
Post University

Annual Security and Fire Safety Report for 2020-2021 Academic Year

Includes Policy Statements for the 2020-2021 Academic Year and Jeanne Clery Disclosure of Campus Security Policy, Campus Crime Statistics, and Fire Safety for the Calendar Years 2017, 2018, and 2019

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FOREWORD

This document is the Post University Annual Security and Fire Safety Report.

It is the policy of the University that all stakeholders including Post University employees, applicants for employment, students, and prospective students will be notified about the report as follows:

- a) All Post University students are notified through the electronic e-mail system and will be provided with the exact electronic address so they can access the report. This report will be distributed to their personal email as well as their Post University email.
- b) All employees will be notified through their Post University employee email account of the availability of the report along with the exact electronic address to an electronic version of the document.
- c) Prospective students that inquire about Post University will be directed to the exact electronic address for access to the report.
- d) Persons who apply for positions at Post University will be provided with the exact electronic address to access the report and are notified during the completion of their personal information in our ADP payroll system.
- e) Prospective Main Campus students and Accelerated Degree Program Students will be told about the report during the completion of an admissions application. They will also be provided the exact electronic address so they can access the report from the website.

In the notice, all persons above will also be provided a description of the report's contents in addition to the exact electronic address and will be told that a free hard copy of the report is available and how to obtain one. A hard copy of the report will be kept in at least the following offices: Main Campus Admissions, Associate Experience Team, Accelerated Degree Program, Dean of Students Office, Campus Safety and Emergency Management Office, Office of Residence Life, and the Traurig Library. This report includes statistics for the previous three calendar years concerning reported crimes that occurred in its defined Clery geography including on-campus; in certain off campus buildings or property owned or controlled by Post University; and on public property within, or immediately adjacent to and accessible from the campus. The report also includes institutional policies concerning campus security, such as policies concerning gender-based sexual misconduct and other matters. A copy of this report is available by contacting the Office of Dean of Students, the Campus Safety Office, and electronically at the following webpage: <https://post.edu/student-services/campus-safety/security-report/>

Erica M. Peryga
Dean of Students, Post University

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SEPARATE CAMPUS

Post University complies with the requirements described in each section for each separate campus as listed in its Clery geography in accordance with 34 CFR. 668.46(d).

POLICY FOR REPORTING THE ANNUAL DISCLOSURE OF CRIME STATISTICS

Crime Statistics Reporting and Disclosure Requirement

In accordance with 34 CFR 668.46(c), An institution must report to the Department of Education, and disclose in its annual security report statistics for the three most recent calendar years concerning the number of each of the specified crimes, as listed in Appendix A, B and C of this report, that occurred on or within its Clery geography and that are reported to local police agencies or to a campus security authority. The crimes are categorized as follows:

- Primary Crimes
 - Criminal homicide
 - Murder and nonnegligent manslaughter
 - Negligent manslaughter
 - Sex Offenses
 - Rape
 - Fondling
 - Incest
 - Statutory rape
 - Robbery
 - Aggravated Assault
 - Burglary
 - Motor Vehicle Theft
 - Arson
- Arrests and Referrals for Disciplinary Actions
 - Liquor law violations, drug law violations, and illegal weapons possession
- Hate Crimes
 - Primary crimes listed above
 - Larceny-theft
 - Simple assault
 - Intimidation
 - Destruction/damage/vandalism of property
- Dating Violence, Domestic Violence, and Stalking

The Residence Director, who is responsible for compiling this information, prepares pertinent data derived from campus conduct cases and forwards it to the Director of Campus Safety. The Director of Campus Safety is responsible for coordinating campus residential and non-residential crime statistics with criminal activity reported by the local law enforcement and fire prevention agencies from non-residential areas of campus. The compiled data is inputted electronically by the Dean of Students, or the Dean's designee. Copies of the final report are provided to all campus divisions.

Campus crime, arrest, and referral statistics include those reported to Post University Campus Safety officers, designated campus security authorities (including, but not limited to, the Dean of Students, department heads, Office of Residence Life personnel, academic advisors, student organization advisors, athletic coaches), and local law enforcement and fire protection agencies. Connecticut General Statutes §§ 17a-93, 17a-101, 17a-101(a)-(d) (2008) requires prompt, mandatory reporting to the local law enforcement agency by health care practitioners (such as those at the Office of Health Services) when they provide medical services to a person they know or reasonably suspects is suffering from wounds inflicted by a firearm or is a result of assaultive or abusive conduct. Counseling Center staff members inform clients of the procedures to report crimes to a Campus Safety officer on a voluntary or confidential basis, should they feel it is in the best interest of the individual.

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Annually, an email notification that provides the exact electronic address to access this report along with a description of the report will be sent no later than October 1 to all enrolled students and employees. By October 1, copies of the current report may be obtained at the Office of Campus Safety and Emergency Management or by calling (203) 596-4501. Prospective students that inquire about Post University will be directed to the exact electronic address for access to the report. Persons who apply for positions at Post University will be provided with the exact electronic address to access the report and are notified during the completion of their personal information in our ADP payroll system. Prospective Main Campus students and Accelerated Degree Program Students will be told about the report during the completion of an admissions application. They will also be provided with the exact electronic address so they can access the report from the website.

Recording Crimes

Post University must include in its crime statistics all crimes listed in 34 CFR 668.46(c)(1). These are included in the Crime Statistics Table as reported herein occurring on or within its Clery geography that are reported to a campus security authority for purposes of Clery Act reporting. In addition, campus crime, arrest, and referral statistics include those statistics reported by Campus Safety Officers as well as local law enforcement and fire prevention agencies. For purposes of Clery Act reporting, Clery Act reporting does not require initiating an investigation or disclosing personally identifying information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20)).

Post University will not withhold, or subsequently remove, a reported crime from its crime statistics based on a decision by a court, coroner, jury, prosecutor, or other similar non-campus official.

In accordance with 34 CFR 668.46(c)(2)(iii), Post University may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded.” Only sworn or commissioned law enforcement personnel may “unfound” a crime report for purposes of reporting under this section of the stated requirement. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not “unfound” a crime report.

Post University will report to the Department of Education and disclose in the statistics outlined in Appendix A, B and C of this annual security report the total number of crime reports listed in the Crime Statistics tables that were “unfounded” and subsequently withheld from its crime statistics during each of the three most recent calendar years disclosed.

Post University will record each crime statistic for the calendar year in which the crime was reported to local police agencies or to a campus security authority. Reports of stalking that include activities in more than one calendar year, will be recorded in the reported crime statistics for each and every year in which the course of conduct is reported to a local police agency or to a campus security authority.

Post University will record hate crime statistics by category of bias. The categories of bias include the victim's actual or perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin; and disability.

Crimes will be recorded by location as defined under Clery geography and described below:

- On-campus including all buildings and property that are part of Post University’s campus.
- In or on a non-campus building or property including any building or property owned or controlled by a student organization that is officially recognized by the institution. This applies to all satellite sites including Masonicare in Wallingford and Ability Beyond Disability in Bethel.
- Public property defined as property within or immediately adjacent to and accessible from the campus. This includes Catalyst Health & Fitness, UMBERFIELD ROAD, and STRAITS TURNPIKE.

For the crimes that occur on-campus, Post University will specifically identify the number that took place in dormitories or other residential facilities for students on campus.

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The Director of Campus Safety prepares this report with the Dean of Students to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act). This report is prepared in cooperation with local law enforcement and fire protection agencies, the Office of Residence Life, and the Department of Student Life. Prior to preparing the Annual Security Report, the Director of Campus Safety sends a letter to the local law enforcement and fire protection agencies to obtain information on criminal offenses and arrests for inclusion in the crime statistics.

The Residence Director responsible for compiling this information prepares pertinent data derived from campus conduct cases and forwards it to the Director of Campus Safety. The Director of Campus Safety is responsible for coordinating campus residential and non-residential crime statistics with criminal activity reported by the local law enforcement and fire prevention agencies from non-residential areas of campus. The compiled data is inputted electronically by the Dean of Students, or the Dean's designee. Copies of the final report are provided to all campus divisions.

Campus crime, arrest, and referral statistics include those reported to Post University Campus Safety officers, designated campus security authorities (including, but not limited to, the Dean of Students, department heads, Office of Residence Life personnel, academic advisors, student organization advisors, athletic coaches), and local law enforcement and fire protection agencies. These statistics may also include crimes that have occurred in private residences or businesses. Connecticut General Statutes §§ 17a-93, 17a-101, 17a-101(a)-(d) (2008) requires prompt, mandatory reporting to the local law enforcement agency by health care practitioners (such as those at the Office of Health Services) when they provide medical services to a person they know or reasonably suspects is suffering from wounds inflicted by a firearm or is a result of assaultive or abusive conduct. Counseling Center staff members inform clients of the procedures to report crimes to a Campus Safety officer on a voluntary, confidential basis, should they feel it is in the best interest of the individual.

Annually, an email notification that provides the link to access this report along with a description of the report will be made to all enrolled students and employees. Copies of the report may be obtained at the Office of Campus Safety and Emergency Management located in the East Hall Annex, or by calling (203) 596-4501. All prospective employees may obtain a hard copy of this report from the Associate Experience Team in Torrance Hall and through the Post University website. Prospective students that inquire about Post University will be directed to the Post University website for access to the report. Persons who apply for positions at Post University will be provided with the website link to access the report and are notified during the completion of their personal information in our ADP payroll system. Prospective Main Campus students and Accelerated Degree Program Students will be told about the report during the completion of an admissions application. They will also be provided a direct electronic address so they can access the report from the website.

In reference to stalking incidents by location, Post University will record each report of stalking as occurring at only the first location within the institution's Clery geography. Recording of stalking reports is more specifically outlined in the following paragraph.

Post University will record each report of stalking as occurring at only the first location within the institution's Clery geography in which a perpetrator engaged in the stalking course of conduct; or a victim first became aware of the stalking. When recording reports of stalking that include activities in more than one calendar year, Post University will record a crime statistic for each and every year in which the course of conduct is reported to a local police agency or to a campus security authority.

In accordance with 34 CFR 668.46(c)(7), Post University will not include the identification of the victim or the person accused of committing the crime.

In accordance with 34 CFR 668.46(c)(8) Post University is not required to report crime statistics for crimes reported to a pastoral or professional counselor. However, if and when they deem it appropriate, the pastoral or professional counselor will inform the persons they are counseling of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Post does not have a pastoral counselor.

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In complying with the statistical reporting requirements of 34 CFR 668.46(c)(11), Post University will make a reasonable, good-faith effort to obtain statistics for crimes that occurred on or within the institution's Clery geography and may rely on the information supplied by a local or state police agency. If Post University makes such a reasonable, good-faith effort, it is not responsible for the failure of the local or state police agency to supply the required statistics.

FBI's UCR program and the Hierarchy Rule.

Post University will compile the crime statistics for murder and non-negligent manslaughter, negligent manslaughter, rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations, and illegal weapons possession using the definitions of those crimes from the "Summary Reporting System (SRS) User Manual" from the FBI's UCR Program.

Post University will compile the crime statistics for fondling, incest, and statutory rape using the definitions of those crimes from the "National Incident-Based Reporting System (NIBRS) User Manual" from the FBI's UCR Program.

Post University will compile the crime statistics for the hate crimes of the primary criminal offenses plus the statistics for hate crimes involving larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property using the definitions provided in the "Hate Crime Data Collection Guidelines and Training Manual" from the FBI's UCR Program.

Post University will compile the crime statistics for dating violence, domestic violence, and stalking using the definitions provided in the "Program to Prevent Dating Violence, Domestic Violence, Sexual Assault, and Stalking" section.

In counting crimes when more than one offense was committed during a single incident, Post University will conform to the requirements of the Hierarchy Rule in the "Summary Reporting System (SRS) User Manual.

If arson is committed, Post University will always record the arson in its statistics, regardless of whether or not it occurs in the same incident as another crime.

If rape, fondling, incest, or statutory rape occurs in the same incident as a murder, Post University will record both the sex offense and the murder in its statistics.

POLICY CONCERNING CAMPUS LAW ENFORCEMENT

Post University contracts its Campus Safety officers through Securitas USA. Securitas USA personnel are "interaction and prevention" personnel. The Campus Safety officers will contact the professional staff member on duty as they respond to any situation where they may need additional help. The Campus Safety officers carry handcuffs, pepper spray, and have the authority to call the police, if necessary. The police, not Securitas USA guards, have arrest powers. The Campus Safety officers have an established relationship with the Waterbury and Middlebury Police Departments. The University does not have a memorandum of understanding with these agencies; however, the University does have a memorandum of understanding with Safe Haven of Greater Waterbury.

All Post University employees and Securitas USA personnel are to inform the student or victim of a crime of their right to call the police and file a report if the aforementioned personnel have not already contacted the police. Post University encourages accurate and prompt reporting of all crimes to the police when the victim of a crime elects to or is unable to make such a report.

POLICY FOR REPORTING CRIMES AND EMERGENCIES

Post University encourages students and others to report all criminal actions or other emergencies occurring on campus in a timely and accurate manner for safety, timely warning reports and the annual statistical disclosure.

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Contact Campus Safety at (203) 596-4502, or by using the blue emergency telephones located across campus. Any suspicious activity or persons seen in parking lots or loitering around vehicles, inside buildings, or around residence halls should be reported. In addition, you may report crime to any of the following University officials, who are campus security authorities:

- Any Resident Assistant (assigned to all residence halls)
- Any Residence Director, Leever Student Center – (203) 596-4540
- Dean of Students, East Hall Annex – (203) 596-8527
- Director of Campus Safety, East Hall Annex – (203) 596-4501
- Health Services, East Hall Annex – (203) 596-4503

For off-campus options you may refer to any of the following services.

For crimes that occur on campus, except for Drubner Fitness Center:

- Waterbury Police Department, 255 East Main Street – (203) 574-6911
- Waterbury Fire Department, 235 Grand Street – (203) 574-6911

For crimes that occur in the campus Drubner Fitness Center:

- Middlebury Police Department, 200 Southford Road – (203) 577-4028
- Middlebury Volunteer Fire Department, 200 Southford Road – (203) 577-4028

All reports will be investigated. Violations of the law will be referred to law enforcement agencies and when appropriate, to the University Judicial Board for review.

For more information regarding previously reported crimes, please reference the chart at the end of this report.

VOLUNTARY AND CONFIDENTIAL REPORTING OF CRIMES

The University has procedures for voluntary, confidential reporting of annual crime statistics through anonymous reporting. There is an anonymous complaint link on the University website that is monitored by the University's Title IX Coordinators. Victims or witness to a crime are encouraged to report what they know about the crime so that they are included in the crime statistics. Also, the Counseling Center provides confidential services with licensed counselors available for students. The Associate Experience Team offers an employee assistance program, which is a confidential service for employees through Behavioral Health Consultants, LLC.

