Preponderance of Evidence).

The investigator's determination, with rationale, will be submitted to the appropriate decisionmaker, who is the head of the Respondent's unit (*e.g.*, for Students, the Dean of Students; for faculty, the

Provost; and for staff, the Vice President of Human Resources), or that person's designee, who may be internal or external to the University.

The decisionmaker will prepare a written notice of outcome, with the investigator's determination and rationale, and appeals information, which will be communicated simultaneously to the Parties. The notice of outcome will typically be provided within ten (10) days of the completion of the final investigative report or the Parties' responses to the report. If a Respondent is found responsible for violating the Sexual Misconduct Policy, the Determination shall also include appropriate Disciplinary Sanctions and if applicable, any Remedies.

Sanctions and Remedies

Disciplinary Sanctions

Disciplinary Sanctions are designed to stop the misconduct, prevent its recurrence, and remedy its effects, and will consider factors including the nature and gravity of the misconduct, and any record of prior misconduct, if applicable.

A summary of Disciplinary Sanctions which may be imposed are summarized below, and described more fully in the Sexual Misconduct Policy, may include, but are not limited to:

For Students

- Reprimand
- Required Counseling
- Restrictions
- Probation
- Suspension
- Expulsion
- Withholding Diploma
- Revocation of Degree
- Other Actions

For Employees

- Verbal or Written Warning
- Performance Improvement Plan/Management Process
- Enhanced Supervision, Observation, or Review
- Required Counseling
- Required Training or Education

- Probation
- Denial of Pay Increase/Pay Grade
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Transfer
- Shift or schedule adjustments
- Reassignment
- Delay of (or referral for delay of) Tenure Track Progress
- Assignment to New Supervisor
- Restriction of Stipends, Research, and/or Professional Development Resources
- Suspension/Administrative Leave with Pay
- Suspension/Administrative Leave without Pay
- Termination
- Other Actions

Remedies

Remedies are measures provided, as appropriate, to a Complainant or other person whose equal access to Carlow's Education Program and/or Activity was determined to have been limited or denied by Prohibited Conduct, in order to restore or preserve that person's access to the Education Program or Activity. Remedies may or may not be continued Supportive Measures, and may include but are not limited to:

- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Course and registration adjustments, such as retroactive withdrawals
- Education to the individual and/or the community
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of campus safety escorts
- Climate surveys
- Policy modification and/or training
- Provision of transportation assistance
- Implementation of long-term contact limitations between the Parties
- Implementation of adjustments to academic deadlines, course schedules, etc.

Appeals

As set forth more fully in the Sexual Misconduct Policy, a Determination regarding responsibility can be appealed based on one or more of the following grounds³:

Procedural irregularity that affected the outcome of the matter;

New evidence that was not reasonably available at the time of the dismissal or the determination regarding responsibility that could affect the outcome of the matter;

The Title IX Coordinator, investigator(s), or decisionmaker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or an individual Party in particular, and that bias affected the outcome of the matter; and/or

The severity of the Disciplinary Sanction(s) imposed was disproportionate to the nature of the conduct at issue.

Appeals must be submitted in writing to the Title IX Coordinator within five (5) Days of the date of the written outcome determination or dismissal. The Title IX Coordinator will provide notice of any appeal(s) to the other Party, who has five (5) Days to submit a written response, limited to the grounds alleged in the appeal. The Title IX Coordinator will submit the appeal and response, if any, to the appeals decisionmaker, who shall not be the same individual as the investigator or decisionmaker.

The appeals decisionmaker will submit a final written decision on the appeal, including a rationale, within ten (10) Days of receipt of the appeals materials, which will be simultaneously distributed to the Parties.

The appeal is not an opportunity for a re-investigation or re-hearing. The appeals decisionmaker's decision is final.

Informal Resolution Process

The Informal Resolution Process is a voluntary, facilitated process in which the Parties attempt to find a mutually agreeable, non-punitive resolution of the concerns, including outcomes such as no contact orders and educational intervention(s).

For Complaints alleging Title IX Sexual Harassment, an Informal Resolution Process may be offered at any time, after issuance to the Respondent of a Notice of Allegations and before a determination of whether Title IX Sexual Harassment occurred has been made. However, an Informal Resolution Process

³ A Dismissal of a Complaint may be appealed on the same grounds.

is not available for Complaints of Title IX Sexual Harassment involving a Student Complainant and employee Respondent.

For Reports or Complaints alleging Prohibited Conduct other than Title IX Sexual Harassment, an Informal Resolution Process may be offered at any time before a determination of whether Prohibited Conduct occurred has been made. This includes upon receipt of a Report, or during the pendency of Grievance Procedures. A Complaint need not be made in order to initiate the Informal Resolution Process in such cases.

Both Parties must agree to participate in the Informal Resolution Process, and Carlow must agree that it is appropriate. As participation is voluntary, Carlow does not require Parties to waive the right to an investigation and adjudication as a condition of (continuing) enrollment or (continuing) employment, or the exercise of any other right. While every Informal Resolution Process will be tailored to the facts and circumstances of the individual case, in no case will the facilitator of the Informal Resolution Process be the same as the investigator or decisionmaker for Grievance Procedures involving the same matter.

