FIRE SAFETY
and
SECURITY REPORT
for Calendar Year 2016

Clery Report
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WILLAMETTE UNIVERSITY SECURITY AND FIRE SAFETY REPORT (CLERY & HEOA REPORT) FOR CALENDAR YEAR 2016

Introduction

The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (20 USC Section 1092(f)) ("The Clery Act," "Clery," or "Act") is a federal law that requires universities to maintain information regarding instances of certain criminal activity occurring on or near its facilities, and to file an annual report with the federal government, and, on a calendar-year basis, publicize crimes statistics. In addition, the Higher Education Opportunity Act ("HEOA") requires universities to make public their fire safety information and fire statistics, also on an annual, calendar-year basis.

The following document represents Willamette University’s annual Security and Fire Safety Report, pursuant to both the Clery Act and the HEOA. The report also includes information about university policies designed to promote the safety of our university community, as well as other information regarding personal safety, crime and fire prevention, and information on how to report suspicious activity.

Willamette University publishes its Security and Fire Safety Report every October 1, and as required by Clery, includes relevant crime statistics for the last three calendar years – 2014, 2015 and 2016 (as opposed to academic years). We make copies of the report available at our Office of Campus Safety, located at the Service Center in the University Services Building, on the south side, or on line at http://willamette.edu/offices/safety/, and by emailing a link to the report to all students and employees.

At Willamette University, the personal safety of every member of our community is our highest priority. Campus Safety and other university departments work together to deter crime and fire events by constantly evaluating safety and security measures already in place, and whenever possible, adopting new policies and procedures representing best practices in the areas of crime prevention, reporting and safety. We encourage you to partner with Campus Safety in our goal of continually improving the safety of the Willamette community by reading this report and familiarizing yourself with the information it contains, as well as reporting any suspicious activity to the Office of Campus Safety at 503-370-6911 or 6911 from a campus phone, or safety@willamette.edu, or local police or fire services by calling 911.

The last several months of 2017 have been rather tumultuous when it comes to Federal regulations of campus interpersonal violence response. Nevertheless, over the course of the past three years, there have been significant advancements made in the promotion of campus safety across all of higher education in the form of changes to federal law (beyond the Clery
Act and HEOA), and as a consequence of the national discourse occurring regarding the impact of interpersonal violence on university campuses. For example, legislation reauthorizing the Violence Against Women Act requires universities to include the crimes of stalking and relationship violence in the crime statistics they keep. Similarly, amendments to and reinterpretations of Title IX of the 1972 Federal Education Amendments to the 1964 Civil Rights Act ("Title IX") have resulted in the adoption of new policies, over the course of the past three years, at Willamette regarding the reporting, investigation and discipline of incidents of sexual discrimination, harassment and interpersonal violence involving students and employees. Recent amendments made by the Department of Education regarding Title IX compliance do not materially impact the policies and practices Willamette has adopted over the past years.

It is important to note that although the Clery Act requires Willamette to include crime statistics for calendar years 2014, 2015 and 2016, the policies described or referred to in this report are current as of October 1, 2017. Regardless, the changes to federal regulation and the related national conversation regarding sexual discrimination, harassment and violence on America’s college campuses has fostered at Willamette the development and implementation of survivor oriented policies and practices that encourage bystander intervention, connect victims to important remedies and support services and support institutional efforts to hold wrongdoers accountable.

That said, there have been some revisions to the federal regulations impacting Clery reporting that have produced reporting confusion among institutions of higher education seeking to comply with federal requirements. More specifically, in April of 2011, the Department of Education issued interpretation guidance that indicated that universities, including Willamette, should include in their Security and Fire Safety Reports for 2012, reports of sexual assault made to university support service providers considered confidential in nature (e.g. university health care providers or chaplains). Willamette included these reports of sexual assault in an aggregated, non-identifying form.

In 2014 and 2015, the Department of Education issued a regulatory interpretation indicating that universities should not include in their Clery data sexual assault disclosures made to confidential recipients, such as the staff at Bishop Wellness Center or the university’s chaplains, or Sexual Assault Response Allies (SARA). Therefore, Willamette did not include confidential sexual assault disclosures in its crime statistics data. We continue to include in our Clery data all anonymous reports of sexual assault received by the university that occur within our Clery Reporting Geography.

In 2016, the Department of Education issued another follow up regulatory requirement that universities again include sexual assaults disclosed to confidential campus staff. Willamette University is including those confidential disclosures in its 2016 report. The changes in regulatory requirements, however, make it somewhat challenging to compare statistics and draw conclusions from year to year.
If you have any questions, concerns or comments regarding this Security and Fire Safety Report, please feel free to contact Willamette University’s Clery Compliance Officer, Ross Stout, Director of Campus Safety at 503-370-6911, or 6911 from a campus phone, or at rstout@willamette.edu. Additional information regarding Willamette University’s compliance with Title IX may be found at: http://www.willamette.edu/notalone/index.html.

Section II: Role and Authority of Campus Safety and Reporting Crimes

A. Role, Authority, and Training of Campus Safety Staff

The Office of Campus Safety provides safety, security and emergency response services for the university 24 hours a day, seven days a week, with 7 full-time, unarmed, uniformed officers, an associate director and director. Officers are on duty patrolling the campus and are able to respond quickly to those needing assistance. Typical patrols are carried out on foot, bicycle or in marked Office of Campus Safety patrol vehicles.