Members of the Post University community are encouraged to report immediately and accurately any criminal offense, suspected criminal activity, or other emergency directly to the Campus Safety officers or the law enforcement agency with jurisdiction where the incident is taking place or occurred. If an individual affected by a crime is unable to report to a Campus Safety officer or the law enforcement, we encourage prompt reporting to a campus security authority. Campus Safety officers will investigate reports in a timely manner, conduct thorough and impartial investigations, and submit cases to the local law enforcement agencies for prosecutorial review, when appropriate, for crimes that take place on campus.

For detailed information related to the reporting of sexual assault, domestic violence, dating violence, and stalking, see the Reporting information in the section "Programs to Prevent Dating Violence, Domestic Violence, Sexual Assault, And Stalking."

Based on their role at the University, certain employees, as well as persons affiliated with the University (e.g., contractors and volunteers), may have legal obligations to report specific crimes pursuant to federal and/or state laws.

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UNFOUNDED CRIMES ON CAMPUS

There were no “unfounded” crimes on campus during 2017, 2018, or 2019.

TIMELY WARNINGS

A timely warning is issued when crimes that occur anywhere on the Post geography that are reported to campus security authorities or the local police are considered by Post University to represent a serious or continuing threat to students and employees. It is the responsibility of Senior Management and / or the Post University Threat Assessment Team to determine if it is necessary to warn the campus community regarding the occurrence of a crime considered by the institution to represent a threat to students and employees. All staff will be trained when they begin their employment and thereafter annually on how to determine what activity rises to the level necessary to require a timely warning according to 668.46(c)(1) of the Higher Education Act and should be reported to the campus security authorities. When in doubt, the employee is required to contact the Dean of Students or designee for guidance.

The University will issue a timely warning report to members of the campus community through a combination of an Eagle E-lert, which includes text messages, emails, voicemail, and other means such as flyers, phone calls, and direct communication to students from employees. As directed by the Director of Campus Safety, Securitas USA personnel will place signs in strategic places around the campus.

Post University will, in a manner that is timely and that withholds as confidential the names and other identifying information of victims, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20)), and that will aid in the prevention of similar crimes, report to the campus community on crimes that are described in the Policy for Reporting the Annual Disclosure of Crime Statistics as defined by Clery under the heading “Recording Crimes.” These crimes will be reported to campus security authorities as identified under the institution’s statement of current campus policies.

An institution is not required to provide a timely warning with respect to crimes reported to a pastoral or professional counselor. Post does not have a pastoral counselor.

If there is an immediate threat to the health or safety of students or employees occurring on campus, as described in CFR 668.46(g)(1), Post University must follow these procedures which are specifically described in the “Emergency Response and Evacuation Procedures” section of this report. Although 668.46(g)(3) specifies that Post University is not required to issue a timely warning based on the same circumstances that follows its emergency notification procedures; Post University must provide adequate follow-up information to the community as needed.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

In accordance with 34 CFR 668.46(g), Post University’s policy regarding its emergency response and evacuation procedures are outlined herein. The University publicizes the emergency response and evacuation procedures and is designed to reach both students and employees. Post University will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. A description of the processes is below:

It is the responsibility of Senior Management and the Post University Threat Assessment Team to confirm that there is a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. This may involve communicating with the local police to confirm that there is a significant emergency or dangerous situation. Depending on the threat area, the Team will determine which segment or segments of the campus community are to receive a notification. The content of the notification will be determined by the Team based upon the determination of the situation. There will be a continuing assessment of the situation and additional segments of the campus community may be notified if the situation warrants that action.

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The Director of Campus Safety initiates the notification through its Eagle E-lert system in which students and employees are registered for it to deliver critical information about a variety of situations including campus alerts to class cancellations. It sends messages through multiple contact methods, phone call, text and email. The Director of Campus Safety will also notify the campus community upon a significant emergency or dangerous situation involving an immediate threat to the health and safety of students or employees on the campus.

The Director of Campus Safety, Senior Management, and the Post University Threat Assessment Team will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. If emergency information needs to be disseminated to the larger community, the Director of Campus Safety will communicate to the local police authorities.

The Director of Campus Safety will respond immediately when a situation is reported and will immediately investigate. The university uses the Incident Command System (ICS) structure for emergencies and the system would be implemented if, and when the release of information is deemed necessary and appropriate.

Post University Threat Assessment Team is comprised of:

- Manger of Network Service, ICT Department
- Chief Financial Officer
- Counseling Center Director & Associate Faculty
- School Nurse
- Vice President
- Counselor, Counseling Center-Student Service
- Director of University Communications
- Director of Undergraduate Public Service Programs
- Executive assistant to the Office of the President
- Assistant Director of the Associate Experience Team
- Direct of Campus Safety and Emergency Management
- Dean of Students
- Risk Management Administrator/Executive Assistant to the CFO
- Title IX and Disability Coordinator

Procedures to Test the Emergency Response and Evacuation Procedures

Test emergency responses and evacuations are completed on an annual basis. Tests may be announced or unannounced. Post University will publicize its emergency response and evacuation procedures in conjunction with at least one test per calendar year; and will document, for each test, a description of the exercise, the date, time, and whether it was announced or unannounced. This documentation is retained in the office of the Director of Campus Safety.

Safety Information

All campus buildings are equipped with fire alarm systems that when activated alert the occupants to leave the building. There are also evacuation signs posted with instructions in the campus buildings and students are provided safety training at each orientation. The University holds regular drills and holds campus wide evacuation drills lead by the Post University Threat Assessment Team. Documentation for fire drills is retained in the office of the Director of Campus Safety. The institution has also installed emergency phones inside the classrooms on campus.

Not every emergency situation or crisis event will warrant the evacuation of the University either in part or fully. The following situations may require the partial or full evacuation of the University. The list below is not inclusive and is not listed in a priority order.

- Flammable liquid spill and/or release

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- Bomb threat
- Power/Power line failure
- Hostage situation
- Hazardous chemical spill and/or release
- Hurricanes/Tornados and or high winds
- Flooding
- Winter storms

In the event of a fire alarm, the on-duty Campus Safety officer(s) and the professional staff member on call are dispatched to the location of the alarm to lead the evacuation efforts. In the event of fire, elevators are not to be used. Residential buildings are equipped with fire alarms that reach all floors. Upon activation of the fire alarm system, in buildings where they are installed, the elevators in those structures are disabled. The elevator will move to the lowest floor and the doors will open.

Areas of Refuge are located at each fire stairway landing. Fire Stairways are located at the ends of each building

Evacuation of the Physically Challenged

In the event that physically challenged individuals are involved in an evacuation, the on-duty Campus Safety officer(s) on scene will make every attempt to lead them to safety. As a precaution, anyone confined to a wheelchair is housed in designated apartments on the ground floor of Okinaga Hall. Hearing impaired individuals are served by the use of strobe lights connected to the fire alarm system.

Evacuation Assembly Areas

Six assembly areas have been designated around the campus and are marked by purple signs with white lettering. Due to the proximity of the crisis or emergency, individuals may choose to evacuate to an assembly area further away from their location. The designated assembly areas are as follows:

- Assembly area 1 is located at Lamoy Field. Individuals located in or near the team locker rooms, MacDermid Hall, or North Hall will evacuate to this location.
- Assembly area 2 is located at the Great Lawn near the Leever Student Center. Individuals located in or near the Traurig Library, Hess Hall, Torrance Hall, or the Leever Student Center will evacuate to this location.
- Assembly area 3 is located at the outdoor basketball court near West Hall. Individuals located in or near any residence hall, except Okinaga Hall, will evacuate to this location.
- Assembly area 4 is located at the practice field across from Okinaga Hall. Individuals located in or near Okinaga Hall will evacuate to this location.
- Assembly area 5 is located at the Drubner Fitness Center parking lot. Individuals located in or near the Drubner Fitness Center will evacuate to this location.
- Assembly area 6 is located at the front parking lot of the Crossroads building located on Straits Turnpike. Individuals located in or near the Crossroads building will evacuate to this location.

If an assembly area becomes compromised or unsafe, individuals should evacuate to any of the other six designated areas. It should be noted that emergency responders may, depending on the emergency, direct individuals to areas other than the six designated campus assembly areas.

Types of Evacuations

Short-Term Evacuations

- All individuals are moved to the designated assembly area for their residence hall.
- If required by weather conditions and/or length of evacuation, individuals are moved to the Leever Student Center.
- Auxiliary support services are employed as required (emergency food, showers, medical- or disability-related needs are arranged as needed with other campus services). Support services will be determined by the University Incident Command Team and obtained accordingly.

Medium-Term Evacuations

- Students are assigned to the Leever Student Center and/or other University public area spaces that can be satisfactorily arranged.
- Students are assigned to vacant spaces in the housing system.

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- In the event of a lack of vacant on-campus house spaces, the Incident Command Team will determine the level of need and coordinate for additional housing resources within the local area. Once obtained, specific guidance from the Incident Command Team will be provided to affected students.
- Support services will be determined by the University Incident Command Team and obtained accordingly.

Long-Term Evacuations

- All items under Medium-Term Evacuations (above) are initiated unless a substantial part of the campus is under evacuation order.
- All students are advised to go to their home address if possible or off campus facilities.
- The local chapter of the American Red Cross may be enlisted for assistance and advice.
- Support services will be determined by the University Incident Command Team and obtained accordingly. This may include the need to obtain transportation from the University to civilian transportation nodes.

DAILY CRIME AND FIRE LOGS

The University compiles crime and fire log data in preparation for the annual security report on a daily basis. The two primary locations for collection of data are the Office of Campus Safety and Emergency Management and the Residence Life staff person responsible for the weekly Conduct Report. These two individuals work together in a timely manner to compile all of the data required to be reported in the annual Campus Crime and Security Survey of the USDOE.

Maintaining the Crime Log

Post University's campus security department maintains a written, easily understood daily crime log that records, by the date the crime was reported, any crime that occurred within its Clery geography, as described the definition of Post University's Clery geography, and that is reported to the campus security department.

This log includes the nature, date, time, and general location of each crime; and the disposition of the complaint, if known. Post University makes an entry or an addition to an entry to the log within two business days of the report of the information to the campus police or the campus security department, unless that disclosure is prohibited by law or would jeopardize the confidentiality of the victim.

Post University may withhold information if there is clear and convincing evidence that the release of the information would jeopardize an ongoing criminal investigation or the safety of an individual; cause a suspect to flee or evade detection; or result in the destruction of evidence. Post University discloses any information withheld once the adverse effect described is no longer likely to occur. Post University may withhold only that information that would cause adverse effects.

The most up-to-date daily crime and fire logs, which cover the most recent 60-days, can be accessed through the Office of Campus Safety and Emergency Management during normal business hours. Any statistics older than 60 days are available within two business days of a request for public inspection.

AVAILABLE RESOURCES AVAILABLE AT THE COUNSELING CENTER

The University will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the school and in the community. These resources are detailed through brochures, which can be obtained through the Counseling Center. Employees can also receive additional services through the employee assistance program, Behavioral Health Consultants, LLC.

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ACCESS TO CAMPUS FACILITIES

In the case of periods of extended closing, the University will admit only those with prior written approval to any/all facilities. Some facilities may have individual hours, which may vary at different times of the year. Examples are the Drubner Fitness Center, Traurig Library, and Leever Student Center. In these cases, the facilities will be secured according to schedules developed by the department responsible for the facility. Post University secures all buildings open to the public, office buildings, classroom buildings, library, etc. each night. They are reopened in the morning before the first class or before the first scheduled use of the building. All six residence halls are locked 24 hours a day. Students are issued a key to the exterior door of the building in which they live. Students are told not to let anyone who does not live there in when they enter or leave the building. The Post University Student Handbook addresses residence hall access and visitation policies. The Student Handbook link is provided to all students at the start of each academic year.

Facilities requests are filed via the Post University ZenDesk electronic system which can be done 24 hours a day. If there is an emergency when Facilities is not open, the professional staff member on duty contacts the on-call facilities worker (and/or Facilities Manager) and they come to campus or dispatch an outside contractor as soon as possible to correct the emergency. Safety and security issues have the highest possible rating.

During business hours, Post University (excluding residence hall facilities) will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours, access to all University facilities is by key, if issued, or by admittance via the Campus Safety personnel. All visitors to the campus must be issued a visitor's pass through the campus security gatehouse.

POLICY ON ALCOHOL AND ILLEGAL DRUGS

Students at Post University are expected to become aware of and abide by state laws and University policy regarding use of alcohol and illegal drugs. The State of Connecticut sets 21 as the minimum age to purchase, possess, or consume any alcoholic beverage. Specific ordinances regarding violations of alcohol and laws, including driving while intoxicated, are available for review via the Internet. Post University's alcohol and illegal drug policies are designed for the safety of all students and employees and is in accordance with all federal and state laws.

General Alcohol Guidelines

The University's policies regarding the possession, use, and sale of alcoholic beverages and enforcement of State underage drinking laws are as follows:

- In accordance with federal and Connecticut state law, persons under the age of 21 shall not consume or have in their possession alcoholic beverages or alcohol paraphernalia on the Post University campus and Post-utilized off-campus sites.
- Alcohol paraphernalia (e.g., kegs, excessive empty cans or bottles, taps, funnels, etc.) are not permitted on campus. Collections of special bottles/cans are not permitted.
- Alcohol promotional/decorative items (beer signs, lamp shades, etc.) are not permitted in residence hall windows, displayed on the outside of room/apartment doors, or in public lounges, or to be visible from outside of a residence hall room.
- Public intoxication is prohibited. Public intoxication is defined as any intoxication which causes a disturbance or is dangerous to self, others or property, or in any way requires the attention of university staff.
- Consuming or possessing alcoholic beverages at public events such as plays and other performances, concerts, trips to off-campus venues, or athletic events, is prohibited; for those of legal drinking age, prior approval for specific events where alcohol is present must be obtained from the appropriate University official(s).
- Consuming/possession of alcoholic beverages by any student or student organization while riding in University-owned/operated vehicles, or vehicles used in the name of the University is prohibited
- Post University prohibits activities that encourage increased alcohol consumption. Such activities include, but are not limited to, beer pong, Kings, and other alcohol drinking games. Party buses are prohibited from all campus grounds and events.

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- All persons in a dorm room, dorm/apartment, lounge, vehicle, or public campus area where alcohol and/or alcohol paraphernalia is present may be subject to disciplinary action and/or referral to the University's alcohol and drug education program. This policy extends to any and all off-campus sites used/rented by or on behalf of the University.
- Persons driving under the influence of alcohol on Post University grounds will be subject to a higher level of responsibility and sanction, in addition to criminal action and/or referral to the University's alcohol and drug education program.
- Community sources of alcohol are prohibited in University residence halls. Community sources include, but are not limited to, kegs, beer balls, garbage cans, and any container that is intended as a primary source of alcohol for one or more people. Possession of a community source of alcohol will be subject to a higher level of responsibility and sanction.
- No student shall be found in public areas on campus with an open container (solo cups, etc.). This includes lounges, hallways, picnic tables, etc.