Before initiating an Informal Resolution Process, Carlow will notify the Parties of:

- the allegations;
- the requirements of the Informal Resolution Process;
- that each Party has the right to withdraw their agreement to participate in the Informal Resolution Process prior to agreeing to a resolution, and can at that time initiate or resume the Grievance Procedures, as applicable;
- that agreement to a resolution at the conclusion of the Informal Resolution Process precludes the Parties from initiating or resuming Grievance Procedures arising from the same allegations;
- the potential terms that may be requested or offered in an Informal Resolution Process agreement, including notice that an Informal Resolution Agreement is binding only on the Parties; and
- which records will be maintained as part of the Informal Resolution Process and circumstances under which such records could be shared in the event that the Informal Resolution Process is not completed and Grievance Procedures are initiated or resumed.

Protecting Parties, Reporters and Witnesses

Retaliation

Carlow University strictly prohibits retaliation against any member of the University community who reports or assists in making a complaint of sexual misconduct, or who participates or refuses to participate in the investigation or adjudication of a complaint in any way. Retaliation may include, but is not limited to, negative action (such as intimidation, threats, discrimination, or harassment) intended

to punish or deter a person for sharing concerns or participating in the resolution process in good faith.

Amnesty

Individuals who were drinking alcohol or using drugs at the time an incident of alleged Sexual Misconduct occurs may be hesitant to make a Report or Complaint, or participate as a Party or witness in an investigation due to concerns about being charged with disciplinary violations. In order to address these concerns, and encourage the prompt reporting of information related to known or suspected Sexual Misconduct, Carlow will generally not pursue disciplinary action for alcohol or drug offenses when information involving alcohol or drug use is revealed as part of a Report or Complaint, or an investigation. However, Carlow may require individuals to participate in educational interventions related to drugs and alcohol.

Presumptions; False Accusations

A Respondent is presumed to be not responsible for alleged Prohibited Conduct unless and until the Respondent is determined to be responsible for a violation of this Policy at the conclusion of the Grievance Procedures.

Without evidence to the contrary, a Complainant is generally presumed to make a report in good faith. A determination that a Respondent was not responsible for a Policy violation does not, without more, establish that the Complainant or any other Party or witness has made a false allegation or statement in bad faith.

Deliberately false allegations and statements are a violation of Carlow policy and individuals, including witnesses, who knowingly make false allegations, provide false statements or evidence, tamper with or destroy evidence they were instructed to preserve, or commit similar acts of dishonesty may be subject to disciplinary action.

Compliance

Compliance with these provisions does not constitute a violation of the General Education Provisions Act (20 U.S.C. 123g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

PART 9: CAMPUS SAFETY PROGRAMMING AND AWARENESS EVENTS

Crime Prevention Programs

The Police Department offers a wide variety of crime prevention and safety awareness programs to the university community. The Police Department participates in student and parent orientation, student organizations and community functions in which we explain available services and educational/training programs that are provided to the community. The theme of most crime prevention programs is to encourage students and employees to be aware of their responsibility for their own safety and the security of others.

The Police Department in cooperation with other university organizations and departments, presents crime prevention awareness sessions and educational strategies and tips on sexual assault prevention, underage drinking and illegal drug use, theft prevention, identity theft, residence hall safety tips, vehicle safety tips, avoid becoming a crime victim, protecting your credit, reduce risk of book theft, and prevent bicycle theft.

Summary of Community Policing/Crime Prevention Programming

The following is an overview of safety programs offered by the University and its Police Department. Programs are available throughout the academic year. In addition to campus safety programming, Carlow University employs many additional crime prevention initiatives.

Program	Description
Alcohol Awareness / "Fatal Vision" Program	Discusses the law, culture and consequences of consuming alcohol. Includes activities showing the effects of alcohol on motor skills and driving while wearing "Fatal Vision Goggles." CUPD attends at minimum three such events a year.
Self-Defense Course	Available monthly at no cost to all faculty/staff and students. A modified combined version of several forms of self-defense, teaching easy-to-learn and highly effective techniques for safety and self-defense.
CPR/First Aid	Two-year certification card issued through the American Heart

Program	Description
	Association upon successful completion. Available monthly.
Registration and Assessment	Gives participants an overview of CUPD and safety tips for on and off campus living, including how to identify a suspicious person, location and use of campus safety phones and the availability of the campus escort service. Held 6 times a year.
Additional Programs	
• Personal Safety in Today's Times – Offers information and discussion about the latest in practical techniques for protecting yourself and your belongings while at home, at work, and when traveling. • Refuse To Be a Victim – Normally a four-hour seminar that teaches methods to promote awareness, avoid dangerous situations and prevent criminal confrontations. • Sexual Assault Awareness – Offered to all students through large awareness events, on-line training, and discussions. Topics covered include definitions of consent, rape and sexual assault, Pennsylvania law, alcohol information, reporting procedures, community resources, victim rights, and safety procedures. • Sexual Harassment and Rape Prevention (SHARP) – A unisex self-defense course founded on statistics-based research that focuses on what is real and what works. • Theft Prevention – Officers present information and precautions to be taken to minimize the risk of becoming the victim of theft.	

PART 10: ADDITIONAL POLICIES

Policy on Illegal Drugs

Carlow University strictly adheres to the federal and state laws that prohibit the distribution, sale, or use of controlled substances. Students illegally possessing, distributing, or using any controlled substance or paraphernalia will be subject to immediate disciplinary action.