The Office of Campus Safety staff members are first-responders, responsible for providing support services tailored to meet the needs of the Willamette community. In this capacity, Campus Safety staff:

- Coordinate emergency preparedness and response efforts for the campus
- Provide leadership for Emergency Preparedness
- Provide Emergency Notifications and Timely Warnings as required and/or warranted
- Maintain readiness of Blackboard Connect emergency notification system; performs tests and initiate system
- Coordinate drills of emergency plans including residence hall fire drills, campus emergency drills, and participation emergency response training for building representatives and residential staff
- Provide educational and informational emergency preparedness and response materials
- Manage the campus parking permit and parking regulation program
- Provide vehicle battery jump starts
- Investigate and document reports of vehicle accidents and damage
- Provide crime prevention information and programs
- Provide safety escorts
- Gather, maintain and disseminate information on safety and security policies and incidents of crime on campus as required
- Furnish security support and crowd control for university events or special projects
- Assist with building lockouts
- Maintain a lost and found
- Respond to activated intrusion, security and fire alarms for the entire campus

The Director of Campus Safety is the University’s Clery Compliance Official, and as such, is responsible for compliance with the Clery Act and all associated requirements. Questions regarding Willamette University’s compliance with the Clery Act may be directed to the Director of Campus Safety.

The Director of Campus Safety also routinely communicates with Salem Police, and shares information about criminal activity in and around the campus. It is the practice of Salem Police to inform Willamette of any criminal activity involving Willamette University students or student organization is known to be involved. The Salem Police Department routinely shares information with Campus Safety about students whose activities may be disrupting neighbors or neighborhoods in the areas surrounding Willamette.

All Willamette University Campus Safety officers are certified by the State of Oregon’s Department of Safety Standards and Training as private security officers and have the same powers to arrest as those of any other private citizen. All officers have first aid and CPR certification. Ongoing training is mandatory for all full-time campus safety officers.

In 2013, Campus Safety officers and staff began receiving revised specialized training about sexual harassment and sexual assault to comply with the University’s ongoing efforts to fully comply with the requirements of Title IX. This training includes the use of the SILVER concept of response to the needs of victims of sexual assault. SILVER is an acronym which stands for: Safety – Inform – Listen – Validate – Empower – Refer.

Campus Safety staff is augmented by contract officers who assist with university events and other special assignments. Student staff provides office support, monitor parking and staffs the guest parking areas. The department also uses a broad array of electronic devices including security cameras, fire alarms, intrusion alarms, card access systems and blue-light emergency phones located throughout the campus.

Campus Safety writes incident reports for all reported crimes and categorizes them according to the appropriate criminal classification. Incident reports are reviewed by the director and associate director of Campus Safety to determine if additional action or resources are required and also to whom the reported information should be forwarded.
B. Where and How to Report Crimes

Willamette encourages victims of crime to report the crime as soon as possible to Campus Safety. Campus Safety can determine whether another law enforcement agency should be contacted, or advises the crime victim of their right to contact another law enforcement agency for additional assistance. Campus Safety Officers can be reached 24 hours a day by calling 503-370-6911, or 6911 from a campus phone, or by visiting us in the Service Center in the University Services Building. Salem Police can be contacted to report a crime at 503-588-6123 or, for an emergency by dialing 911. The Salem Police Department is located at 555 Liberty St. SE in Salem.

To facilitate contact with Campus Safety in the event of an emergency, Willamette University maintains at least 25 exterior emergency telephones. Of the 25 exterior phones, ten are Blue Light Emergency Telephones that provide a direct line to Campus Safety by simply pushing the red button on the face of the unit. These telephones connect to Campus Safety and can be used to report a criminal incident, a fire, or any other type of emergency.

Willamette University has established special provisions for reporting hate crimes and other bias-related concerns. In addition to normal reporting methods, such concerns may be reported via the university’s online Bias Incident Report at: https://secure.willamette.edu/cgi-bin/datastore.cgi/biasreport. Any Clery-related criminal activity received via the bias incident reporting form is conveyed to the Office of Campus Safety.

If the nature of the reported criminal activity presents a danger to the campus community, the Director of Campus Safety, or designate, will send a timely warning message to the campus community through an e-mail, or through the emergency notification system or other means. See page 10 for additional information about Willamette University’s Timely Warning Policy.

Reporting of criminal activity to Campus Safety will be kept as confidential as is possible to protect the privacy of the reporting party and others involved. Strict confidentiality, however, cannot always be provided based on the nature of the crime and the specific circumstances of the situation. For victims of sexual misconduct who wish to report the incident confidentially, they may contact Bishop Wellness Center, the Chaplain’s office, Willamette University SARA (Sexual Assault Response Allies) or the University Advocacy and Prevention Coordinator. See pages 8-9 of this Report for more information regarding confidential resources.

Anonymous reports of sexual assault and sexual harassment can be made online at the following website. You do not have to provide your identity, if you choose to remain anonymous: https://publicdocs.maxient.com/reportingform.php?WillametteUniv&layout_id=5
C. Campus Security Authorities (CSAs)

To facilitate efficient response, Willamette University encourages community members to promptly report all crimes and other emergencies directly to the Office of Campus Safety. We recognize, however, that some people may prefer to report incidents to individuals or offices other than Campus Safety. Accordingly, the Clery Act recognizes certain university officials and offices as Campus Security Authorities (CSAs). The function of CSAs are to report to the Office of Campus Safety any allegations of Clery Act crimes that are made in good faith. CSAs are not responsible for determining whether crimes actually took place, investigating crimes, apprehending perpetrators, or persuading victims to contact law enforcement. It is important to note that CSAs are not designated by position, but by function.