Alcohol Guidelines for Students of the Legal Drinking Age

The University permits persons of state-mandated legal drinking age (21 or older) to possess or consume alcoholic beverages in the residence halls, provided that all individuals consuming alcohol are of the legal drinking age.

While University policy permits the use of alcohol in moderation by students of legal age, it denounces excessive consumption. Students who choose to drink must remain in control of their behavior; they are responsible for their actions and must respect the rights of others. Promotions that encourage the consumption of alcohol are prohibited.

The use or non-use of alcohol by students of legal age should be decided by each individual. The University shall ensure practices and procedures that respect the decisions of those who choose to abstain. The University shall stress the importance of moderation for those of legal age who choose to use alcohol. Intoxication will not be accepted as an excuse for irresponsible behavior.

The University's policies regarding alcohol for students of the legal drinking age are as follows:

- Persons of legal drinking age may consume or possess alcohol in the privacy of their own bedroom if it is a single room or if his/her roommate(s) are 21 or older. Privacy is defined as a room with the door closed. Residents of legal drinking age residing in Okinaga Hall, which is the focus of this clause since it is the only suite style residence hall on campus, with underage roommates may consume or possess alcohol in their apartment common areas only if the quantity is less than one case of beer (30-12 oz. containers) and/or less than four containers of liquor or wine, either empty or full; underage roommates are not permitted to consume alcohol under Connecticut state law.
- Persons of legal drinking age may transport closed (sealed) containers of alcohol through public areas (e.g., between a vehicle and their room/apartment, or between of-age students' rooms). Any student transporting alcohol may be stopped for inspection at any time by University officials and/or Resident Assistants.
- Persons of legal drinking age shall not consume or have in their possession an open container (seal broken) of alcoholic beverage in hallways, lounges or public areas. Residence Life staff are authorized to question the contents of any cup or container and may ask that the contents be thrown out regardless of alcohol content. All alcohol must be kept behind a lockable room door of a person(s) of legal drinking age only.
- At any one time, a maximum of one case of beer (30 12-oz. containers) or a maximum of four containers of liquor or wine, either empty or full, is permitted per room or apartment common area
- It is the responsibility of all students of legal drinking age to have proof of age of anyone consuming alcohol in their presence. For a student's protection, this may require asking for a driver's license, another state-issued photo ID or birth certificate.
- Providing alcohol to a person under the age of 21 is prohibited.
- Being in the presence of alcohol, quantity consisting of a maximum of one case of beer (30-12 oz. containers) and/or a maximum of four containers of liquor or wine, with a person under the age of 21 is prohibited; University officials may determine intent to provide to minors.

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General Guidelines for Marijuana and Other Drugs

The State of Connecticut law prohibits possession, use, manufacture, or distribution of illegal substance or drug paraphernalia or of any illegal drug or narcotic, including barbiturates, hallucinogens, amphetamines, cocaine, opium, heroin, marijuana or any other substance not chemically distinguishable from them except as authorized by medical prescription.

For the safety of students, faculty and staff, and in accordance with all Federal and state laws, Post University expressly prohibits the use, possession, distribution, or sale of illegal and/or unprescribed drugs, inhalants, or any other substance being used for purposes other than the manufacturer's intended use. The University reserves the right to surrender substances for testing by local authorities if there is a question regarding its legality.

The term "controlled substances" when used in the above section includes any substance defined in subdivision (9) of section 21a-240 of the Connecticut Penal Law. The term "marijuana" when used in the above section is as defined in subdivision (29) of section 21a-240 of the Connecticut Penal Law. Post University defines "odor of marijuana" as the distinct scent associated with the burning or use of marijuana.

Post University's policies regarding the possession, use, and sale of illegal drugs and enforcement of federal and state drug laws are as follows.:

- Use, possession, being in the presence of, or loitering with the intent to use controlled substances or marijuana constitutes an illegal act and will be subject to disciplinary action independent of other action taken by civil authorities, possible referral to the local authorities, and/or referral to the University's Counseling Center. This policy applies to all on- and off-campus Post University utilized sites including, but not limited to, parking lots and areas adjacent to academic buildings, Drubner Fitness Center, residence halls and vehicles.
- The odor of marijuana in or around on- and/or off-campus Post University utilized sites is prohibited. This policy applies to areas including, but not limited to, parking lots and areas adjacent to academic buildings, the Drubner Fitness Center, residence halls and vehicles.
- Reasonable suspicion that a controlled substance or marijuana has been used will result in disciplinary action. Faculty or staff may determine use of controlled substances or marijuana by using any combination of methods including, but not limited to finding a towel or other item(s) blocking the door, fans directing air out through a window, the covering of any smoke detectors, residue (e.g. ashes, burns, roaches), the apparent physical/behavioral condition of the student, and the excessive odor of air freshener used for concealment.
- Allowing the consumption of marijuana within your designated residence hall room is prohibited, whether the occupant is providing the substance or not. Hosts (residents of the room/apartment or vehicle) where controlled substances or marijuana are being used may be subject to a higher level of responsibility and sanction, and possible criminal action and/or referral to the University's Counseling Center.
- Public drug/marijuana intoxication (up to and including obvious physical or mental impairment) is prohibited.
- Use/possession of controlled substances or marijuana by any student or student organization while riding in Post University-owned/operated vehicles, or vehicles used in the name of the University is prohibited.
- Selling/intent to sell or providing controlled substances or marijuana to any person is illegal and may result in referral to the local authorities as well as disciplinary action
- Drug paraphernalia (e.g., bongs, pipes, spoofs) are not permitted on campus and/or Post University utilized off-campus sites and will be confiscated by the University.
- Drug promotional items (drug posters, signs, etc.) must not be placed in residence hall windows, displayed on the outside of room/apartment doors, or in public lounges or be visible from outside of a residence hall room.
- Persons suspected of driving under the influence of marijuana/illicit drugs at Post University utilized on- and off-campus sites will be subject to a higher level of responsibility and sanction, in addition to police referral and/or referral to the University's alcohol and drug education program.

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General Sanctions for Alcohol and Drugs

Incidents involving alcohol and substance abuse are the primary causes for disciplinary action at colleges and universities nationwide. The Alcohol and Drug policy is intended to support a safe, healthy and academically-focused learning environment for all students. Violations of the University's alcohol and drug policy will result in the following sanctions below.

Alcohol

Low Level (health and safety violation, alcohol paraphernalia- funnels, empty bottles, etc.)

- **1st Offense** – Written warning
- **2nd Offense** – Probation, 5 hours of University service
- **3rd Offense** – See 1st Offense High Level sanctions

High Level (all other violations)

- **1st Offense** – Probation, 10 hours of University service, educational assignment, parents/guardians of underage students notified
- **2nd Offense** – Extended probation, 20 hours of University service, educational assignment, counseling, parent/guardian notification for underage students
- **3rd Offense** – Removal from residence halls at the discretion of the University, probation extended up to graduation, parent/guardian notification for both underage and of-age students

Drugs

Low Level (scent, paraphernalia- bong, pipes, hookahs, bowls, etc.)

- **1st Offense** – Written warning, educational assignment
- **2nd Offense** – Probation, 10 hours of University service, educational assignment
- **3rd Offense** – See 1st Offense High Level sanctions

High Level (drugs found)

- **1st Offense** – Probation, 20 hours of University service, educational assignment, counseling, parent/guardian notification
- **2nd Offense** – Removal and potential ban from residence halls, probation extended, parent/guardian notification

A violation of any law regarding alcohol and or illegal drugs is also a violation of the University Student Conduct Code and will be treated as a separate conduct matter through the University Conduct System. Drug and alcohol education programs are provided throughout the year at new student orientation, peer health educator programs, the Counseling Center, and the Department of Student Life.

Alcohol and Drug Education and Prevention Programs

In compliance with the requirements stated under section 120(a) through (d) of the HEA, otherwise known as the Drug-Free Schools and Communities Act of 1989, Post University has implemented programs to prevent the use of illicit drugs and the abuse of alcohol and is available to students and employees. This law requires the annual distribution of the standards of conduct, legal sanctions, health risks, available counseling and treatment and subsequent sanctions for violations of those standards. A biennial review of the programs is performed to determine its effectiveness and implement changes, determine the number of violations and fatalities, the number and type of sanctions and the enforcement of policy.

The Department of Student Life and Associate Experience team provide educational programming and resources throughout the year. Some of the training and programs provided are listed below:

- Residence Directors/Resident Assistants are trained in dealing with alcohol and drug use and abuse.
- All first-year students receive educational programming during fall orientation.
- Counseling is available for students with substance abuse related concerns and educational programming is provided.
- Students and employees participate in a sexual assault prevention program, which includes alcohol education, via EverFi.

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- All student athletes are required to attend the National Collegiate Athletic Association mandatory educational program every year, which is facilitated by the Counseling Center; this event is incorporated into the College to Career courses and new student orientation.
- Department of Student Life sponsors “Wellness Day” each semester, which teaches healthy coping skills
- Counseling Center and Residence Hall Association host “Nugs Not Drugs”, which discusses and educates about substance abuse while offering chicken nuggets.
- Resident Assistants provide alcohol and drug awareness programming on campus, such as collaborating with the local police department to bring drunk goggles onto campus.
- Empowering Peers Inspiring Community, which is a student group of health educators, sponsors alcohol and drug awareness programming on campus.
- Department of Student Life sponsors its annual Senior Pub Night, which brings an inflatable pub to campus for students who are 21 years or older and educates about drinking responsibly.
- Student Government Association hosted its annual senior trip at an off-campus winery, which offered wine tasting and educated on drinking responsibly.
- University offers anonymous monthly testing for sexually transmitted diseases, which addresses safe sex and the impact that alcohol and drugs can have on risky sexual behavior.
- Counseling Center annually hosts “Reefer Madness” to discuss drug consequences.
- Football team participates in a Counseling Center facilitated substance abuse awareness program.
- On campus student organizations sometimes use alcohol and drug education as the focus of their programming.
- Resident Assistants and members of Empowering Peers Inspiring Community create educational bulletin boards around campus.
- Committee of students and employees meet each summer to evaluate on campus alcohol and drug education prevention programs.
- The Policy on a Drug Free Workplace is provided to new employees during orientation in which they must sign, and it is kept in their file. The policy is also published on our internal web site, Our Post, to be retrieved at any time.
- Associate Experience Team offers an employee assistance program, which is a confidential service for employees through Behavioral Health Consultants, LLC; more information can be found at the following website: <http://www.bhcservices.com/>

WEAPONS ON CAMPUS

The possession and/or use of firearms, fireworks, dangerous weapons or unauthorized chemicals are strictly prohibited and, in many cases, also violate state and federal law. Police will be notified immediately if a weapon is found on campus.

MONITORING OFF CAMPUS STUDENT ORGANIZATIONS

Post University does not recognize any off-campus student organizations or off campus/non-campus housing facilities.

CRIME PREVENTION, SECURITY AWARENESS PROGRAMS, AND SAFETY RESPONSIBILITIES

Education

The Office of Residence Life works closely with Campus Safety, the Counseling Center, and community resources to provide presentations on sexual assault, theft, personal safety, and the importance of not compromising the security of the residence halls.

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Campus Safety Escorts

Campus Safety officers will transport students and employees within the campus as requested.

Facilities Upkeep

Facilities and grounds are maintained with safety in mind. The Facilities Department inspects facilities regularly, promptly makes repairs, affecting safety and security, and responds to reports of potential safety and security hazards. Individual awareness, cooperation and involvement are critical to the success of campus safety. Everyone must assume responsibility for their own personal safety and the safety of others.

- Lock your door when you leave your room and when you are sleeping.
- Keep wallets, purses, checkbooks, and jewelry out of sight and locked up if possible. Do not keep large sums of money on hand.
- Keep record of your valuables, noting description, serial number, and approximate value.
- Lock your car.

Type and Frequency of Programs

Post University offers multiple educational programs throughout the academic year designed to inform students and employees about campus security and to encourage students and employees to be responsible for their own security and the security of others. During new student orientation in the fall, students are informed of services offered by Post University's Office of Campus Safety and Emergency Management. Students are told about crime on-campus and in surrounding neighborhoods. There is also a new student orientation in the spring for spring starts. Similar information is presented to new employees.

The Department of Student Life, in conjunction with other University departments and outside agencies, presents crime prevention awareness sessions, sexual/gender-based misconduct, sexual assault and interpersonal violence primary prevention and both community-wide or audience-specific awareness programming to prevent theft and vandalism, domestic violence, educational sessions on personal safety and residence hall security and reduce perpetration. Specific discussions and presentations on the topic of crime prevention awareness include, but are not limited to, new student orientation each fall and spring semester, all-hall meetings at the start of each semester, semester closing meetings, health and safety room inspections, and other health and wellness programs. Presentations are offered on campus for sexual awareness month each April and domestic violence awareness month each October. Courses are also required to be taken throughout the year by students and employees via EverFi. In addition to educational programming, information is disseminated to students and employees through crime prevention awareness packets, security alert postings, and displays.

MISSING STUDENT NOTIFICATION POLICIES AND PROCEDURES

In accordance with 668.46(h), an institution that provides any on-campus student housing facility must include a statement of policy regarding missing student notification procedures for students who reside in on-campus student housing facilities in its annual security report.

In the event that a student is deemed to be missing from the residence halls or from campus, all persons must immediately notify Campus Safety at (203) 596-4502. Anyone can file a missing person's report and must not wait 24 hours or more. Reports should also be made to the Residence Life Office and the Dean of Students.

Any missing student report must be referred immediately to Post University's Campus Safety Department or to the local law enforcement agency that has jurisdiction in the area.

Students fill out an emergency contact form upon their arrival to campus, which notes the individual(s) that the University would notify within 24 hours of the determination that the student is missing, if the student has been determined missing by Campus Safety or the local law enforcement agency. This contact information is registered confidentially and is only to be accessed by authorized University officials and, in the event of a missing student, law enforcement officials to assist with their investigation.

Campus Safety and/or Residence Life will attempt to locate the student immediately upon receiving the information that the student is missing. If it is determined that the student is missing, regardless of whether the student has

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identified a contact person, is above age 18, or is an emancipated minor, Post University will inform the local law enforcement agency that has jurisdiction in the area and the student's emergency contact(s) will be notified within 24 hours that the student is missing.