Drug-Free Workplace Policy

Carlow University strongly supports the Drug-Free Workplace Act of 1988. Carlow University prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, as listed in Schedules I through IV of Section 202 of the Controlled Substances Act (21 U.S.C. 812), on the properties of Carlow.

Alcohol Awareness

This presentation focuses on the effects of alcohol and the laws and consequences. Fatal Vision goggles are used as part of this demonstration. The University prohibits the illegal possession, use, or sale of alcohol or drugs. Persons age 21 and over violate Pennsylvania law when they furnish alcohol to a minor. A fine of up to \$2,500, or imprisonment of up to three months for failure to pay any fine, will be imposed. Repeat offenders will be fined at least \$300.00 and may be imprisoned for up to one year.

Carlow University upholds the standards set forth in all state and federal laws with respect to the consumption, sale, and possession of alcohol by persons under the age of 21. Behavior which abuses the lawful use of alcohol is also prohibited.

The University prohibits alcohol intoxication; the unauthorized possession, use, consumption, manufacture, sale, or distribution of alcohol; and driving while impaired due to alcohol consumption. Specifically, this includes, but is not limited to:

- Students under the age of 21 are not permitted to consume, transport, or possess alcoholic beverages.
- No Carlow student, regardless of age, may provide alcohol to anyone under 21 years of age.
- The possession of beer kegs, cases of beer, or any common source container in any University building, facility, or property, unless authorized by university administration, is prohibited. There may be no more than one (1) case quantity of beer per room/suite/apartment.
- The consumption of alcohol in public areas on campus is prohibited unless otherwise stated by university officials.
- The possession of any apparatus used to facilitate the rapid consumption of alcohol or drinking games is prohibited.
- The possession and use of grain alcohol, outside of scholarly research activities, is prohibited.

- Students will be held responsible for the actions of their guests who fail to comply with the University Alcohol Policy.
- No Carlow student or guests, regardless of age, is permitted to be intoxicated on university property or at an off-campus University-related event.
- Students and guests exhibiting signs of excessive alcohol consumption will be transported via Emergency Medical Services (EMS) at the student's expense for medical attention. Refusal to cooperate with EMS personnel may result in a conduct complaint for disorderly conduct and/or failure to comply.

Residential Alcohol Policies

- No person, regardless of age, may consume or possess alcohol in a room, suite or apartment where all of the residents are under the age of 21.
- 21-year-old residents and their guests of legal drinking age may consume alcoholic beverages within the privacy of their room, suite, or apartment, with the door closed.
- Alcoholic beverages are not permitted in public (common) areas of the residence halls (e.g., lounge spaces) without the express, written permission of the Vice President of Student Affairs.
- Alcohol consumption is prohibited in all residence building hallways.
- Students and their guests who appear to be intoxicated will be stopped by the Public Safety and/or Student Life staff to assess any wellness or safety issues. Intoxicated, or seemingly intoxicated, guests will not be permitted access to the residence halls. Students who appear intoxicated must comply with the direction given by staff.

Drug Awareness and Recognition

This program outlines the most abused drugs on campus, warning signs of abuse and how these drugs affect students and the community. The University prohibits the illegal possession, use, or sale of drugs or alcohol. Carlow University strictly adheres to the federal and state laws that prohibit the distribution, sale, or use of controlled substances. Students illegally possessing, distributing, or using any controlled substance or paraphernalia will be subject to immediate disciplinary action.

University Drug Policy

Carlow University strictly adheres to federal and state laws with respect to prohibiting the possession, use, distribution, and cultivation of illegal or controlled substances and drug paraphernalia. Per PA Senate Bill 1006, synthetic marijuana (salvia and bath salts) is illegal in Pennsylvania as well. The misuse

of legal and over the counter drugs is also prohibited, this includes the misuse of one's own prescription medication and using a medication prescribed to another. Any student believed to have violated the drug policy will be referred to the Office of Student Conduct; and as permitted under FERPA, Carlow University, at its discretion, may contact parents or guardians of students under 21 in drug-related incidents.

Workplace Violence

Carlow University is committed to maintaining a safe and secure environment for students, faculty, staff and visitors. Threats or acts of violence against anyone on property owned or controlled by the university will not be tolerated. Such behavior may result in criminal arrest and prosecution and/or disciplinary action, up to and including dismissal, against the perpetrators whether they are students, faculty or staff.

Any person who makes threats or engages in violent behavior while on property owned or controlled by the university may be removed from the premises as quickly as safety permits. They may be required to remain off university premises pending the outcome of an investigation. Any university student, faculty or staff member who violates this policy will be subject to disciplinary action in accordance with university policies and procedures applicable to students, faculty and staff. Threatening behavior may include, but is not limited to hitting, shoving, sexual assault, attacks, stalking, verbal or nonverbal threats, vandalism, arson and carrying a weapon of any type (regardless of whether the owner is licensed to carry it or not) or explosives.

Policy on Weapons

Weapons, or any object with the potential to cause bodily harm, are not permitted on campus (including the residence halls). Prohibited "weapons and objects" include, but are not limited to, firearms, rifles, shotguns, knives, stun guns, nun-chucks, bows and arrows, swords, fireworks, explosives, martial arts equipment, and BB guns. Only sworn University Police personnel are authorized to carry weapons while on duty. While off duty, no member of the department is permitted to possess a weapon on campus property. Police training includes daylight and nighttime qualification with firearms including the legal, moral, and practical aspects of carrying a weapon.