Any employee, including a student employee, who has significant responsibility for student and campus activities is considered a CSA. Any CSA who learns of a Clery-defined crime must report the incident to Campus Safety.

At Willamette, CSAs include the staff employed at the following offices and these specific positions:

- President, Deans, Assistant and Associate Deans, Vice Presidents, Assistant and Associate Vice Presidents
- Office of Campus Safety
- Office of Housing and Community Life (including Resident Assistants)
- Office of Rights and Responsibilities
- Office of Student Activities
- Office of Multicultural Affairs
- Office of Campus Recreation
- Office of Community Service Learning
- Department of Athletics including all full-time and part time coaches
- Faculty advisors to student organizations
- Director of Health and Counseling
- Human Resources management

Training will be provided for these CSAs through the University’s Cornerstone Training System. The training module that is being used to train the CSAs is the NACCOP (National Association of Clery Compliance Officer Professionals), online training course.

The following may have significant responsibility for student and campus activities, but are exempted from reporting because they are considered a confidential reporting resource:

- Chaplain/pastoral counselor: Defined as “a person who is recognized by a religious order or denomination, or as Chaplain, and is someone who provides confidential counseling, and is functioning within the authorized scope of that recognition, by their responsibilities, job description, and title.” At Willamette, this definition includes the university Chaplain and Assistant Chaplain.
• Professional counselor: Defined as “a person whose official responsibilities are to provide mental health counseling to members of the university community, affirmed and authorized through their job description, and functioning within the scope of their license or certification.” This definition applies even to professional counselors who are not employees of the university, but are under contract to provide counseling at Willamette.

• SARA (Sexual Assault Response Allies) volunteers. SARA is a group of students who are trained to provide information to people about sexual assault. They provide information about resources and offer referral assistance.

• Carli Rohner is the University Advocacy Support & Prevention Coordinator in the Office of Student Support & Standards. The many resources available can be sometimes overwhelming, or difficult to navigate. As such, advocates can assist with navigating the many options available, helping to provide access to resources. With the advocacy and prevention coordinator, individuals can seek information, options and specific support about their rights and resources, including assistance contacting law enforcement, medical care or state services/programs off campus.

D. Crime Log

The Office of Campus Safety maintains daily crime and fire logs of all crimes and fires reported to the Department. The log is available for public inspection during normal business hours of 8 a.m. to 5 p.m. Monday through Friday in the Campus Safety office, located in the Service Center in the University Services building. A version of this log is also published weekly in the *Collegian* student newspaper, which is printed during the academic year.

The logs identify the type, location, time, and disposition (if known) for each criminal incident and fire reported to the Campus Safety. Dispositions of reported incidents are marked in the daily log. The dispositions generally fall into one of the following categories: cleared, under investigation, inactive, unfounded, and informational.

The most current 60 days of crime and fire information is readily available in the Campus Safety Office. Upon request, copies of any Daily Crime and Fire Log older than 60 days will be made available, within two business days of receipt of a request. Requests must be directed to the Director of Campus Safety.

Electronic versions of Willamette University’s Daily Crime and Fire logs are maintained in a Filemaker database program. This database is stored on a virtual server by the university’s IT department. The data is stored redundantly on two systems and is also backed up daily in an off campus location. Each incident report is also printed and stored in a file in the Campus Safety Office.
Both the Director and Associate Director of Campus Safety are responsible for all aspects of maintaining Willamette University’s Daily Crime and Fire logs.

E. Working Relationships with Local, State, and Federal Law Enforcement Agencies

The Office of Campus Safety maintains a close working relationship with the Salem Police Department, and calls upon them for support when the need arises. Campus Safety staff members occasionally work with other law enforcement agencies, including the Marion County Sheriff’s Office. Campus Safety communicates regularly with Salem Police officers on the scene of incidents that occur in and around the campus area. Campus Safety works closely with the investigative staff at Salem Police as necessary.

Consistent with federal regulations and best practices, a Memorandum of Understanding (MOU) between Willamette and the Salem Police Department specifically related to Title IX response has been created. The MOU has been agreed to and signed by the City of Salem. The MOU articulates our respective collaborative responses to incidents of sexual misconduct, harassment and violence. Willamette continues to collaborate with area survivor support and advocacy groups, law enforcement, and county prosecutor offices to strengthen services for survivors of sexual misconduct and hold wrongdoers accountable.

The Director of Campus Safety is an associate member of the Marion County Adult Threat Advisory Team. This team meets on a weekly basis and discusses individuals and situations that could pose a threat to individuals or the Salem community. Members of this team are available 24/7 to provide assessment and input into potentially threatening situations.

Written requests are sent to the Salem Police Department, Portland Police Bureau, Polk County Sheriff’s Office and the Jefatura Superior de Andalucía Oriental in Granada, Spain requesting crime statistics for areas surrounding Willamette University property in each of these four jurisdictions where Willamette operates a physical campus or classroom setting. Salem Police and Portland Police have provided crime statistics for the area surrounding each of those campuses. There has been no response to written requests sent to the Jefatura Superior de Andalucía Oriental in Granada, Spain.
Section III: Relevant Policies and Procedures

Willamette University has adopted a number of policies, practices and procedures, summarized below, that help promote a safety conscious community environment.

A. Timely Warnings

In compliance Clery requirements, the University issues timely warning reports to notify the campus community of Clery Act crimes or other serious incidents that the University determines represent a serious and ongoing threat to the campus. The University will issue timely warning reports using a variety of means, including emails, the emergency notification system, flyers, and website announcements posted on the Campus Safety website (http://willamette.edu/offices/safety/). To report an incident that may warrant the issuing of a timely warning, immediately contact Campus Safety at 503-370-6911, or 6911 from a campus phone.