In the case of any missing student under the age of 18 and who is not an emancipated individual, the University will notify the student's custodial parent or legal guardian immediately or no later than within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. The University will notify local law enforcement within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

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PROGRAMS TO PREVENT DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

Post University Statement of Sexual Values

Post University is committed to providing a learning, working and living environment that is open, supportive, and safe. As a community, this University will not tolerate sexual/gender-based misconduct of any kind. Post University expressly prohibits the sexual/gender-based misconduct noted below, and students found engaging in it will be subject to University disciplinary action and may be subject to criminal charges and prosecution under federal and state laws.

Applicable Definitions

The definitions below are defined in the jurisdiction of CT where Post University is located.

Consent

CT law does not define consent but instead requires institutions of Higher Education to promulgate their own definitions. (CGS §10a-55m(c)(1)). Below is the VAWA definition in the section titled Sexual/Gender-Based Misconduct Violation Definitions

Dating Violence

Dating violence is also not explicitly defined in CT. Below is the VAWA definition in the section titled Sexual/Gender-Based Misconduct Violation Definitions

Domestic Violence

Sec. 46b-38a. Family violence prevention and response: Definitions.

(1) "Family violence" means an incident resulting in physical harm, bodily injury or assault, or an act of threatened violence that constitutes fear of imminent physical harm, bodily injury or assault, including, but not limited to, stalking or a pattern of threatening, between family or household members. Verbal abuse or argument shall not constitute family violence unless there is present danger and the likelihood that physical violence will occur.

(2) "Family or household member" means any of the following persons, regardless of the age of such person: (A) Spouses or former spouses; (B) parents or their children; (C) persons related by blood or marriage; (D) persons other than those persons described in subparagraph (C) of this subdivision presently residing together or who have resided together; (E) persons who have a child in common regardless of whether they are or have been married or have lived together at any time; and (F) persons in, or who have recently been in, a dating relationship.

Sexual Assault

Sec. 53a-70. Sexual assault in the first degree: Class B or A felony. (a) A person is guilty of sexual assault in the first degree when such person (1) compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person, or (2) engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two years older than such person, or (3) commits sexual assault in the second degree as provided in section 53a-71 and in the commission of such offense is aided by two or more other persons actually present, or (4) engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to such sexual intercourse.

(b) (1) Except as provided in subdivision (2) of this subsection, sexual assault in the first degree is a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court or, if the victim of the offense is under ten years of age, for which ten years of the sentence imposed may not be suspended or reduced by the court.

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(2) Sexual assault in the first degree is a class A felony if the offense is a violation of subdivision (1) of subsection (a) of this section and the victim of the offense is under sixteen years of age or the offense is a violation of subdivision (2) of subsection (a) of this section. Any person found guilty under said subdivision (1) or (2) shall be sentenced to a term of imprisonment of which ten years of the sentence imposed may not be suspended or reduced by the court if the victim is under ten years of age or of which five years of the sentence imposed may not be suspended or reduced by the court if the victim is under sixteen years of age.

(3) Any person found guilty under this section shall be sentenced to a term of imprisonment and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of at least ten years.

Stalking

Sec. 53a-181c. Stalking in the first degree: Class D felony. (a) A person is guilty of stalking in the first degree when such person commits stalking in the second degree as provided in section 53a-181d and (1) such person has previously been convicted of a violation of section 53a-181d, or (2) such conduct violates a court order in effect at the time of the offense, or (3) the other person is under sixteen years of age.

Sec. 53a-181d. Stalking in the second degree: Class A misdemeanor. (a) For the purposes of this section, "course of conduct" means two or more acts, including, but not limited to, acts in which a person directly, indirectly or through a third party, by any action, method, device or means, (1) follows, lies in wait for, monitors, observes, surveils, threatens, harasses, communicates with or sends unwanted gifts to, a person, or (2) interferes with a person's property.

(b) A person is guilty of stalking in the second degree when:

(1) Such person knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for such person's physical safety or the physical safety of a third person; or

(2) Such person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person that would cause a reasonable person to fear that such person's employment, business or career is threatened, where (A) such conduct consists of the actor telephoning to, appearing at or initiating communication or contact at such other person's place of employment or business, provided the actor was previously and clearly informed to cease such conduct, and (B) such conduct does not consist of constitutionally protected activity.

Sec. 53a-181e. Stalking in the third degree: Class B misdemeanor. (a) A person is guilty of stalking in the third degree when he recklessly causes another person to reasonably fear for his physical safety by willfully and repeatedly following or lying in wait for such other person.

This policy informs the Post University community of our values and outlines violations of a sexual/gender-based nature. This policy identifies a student's rights, options, and resources, and describes actions individuals may take if they experience an incident of sexual misconduct, intimate partner violence, and stalking or are accused of those violations.

Post University recognizes that part of students' development at the University may include learning and understanding themselves as sexual individuals. Post University also respects and upholds the principle that not all students find it necessary to explore their sexual nature or sexuality. Post University therefore aims to provide an environment that is comfortable and respectful of all students regarding sex and their sexuality. Understanding and applying this policy to the behavior and behavioral expectations of all members of the community helps to ensure Post University's goal of being a safe, open community regarding sexuality. Failure to comply with this policy may result in a complaint of sexual/gender-based misconduct.

Post University strives to promote an environment where mutual respect, communication, cultural competency, understanding, and awareness are the foundation for any sexual behavior or activity. Mutual respect and communication are keys to maintaining each student's personal integrity when engaging in relational and sexual behavior.

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Title IX Statement: Post University must comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the University's educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. Post University has designated Title IX/Sexual Misconduct Coordinators to coordinate Post University's compliance with and response to inquiries concerning Title IX.

For more information about Title IX, please contact the University's Title IX and Disability Coordinator, Jennifer Labate, at (203) 596-6027, or the Deputy Title IX/Sexual Misconduct Response Coordinators, Karin Mann, at (203) 596-4669, or Crystal Vuole at (203) 596-4553. A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling (800) 421-3481.

Sexual/Gender-Based Misconduct Violation Definitions

The definitions listed below are the Federal definitions. For more information, please see <https://www.federalregister.gov/documents/2014/10/20/2014-24284/violence-against-women-act> for definitions contained in the Violence Against Women Act amendments to the Clery Act.

Sexual Assault

Any non-consensual sexual contact with the Reporting Party's intimate parts is a sexual assault. Physical resistance need not occur to fulfill the definition of sexual assault. Sexual assault includes but is not limited to the following: rape (e.g. by a friend, classmate, peer, co-worker, partner, etc.), sexual assault with an object, forcible sodomy, forcible oral sex, and forcible fondling. Drug facilitated sexual assault will not be tolerated.

Sexual Exploitation

Sexual exploitation is taking nonconsensual, unjust, or abusive advantage of another in a sexual or intimate context. Sexual exploitation includes, but it is not limited to: sexting, slandering or prostituting another person; engaging in permitting, reproducing, or facilitating nonconsensual viewing, videotaping, photographing, or audio taping of sexual or intimate activity; knowingly infecting another person with a sexually transmitted disease; or secretly giving another person or pushing another person to use drugs or alcohol for the purpose of making the person submit to sexual activity.

Sexual Harassment

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, and any other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical or otherwise, when one or more of the following conditions are present:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, evaluation of a student's academic performance, or term or condition of participation in student activities or in other events or activities sanctioned by the university;
- Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions or other decisions about participation in student activities or other events or activities sanctioned by the university;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive work or educational environment.

Gender-Based Harassment

Gender-based harassment includes harassment based on sex or gender, sexual orientation, gender identity, or gender expression, which may include acts of intimidation or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature. Gender-based harassment can occur if students are harassed either for exhibiting what is perceived as a stereotypical characteristic of their sex or for failing to conform to stereotypical notions of masculinity or femininity. To constitute harassment, the conduct must unreasonably interfere with another person's

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education or participation in the educational programs or activities or create an intimidating, hostile, demeaning, or offensive academic or living environment.

Stalking

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition, course of conduct means two or more acts, including, but 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, or interferes with a person's property; reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; and substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Stalking is repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear.

Stalking can include:

- Repeated, unwanted, intrusive, and frightening communications by phone, mail, email, text, social media, etc.
- Following or lying in wait at places such as home, school, work, or recreation place.
- Repeatedly leaving or sending unwanted items or presents.
- Making direct or indirect threats of harm against the Reporting Party, the Reporting Party's children, relatives, friends, or pets.
- Damaging or threatening to damage the Reporting Party's property.
- Harassing the Reporting Party through the Internet.
- Posting information or spreading rumors about the Reporting Party on the Internet, in a public place, or by word of mouth.
- Obtaining personal information about the Reporting Party by accessing public records, using Internet search services, hiring private investigators, going through the Reporting Party's garbage, following the Reporting Party, contacting the Reporting Party's friends, family, work, or neighbors, etc.

To an outsider, stalking behavior can appear friendly and unthreatening, such as showering the Reporting Party with gifts or flattering messages. The Reporting Party may find themselves needing to explain to others just how intrusive and frightening unwanted attention can be. Stalking is sometimes dismissed when it is done via technology (cell phones, computers, networking sites, surveillance equipment, and so on), but the medium is not what matters—it is the pattern of repeated, unwanted communication.

Dating Violence

Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse; and (B) Dating violence does not include acts covered under the definition of domestic violence. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Domestic violence

Domestic Violence is defined as a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected

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from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Intimate Partner Violence

Intimate partner violence means any abusive behavior against an individual by a current or former person in a dating/romantic relationship. Intimate partner violence can be physical, sexual, emotional, economic, or psychological actions or threats that influence another person. Intimate partner violence is a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner.

Forms of intimate partner violence include:

- Emotional abuse includes words and/or actions, which manipulate or hurt an individual emotionally and psychologically.
- Physical abuse refers to actions that threaten or harm an intimate or romantic partner's physical safety.
- Resource abuse includes words and/or actions, which manipulate the financial or legal situation of an intimate or romantic partner.
- Sexual abuse (see sexual assault).
- Spiritual abuse refers to the utilization of a partner's spiritual or religious beliefs to manipulate and/or hurt a partner. It may also include forcing or preventing a partner to practice certain beliefs.
- Verbal abuse is the use of words or the withholding of conversation to manipulate and/or hurt a romantic or intimate partner.

Examples of intimate partner violence may include, but not be limited to, the following:

- Leaving their partner somewhere with no way to get home.
- Pulling hair or pinching skin as a form of punishment.
- Blocking a partner's exit when they try to leave the room.
- Throwing, smashing, or breaking objects.
- Hitting, punching, grabbing, choking, or pushing their partner.
- Saying their partner is crazy, ugly, stupid, etc.
- Constantly calling or texting their partner when they are not together.
- Threatening to "out" the partner if in a same-sex relationship.
- Insisting on always knowing the location of their partner.
- Refusing to acknowledge a problem that their partner feels is important.
- Persuading partner from doing something they want to do.
- Insisting how their partner should dress.
- Calling someone degrading names.
- Withholding sex and/or affection as a form of punishment.
- Forcing another faith practice on their partner.
- Mocking, ridiculing, or insulting their partner's religious or spiritual beliefs.
- Excessively criticizing how their partner spends their money.

Attempted Act

Any attempts to commit sexual/gender-based misconduct are also prohibited under this policy, as is aiding in the acts of sexual/gender-based misconduct as an accomplice.

Retaliation

Retaliation against the individual who initiates a sexual/gender-based misconduct complaint, participates in an investigation, or pursues legal action, is prohibited. Independent action may be taken against anyone engaging in retaliation. This includes any witnesses, advisors, or any Sexual Misconduct Board Members.

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Affirmative Consent and Related Definitions

Affirmative Consent

Affirmative consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision, indicated clearly by words or actions to engage in mutually accepted sexual contact. A person forced to engage in sexual contact by force, threat of force, or coercion has not consented to contact. Lack of mutual affirmative consent is the crucial factor in any sexual assault. If there is confusion or ambiguity, participants in sexual activity need to stop and verbally clarify each person's willingness to continue.

Consent CANNOT be given if a person's ability to consent is substantially impaired because of a mental or physical condition. Examples of such mental or physical conditions include, but are not limited to: unconsciousness, physical force, substantial impairment because of a psychological health condition, substantial impairment because of voluntary intoxication; or substantial impairment because of the deceptive administration of any drug, intoxicant or controlled substance. Mutual intoxication or substance impairment does not exonerate any individual nor lessen the consequences. Consent can NEVER be given by anyone under the age of sixteen.

Coercion

Unlike seduction, coercion involves unreasonable and unwanted pressure to engage in sexual activity. Engaging in sexual activity should be the result of a freely given choice. Persons should engage in sexual activity because they want to do so, and not because someone has pressured them into it. Threatening and pressuring someone until they finally say "Okay, just get it over with" does not mean an individual has obtained consent.

Incapacitation

Incapacitation means being in a state where a person lacks the capacity to appreciate the fact that the situation is sexual or cannot appreciate (rationally and reasonably) the nature and/or extent of the situation. A person who knows or should reasonably have known that another person is incapacitated may not engage in sexual activity with that person.

A person's state of incapacity is a subjective determination that will be made after the incident in light of all of the facts available because people reach incapacitation at different points and as a result of different stimuli. They exhibit incapacity in different ways. The following factors bear on incapacity:

- Body weight, height, and size
- Tolerance for alcohol and other drugs
- Amount and type of alcohol or other drugs consumed, and the mixture taken
- Amount of food intake prior to consumption
- Voluntariness of consumption
- Vomiting
- Propensity for blacking out (mentally or physically)
- Genetics

Alcohol related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness, or intoxication. It is less severe than alcohol poisoning or overdose, which may lead to coma or death. Evidence of incapacity may be detected from context clues, such as:

- Slurred speech
- Bloodshot eyes
- The smell of alcohol on their breath
- Shaky equilibrium
- Vomiting
- Outrageous or unusual behavior
- Unconsciousness

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None of these facts, except for unconsciousness, will constitute – in and of itself –incapacitation. Indications of consent are irrelevant if the initiator knows or should reasonably have known of the incapacity of another person.