Stage weapons are permitted to be used with the permission from the appropriate university authority. However, stage weapons are only used under strictly controlled conditions following established guidelines and are monitored by the appropriate faculty.

Policy on Students with Criminal Records

Carlow University requests that student's self-disclose any prior criminal conviction prior to admission. The University recognizes its responsibility to ensure the safety of the campus community and evaluate any enrolled student's status with the University based on disclosed crimes and our student code of conduct policies.

Policy on Employees with Criminal Records

Carlow University screens potential employees by inquiring about their criminal history during the application process. In addition, the University conducts criminal background checks on candidates selected for hire. Candidates selected for hire may be rejected for employment based on their criminal records.

PART 11: MISSING STUDENT NOTIFICATION POLICY

Purpose

This policy contains the official notification procedures of Carlow University concerning missing students who reside on campus, in accordance with the requirements of the Higher Education Opportunity Act (HEOA) of 2008. The purpose of this policy is to promote the safety and welfare of the campus community through compliance with the HEOA requirements and should be adhered to by all members of the campus community, faculty, staff and students.

Any student shall be deemed missing when he or she is reportedly absent from the University for more than 24 hours without any known reason.

Procedures

In the event that a member of the campus community has reason to believe that a student who resides in an on-campus housing facility is missing, he/she should immediately notify the Carlow University Police Department (CUPD). CUPD will then notify the University's Vice President of Student Affairs her designee, prepare a missing persons report, and initiate an investigation.

Per HEOA requirement, each student has the option to identify a confidential contact to be notified within 24 hours of the determination by the CUPD or other law enforcement agency that the student is missing. If a student elects to identify a confidential contact, that information will be maintained by the Vice President of Student Affairs Office, and is accessible only to authorized campus officials. The information may not be disclosed, except to law enforcement officials in furtherance of a missing persons investigation. If a separate missing persons contact is not identified by the student, an investigation will still be initiated and the emergency contact on record will be notified.

If the missing student is under 18 years of age and not emancipated, he/she can still designate confidential contact. However, in compliance with the HEOA, a legal parent or guardian will also be notified.

- All students who register for on-campus housing will be advised of this policy at the time of registration and/or upon housing check-in. During the registration process, specific emergency contact information will be captured. At that time, students will have the opportunity to provide separate missing person contact information as well, if they choose to do so.
- All missing person contact information is registered and confidential.
- All reports of missing students shall be directed to the CUPD who will work with Campus Life to determine whether the student is missing in accordance with this policy.
- All police officers are properly trained and clearly understand the requirements and how to handle the reports. Students are advised that their missing person contact information is registered and confidential.
- Upon checking into the campus residence halls, suites, or apartments, all students will have the opportunity to identify an individual to be contacted by the University in case the student is determined to be missing. Every student has the opportunity to list an emergency contact by completing an Emergency Contact form available at the Office of Campus Life.
- When a student is reported missing, residence life staff will immediately be contacted by a member of the Carlow University Police Department.

When a Missing Person's Complaint is Received, the Following Steps Will Be Taken:

1. The Police Dispatcher receiving the complaint will immediately dispatch a Carlow police officer to the location of the complainant.
2. The responding officer will gather all essential information about the missing person (contact information, description, clothes last worn, where subject might be, who might be with, vehicle description, etc.). A current photograph of the missing person may also be obtained to aid in the search.
3. The responding officer will also gather information about the physical and mental well-being of the individual who is missing.
4. Review of the access system to see where and when the last time the student's ID was scanned.
5. Appropriate campus staff will be notified of this location to aid in the search for the individual. A quick, but thorough search will be conducted in all campus buildings and parking lots.
6. Class schedules of the missing person will be obtained, and a search of classrooms will be conducted.
7. A call will be placed on the missing student's cell phone, and a text message will be sent. Interview roommates, suitemates and known friends.
8. Look at social networking sites such as Facebook for any activity.
9. Check with faculty members to see when the student was in class or if they have had contact with faculty members.
10. Attempt to locate student's vehicle on campus.
11. Carlow University Police will contact area hospitals and law enforcement to see if they can provide any information.

If the above actions are unsuccessful in locating the person or it is apparent from the beginning that the person is actually missing (i.e., a call from parents, guardians), the investigation will be carried out by the appropriate local law enforcement agency. That agency then becomes the authority in charge, and the Carlow Police Department will assist them as needed.

The Vice President of Student Affairs Dean or her/his designee will be responsible for communicating with the family or relatives of the missing person. The emergency contact will be notified within 24 hours to verify if the person is missing or has voluntarily left their residence. If the student is less than 18 years of age, and not emancipated, their parent or guardian will be notified.

PART 12: SEX OFFENDER REGISTRATION INFORMATION

In accordance with the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, the Carlow University Police Department is providing a link to the Pennsylvania State Police Sex Offender Registry.

This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student. Pennsylvania's General Assembly has determined public safety will be enhanced by making information about registered sexual offenders available to the public through the internet.

Knowledge whether a person is a registered sexual offender could be a significant factor in protecting yourself, your family members, or persons in your care from recidivist acts by registered sexual offenders.

Public access to information about registered sexual offenders is intended solely as a means of public protection. Pursuant to 42 Pa. C.S. § 9798.1, the State Police has established this website to provide timely information to the public on registered sexual offenders who reside, attend school, or are employed/carry on a vocation, within this Commonwealth.