Timely warnings are issued on a case-by-case basis for Clery Act crimes or other serious incidents reported to campus security authorities or local police agencies, and that pose serious and ongoing threats to students and employees on campus or immediately adjacent to campus property. In deciding whether to issue a timely warning, the University considers all of the available facts surrounding the incident such as the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts. Incidents that may result in issuing a timely warning include the following Clery Act crimes:

- Murder
- Criminal homicide
- Negligent manslaughter
- Forcible sex offenses, rape
- Forcible sex offenses, fondling
- Nonforcible sex offenses
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Domestic Violence
- Dating Violence
- Stalking
The University will issue a timely warning as soon as it determines there is a serious and ongoing threat to students or employees on campus and/or in the immediate campus community. The determination will be made based on the information that Campus Safety or the Salem Police Department has available to it at the time. The Director of Campus Safety or his/her designee is responsible for preparing and distributing timely warning reports. Campus Safety may be reached at 503-370-6911, or 6911 from a campus phone.

The intent of a timely warning is to enable members of the campus community to protect themselves. A timely warning will include information that promotes safety and aids in the prevention of similar crimes, such as the following information:

- A brief statement of the incident
- Possible connection to other incidents, if applicable
- Physical description of the suspect, if available
- Composite drawing of the suspect, if available
- Date and time of the incident
- Other relevant information

B. Emergency Response and Evacuation Procedures

The president’s direct reports serve as the university’s emergency response team. The team includes the senior vice-president for academic and student affairs; the deans from the colleges of Liberal Arts, Law and the Atkinson Graduate School of Management; vice-president for Advancement; vice-president for Campus Life; vice-president for Enrollment and University Communications; senior vice-president for Administration & Finance; the president; and the president’s chief of staff. Any member of the group can call for a gathering to respond to an emergency response.

The Office of Campus Safety compiles emergency procedure guidelines that describe the appropriate courses of action for many emergency situations, including evacuation. This information is reviewed and updated each year and available online at:

Information on how to report or respond to an emergency situation is distributed annually to all offices and to all full time employees through the Fusser’s Emergency Reference Guide. The online version is available at:
http://willamette.edu/offices/safety/pdf/emergency_prep_guide.pdf

Willamette maintains an out-of-state telephone transfer agreement with Pacific Lutheran University to provide a means to keep family and friends of Willamette apprised of the status of the university, should a local natural disaster or other emergency affect local telephone service. Emergency information will be distributed through the university’s emergency messaging system and posted on the university website.
The Emergency Response Plan guides the university community’s response to a disaster that might occur on or near campus. The purpose is to protect life, property, and the environment and to maintain the basic operations of the university following a disaster. The intent is to make the plan flexible, so the details of specific incidents will dictate the level and type of response. However, the framework of the response organization, including establishing an Emergency Operations Center (EOC) and On-Scene Response and Policy Group will remain the same. The complete *Emergency Management Plan for all Hazards*, is available at:


An emergency notification system is in place to notify community members via e-mail, cell phone, office phone and home phone of an emergency situation. This notification system is provided by Blackboard Connect, which manages and maintains software to provide these notifications. Authorized Campus Safety personnel are able to interface with the software and send emergency messages through the internet. The system also provides and 800 number to access to send these messages. All students and employees are provided with an account on this system and are requested to provide a phone number (preferably a cell phone number) where they could be reached in the event of an on-campus emergency situation. An e-mail is also sent along with the telephone notification. This system is tested at noon, on the first business day of each month, during the academic year.

The nature of the emergency will dictate what the message(s) will say. The message(s) will provide information and necessary updates about what to do and where to go to maintain personal safety. Any time an emergency situation presents itself, the university will immediately determine if this notification system would provide an increased measure of safety for community members and will activate the system if necessary.

The university periodically updates its emergency response plan and publishes it on the Campus Safety website. The university conducts emergency management exercises to test emergency procedures. These include participation in and sponsoring CERT (Community Emergency Response Team) training exercises. Ham Radio training and exercises have been sponsored on campus. Shelter-in-place exercises have been conducted with a number of campus departments. These exercises vary from year-to-year, and include departments from across the campus.

Willamette University participates in the local emergency drills when possible, as well as campus drills and training. Regular, unannounced fire drills that stress safe evacuation, assembly and accountability are held in the residence halls. Documentation of the drills is kept in the Campus Safety offices. Should a drill be conducted while you are on campus, please respond with a serious attitude. Your contribution will help make the training exercise more realistic and meaningful and help your overall preparedness. Willamette has an ongoing building representative program with over 50 employees involved. Campus Safety facilitates ongoing
training for these employees in areas such as spotting emergency issues, supporting evacuation and facilitating communication.

Willamette University Emergency Medical Services (WEMS) is a student staffed, campus based, professionally licensed EMS agency, providing Basic Life Support (BLS) to students, faculty, staff, and guests of the Willamette community. WEMS members provide quick response emergency medical care on campus and immediate surrounding areas with one Supervisor EMT-Basic and two First Responders from the hours of 5 p.m. Friday to 5 p.m. Sunday, during the academic year. As a student service organization at Willamette University, WEMS provides education and training in pre-hospital emergency medical care. Fire/evacuation drills are conducted in academic and residential buildings one time each semester. Fire/evacuation drills are unannounced. Additional exercises will be held annually and will vary by type, campus location and the topics being tested. These drills may or may not be announced in advance, but will include a post drill assessment that will be publicized to the campus community.