If You Believe That an Incident Has Occurred

Post University is committed to providing support and services in order to help you through this process. A student who has experienced an incident of sexual/gender-based misconduct, intimate partner violence, or stalking should seek help, support, and information. There are many sources for information, assistance and support. If you have experienced such an incident, you should consider the following immediate actions:

- Remember, you are not alone, and this is not your fault.
- Try to get to a safe place.
- Consider notifying a member of Residence Life, Campus Security officer, the Counseling Center, Health Services or the Title IX/Sexual Misconduct Response Coordinators, and any campus security authority. Many of these resources have after-hours and emergency contacts (see chart in the Student Handbook for contact information).
- You have the right to notify law enforcement, file a report, or obtain a court-issued restraining order. You may also have a campus security authority make a notification for you.
- If you have been assaulted, try to avoid showering, bathing, douching, urinating, or cleaning up in any way. This will prevent the loss of valuable evidence, though evidence can still be collected even if you do. The importance of preserving evidence may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order. Do not wash any clothes, towels, or sheets that may contain evidence. Evidence can be preserved and collected for up to five days.
- Preserve all physical evidence in a paper bag (not plastic) or deliver directly to law enforcement.
- Preserve all communications, pictures, texts, or other items that might be used in cases of sexual/gender-based misconduct, stalking or intimate partner violence.
- Utilize University and community resources for immediate and long-term assistance.
- Go to Health Services or an area hospital (Waterbury or Saint Mary's Hospital). Individuals are encouraged to seek medical attention as soon as possible after an act of sexual assault or intimate partner violence. Medical care is important to address any injuries you may have and to protect against sexually transmitted diseases and pregnancy.
- Counseling Services are available to all Post University main campus students. Students may call (203) 596-4585 to schedule an appointment. These services are free and confidential.
- Post University's Crisis Hotline Available 24/7: (203) 228-8706. This is a limited-confidential resource.

Reporting Sources

Post University is committed to creating an environment in which students who have experienced an incident of sexual/gender-based misconduct are encouraged to come forward and make a report. Members of the Post University community are strongly encouraged to seek support and information from available reporting sources. Reporting may help you to gain some control over the situation and make informed decisions using information provided by the reporting source. Your prompt reporting will not only benefit and support you, but it will also help the University in maintaining a safe community. Ultimately, this is your decision. All sources will provide the Reporting Party with written information about obtaining support, resources, and the process associated with making a report or a formal complaint with the University or with a law enforcement agency and obtaining a protective order.

Post University employees are “responsible employees”, meaning they required by law to share your disclosure with the Title IX/Sexual Misconduct Coordinator. This includes professors, staff members, administrators, and Resident Assistants (RAs). The only employees who can keep your disclosure confidential are employees at the Counseling Center and Health Services. The Counseling Center and Health Services are fully confidential reporting sources. They do not file reports with the Title IX/Sexual Misconduct Response Coordinator. They will keep your information and name confidential unless it is determined that you and/or the campus are in imminent danger. They will provide free, confidential support, crisis intervention, community outreach and referrals, as well as help you explore your options to address the incident.

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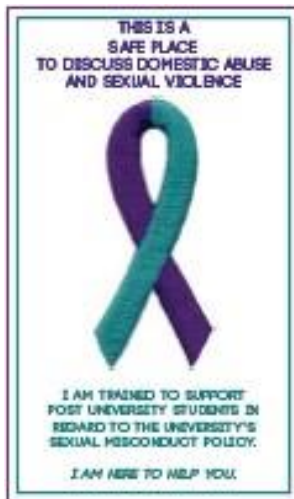
When a student or employee reports to Post University that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, Post University will provide the student or employee with a written explanation of the student's or employee's rights and options including:

- How the institution will protect the confidentiality of the victim and other necessary parties;
- A description of the educational programs that are offered through Post University;
- The option victims have to notify law enforcement authorities and that Post University officials will assist victims and witnesses in navigating the reporting process;
- Information about access to existing counseling, health, mental health, victim advocacy, legal assistance and other services;
- Information on how to request changes to academic, living, transportation, and working situations, or protective measures and the fact that the institution will make these accommodations or provide protective measures if reasonably available; and
- Information about the procedures for campus disciplinary actions in the cases of an alleged crime of sexual or intimate partner violence.

Interpersonal Violence Response Team

Professionals on campus with a Sexual Misconduct Safe Place sticker (see below) in their office are trained in the University's Sexual/Gender-Based Misconduct Policy. These faculty and staff members are able to support students who have been involved in a sexual/gender-based misconduct situation. If you have concerns about a friend, roommate, fellow student, or employee in regard to sexual/gender-based misconduct these people are also here to help you. Please seek out these professionals if you need their support. These individuals and Interpersonal Violence Response Team members are required to report the incident of sexual/gender-based misconduct to the Title IX/Sexual Misconduct Response Coordinator.

Sexual Misconduct Safe Place Sticker



Confidentiality and Communication Types

With respect to any report or complaint of sexual/gender-based misconduct, Post University will endeavor to maintain the confidentiality of the matter and all individuals involved to the extent permitted by law. Post University will balance the needs of individuals involved with its obligation to protect the safety and well-being of the community at large. In all cases, Post University will respect the privacy and dignity of all individuals involved. According to state and federal laws, if an individual under the age of sixteen is involved in an act of sexual/gender-based misconduct, the informed party must report the incident to the local police and the Department of Children

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and Families. While Post will protect the confidentiality of victims and other necessary parties, Post University is required to provide public available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim.

Limited Confidential

Limited confidential sources must notify the Title IX/Sexual Misconduct Response Coordinator. Any other report sharing will be limited, based on your safety and the safety of the community. The source will call the police only at the request of the student.

Confidential

Confidential sources are prohibited from breaking confidentiality unless (i) given permission by the person who disclosed the information; (ii) there is an imminent threat of harm to self or others; (iii) the conduct involves the suspected abuse of a minor under the age of 16; or (iv) as otherwise required or permitted by law or court order.

Anonymous

If you wish to file an anonymous complaint, you may do so online at <http://go.post.edu/misconductreporting/Default.aspx>. This complaint will be sent to the Title IX/Sexual Misconduct Response Coordinators.

Important Phone Numbers and Resources – For emergency response, call 9-1-1.

Resource	Location	Hours	Type of Communication	Services Provided
Sexual Misconduct Board Chair: Sandra Wilson	Library- Lower Level	9:00am-5:00pm	Limited Confidential	Hearing board official. Provides students with guidance on procedures and trained advisors. (203) 596-4664
Campus Safety *	Security Kiosk	24/7	Limited Confidential	Special confidentiality rules apply regarding sexual assaults. (203) 596-4502
Counseling Center * Lisa Antel Aubry Fappiano	Leever- First Floor	9:00am-5:00pm	Confidential	Licensed counselors available for students and staff. Services are free. (203) 596-4585
Dean of Students: Erica Peryga *	East Annex	9:00am-5:00pm	Limited Confidential	Provides support, referrals for students, and guidance with procedures and protocol. (203) 596-8527
Health Services * Kellie Brown	East Annex	M-TR: 10:00am-4:00pm F: 10:00am-2:00pm	Confidential	Medical assistance and referral for students. (203) 596-4503
Title IX/Sexual Misconduct Response Coordinators * Jennifer Labate Karin Mann, Deputy Crystal Vuole	Leever Drubner Traurig Lower Level	9:00am-5:00pm	Limited Confidential	Informs a student of their rights, as well as support services. (203) 596-6027 (203) 596-4669 (203) 596-4553
National 24 hour Sexual Assault Hotline	Off campus	24/7	Confidential	Rape, Abuse and Incest National Network hotline 1 (800) 656-HOPE (4673)
Post University's Crisis Hotline	On campus	24/7	Limited Confidential	Connects directly to the Residence Director on duty (203) 228-8706

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Residence Life Staff*	Lower Level Leever	M-F: 9:00am- 5:00pm	Limited Confidential	Will provide support and resources, and assist the Reporting Party at residence halls. (203) 596-4540
Safe Haven's Sexual Assault Program *	29 Central Ave. Waterbury, CT	24/7	Confidential	Provides support services, including medical and legal advocacy, for the Reporting Party and survivors of sexual assault and domestic violence. (203) 753-3613
St. Mary's Hospital	43 Cole St. Waterbury, CT	24/7	Confidential	Emergency care, including sexual trauma care. (203) 709-6004
Statewide 24 hour toll free hotline	Off campus	24/7	Confidential	Connecticut Sexual Assault Crisis Services hotline 1 (888) 999-5545
Waterbury Hospital	64 Robbins St. Waterbury, CT	24/7	Confidential	Emergency care, including sexual trauma care. (203) 573-6500
Waterbury Police *	255 E Main St. Waterbury, CT	24/7	Limited Confidential	Emergency- Call 9-1-1. Non-emergency call (203) 574-6911
Anonymous Reporting Form	http://go.post.edu/misconductreporting/Default.aspx	24/7	Anonymous	Your anonymous report will be sent to the Sexual Misconduct Response Coordinator.

** Interpersonal Violence Response Team Members*

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Significant Threat to the Community

In cases where the Responding Party poses a significant risk to the general safety of the campus community, the Title IX/Sexual Misconduct Response Coordinator will contact the Sexual/Gender-Based Misconduct Review Team. If this Team concludes that a significant threat exists, they will take necessary action to protect the community while preserving the Reporting Party's privacy, which includes, but is not limited to issuing a temporary ban to the Responding Party from Post University's campus.

Options for Reporting to Law Enforcement

Because sexual misconduct, intimate partner violence, and stalking may constitute both a violation of University policy and criminal activity, the University encourages students to report alleged incidents promptly to local law enforcement agencies. However, it is your decision whether or not to file a criminal report. We encourage you to seek out the support system that feels most appropriate and helpful. Criminal investigations may be useful in gathering relevant evidence, particularly forensic evidence. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of University Policy, criminal investigations or reports are not determinative of whether sexual/gender-based misconduct, for purposes of this Policy, has occurred. In other words, conduct may constitute sexual/gender-based misconduct under this Policy even if law enforcement agencies lack sufficient evidence of a crime and therefore decline to prosecute.

The filing of a complaint of sexual/gender-based misconduct under this Policy is independent of any criminal investigation or proceeding, and the University will not wait for the conclusion of any criminal investigation or proceedings to commence its own investigation and provide interim measures to protect the Reporting Party and the University community, if necessary.

Law Enforcement Process

When the police arrive, they will take a statement and ensure that you are physically safe. The police will also interview you about what happened. This may be difficult, but it is very important in order to complete a police report. The interview is conducted in private, but you can request to have a friend or another supportive person accompany you if you wish. The police will get as much information as possible about the incident and investigate the case further.

Once an investigation is completed, the police refer the case to the District Attorney's office. The District Attorney's office decides whether or not your case will be prosecuted by considering factors such as the amount of evidence available to prove the charge(s) in court.

Student Conduct Process for Sexual/Gender-Based Misconduct

The following are the definitions of participants:

Reporting Party

The person filing a complaint of a violation of the Sexual/Gender-Based Misconduct Policy by another student, employee, or civilian.

Responding Party

The student accused of violating the Sexual/Gender-Based Misconduct Policy.

Trained Sexual/Gender-Based Misconduct Support Person for the Reporting Party (Support Person)

The Support Person is a Post University Community staff or faculty member appointed by the Sexual Misconduct Board Chair who is trained to support the Reporting Party and to provide in writing information regarding the University's Sexual Misconduct Policy and the Campus Conduct process.

- Support Persons are available at the request of the Reporting Party.
- Reporting Parties may choose from a diverse list of potential Support Persons and may switch at any point should they choose.
- While students can elect not to use a Support Person, students are strongly encouraged to choose and to work with a Support Person.
- The Support Person may assist the Reporting Party throughout the Campus Conduct Process, including being present at the conduct hearing. Support Persons may not speak at the conduct hearing.
- In consultation with other University officials or faculty members where appropriate, a Support Person may assist in arranging accommodations which may include:

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- Change of on-campus student housing to different on-campus location
- Exam (paper, assignment) rescheduling
- Taking an incomplete in a class
- Transferring of sections
- Alternative course completion options
- Change of work arrangements
- Change of campus transportation options
- No contact orders

Advisor

The Reporting Party and the Responding Party may each bring an Advisor to the Hearing. The Advisor is an ally who provides comfort and helps the Reporting Party or Responding Party. The Advisor may be any member of the Post University community (student, faculty, or staff) or an outside party. The Advisor may be an attorney. The selected Advisor must meet with the Sexual/Gender-Based Misconduct Board Chair prior to the Hearing. The selected Advisor may attend any informal or formal meeting; however, they may not participate in the Hearing.

Sexual/Gender-Based Misconduct Board

The Sexual/Gender-Based Misconduct Board (herein Board) consists of five trained Post University faculty and/or staff members in addition to the Board Chair. All Board Members receive annual training regarding the dynamics of sexual misconduct, stalking and interpersonal violence, the factors relevant to a determination of credibility, the appropriate manner in which to receive and evaluate sensitive information, the manner of deliberation, and the application of the preponderance of the evidence standard, as well as the University's policies and procedures.

Sexual/Gender-Based Misconduct Review Team

This Review Team is comprised of three trained Board members. This Team may institute an interim suspension, elevate the level of resolution, or take other remedies if a situation poses a significant threat to the campus community.

Title IX/Sexual/Gender-Based Misconduct Response Coordinator (or Deputy)

The Title IX/Sexual Misconduct Response Coordinator (herein Coordinator) manages the day-to-day responsibilities associated with the University's Title IX compliance, the Violence Against Women Act, and Connecticut State Statutes regarding gender-based misconduct. The Coordinator ensures that students are aware of their rights as well as support services in regard to gender-based misconduct. The Coordinator also collects the relevant facts related to the reported incident and assesses whether a further review or investigation is necessary in order to ensure the safety of the impacted student and the community. If the Reporting Party decides to file a formal complaint, the Coordinator, as a neutral party, will investigate the incident; notify and interview the Reporting Party, the Responding Party, and witnesses; obtain and review relevant documents; and present the Investigation Summary at the Sexual Misconduct Board Hearing. The Investigation Summary will make no findings, conclusions or recommendations.

The Coordinator also receives annual training regarding the dynamics of sexual misconduct, stalking and interpersonal violence, the factors relevant to a determination of credibility, the appropriate manner in which to receive and evaluate sensitive information, the manner of deliberation, and the application of the preponderance of the evidence standard, as well as the University's policies and procedures.

Timeframe for Reporting

There is no time limit on reporting or filing complaints of policy violations, although the University's ability to respond fully may be limited with the passage of time. If the Responding Party is no longer affiliated with the University (e.g., the report is made after the student has left or graduated), the University will provide reasonably available remedial measures to assist the Reporting Party in identifying external reporting options, and may take other appropriate action.

Upon receipt of a report, the University will impose reasonable and appropriate interim measures designed to eliminate the hostile environment and protect the parties involved. The University will make reasonable efforts to communicate with the parties to ensure that all safety and emotional and physical well-being concerns are being

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addressed. Interim measures may be imposed regardless of whether formal disciplinary action is sought by the Reporting Party or the University.