Pennsylvania's Megan's Law, 42 Pa. C.S. § 9799.1, requires the State Police to create and maintain a registry of persons who reside, work/carry on a vocation, or attend school in the Commonwealth and who have either been convicted of, entered a plea of guilty to, or adjudicated delinquent of certain sexual offenses in Pennsylvania or another jurisdiction.

Any person who uses the information contained herein to threaten, intimidate, or harass the registrant or their family, or who otherwise misuses this information, may be subject to criminal prosecution or civil liability.

The Pennsylvania State Police are responsible for maintaining this registry.

Pennsylvania State Police Sex Offender Registry: <http://www.pameganslaw.state.pa.us/>

PART 13: LAWS GOVERNING THE REPORT

Federal Legal Requirements – The Clery Act

Enacted in 1990, the Student Right to Know and Campus Security Act (pub. L. 101-542) was designed to *"...assist students in making decisions which affect their personal safety..."* and *"...to make sure institutions of higher education provide students, prospective students, and faculty the information they need to avoid becoming the victims of campus crime."*

The Higher Education Act of 1998 and the subsequent amendment of the implementing regulations (34 C.F.R. 668.46) significantly expanded institutions' obligations under the Act and renamed it the **"Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act"** (hereafter the Clery Act).

The Campus Security Act requires colleges and universities to:

- Publish an annual report every year by October 1st that contains three years of campus crime statistics and certain campus security policy statements.
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms.
- Gather the statistics from campus police or security, local law enforcement, and other University officials who have significant responsibility for student and campus activities.
- Provide timely warning notices of those crimes that have occurred and pose an ongoing threat to students and employees.
- Disclose in a public crime log any crime that occurred on campus or within the patrol jurisdiction of the campus police department and is reported to the campus police department.

State Legal Requirements – The Pennsylvania Uniform Crime Reporting Act

The Pennsylvania Uniform Crime Reporting Act (18 P.S. §20.101 et seq.), as implemented by Chapter 33 of the Regulations of the State Board of Education, requires colleges and universities to:

- Report to the Pennsylvania State Police, on an annual basis, crime statistics for publication in the FBI's Uniform Crime Report, which collects data on additional categories of felony and misdemeanor crime.

- Report crime rates for all reportable offenses.
- Provide the numbers of enrolled students and employees.
- Disclose information and security policies on the types of available student housing, admission of visitors to housing facilities, measures to secure entrances, and standard features to secure room doors.

The Carlow University Police Department, under the supervision of the Chief of Police, is responsible for preparing and distributing this report. It works with many other departments and agencies such as Student Affairs, Campus Life, and the City of Pittsburgh Bureau of Police, University of Pittsburgh Police Department, Northern Regional Police Department and the Pennsylvania State Police to compile the information.

The purpose of this report is to provide our community members with the information needed to aid in your personal safety while at the University. We encourage members of the University community to use this report as a guide for safe practices on and off campus.

Each member of the University community receives an email that describes the report and provides the web address for access to the report. For a paper copy, contact the Carlow University Police Department at **412-578-6005**, or email jdbesong@carlow.edu.

PART 14: CRIME STATISTICS – CRIMES MONITORED AND DEFINITIONS

In accordance with the Clery Act, Carlow University's annual security report includes statistics for the previous three calendar years concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by Carlow University; and on public property within, or immediately adjacent to and accessible from, the campus. The statistics for the report are obtained from the campus Crime Log, the Student Affairs Office, and local police authorities.

Crime Categories Reported

- Murder/Non-negligence Manslaughter
- Manslaughter by Negligence
- Sex Offense, Rape
- Sex Offense, Fondling

- Sex Offense, Incest
- Sex Offense, Statutory Rape
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Fire
- Liquor Law Arrests
- Liquor Law Violations referred for Disciplinary Action
- Drug Law Arrests
- Drug Law Violations referred for Disciplinary Action
- Illegal Weapons Possession Arrests
- Illegal Weapons Possession Violations referred for Disciplinary Action
- Domestic Violence
- Dating Violence
- Stalking

Hate Crimes

The University is committed to maintaining an environment free from unlawful discrimination or harassment and the reporting of incidents enables the University to assess the campus climate and promptly respond to incidents. Together, we can work to maintain an educational and work environment that is free from unlawful harassment and discrimination. Hate crimes are especially cruel, and the University will prosecute offenders under the law and/or its conduct processes.

For Clery Act reporting purposes, hate crimes include the criminal offenses described previously, in addition to the four crimes listed below, that manifest evidence that the victim was intentionally selected because of the perpetrator's bias against the victim based on one or more of the following categories of bias: race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

- **Larceny/Theft:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. This includes pocket picking, purse snatching,

shoplifting, theft from building, theft from motor vehicle, theft of motor vehicle parts or accessories, and all other larceny.

- **Simple Assault:** Unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism to Property (except Arson):** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Hate Crime Statistics

- **2025:** There were no hate crimes for the calendar year 2025.
- **2024:** There were no hate crimes for the calendar year 2024.
- **2023:** There were no hate crimes for the calendar year 2023.

Hate crime statistics are not collected or reported for Liquor, Drug, or Weapons Law Violations nor for Dating Violence, Domestic Violence, or Stalking.

Clery Act Definitions of Reportable Crimes

Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: The killing of another person through gross negligence.