If the university activates its emergency notification system in response to a situation that poses an immediate threat to members of the campus community, organizations adjacent to campus are notified as appropriate. These include Salem Hospital, Willamette Heritage Center, and the Oregon State Capitol.

C. Sexual Misconduct Policy and Protocol

Willamette University continually strives to foster a safe environment in which students can pursue their educational goals free from the detrimental effects of discrimination, intimidation, and violence, including sexual misconduct. To this end, the University has established its Sexual Misconduct Policy and Protocols for Students and reviews and revises it annually as necessary to meet the requirements of Title IX and other applicable laws and regulations. This policy is set forth in its entirety in Appendix A of this document and can also be viewed online at: http://willamette.edu/offices/policies/selected/students/sexual_conduct.html

The University also has an institution-wide policy which covers issues of Title IX for employees. This policy is set forth in its entirety in Appendix A of this document and can also be viewed online at: https://willamette.edu/dept/hr/policies/NonDiscTitleIX/index.html

The Sexual Misconduct Policy prohibits sexual misconduct of any kind against Willamette University community members of any sex, gender, gender identity, gender expression, or sexual orientation. Sexual misconduct includes sexual and gender-based harassment, sexual violence, non-consensual sexual contact – sexual assault, non-consensual sexual intercourse – rape, sexual exploitation, stalking, and interpersonal violence – dating and domestic partner violence.
The university is committed to confronting sexual misconduct effectively. Accordingly, the university seeks to educate students, faculty, and staff about the dynamics of sexual misconduct and its effects, as well as how to prevent it, and respond appropriately should it occur. Our policies and procedures reflect input from students and seek to be easily understood, fair to all involved, and provide a means of recourse for recipients of such behavior. The university reserves the right to respond with whatever measures it deems appropriate to prevent sexual misconduct and preserve the safety and well-being of students.

The purpose of Willamette University’s Sexual Misconduct Policy is as follows:

- Identify support resources and remedy options for students who have been the recipients of unwanted behavior defined by this policy. For a listing of these resources with contact information for survivors of sexual misconduct, refer to this link: http://willamette.edu/notalone/get_help.html
- Define, for purposes of this policy, sexual misconduct includes: sexual and gender-based harassment, sexual and gender-based stalking, interpersonal violence, sexual exploitation, non-consensual sexual contact, and non-consensual sexual intercourse.
- Establish procedures for reporting incidents of sexual misconduct.
- Establish procedures for responding appropriately when incidents are reported.
- Affirm the university’s commitment to preventing and addressing sexual misconduct.

A full copy of the University’s Sexual Misconduct Policy and Procedures for Students for students is printed in Appendix A of this document and is available online at: http://www.willamette.edu/dept/policies/selected/students/sexual_conduct.html

The University’s Discriminatory Misconduct Policy and Protocol for Employees (1.08) (Including Harassment, Sexual Harassment/Misconduct or Illegal Discrimination is available online at: http://willamette.edu/offices/hr/policies/policy_harassment/

D. Alcohol and Other Drug Policies

The following is an excerpt from the University’s policies regarding possession and use of alcohol and other drugs on campus. This policy is set forth in its entirety in Appendix B of this document, and is also available at: http://www.willamette.edu/dept/policies/selected/all_campus/alcohol.html

The University’s policy on Alcohol and Drug Abuse is available in Appendix B or at: http://www.willamette.edu/dept/policies/selected/all_campus/alcohol_drug.html

Willamette University does not approve of the illegal consumption of alcoholic beverages by
underage persons, and condemns the abuse of alcoholic beverages. No person under the age of 21 years shall attempt to purchase or acquire an alcoholic beverage, and no person under the age of 21 years shall have personal possession of an alcoholic beverage.

Due to the persistence of underage consumption of alcoholic beverages, Willamette University’s policy and procedures use an educational and a regulatory standard for addressing the use of alcohol. This alcohol policy is intended to serve the following objectives:

- To promote legal and responsible behavior among all members of the university community;
- To create programs and services that educate students concerning the use and effects of alcoholic beverages with an intent to encourage responsible decision-making;
- To aid individuals experiencing difficulties associated with the use of alcohol.

Although the personal use of marijuana is now legal in Oregon for people over the age of 21, assuming they follow the requirements of the law, marijuana is still illegal under federal law. Willamette University adheres to federal law and prohibits the possession or use of marijuana on any of its properties or at its sponsored events.

E. Missing Residential Student Notification Policy

The Clery Act requires institutions that maintain on campus housing facilities to establish a missing student notification policy and related procedures. The missing residential student notification policy applies when a student lives in on-campus housing, is reported missing, or there is a concern that they have not been seen in their residence room for over 24 hours. When reported, the Office of Campus Safety will begin an investigation immediately.

Students are advised that their first contact related to a person missing beyond 24 hours should be with Housing and Community Life, a Campus Life staff member, or the Office of Campus Safety. Housing and Community Life staff members (Resident Assistants (“RAs”) and Area Coordinators) are required to report the missing student up their supervisory line to the Director of Housing and Community Life, who has responsibility informing the Director of Campus Safety in a timely manner.

Following this reporting, Campus Safety opens an investigation that may include delegating the task of making phone calls to all known phone numbers for the missing student, attempts at personal contact, phone calls to friends, a check of their card access, a check of their food service access records, a physical check for their vehicle on campus, a check of their classroom participation and activity participation.