A Reporting Party or Responding Party may request a No Contact Order or other protective measure, or the University may choose to impose interim measures at its discretion to ensure the safety of all parties, the safety of the broader community, and/or the integrity of the process. All individuals are encouraged to report concerns about failure of another individual to abide by any restrictions imposed by an interim measure. The University will take immediate and responsive action to enforce a previously implemented measure. Interim measures will be kept private, to the extent that maintaining the confidentiality would not impair the ability of the University to provide the interim measures. Post University will protect the confidentiality of victims and other necessary parties by maintaining as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures

Range of Interim Measures

Interim measures will be implemented at the discretion of the University. Potential remedies, which may be applied to the Reporting Party and/or the Responding Party, include:

- Providing access to counseling services and assistance in setting up an initial appointment, both on and off campus.
- Imposing a No Contact Order between parties.
- Rescheduling of exams and assignments (in conjunction with appropriate faculty).
- Providing alternative course completion options (with the agreement of the appropriate faculty).
- Changing a class schedule, including the ability to take deferral, drop a course without penalty or transfer sections (with the agreement of the appropriate faculty).
- Changing a work schedule or job assignment.
- Changing an on-campus housing assignment.
- Providing assistance from University support staff in completing housing relocation.
- Limiting an individual or organization's access to certain University facilities or activities pending resolution of the matter.
- Providing a voluntary leave of absence.
- Providing an escort to ensure safe movement between classes and activities.
- Providing access to medical services.
- Providing academic support services, such as tutoring.
- Assisting with transportation needs.
- Imposing interim suspension or leave.
- Any other remedy that can be tailored to the involved individuals to achieve the goals of this policy.
- Providing protective measures if the victim requests them and they are reasonably available regardless of whether the incident is reported to law enforcement.

Interim Suspension or Leave

Where the report of sexual harassment, sexual violence, stalking, or intimate partner violence poses a substantial and immediate threat of harm to the safety or well-being of an individual or members of the campus community, or to the performance of normal University functions, the University may place a student on interim suspension. Pending resolution of the case, the individual may be denied access to campus, campus facilities and/or all other University activities or privileges for which the individual might otherwise be eligible. When interim suspension or a leave is imposed, the University will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

Students may be placed on interim suspension at the discretion of the Sexual/Gender-Based Misconduct Review Team.

Sexual/Gender-Based Misconduct Reporting and Resolution

Meeting with Title IX/Sexual Misconduct Coordinator

Upon receipt of any allegation of sexual/gender-based misconduct, the Title IX/Sexual Misconduct Coordinator (herein Coordinator) will schedule a meeting with the Reporting Party. At the meeting, the Coordinator will

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provide the Reporting Party with a general understanding of this Policy and identify forms of support or immediate interventions available to the Reporting Party. The University will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. Students are informed about their options through the student handbook and the sexual/gender-based misconduct brochure provided in the Counseling Center and Title IX offices.

Post University must make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. This may involve accommodations regarding the Reporting Party's housing, academic schedule, University employment or transportation options, and other protective remedies outlined in the Interim Measures section above. This also includes No-Contact orders.

The University is obligated to comply with a student's reasonable request for a living and/or academic situation change following alleged sex offense. Available options for accommodations are listed under the Range of Interim Measures and available in the Title IX office. The goal is for these protective measures to minimize the burden to the victim.

The Reporting Party has the right to choose how to proceed after the report has been made. There are internal options within the University as well as options with local law enforcement. The Reporting Party has the right to decide upon the course of action to be taken after the report has been filed. The Reporting Party may seek a Formal or Alternative resolution or request confidentiality and/or no resolution.

The University will endeavor to honor the resolution choice of the Reporting Party to the extent permitted by law. Post University will balance the needs of individuals involved with its obligation to protect the safety and wellbeing of the community at large. In exceptional cases, such as cases threatening community safety, the University may make a determination that further action is required even if the Reporting Party desires no action or an informal, remedies-based resolution. As set forth in the Sexual Misconduct and Harassment Policy, reports of sexual misconduct undergo a Title IX Review to determine the appropriate response in such cases. In such circumstances, the reasons, and the steps the University will take will be explained to the Reporting Party.

In making this determination, the University may consider:

- The seriousness of the alleged conduct.
- The respective ages and roles of the Reporting Party and Responding Party,
- Whether there have been other complaints or reports of harassment or misconduct against the Responding Party.
- The right of the Responding Party to receive notice and relevant information before disciplinary action is sought.
- If circumstances suggest there is an increased risk of the Responding Party committing additional acts of sexual misconduct or other violence.
- Whether the Responding Party has a history of arrests or records from a prior school indicating a history of violence.
- Whether the alleged perpetrator threatened further sexual violence or other violence against the student or others.
- Whether the sexual misconduct was committed by multiple perpetrators.
- If the circumstances suggest there is an increased risk of future acts of sexual misconduct under similar circumstances.
- Whether the sexual violence was perpetrated with a weapon.
- Whether the school possesses other means to obtain relevant evidence.

The Title IX/Sexual Misconduct Coordinator in consultation with the Sexual/Gender-Based Misconduct Review Team will balance the Reporting Party's request with its obligation to provide a safe and non-hostile environment for the campus community.

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The University will respond to the report in a prompt, impartial, procedurally fair, and effective manner. Upon receipt of a report, the University will strive to complete the investigation and adjudication processes (excluding the appeal process) within sixty (60) calendar days.

Alternative or Remedies-Based Resolution

The Alternative Resolution is a remedies-based, non-judicial approach designed to eliminate a hostile environment without taking formal disciplinary action against a Responding Party. The Reporting Party may request an Alternative Resolution and Formal Resolution. Where the Title IX Coordinator concludes that an Alternative Resolution may be appropriate, the University will take immediate and corrective action by applying individual and community measures designed to maximize the Reporting Party's access to educational, extracurricular, and/or University employment activities and to eliminate a hostile environment. Examples of such remedies are detailed in the Interim Measures section outlined above. (Link back to Interim Measures.) Other potential remedies include targeted or broad-based educational programming or training, direct confrontation of the Responding Party and/or indirect action taken by the Title IX Coordinator, Deputies, or University. Depending upon the form of the Alternative Resolution used, it may be possible to maintain the Reporting Party's anonymity.

The University will not compel a Reporting Party to engage in mediation or a restorative justice process, to directly confront the Responding Party, or to participate in any particular form of an Alternative Resolution. Mediation, even if voluntary, *may not* be used in cases involving sexual violence or assault. The decision to pursue an Alternative Resolution will be made when the University has sufficient information about the nature and scope of the conduct, which may occur at any time. Participation in an Alternative Resolution is voluntary, and a Reporting Party may request to end the Alternative Resolution at any time. The Title IX Officer will maintain records of all reports and conduct referred for an Alternative Resolution. An Alternative Resolution will typically be completed within thirty (30) business days of the initial report.

Appeal Procedure for Interim Measures or Alternative/Remedies-Based Resolution

Basis and Process for Appeal

The written appeal will be submitted to the Dean of Students or their designee within 48 hours of notice of a decision and must include specific grounds the student considers appropriate to support his/her challenge of the interim suspension. The appeal must establish that:

- There was a material and prejudicial departure from the procedures set forth in these guidelines, and/or
- The evidence presented clearly does not support the decision, and/or
- The sanction imposed is not consistent with the gravity of the offense

The person reviewing the written appeal must render a decision within one (1) week of receiving the written request. The status from the initial decision remains in effect until the review and final decision are rendered. However, the Dean of Students may, in special circumstances where he/she believes the student's academic standing or well-being may be jeopardized, suspend the sanctions until the decision about the appeal is rendered and communicated to the student.

Formal Resolution

If the Responding Party is a currently enrolled student, any person who has experienced an incident of sexual/gender-based misconduct may file a formal complaint with the Title IX and Disability Coordinator, Jennifer Labate (203-596-6027) or Deputies Karin Mann (203-596-4669) or Crystal Vuole (203-596-4553). Incident Reports can be found in Human Resources, Residence Life, the Counseling Center, Health Services, Academic Affairs, and in the Drubner Center. The complaint shall contain a concise statement of the alleged violations of the Sexual Misconduct Policy and a detailed statement of the facts supporting the alleged violations. Although there is no time limit on the filing of a formal complaint with the University, the University strongly encourages a prompt filing so that a more satisfactory and complete investigation can be conducted.

Filing a formal complaint launches an investigation into the sexual/gender-based misconduct violation. The Sexual Misconduct Board will hear the case and make a determination.

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PROCEDURES FOR INSTITUTIONAL DISCIPLINARY ACTION IN CASES OF ALLEGED DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING

Post University will follow the procedures as described in the following sections for disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking. Compliance with the procedures in this section does not constitute a violation of FERPA.

Responding to a Formal Complaint

The Responding Party shall receive written notification of the filing of a formal complaint, along with a copy of the formal complaint, after the Title IX/Sexual Misconduct Response Coordinator has received the complaint. The Responding Party must arrange and meet with the specified Sexual Misconduct Board Chair or designee within 3 business days after receiving the complaint in order to discuss the nature of the complaint, the rights and responsibilities of the Responding Party, and the Hearing process. The Sexual Misconduct Board Chair or designee will determine the type of proceeding to use based on the circumstances of an allegation of dating violence, domestic violence, sexual assault, or stalking; the Responding Party shall receive a written copy of this policy at that time.

Employees, including staff and student workers, are provided with a copy of Post University's Harassment Policy, which clearly covers any type of harassment, sexual harassment, or any unwanted sexual attention. If the student or employee feels they are a victim of one of these actions, the policy outlines their rights and the steps they will follow. Post University's harassment policy defines sexual harassment and any other types of harassment, provides procedures for the investigation of any harassment type claims, and ensures violations are fully remedied. The information is provided to employees during the onboarding process and is available on the University's central repository for employee information, Our Post, which is accessible from any device.

When a student or employee reports to Post University that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the institution will provide the student or employee a written explanation of the student's or employee's rights and options, as described in paragraphs CFR 668.46 (b)(11)(ii) through (vi).

A Trained Sexual Misconduct Support Person and/or Advisor may accompany the Responding Party to the meeting with the Sexual Misconduct Board Chair. If the Responding Party fails to arrange and meet with the Sexual Misconduct Board Chair, the complaint will be determined by the Board for adjudication.

Prehearing Process

- The University reserves the right to extend any time periods identified in this policy in accordance with the law.
- Once the Responding Party has been notified of the formal written complaint, the Reporting Party and Responding Party will be kept informed of all developments and will be advised of the procedures that will guide the resolution of the complaint.
- All relevant reports and documents are to be made available to the Responding Party and Reporting Party once they are prepared and no later than 3 business days prior to the Hearing.
- The Responding Party and Reporting Party have the right to petition that any member of the Sexual Misconduct Board be removed on the basis of bias at least 3 days prior to the Hearing.
- Each Board Member must indicate to the Sexual Misconduct Board Chair within 3 days prior to the Hearing whether they have knowledge of the participants in the case that may impair – or may be perceived to impair – their ability to hear and determine a case impartially, and to recuse them if their participation might compromise the integrity of the Hearing process.
- One week prior to the Hearing, the Responding Party and Reporting Party will be informed in writing of the date and time of the Hearing.
- The Responding Party and Reporting Party shall have the opportunity to make a request to the Sexual Misconduct Board Chair for witnesses to testify on their behalf. The Sexual Misconduct Board Chair shall determine which witnesses shall testify based on the relevance of their testimony.

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- The Responding Party and Reporting Party must notify the Sexual Misconduct Board Chair of any advisors, support people, and witnesses attending the Hearing 5 business days prior to the Hearing.
- Any additional scheduling requests must be directed to the Sexual Misconduct Board Chair to be determined.
- If a sexual misconduct case is also being heard by a civil or criminal court, the University retains the right to hear the case regardless of the timing of the civil or criminal case, and to implement appropriate actions (such as No-Contact Orders, removal from campus residence facilities, removing a student from a class or classes or Interim Suspension, and changing campus transportation and/or working arrangements) to maintain the safety of the campus.
- The Campus Conduct Process shall be confidential to the extent possible and as allowed by law.
- The University will attempt to schedule a hearing within 15 business days after the Responding Party has received the formal complaint.

Rights of the Reporting Party

- The right to request a No Contact Order, restraining order, or similar lawful orders issued by a criminal, civil or tribal course to the University against a student who presents a danger to the welfare of the Reporting Party or others.
- The right to receive a written notice about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.
- The right to receive a written notice about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures.
- The right to receive a written notice of the student's or employee's rights and options including how the institution will protect the confidentiality of the victim and other necessary parties.
- The right to be assisted by a Trained Sexual Misconduct Support Person and/or Advisor throughout the Campus Conduct Process.
- The Sexual Misconduct Board Chair is available to inform the Reporting Party of legal and other appropriate off-campus resources.
- The right to seek outside remedies, such as local law enforcement agencies and Safe Haven.
- The right to provide a written Impact Statement to be read by the Board at the conclusion of the Hearing provided the Responding Party was found to have violated the Sexual Misconduct Policy, and to have that statement considered by the Board in determining its sanctions.
- For the Reporting Party, alternative testimony options will be provided. Options include, placing a privacy screen in the Hearing room, digital conferencing, or other options that provide a safe space for participation while not depriving the Responding Party of their rights in the process.

Rights of the Responding Party

- The right to be assisted by a Trained Sexual Misconduct Support and/or Advisor throughout the Campus Conduct Process.
- The Sexual Misconduct Board Chair is available to inform the Responding Party of legal and other appropriate off-campus resources.
- The right to provide a written Impact Statement to be read by the Board at the conclusion of the Hearing provided the Responding Party was found to have violated the Sexual Misconduct Policy, and to have that statement considered by the Board in determining its sanctions.

Rights of Both the Reporting Party and Responding Party

- All parties involved in a sexual misconduct complaint process have the right to a prompt, fair, and impartial investigation and resolution of the complaint
- Prompt, fair, and impartial proceeding includes a proceeding are those completed within reasonably prompt timeframes designated by Post University's policy, including a process that allows for the extension of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay; and conducted in a manner that is consistent with Post University's policies and transparent to the accuser and accused; includes timely notice of meetings at which the accuser or accused, or both, may be present; and provides timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and are

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

- The right to have a hearing.
- The right to have proceedings that are conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- The right to have a Trained Support Person, Advisor or Attorney present during the Hearing, provided that these parties do not cause the meeting to be delayed or postponed. (The Reporting Party and Responding Party have the right to consult with an attorney at their own expense.) The Support Person, Advisor or Attorney can participate in the sexual misconduct campus conduct process, in an advisory capacity, but may not take part directly in the Hearing itself, though the student may request reasonable breaks to confer with their respective Support Person, Advisor or Attorney.
- The right to provide the accuser and the accused with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice.
- The right to not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding; however, the institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.
- The right to request that disciplinary procedures begin promptly and are conducted by a University Official trained in issues related to sexual/gender-based misconduct.
- The right to receive simultaneous notification in writing to both the accuser and the accused of the outcome and sanction(s) of the Sexual Misconduct Board Hearing. This includes result of any institutional disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking; Post University's procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding, if such procedures are available; any change to the result; and when such results become final.
- The right to appeal the finding and sanction of the Sexual Misconduct Board in accordance with the provisions of this policy.
- The right to petition that any member of the Sexual Misconduct Board be removed on the basis of bias.
- The right to bring a Trained Support Person and/or Advisor to all phases of the investigation and hearing.
- The right to present relevant witnesses to the Sexual Misconduct Board, including expert witnesses.
- The rights to have the University compel the presence of student, faculty and staff witnesses.
- The right to be present for all testimony given and evidence presented before the Sexual Misconduct Board.
- The right to be free from retaliation.
- The Reporting Party and the Responding Party are entitled to be informed in writing of the results of the disciplinary proceeding no later than 1 business day after it concludes and have their identities kept confidential, except as necessary to carry out a disciplinary proceeding or as permitted under state or federal law.
- Post University shall not disclose the identity of the Reporting Party or the Responding Party, except as necessary to carry out a disciplinary proceeding or as permitted under state and federal law.