Rape: The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of

giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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

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

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm.

Burglary: The unlawful entry of a structure to commit a felony or theft. For reporting purposes, this definition includes unlawful entry with intent to commit a larceny or felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned acts.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (All cases where persons not lawful access to having taken automobiles, including joyriding, even though the vehicles are later abandoned.)

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

Liquor Law Violations: The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned activities. (Drunkenness and driving under the influence are not included in this definition.)

Drug Abuse Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or

cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotic drugs; and dangerous non-narcotic drugs.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned acts.

How We Compile Crime Statistics

The Carlow University Police Department collects crime statistics from the campus Crime Log, the Student Affairs Office, the Title IX Office, Campus Security Authorities (CSA), and local police authorities, disclosed in the charts of this report through these methods. Police officers enter all reports of crime incidents made directly to the department. After an officer enters the report, a department supervisor reviews the report to confirm it is appropriately classified in the correct crime category. The department periodically examines the data to verify that all reported crimes are recorded in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting Handbook, the FBI National Incident-based Reporting System Handbook (sex offenses only) and U.S. Department of Education Handbook for Campus Crime Reporting.

The University Police Department maintains a close relationship with the City of Pittsburgh Bureau of Police to facilitate notification of crime occurring on university owned property. The Crime Analysis Unit of the City of Pittsburgh Bureau of Police provides electronic copies of all crime alerts issued to city police personnel concerning crimes occurring in adjacent neighborhoods (as required by the Clery Act) on a regular basis and provides annual statistics on all crimes required to be reported under the Clery Act and Pennsylvania Acts 73 & 180.

PART 15: GEOGRAPHIC AREAS RELATED TO REPORTABLE CRIMES

The Clery Act requires that institutions disclose statistics for criminal offenses/referrals committed in certain geographic locations associated with Carlow.

On-Campus

The Clery Act defines on-campus to mean: (1) any building or property owned or controlled by an institution, within the same reasonably contiguous geographical area and used by the institution in

direct support of, or in a manner related to, the institution's educational purposes, including residence halls; as well as (2) any building or property that is within or reasonably contiguous to property described in part (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

For purposes of Clery reporting, Carlow University classifies the following locations as on-campus locations:

- **Main Campus:** This includes all buildings, outlying buildings, residential facilities, property, parking lots, and roadways on the Main Campus. Incidents occurring in these areas are under the jurisdiction of the Carlow University Police Department.
- **Residence Halls and other Residential Facilities:** located on-campus and that house students. These locations are considered a subset of the on-campus category. Carlow must disclose the total number of on-campus crimes, including those in residential facilities for students on campus, and must also make a separate disclosure limited to the number of crimes occurring in student residential facilities on campus.

Non-Campus

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by Carlow that is used in direct support of or in relation to, the institution's educational purpose, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

For purposes of Clery reporting, Carlow University classifies the numerous off-campus sites where Carlow University conducts classes as non-campus locations. These off-campus course locations vary from semester to semester. Incidents occurring at these locations are under the jurisdiction of the local law enforcement agency. Each individual law enforcement agency is canvassed each year by the Carlow University Police Department for information on any Clery reportable incidents they responded to at the Carlow University off-campus course location in their jurisdiction.

Public Property

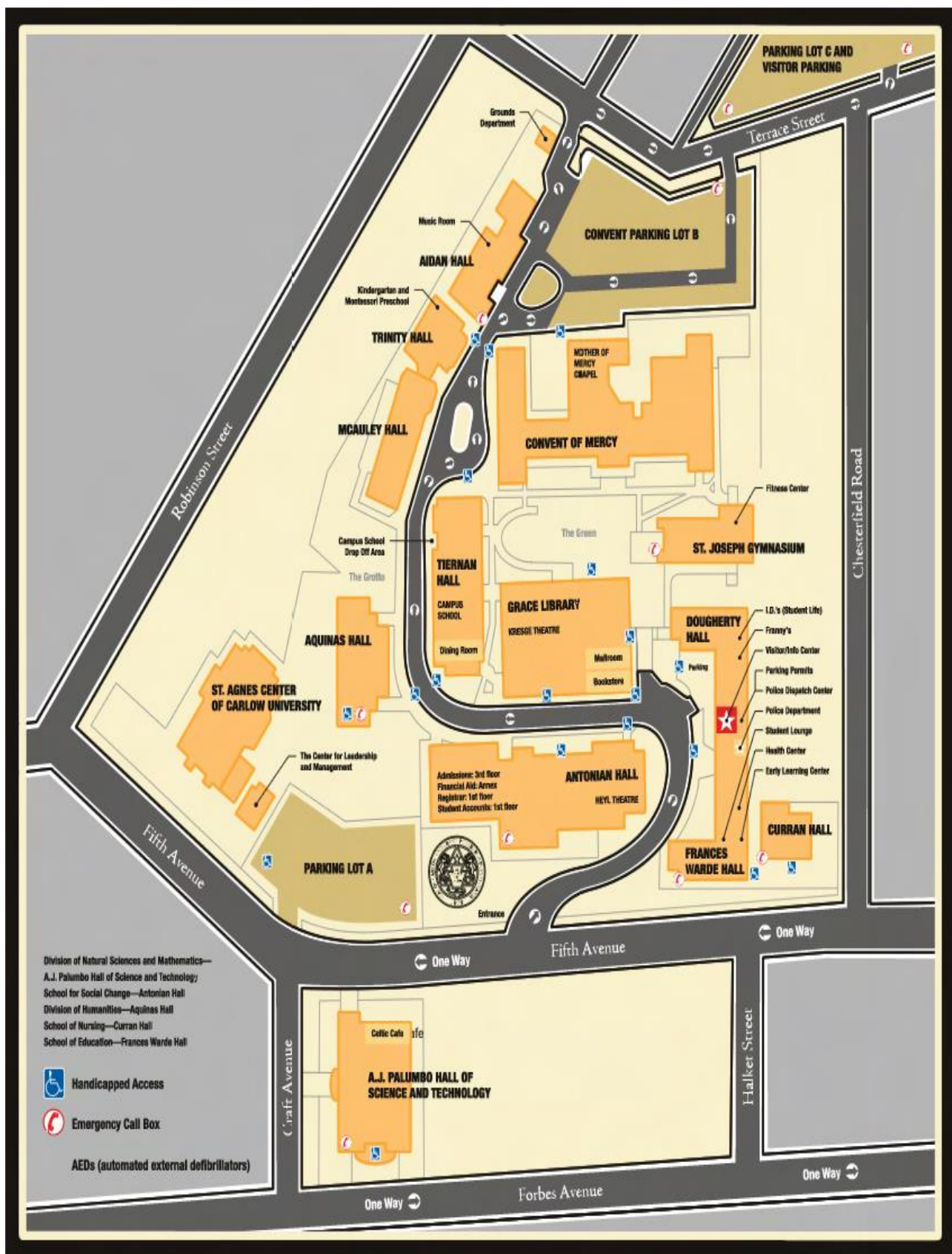
All public property, which includes thoroughfares, streets, sidewalks, public parking facilities, and public parks, that is immediately adjacent to and accessible from the campus.