All students who live on campus are notified of their option to provide the university with a confidential contact person. This is the person they choose to have notified in the event of an emergency, and this is also used if the student is determined to be missing. Only authorized
Campus Safety officials and law enforcement officers, in the furtherance of a missing person investigation, may use this information.

Students are notified through email, that they may enter and update their confidential contact person by accessing this webpage: willamette.edu/go/EmergencyInfo

Once the university has been informed that a student has been missing for over 24 hours, the university will attempt to contact the student and verify their whereabouts. If the university is not successful in reaching the student, the Office of Campus Safety will contact the Salem Police Department. The report will include status of the investigation, including all prior attempts to contact the student, and will be passed along to them.

If a student is under 18 and not emancipated, the institution will notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

This policy is available at: http://willamette.edu/offices/housing-community-life/handbook/missing_res_student/

F. Firearms and other Weapons Policy

Willamette University has a zero tolerance policy regarding firearms and other weapons on campus. Firearms and other types of weapons are not allowed on university property, in university vehicles, or at any university-sponsored event off-campus.

This policy prohibits the possession, use or threatened use of firearms, ammunition, explosives, or other objects as weapons. Persons who possess a concealed-weapons permit are NOT allowed to carry weapons on the Willamette University campus, or on any space or property under our control. Possessing a weapon for the purpose of sport, hunting, personal protection, or any benign reason will not exempt a person from this policy.

Anyone who observes or has knowledge of someone on the Willamette University campus violating this policy should immediately report the incident to the Campus Safety office by dialing 503-370-6911. The complainant should be prepared to provide the Campus Safety office with any relevant information that caused them to observe or suspect the violation.

Campus Safety officers have the right to confiscate weapons from persons in violation of this policy. These weapons will be secured in the Campus Safety office while a thorough investigation of the incident is conducted.

Failure to adhere to the university's firearms/weapons policy or failure to cooperate in an investigation is grounds for disciplinary action, which, depending on the circumstances, may
include termination of employment or expulsion.

G. Access to Campus Policy

Willamette, while a private university, is open and inviting and frequently hosts guests. Persons with legitimate business are welcome. However, campus access may be denied and the trespass laws invoked for persons on campus without legitimate reasons, or who are disruptive to the community.

Students, faculty and staff are required to carry university identification with them when on campus. Identification checks are required for admission to athletic fitness facilities as well as to most campus events. Academic and business buildings are open during regular business hours. Students must obtain permission to use many departmental facilities after hours, although many of these building incorporate extended service hours.

All residence halls are locked 24 hours a day. For the safety of all residents and the protection of personal property, no member of the campus community may prop open any locked door. Campus Safety officer patrols, and Housing and Community Life staff, support efforts to enforce this policy. Campus Safety is called to assist students who live in residence halls when they are locked out of their room, or buildings. Students may call 503-370-6911, or 6911 from a campus phone, to receive this assistance.

The university owns four rental houses, all located in the near campus neighborhoods. These houses are rented primarily by visiting faculty and staff, however, in situations of housing demand they are made available to undergraduate and graduate students. Access to these four rental houses are controlled by the individuals who rent the property, and only in emergency situations are university staff called upon to assist with access.

H. Registered Sex Offender Information/Access Related Information

The federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community where to find information concerning registered sex offenders.

Willamette Campus Safety is not a law enforcement agency, therefore the sex offender registration process must be conducted through the Oregon State Police who notifies Willamette if a sex offender is enrolled or employed. Willamette University Campus Safety provides a link to the local sex offender registry may be accessed for free at: http://sexoffenders.oregon.gov/. In the State of Oregon, convicted sex offenders must register with their local law enforcement agencies. Megan's Law allows the public to access the registry. It also authorizes local law enforcement to notify the public about high-risk and serious
sex offenders who reside in, are employed in, or frequent the community.

I. Safety Escort Program

The Office of Campus Safety operates a safety escort program for any community member seeking an alternative to walking alone on campus.

Campus Safety officers escort students throughout campus and up to two blocks off campus, during all hours of darkness. Escort service is available by calling 503-370-6911, or 6911 from campus phone. At times a Campus Safety Officer may be handling other campus related task, and cannot immediately respond. Generally, escorts are available in a timely manner for students.

Campus Safety also offers students who feel unsafe, or who need emergency access to a taxi, service through local taxi vendors, without the immediate requirement of payment. The taxi service invoices the university, and the cost is transferred to the student's account.

J. Campus Security and Crime Prevention Awareness Programs

During new student orientation and at various points throughout each school year, students are informed of services offered by Campus Safety. In addition, students are kept informed of crimes reportedly occurring on-campus and in the surrounding neighborhood through Timely Warnings and other notifications. Crime prevention and awareness programs are offered by various campus organizations throughout the year. A theme in orientation and training is building awareness and crime prevention programs that encourage students and employees to be aware of their responsibility for their own safety and the security of their belongings. A list of related programs for the 2016 calendar year are listed in Appendix C.

K. Student Housing Safety Information

Willamette houses approximately 1,700 students in 15 residence communities. Three professional staff directors (area coordinators) supervise 34 resident assistants (RAs) assigned to residence halls, with one professional Housing and Community Life staff member on duty 24 hours a day for Residence Halls. Resident assistants are on duty from 5:00 P.M. to 7:00 A.M. each day. Sorority house corporations employ a House Director to relay safety and security concerns to Campus Safety or to Housing and Community Life. All entrances to residences are locked 24 hours a day. To gain access, visitors must notify their hosts of their arrival and ask to be met at the door. Safety and security are included in community mentor staff, and house director staff training protocol each year.
During the winter break, all residence halls rooms are secured and closed. Rooms are inspected for any fire code violations during the winter holiday break. Additional information regarding student housing and safety regulations can be found at: http://willamette.edu/offices/housing-community-life/handbook/

L. Facilities Management

The Facilities Department maintains the university buildings and grounds with an eye towards safety and security. Facilities staff inspect campus facilities regularly, promptly make repairs affecting safety and security, and respond to reports of potential safety hazards, such as lights out and broken windows and locks. Campus Safety officers assist Facilities personnel by reporting potential safety and security hazards. Facilities Services may be called directly (503-370-6003) to report any safety or security hazard.