Special Procedures

False Reports

The University will not tolerate intentional false reporting of incidents. It is a violation of the Student Code of Conduct to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws.

Leniency

For the Reporting Party: The University encourages reporting of incidents of sexual misconduct. Sometimes, Reporting Parties are hesitant to make reports because they fear that they may be charged with violations of the Student Code of Conduct, such as underage drinking at the time of the incident. To encourage reporting of sexual

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misconduct incidents, the University will exercise leniency towards a Reporting Party with respect to taking action for other violations of the Student Code of Conduct.

For the Good Samaritan: The welfare of students in our community is paramount. At times, students on and off campus may need assistance. The University encourages students to offer help and assistance to others in need. Sometimes, students are hesitant to offer assistance to others, for fear that they may get themselves in trouble (for example, a student who has been drinking underage might hesitate to assist another student who experienced an incident of sexual misconduct.) The University will exercise leniency towards the Good Samaritan with respect to taking action for other violations of the Student Code of Conduct.

Notification of Determination

The determination made after a hearing is part of the education record of the Responding and Reporting Party, and is protected from disclosure under federal law. However, there are two exceptions as follows:

- Reporting Parties shall be informed of the formal complaint against the Responding Party, the determination made after a hearing, and any sanctions imposed.
- Students who bring any sort of sexual misconduct complaint against faculty or staff will be informed of the determinations made and sanction imposed.

Past Sexual History/Character

If, in the past, a Responding Party was found to have violated the Sexual Misconduct Policy (“Past Violation”), the information related to the Past Violation may be considered by the Hearing Board if:

- The previous violation was substantially similar to the present complaint; and
- The previous violation indicates a pattern of behavior and substantial conformity with that pattern by the Responding Party.

The Hearing

- The Sexual Misconduct Board Chair shall assemble a Board of five trained members of Post University’s administration and/or faculty to hear sexual conduct cases. Each Board shall be composed of representatives of both genders.
- All hearings shall be closed to the public.
- All hearings will be audio-recorded. A digital file will be made available to the Reporting Party and/or Responding Party in the event a request for an appeal is filed.
- With the exception of the official audio recording of the Hearing, cell phones and electronic devices are prohibited from the Hearing room.
- Board Members shall be provided with access to written information and evidence at least 72 hours prior to the Hearing.
- The Responding Party and Reporting Party may be accompanied by their Support Person and/or Advisor. The Support Person and Advisor are present to act as counselors and to support the Responding Party and Reporting Party, and to provide advice on procedural matters. The Support Person and Advisor do not have speaking privileges during the Hearing. A hearing will not be cancelled or postponed in the event a scheduled Support Person or Advisor does not attend. If the scheduled Support Person or Advisor is not able to attend, the Reporting Party/Responding Party should arrange for a substitute.
- If the Responding Party or Reporting Party fails to appear at the Hearing, the matter will be resolved in their absence.
- Witnesses may be present at the Hearing only at the time they are called to testify. A hearing will not be canceled or postponed if a scheduled witness does not attend.
- Individuals testifying before the Board may not communicate with each other during the Hearing process.
- The Board, if approved by the Chair, shall consider written and notarized statements of witnesses not in attendance due to extraordinary circumstances.
- In making its determination, the Board shall consider only the evidence admitted at the Hearing and the admission of evidence shall be within the discretion of the Board.
- At the start of the Hearing, the Chair shall ask the Responding Party if they have received the formal complaint, and if they understand the nature of the formal complaint.
- The Title IX/Sexual Misconduct Response Coordinator will present the formal complaint along with the information obtained through the investigative process to the Sexual Misconduct Board. The Hearing Board

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shall consider only the information and evidence related to the alleged violations set forth in the formal complaint.

The remainder of the Hearing shall customarily proceed in the following order:

1. Opening statement from Reporting Party.
 2. Opening statement from Responding Party.
 3. Board questioning of Reporting Party and Responding Party.
 4. Board questioning of witnesses (each witness will be questioned separately).
 5. Reporting Party and Responding Party questioning of witnesses (each witness will be questioned separately then excused).
 6. The chair will facilitate questions by the Reporting Party and Responding Party.
 7. Final questions from the Board.
 8. Reporting Party's closing statement.
 9. Responding Party's closing statement.
- The Board will deliberate in private and make an appropriate determination based on the information and evidence presented during the Hearing.
 - The Board, by majority decision, will determine whether or not the Responding Party violated the Sexual Misconduct Policy as alleged in the formal complaint by finding either: "Did violate" or "Did not violate" the Sexual Misconduct Policy. The Board's determination shall be based on a "Preponderance of the Evidence" standard that means, "It is More Likely than Not" that a violation of the Sexual Misconduct Policy occurred.
 - If the Board renders a determination of "Did violate", the Board will review the Impact Statements provided by the Reporting Party and Responding Party and will recommend a sanction consistent with those specified in the Post University Code of Conduct.
 - The Board shall have one business day to render a decision.
 - The Title IX and Disability Coordinator will notify both the Reporting Party and Responding Party immediately and simultaneously in writing of the Board's decision, which will include an explanation of the procedures for the Reporting Party or Responding Party to appeal the result of the Hearing.

Formal Appeal Process

- Both the Reporting Party and the Responding Party may file a written appeal of the Board's decision. The appeal must be based on one or more of the following:
 - New information directly related to the case that was unavailable during the investigation period or during the Hearing itself that would materially impact the decision.
 - Procedural error that might have affected the decision.
 - Sanction imposed is disproportionate to the violation.
 - An evidentiary error, such as the refusal to hear material evidence or reliance upon clearly in appropriate and/or prejudicial evidence, which may have had an effect upon the outcome of the proceedings.
 - Clear and convincing evidence that the investigator's findings were arbitrary and capricious, that the investigator had a conflict of interest or a bias against one of the parties.
- The purpose of the appeal is not to rehear the underlying case; rather, it is to determine if there is sufficient information presented to allow reconsideration of the Hearing Board's decision.
- Appeals must be made, in writing, to the Dean of Students within 5 business days of the notification of the decision.
- The Dean of Students may decide the appeal or ask the original Hearing Board to reconsider the case based on new information presented that was unavailable prior to the Hearing.
- The Dean of Students will review the appeal and render its decision within 5 business days after receiving the notice of appeal.
- The decision of the Dean of Students is final.

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- The Reporting Party and the Responding Party will be notified immediately and simultaneously about any changes to the result along with a clear notification when such results become final.

Official University Sanctions

- Formal Verbal Warning – A verbal statement to a student about his/her violation of University policies.
- Disciplinary Warning – A written notice to a student indicating that specific behavior or activity is in violation of University policies.
- Campus Restrictions – Loss of designated campus privilege(s).
- Community Service – Mandated service hours on campus or with off-campus business organizations.
- Education – Mandated educational course with professional staff for a period determined by the University's designee.
- Disciplinary Probation – A designated period in which a student is formally put on notice for his/her behavior, while not severe enough to warrant expulsion, was severe enough to warrant a serious course of action. While on Disciplinary Probation, a student may be subject to expulsion should additional infractions occur. Disciplinary Probation is a status that may include periodic reporting sessions with an appropriate administrator, loss of privilege to represent the University or attend University activities.
- Residence Hall Reassignment – Mandatory reassignment from one residence hall to another for inappropriate behavior. Loss of visiting privileges in the former building may accompany this sanction.
- Residence Hall Suspension – The University reserves the right to suspend a student's Housing Contract for any specified period. This period may range from one day to one semester or more.
- Residence Hall Dismissal/Ban – Dismissal and/or ban from the University residence halls. Students must apply for re-entry to the Dean of Students or designee.
- Institutional Suspension – Disciplinary suspension of a student's registration for a specific period. Residential students' Housing Contracts are also suspended during this time. Students removed from the University for conduct that presented a threat to themselves, other persons, or property may not re-enter without prior approval from the Dean of Students.
- Institutional Dismissal – Attendance at the University is terminated, constituting the maximum disciplinary penalty. Students are banned from all campus facilities, grounds and events. Only the Chief Executive Officer/President or his/her designee may grant re-admission.
- This Sexual/Gender Based Misconduct Policy contains the most current university language in compliance with the laws of the State of Connecticut, the U.S. Department of Education's Office of Civil Rights Title IX Amendments, and the Violence Against Women Act.

Awareness, Bystander Intervention, Prevention, and Risk Reduction

Post University provides programs to the campus communities, which are designed to prevent dating violence, domestic violence, sexual assault, and stalking. Programs of primary prevention and awareness are offered through first year student orientations, employee programs listed below and throughout the year regarding. Literature on Sexual Misconduct is available through the Office of Residence Life, Health Services, Counseling Center, Associate Experience Team, and across the campus. Bystander training is provided through Ever-fi online e-learning modules. The training offered by Post University is designed to provide ongoing prevention and awareness campaigns to increase the understanding on relevant topics and skills for addressing dating violence, domestic violence, sexual assault, and stalking. Bystander training is offered, which includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Risk reduction training provides options to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence. Examples of training offered by Post University are described below.

Gender-Based Sexual Misconduct/Dating Violence/Domestic Violence/Sexual Assault/Stalking Programming for 2019

- Campus Resource Team meeting with faculty, staff, students, law enforcement agencies and local support services organization to confirm our commitment to providing a learning, working and living environment that is supportive, safe and free from sexual/gender-based misconduct, as well as to review and discuss policies, programming and recent Title IX updates.

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- Sexual Misconduct Board training, led by ATIXA, which provided a day long, comprehensive presentation on consent, trauma, sanctioning and the like. The Sexual Misconduct Board also received ATIXA's webinar training, including: Amanda & the Dancing Guy: A Case Study in Coercion; Beth & Junior Student: A Case Study in Consent; and Amy & Todd: Incapacitation Case Study. In addition, the Sexual Misconduct Board viewed, "Reducing Gender Bias in Sexual Assault Response and Investigation," a webinar presented by End Violence Against Women.
- Residence Assistants Training on Sexual/Gender-Based Misconduct, including discussion of their roles as Responsible Employees/Mandatory Reporters; comprehensive overview of Title IX; misconceptions about sexual assault; clarification of consent; bystander intervention; and support services for survivors.
- Orientation Training for athletes and new students by Byron Hurt, who challenged our audience to interrogate the damaging effects of patriarchy, racism and sexism in American culture, and shed light on issues related to gender, race, sex, violence, music, and visual media.
- Guest Speaker Jason Larson, who presented a program on Alcohol Awareness, which emphasized its effects on lifestyle and performance.
- Spring Up presented "Decoding Consent," as part of their Millennial Sex Education program, which helps young people navigate digital sexual culture, sexual violence, gender identity and expression, and develop a healthy and positive relationship to sexuality, gender and consent.
- Dr. Jackson Katz presented "More Than A Few Good Men: A Lecture On American Manhood And Violence Against Women." Dr. Katz, who is internationally renowned for his pioneering scholarship and activism on issues of gender and violence, discussed his bystander approach to gender violence prevention and encouraged students to be aware of and help prevent sexual assault and relationship abuse.
- JWI presented its Dating Abuse 101 program, which was developed to help students identify the qualities of a healthy relationship, define the different types of abuse, recognize the warning signs of an abusive relationship, understand the importance of communication and setting boundaries in relationships, and learn ways to respond to disclosures and support survivors of dating abuse.
- The One Love Foundation presented "Behind the Post," a program that illustrated how social media can skew our view of relationships and, in some cases, influence our decisions to stay in unhealthy ones. It also explored the 10 signs of an unhealthy relationship and fostered conversations about these issues on our campus.
- Presentation by Jane Doe No More, an organization dedicated to raising society's awareness of sexual assault and its effects on the victims, their families and society. In collaborating with colleges, universities and law enforcement, they seek to heighten awareness about sexual assault on campuses nationwide and change the perceptions of and behavior toward victims.
- Presentation in Honor of Women's History Month entitled, "The #MeToo Movement: Using Social Media to Address Shame and Stigmatization."
- Women's Leadership Panel held to bring awareness to sexism and structural oppression.
- Title IX Coordinator Training, including webinar on "Structured for Safety: Infusing Gender-Inclusive Violence Prevention Into The First-Year Experience and Beyond"; webinar on "Diversity & Inclusion in Athletics: Legalities, Policies & Practicalities"; 2018 Leir Conference on Engaging Men and Boys; and UVM Conference on Legal Issues in Higher Education.
- EVERFI online training for students on Sexual Assault Prevention, Prescription Drug Abuse Prevention and AlcoholEdu. EVERFI classes are also required for associates, who received annual compliance training in Harassment and Discrimination Prevention.
- Donation Drive held to collect items for Safe Haven of Greater Waterbury, to assist with the needs of domestic violence survivors.
- City of Waterbury Department of Public Health presentation on safe sex and the prevention of STD's and HIV, including the distribution of condoms to students.
- Teal Pinky Day offered students an opportunity to paint their pinkies teal to show their support for survivors and victims of sexual assault, to bring awareness to the cause and to start a conversation about sexual violence.
- Love Fest, a Valentine's Day event to raise awareness of healthy, safe and loving relationships.
- Sex in the Dark, an event where students anonymously submitted questions about sex practices and received answers by Residence Life Staff, in addition to condoms, candy and prizes.

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- World AIDS Day Bingo to raise money for AIDS related charities and raise awareness of safe sex practices.
- Wonderful World of Wellness Days, including free and confidential STD and HIV Testing on campus.
- Counseling 101 with Resident Assistants: Overview of Counseling Center and training on mental health, sexual misconduct and substance abuse issues.
- Safe Haven of Greater Waterbury representative stationed weekly in Leever Student Center to answer questions regarding domestic violence, distribute informational materials and provide service referrals.
- Sexual/Gender-Based Misconduct Policy Brochures distributed in Orientation packets; placed in all academic, administrative and residential buildings; and found in Student Handbook and on Post University website.
- Blue light emergency call boxes placed throughout campus grounds, with immediate link to Campus Safety and Security and automatic location identification.