For purposes of Clery reporting, Carlow University counts in and adjacent to and accessible from public property locations. All public property, which includes thoroughfares, streets, sidewalks, public parking facilities, and public parks, that is immediately adjacent to and accessible from Carlow campus. Incidents occurring at these locations are under the jurisdiction of the City of Pittsburgh Police Department. The City of Pittsburgh Police Department is canvassed each year by the CUPD for information on any Clery reportable incidents they responded to at these locations. Statistics are also included when University CSA's report incidents as having occurred on public property.

The Clery Act does not require the disclosure of crime statistics for public property that surrounds non-campus buildings or property.

Reasonably contiguous geographic area includes the area immediately in front of a structure, the sidewalk, the roadway, and the entire sidewalk directly across the street from the location.

Residential facilities: means all residence halls and other residential facilities for students on campus.



PART 16: Crimes

Oakland Campus

Crimes	Year	Residence	On-Campus	Off-Campus	Public Property
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	1
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Crimes	Year	Residence	On-Campus	Off-Campus	Public Property
Stalking	2025	1	2	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Rape	2025	0	0	0	0
	2024	1	0	0	0
	2023	0	0	0	0
Sex Offenses, Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arrests, Liquor Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	1	0	0
Arrests, Drug Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arrests, Illegal Weapons Possessions	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Referral, Liquor Violations	2025	1	1	0	0
	2024	1	1	0	0
	2023	1	1	0	0
Referral, Drug Violations	2025	1	1	0	0
	2024	1	1	0	0
	2023	1	1	0	0
Referral, Illegal Weapons Possession	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hazing	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

* Crimes included in the residential facilities column are included in the on-campus category.

Bias Crimes/Hate Crimes

Crimes	Year	Residence Halls	On-Campus	Off-Campus	Public Property
Hate Crime, Non-Negligent	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crime, Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crime, Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crime, Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crime, Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crime, Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crime, Larceny-Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crime, Simple Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crime Intimidation	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crime, Destruction/Dam Vandalism-	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Bias Crimes/Hate Crimes

Hate crimes are violent actions intended to hurt and intimidate someone because of their race, ethnicity, national origin, religion, sexual orientation, gender or disability.

Cranberry Campus

Crimes	Year	Residence	On-Campus	Off-Campus	Public Property
Arson	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Aggravated Assault	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Burglary	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Non-Negligent Manslaughter	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Negligent Manslaughter	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Motor Vehicle Theft	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Robbery	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Domestic Violence	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0

Crimes	Year	Residence	On-Campus	Off-Campus	Public Property
Stalking	2025	NA/1	2	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Sex Offenses, Rape	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Sex Offenses, Fondling	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Sex Offenses, Incest	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Sex Offenses, Statutory Rape	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Arrests, Liquor Violations	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Arrests, Drug Violations	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Arrests, Illegal Weapons Possessions	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Referral, Liquor Violations	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Referral, Drug Violations	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Referral, Illegal Weapons Possession	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hazing	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0

This campus does not have resident student facilities.

Bias Crimes/Hate Crimes

Crimes	Year	Residence Halls	On-Campus	Off-Campus	Public Property
Hate Crime, Non-Negligent	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Negligent Manslaughter	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Rape	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Fondling	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Incest	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Statutory Rape	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Larceny-Theft	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Simple Assault	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime Intimidation	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Destruction/Dam Vandalism-	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0

Bias Crimes/Hate Crimes

Hate crimes are violent actions intended to hurt and intimidate someone because of their race, ethnicity, national origin, religion, sexual orientation, gender or disability.