Facility Services and Campus Safety share responsibility for compiling an on-going list of improvements and maintenance for fire/life safety systems. Campus Safety works with departments to manage hazardous materials, MSDS compliance, and hazardous waste removal. Generally, asbestos, lead paint abatement, and underground storage tank regulation issues are resolved through the effort of the Facilities Department and contracted experts.

Willamette ensures security is given the appropriate consideration as we address and schedule routine maintenance and make upgrades to facilities. Landscaping and outdoor lighting on campus is designed to provide lighted routes from parking areas to buildings and from building to building. Grounds keeping personnel trim shrubs from sidewalks, walkways, and building entrances to provide a well-lighted route to buildings. All campus walkways are inspected regularly to ensure adequate lighting. Burned-out lights are replaced promptly. New street lights and pedestrian walkway lights are added as new parking areas and walkways are developed or as pathways are changed. The University Safety Committee meets monthly and may make recommendations for improvements to safety. These recommendations are forwarded to the Director of Campus Safety and then to the Senior Vice President for Finance and Administration for follow-up.

We encourage community members to promptly report any safety or security concern, including concerns about locking mechanisms, lighting, or landscaping to Facilities Management at 503-370-6003, or after working hours to Campus Safety at 503-370-6911, or 6911 from a campus phone.
IV. Annual Disclosure of Crime Statistics

Crime statistics for three prior years are published in the annual security report by October 1 of each year and submitted annually to the campus community via an all community e-mail. The online, web based data reporting and collection system required by the Department of Education each fall was completed and submitted on October 5, 2016. This confirmation message was received: “The Campus Safety and Security data for Willamette University (Main Campus) 210401001 were locked on Tuesday, October 5, 2016. Thank you for your participation in the 2016 data collection.”

Written requests for crime statistics have been sent to the Salem Police Department, Portland Police Bureau, Polk County Sheriff's Office and the Jefatura Superior de Andalucía Oriental in Granada, Spain requesting crime statistics for public property within and adjacent to Willamette University property in each of these four jurisdictions.

Pursuant to the Clery Act, crimes are requested and reported in the following categories:

Definitions of Reportable Crimes

- Murder/Manslaughter – defined as the willful killing of one human being by another.
- Negligent Manslaughter – defined as the killing of another person through gross negligence.
- Forcible sex offenses, rape is defined as any sexual act directed against another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent. Including: forcible rape, forcible sodomy, sexual assault with an object.
- Forcible sex offenses, fondling- defined as touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.
- Non forcible sex offense – defined as unlawful, non-forcible sexual intercourse, including, incest and statutory rape.
- Domestic Violence – violent or aggressive behavior, typically involving the violent abuse of a spouse or partner.
- Dating Violence - assaultive and/or controlling behaviors that one person uses against another in order to gain or maintain power and control in the relationship. The abuser intentionally behaves in ways that cause fear, degradation and humiliation to control the other person.
- Stalking- repeated and unwanted contact that causes a person reasonable apprehension regarding their personal safety or a member of their immediate family or household.
• Robbery – defined as taking or attempting to take anything of value from a person or persons by force or threat of force or violence and/or by putting the victim in fear.
• Aggravated Assault – defined as 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.
• Burglary – defined as the unlawful entry of a structure to commit a felony or a theft.
• Motor Vehicle Theft – defined as the theft or attempted theft of a motor vehicle.
• Arson – defined as 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.
• Hate Crimes – includes all of the crimes listed above that manifest evidence that the victim was chosen based on one of the categories of bias listed below, plus the following crimes:
  • 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.

In addition to the crime categories above, if a person is victimize because of any of the following categories of prejudice, additional crime statistics are reported based on this discrimination. These categories are:

• Race – A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind.
• Gender – A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
• Gender Identity- A preformed negative opinion or attitude toward a group of persons about their sense of being a man or a woman, consisting primarily of the acceptance of membership into a category of people: male or female.
• Religion – A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
• Sexual Orientation – A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex.

• Ethnicity - A preformed negative opinion or attitude toward a group of persons of the same race or ancestry who share common or similar traits, languages, customs and traditions.

• National origin – A preformed negative opinion or attitude toward a group of persons based on their national origin.

• Disability – A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.
V. Clery Reporting Geography

The Clery Act defines the geographic area for which the university must report crimes specified in the Act, and requires the institution to include a description of this geographic area in its annual Clery report. The following is a description of each of our four campuses followed by maps showing the Clery geographic reporting areas.