REGISTERED SEX OFFENDERS INFORMATION

Post University is located in two towns in Connecticut, Middlebury and Waterbury. Under section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921), information concerning sex offenders registered with the State of Connecticut can be obtained through the following sources. For more information, go to the following computer address: http://www.communitynotification.com/cap_main.php?office=54567. Read the information on this page and then click on Search for Offenders. In Town Name, search both Middlebury and Waterbury 800 Country Club Road. If you have any questions, please contact the Dean of Students at (203) 596-8527.

PROHIBITION ON RETALIATION

Post University, its officers, employees, or any agents may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under any provision in §668.46 INSTITUTIONAL SECURITY POLICIES AND CRIME STATISTICS..

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Appendix A – Primary CRIME STATISTICS

Please note that the abbreviations below are as follows:

OC = on campus

OCSHF = on campus student housing facility

NCP = non-campus property (Wallingford and Bethel)

PP = public property (Catalyst Health & Fitness, UMBERFIELD Rd., Straits Tpk.)

	2019					2018					2017				
	OC	OCHF	NCP	PP	Total	OC	OCHF	NCP	PP	Total	OC	OCHF	NCP	PP	Total
Criminal Homicide -Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Criminal Homicide Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Rape	1	1	0	0	1	1	1	0	0	1	2	2	0	0	2
Sex Offenses - Fondling	0	0	0	1	1	2	2	0	1	3	0	0	0	0	0
Sex Offenses - Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	5	5	0	0	5	8	8	0	0	8	5	5	0	0	5
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Arson	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0
Disciplinary Actions -Liquor Law violations - Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Actions -Liquor Law violations - Disciplinary Referrals	10	10	0	0	10	15	15	0	0	15	12	12	0	0	12
Disciplinary Actions -Drug Law Violations - Arrests	1	1	0	0	1	1	1	0	2	3	0	0	0	0	0
Disciplinary Actions -Drug Law Violations - Disciplinary Referrals	10	8	0	0	10	17	12	0	0	17	21	21	0	0	21
Disciplinary Actions –Illegal weapon Possession - Weapon Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Actions –Illegal Weapon Possession - Disciplinary Referrals	0	0	0	0	0	2	2	0	0	2	1	1	0	0	1
	Subtotal				28	Subtotal				50	Subtotal				47

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Appendix B – Dating violence, domestic violence and stalking CRIME STATISTICS

VAWA Statistics (required as of 2014)	2019					2018					2017				
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	3	3	0	0	3	3	3	0	0	3	0	0	0	0	0
Stalking	5	4	0	0	5	2	2	0	0	2	1	1	0	0	1
	Subtotal				8	Subtotal				5	Subtotal				1
	TOTAL				36	TOTAL				55	TOTAL				48

**The categories for Sex Offences, Forcible and Sex Offences, Non-Forcible were replaced by the VAWA, Rape, and Fondling categories as of 2014

HATE CRIME

A Hate Crime is a crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the purposes of this chart, the categories of bias include the victim’s actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

The number of each type of the following crimes determined to be hate crimes from the list in the Primary Crime Statistics Table are disclosed.

The type of crimes also includes the number of crimes determined to be hate crimes from this list:

- (1) Larceny-theft.
- (2) Simple assault.
- (3) Intimidation.
- (4) Destruction/damage/vandalism of property.

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Appendix C- HATE CRIMES STATISTICS

Federal law requires that all hate crimes in the mandated categories be reported. Those crimes are further broken down by the nature of the bias; for example: race, gender, religion, national origin, sexual orientation, gender identity, ethnicity, and disability. The nature of these hate crimes are detailed in the chart below.

Hate Crime Statistics

Please note that the abbreviations below are as follows:

OC = on campus OCSHF = on campus student housing facility PP = public property NCP = non-campus property

Summary of Hate Crimes												
	2019				2018				2017			
	OC	OCSHF	PP	NCP	OC	OCSHF	PP	NCP	OC	OCSHF	PP	NCP
Race	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

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The following chart is the summary of hate crimes broken down by the Criminal Offense

	2019					2018					2017				
	OC	OCHF	PP	NCP	Total	OC	OCHF	PP	NCP	Total	OC	OCHF	PP	NCP	Total
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal				0	Subtotal				0	Subtotal				0

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FIRE SAFETY

2020 Annual Fire Safety Report - Fire Statistics for On Campus Housing Facilities

Summary of Fires

Name of Facility	2019			2018			2017		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Paparazzo Hall	1	0	0	1	0	0	0	0	0
Middle Hall	0	0	0	0	0	0	0	0	0
South Hall	0	0	0	0	0	0	0	0	0
East Hall	0	0	0	1	0	0	0	0	0
West Hall	0	0	0	0	0	0	0	0	0
Okinaga Hall	1	0	0	0	0	0	0	0	0
Total	2	0	0	2	0	0	0	0	0

2019 Summary:

The fire at Paparazzo Hall was unintentional and was caused by an item placed in the garbage can which started to burn. There was \$0-\$99 in property damage. The fire at Okinaga Hall unintentional and was caused by a paper plate on a hot stove burner. There was \$0-\$99 in property damage.

2018 Summary:

The fire at Paparazzo Hall was unintentional and was caused by cooking. There was \$0-\$99 in property damage. The fire at East Hall was Intentional and was caused by a blanket that was lit on fire. There was \$0-\$99 in property damage.

There were no persons who received fire-related injuries that resulted in treatment at a medical facility, including at an on-campus health center. There were no deaths related to a fire.

Description of On Campus Housing Fire Safety Systems

All campus housing, apartments, and residence halls have addressable fire alarm systems tied directly to Fire Department Emergency Dispatch along with sprinkler systems.

Fire Drills

All student occupied residence halls and apartments participate in mandatory fire drills. Ten (10) fire drills occurred in 2017, seven (7) fire drills occurred in 2018, and six (6) fire drills occurred in 2019.

Building Evacuation

All residents and visitors are required to exit a building when a fire alarm sounds or if directed to do so by a University staff member. Fire drills are held regularly in the residence halls so that residents gain first-hand knowledge of the appropriate procedures to follow in the event that the alarm sounds. It is important that residents evacuate the building promptly and without panic. Individuals who do not cooperate with specified fire evacuation procedures may face disciplinary action and potential fines. Once outside, follow the directions of a University staff member. Please note that it is encouraged to use emergency exits during an evacuation.

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Fire Procedures

In case of fire, please follow the steps below:

1. Immediately pull the fire alarm.
2. Dial 9-1-1 and provide the following information:
 - Location
 - Building name, room number, and floor number
 - Type of material involved (if known)
 - Description of the situations
 - Note if anyone is injured and request an ambulance if necessary
3. If it is a small fire and you are a designated person trained on how to use a fire extinguisher, attempt to put the fire out (see small fire instructions in the subsection below).
4. If possible, turn off all ignition sources in the room before you leave.
5. When a fire alarm sounds, complete evacuation is required. Walk, do not run, to the nearest stairway exit and proceed to the ground level. Close doors as you leave. The alarm may not sound continuously. If the alarm stops, continue the evacuation and warn others who may attempt to enter the building after the alarm stops.
6. Do not use elevators during a fire emergency.
7. Leave the building and move away from it, leaving walks and drives open for arriving fire fighters. Proceed to prearranged assembly area (please see the Emergency Response and Evacuation section on page 3 for locations) for head count.
8. Contact professional staff member on call or employee who knows the area involved should meet the fire department.
9. Everyone must follow the orders of the fire and police departments when they arrive.
10. Notify fire fighters on the scene if you suspect that someone may be trapped inside the building.

Small Fires

A small fire is defined as the approximate size of a waste basket. If a small fire is rapidly spreading, do not use an extinguisher. Only fight small fires if:

- You are familiar with the material that is on fire, understand all associated hazards, and feel comfortable dealing with it.
- You have the correct extinguisher for that material.
- Fire is small enough that it can be put out by an extinguisher.
- You are a designated person that has been properly trained to use a fire extinguisher.

Small fires can be extinguished without evacuation, but you must constantly evaluate and be ready to evacuate if the fire cannot be controlled. **Never enter a smoke-filled room.**

Instructions on Fire Extinguisher Usage

1. Maintain an accessible exit.
2. Avoid smoke and fumes.
3. Smother the fire or use the correct extinguisher.
4. If fire is NOT extinguished immediately, evacuate and get help.
5. Please notify the Facilities Department to replace the exhausted extinguisher.

Fire, Fire Alarms, and Fire Equipment

Fire is a serious concern to the residential community. For the safety of all residents, specific guidelines and procedures have been implemented to adequately minimize the threat of fire, loss of life, and/or property damage due to fire. The University reserves the right to enter student rooms when an alarm sounds.

Fire alarm pull stations, smoke detectors, emergency exit signs, alarm units, sprinklers and fire extinguishers are located throughout the residence halls and are provided for use in emergency situations. These items are only to be used in the event of a fire. Tampering with and/or misuse of this equipment is a serious matter and will lead to disciplinary and legal action as well as a fine. All students in the residence hall will be charged for any fire equipment tampering if the person(s) responsible cannot be identified.

When closed, emergency exit doors keep fire and smoke from spreading. When the doors are propped open, their effectiveness is lost. Thus, a consistent effort must be made by all members of the residential community to keep these doors closed. Fire doors should be used for emergencies only. Any doors found propped will result in community fines.

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False Alarms

Post University follows the laws of the State of Connecticut in regard to the sounding of a false alarm. The following is a statement from Title 17A, Section 509 of the Connecticut Revised Statutes:

A person is guilty of false public alarm or report if:

1. He/she knowingly gives or causes to be given false information to any law enforcement officer, member of a fire fighting agency, including a volunteer fire department, or any other person knowing that such other is likely to communicate the information to a law enforcement officer or member of a fire-fighting agency, concerning a fire, explosive or other similar substance which is capable of endangering the safety of persons, knowing that he has no information relating to the fire, explosive or other similar substance.
2. False public alarm is a Class D Crime.

Restricted Items

Due to electrical limitations, fire codes, and general safety, certain items are not permitted to be used or stored in student rooms. Prohibited items include but are not limited to:

- Full size refrigerators
- Air conditioners
- Hot plates/hot pots/open coil burners
- Stoves or fryers (unless used in designated kitchen area)
- Any appliance not UL labeled
- Space heaters
- Immersion heaters
- Extension cords or outlet strips (unless surge protected, grounded, or insulated)
- Toasters/toaster-oven-broilers (unless used in designated kitchen area)
- Dart boards
- Lofts
- Water beds and 'kiddie' pools
- Torchiere lamps with non-fluorescent bulbs
- Any items hanging from the ceiling, fire equipment, or sprinklers
- Candles, with or without wick
- Multiple outlet plugs (unless surge protected, grounded, or insulated)
- Incense, either burned or unused
- Stored flammables (gasoline, lighter fluid, charcoal, propane tanks, etc.)
- Hover boards
- Motorized bikes or other combustible engines
- Live holiday trees or wreaths
- Dangerous and flammable room decorations
- Weapons

Food Preparation and Cooking

Limited cooking is allowed within the confines of traditional residence hall rooms. Due to the electrical structure of the residence halls, the only acceptable appliances within residence hall rooms are coffee makers, hot air popcorn poppers, teapots, blenders, and small microwave ovens. Indoor grills (i.e., George Foreman™) are only to be used in residence hall kitchens, not in individual rooms. All other appliances are considered fire hazards and are prohibited.

Any prohibited appliances found within a residence hall room will be confiscated and any student found in violation of this policy (or in possession of a prohibited appliance) will be subject to disciplinary action. Special exceptions to this may occur only with written permission obtained from the Residence Director and the Dean of Students.

Fire Safety Training

Basic fire safety instruction is provided to all students each year who live in the residence halls during their all hall meetings at the beginning of each semester. The Residence Life staff also receives fire safety training during their fall spring trainings each year.

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Fire Reporting

For purposes of including a fire in the statistics in the annual fire safety report, students and employees should report that a fire occurred to Campus Security, Residence Life, Facilities, and the Dean of Students. Institutions are required to maintain a Fire log, which is a written, easily understood fire log that records, by the date that the fire was reported, any fire that occurred in an on-campus student housing facility. The log must include the nature, date, time, and general location of each fire. Post University will make an entry or addition to an entry within two business days. The log is retained in the office of the Director of Campus Safety and is available for public inspection for the most recent 60-day period during normal business hours. Within two business days, the log will be available for public inspection for any portion of the log that is older than 60 days.

For emergency response, call 9-1-1.

Plan for Future Improvements

Post University will continue hosting fire drills and fire safety programming to ensure that all students and associates are properly educated on campus evacuation policies. This will be formed through Resident Assistant programming and campus wide event initiatives.

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Appendix - Crime Definitions in Accordance with the Federal Bureau of Investigation's Uniform Crime Reporting Program

The following definitions are to be used for reporting the crimes listed in §668.46, in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program. The definitions for *murder, rape, robbery, aggravated assault, burglary, motor vehicle theft, weapons: carrying, possessing, etc., law violations, drug abuse violations, and liquor law violations* are from the "Summary Reporting System (SRS) User Manual" from the FBI's UCR Program. The definitions of *fondling, incest, and statutory rape* are excerpted from the "National Incident-Based Reporting System (NIBRS) User Manual" from the FBI's UCR Program. The definitions of *larceny-theft (except motor vehicle theft), simple assault, intimidation, and destruction/damage/vandalism of property* are from the "Hate Crime Data Collection Guidelines and Training Manual" from the FBI's UCR Program.

CRIME DEFINITIONS FROM THE SUMMARY REPORTING SYSTEM (SRS) USER MANUAL FROM THE FBI'S UCR PROGRAM

Arson

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

Criminal Homicide—Manslaughter by Negligence

The killing of another person through gross negligence.

Criminal Homicide—Murder and Nonnegligent Manslaughter

The willful (nonnegligent) killing of one human being by another.

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.

Robbery

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

Aggravated Assault

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An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary

The unlawful entry of a structure to commit a felony or a 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.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

Weapons: Carrying, Possessing, Etc.

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Abuse Violations

The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Liquor Law Violations

The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

CRIME DEFINITIONS FROM THE NATIONAL INCIDENT-BASED REPORTING SYSTEM (NIBRS) USER MANUAL FROM THE FBI'S UCR PROGRAM

Sex Offenses

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

A. *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.

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

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

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CRIME DEFINITIONS FROM THE HATE CRIME DATA COLLECTION GUIDELINES AND TRAINING MANUAL FROM THE FBI'S UCR PROGRAM

LARCENY-THEFT (EXCEPT MOTOR VEHICLE THEFT)

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Simple Assault

An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property

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.

[79 FR 62789, Oct. 20, 2014