Westmorland Campus

Crimes	Year	Residence	On-Campus	Off-Campus	Public Property
Arson	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Aggravated Assault	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Burglary	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Non-Negligent Manslaughter	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Negligent Manslaughter	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Motor Vehicle Theft	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Robbery	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Domestic Violence	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Stalking	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Sex Offenses, Rape	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Sex Offenses, Rape	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Sex Offenses, Incest	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
	2025	NA/1	0	0	0

Sex Offenses, Statutory Rape	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Arrests, Liquor Law Violations	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Arrests, Drug Law Violations	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Arrests, Illegal Weapons Possessions	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Referral, Liquor Law Violations	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Referral, Drug Law Violations	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Referral, Illegal Weapons Possession	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hazing	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0

¹ This campus does not have resident student facilities.

* Crimes included in the residential facilities column are included in the on-campus category.

Bias Crimes/Hate Crimes

Crimes	Year	Residence Halls	On-Campus	Off-Campus	Public Property
Hate Crime, Non-Negligent	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Negligent Manslaughter	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Rape	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0

Hate Crime, Fondling	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Incest	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Statutory Rape	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Larceny-Theft	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Simple Assault	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime Intimidation	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0
Hate Crime, Destruction/Dam Vandalism-	2025	NA/1	0	0	0
	2024	NA/1	0	0	0
	2023	NA/1	0	0	0

PART 16: Annual Fire Safety Report

2026 *Including Statistics for the years 2023, 2024 and 2025*

The Higher Education Opportunity Act became law in August 2008 and requires all United States academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire related on- campus statistics. The following public disclosure report details all information required by this law as it relates to Carlow University for the following years; 2023, 2024 & 2025.

Daily Fire Log

All fires on campus are entered into the Fire Log within two business days of the occurrence. Posting of a fire event in the Fire Log may be temporarily withheld if the release of the information would jeopardize the safety of an individual, jeopardize an ongoing investigation, cause a suspect to flee or evade detection, or

result in the destruction of evidence.

Residence Hall Fire Prevention Information

Smoke Detectors and Sprinkler Systems: All residence halls have smoke detectors and sprinkler systems installed and a Fire Alarm Control Panel. There are smoke detectors in each student room as well as in common areas. These are connected to the central alarm system which reports to the fire department and also the on- campus dispatch center.

No open flames. Candles, incense, and open flames are prohibited in the residence halls of Carlow University, as is smoking.

Avoid electrical hazards, such as overloaded outlets. Never overload outlets with multiple extension cords, use cheap or frayed cords, or run cords under rugs. The University prohibits the use of certain appliances, such as halogen lamps and electric blankets, in residence halls.

Use caution when cooking. Never leave boiling pots or sizzling pans unattended. If you do start a fire, use a Class B or Class C fire extinguisher if you are comfortable doing so. If you do not have a fire extinguisher, you can smother a fire with baking soda. Never throw water on a grease fire; that will cause it to spread. Your main concern during a fire should be to evacuate, not to extinguish.

Appliances such as hot pots and hot plates are prohibited in Carlow University's residence halls.

Only approved microwaves as provided are permitted in the Residence Halls

Fire Drills:

CUPD in conjunction with the Student Life/Housing, conducts fire drills (evacuations) from each residence hall during the academic year. The University requires complete evacuation of buildings during a fire alarm.

Individuals who ignore fire alarms and require evacuations may face disciplinary action or criminal charges. Since false alarms may lower the evacuation response from students, the University will analyze the cause or causes of false alarms and work to reduce their occurrence. By reducing the number of false alarms, we hope to maintain students' diligence in responding.

Common Causes of Fire in Residence Halls

- The causes of fires in Residence Halls usually involve one of the following: Improper use of electrical appliances
- Cooking/grease fires Smoking
- Portable heaters
- Unapproved cooking appliances
- Before a fire:
 - Know your building and escape routes.
 - Enter emergency telephone numbers into your cellphone. Get training on the use of fire extinguishers.
- Do not overload electrical outlets.
- Keep all electrical appliances away from anything that can catch fire. Always turn them off when not in use.
- During a fire:
 - Activate the nearest emergency pull station, no matter how small the fire. Get out as quickly and as safely as possible.
 - Close doors in each room after escaping to delay the spread of the fire. Use the stairs to escape. Do not use elevators.
 - When evacuating, low to the ground. If possible, cover mouth with a cloth to avoid inhaling smoke and gases.
 - If unable to leave the building:
 - If you are unable to leave the building, you should create an area of refuge:
 - Seal the room. Use wet cloth to stuff around cracks in doors and seal up vents to protect against smoke.
 - Do not break windows. Flames and smoke can come back in from the outside. If you need air, open the window a crack.
 - Stay low under smoke. The freshest air is near the floor. Keep a wet cloth over your nose and mouth, breath through your nose only.
 - Signal for help. Use the telephone, or hang something in the window.

After a fire:

Give first aid where appropriate. Seriously, injured or burned victims will be transported to professional medical help immediately.

Stay out of damaged buildings. ONLY return when local fire authorities say it is safe.

Discard food that has been exposed to heat, smoke or soot.

You can save a life-exit from the building when the fire alarm sounds!

Fires - Summary

Name of Facility	2025			2024			2022		
McCauley Hall	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Frances Warde Hall	0	0	0	0	0	0	0	0	0
Dougherty Hall	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0