Main Campus in Salem, Oregon

The core Willamette University campus consists of more than 60 academic, athletic, business and residential structures, comprising more than 1.45M square feet. The areas owned and leased contain sports fields, greenscapes, parking lots, roadways, paths and structures, situated on approximately 84 acres, in the community of Salem Oregon. The university also owns residential properties near campus that rented to Willamette community members and guests. These are located at 510 & 520 14th Street SE, 1401 Bellevue Street SE, 1480 Bellevue Street SE, 525 15th Street SE and 1391 Court Street, NE.
Portland, Oregon Campus

The university leases 5070 square feet, located at 905 NW 12th Avenue in Portland, Oregon. This serves as our Portland office, providing classroom facilities for executive education, and the approximately 50 students enrolled in the Willamette MBA program, affiliated with the Atkinson Graduate School of Management.
Zena Farm and Forest Property

Willamette owns a separate 304 acre Zena Forest and Farm located approximately ten miles northwest of the main campus. This property offers students, faculty, and staff opportunities for academic research, experiential learning and other kinds of co-curricular learning.
Granada, Spain Campus

Willamette leases a space in Spain for its Granada Exchange Program classroom location. This program, in Granada Spain, is for Willamette students and students enrolled at the Northwest Consortia partner colleges. The Willamette University Granada facility is situated at Plaza de los Campos, 4 – 2ª A, 18009 Granada, Spain. It is 132 square meters in size (1500 sq. feet) and contains an entrance hall, two administrative offices, one large classroom, one smaller classroom, a bathroom and a store room. There are two full-time WU employees, and part-time support for academic and/or administrative tasks, operating from September to May. In recent years there have been 80 - 85 participating students per year. Granada Program students receive training from on-site staff related to cultural awareness, security, safe conduct, and safety awareness while enrolled in the program.

Each of these geographic areas is designated as campus property for the purpose of this report. Public property that is adjoining and adjacent to campus property for one block in all directions is included for within the adjacent public property portion of crimes reported.
# Crime Statistics, 2016

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*In 2014 & 2015 confidential sexual assaults were not included in these statics. In 2016, the Department of Education has required that they now be included.
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*Statistics from Polk County Sheriff's office are not available.
### Willamette University Crime and Fire Statistics

#### Portland, Oregon Campus

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<td>Value of Property Damaged</td>
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</table>
Granada, Spain Campus

No crime statistics from local law enforcement are currently available for the Granada, Spain campus. Crime statistics have been requested from local law enforcement agencies in this jurisdiction; there has been no response.

Reported Hate Crimes

2016: No hate crimes reported on campus, or adjacent to campus in 2016.

2015: No hate crimes reported on campus, or adjacent to campus in 2015.

2014: No hate crimes reported on campus, or adjacent to campus in 2014.
Section VI. ANNUAL FIRE SAFETY REPORT

The Higher Education Opportunity Act enacted on August 14, 2008, requires institutions who maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The following report details all information required by this act for Willamette University.

For the health and safety of all members of the community, students are expected to comply with all fire and safety regulations required by the university or applicable local, state and federal law. All campus fires are to be immediately reported to the Office of Campus Safety, regardless of how minor the fire might appear, or appeared to have been. Fire drills are held throughout the year. Use of fire alarms and firefighting equipment without the existence of an actual fire is a violation of Oregon Law. Triggering a false fire alarm could result in misdemeanor charges, fines, and/or disciplinary action.

All residents must evacuate the residence hall in the event a fire alarm is activated, whether for the purpose of a drill or in the case of an actual fire. Residents and their guests must meet at their hall’s designated meeting location to check-in and to receive further instruction from a staff member. Students who fail to comply with this policy will be referred to the Office of Rights and Responsibilities. A fine may be assessed for any person who does not exit a building during a fire alarm.

Portable fire extinguishers are installed for resident protection. Only trained residents should use this equipment. Smoke detectors are present in common areas of each residence hall. Smoke detectors are potential life saving devices. To ensure that smoke detectors are used appropriately and serve their designed function, residents are prohibited from covering, dismantling, removing batteries, suspending objects from or tampering with detectors. Residents who are responsible for misusing smoke detectors will be charged for repair and/or replacement costs and face disciplinary action. Please report any problems with smoke detectors to Campus Safety immediately. Fire doors are not to be propped open or blocked, and exits, hallways or stairwells may not be blocked. Students may decorate their residence hall rooms with posters and similar decorations as long as they do not cause damage to the room, are not considered a fire hazard and do not violate any Housing and Community Life policies.

All persons are prohibited from disabling and/or tampering with fire safety equipment (including, but not limited to, fire extinguishers, smoke detectors, and sprinklers) or causing a false fire alarm to be sounded or reported. All persons must evacuate the building when an alarm is sounded. Those who do not exit may incur a fine.
Prohibited Items and Activities in Residence Halls and Student Rooms

The following fire-safety related items are prohibited in campus residences and/or on university property. Violations may result in conduct action or could, depending on the severity, result in removal from on-campus housing.

- Violations of the City Fire Code and university Safety Guidelines, (a) that prohibit the use of an unfused and/or ungrounded extensions, splitters, or power strips, (b) that prohibit storage and/or use of flammable materials, (c) that include non-compliance with fire safety inspection violations.
- Stoves and ovens in warming kitchens must not be left unattended while in use.
- Burning and Open Flames pose a serious risk to life and property. In addition to disciplinary action, residents and guests can be held responsible for criminal and financial liability for creating fire hazards. Residents and guests are prohibited from burning anything or using an open flame in campus housing. This includes but is not limited to candles, oil lamps, and incense.
- Barbecue grills and open flame cooking devices is prohibited within campus housing, including on balconies and porches. Possession of barbecues, propane or charcoal is prohibited. When available, residents are permitted to use community barbecues on the outside grounds away from buildings. Propane must be stored in Campus Safety.
- Candles and incense.
- The use of electrical equipment such as window/evaporative coolers, air-conditioners, electric grills, electric fry pans, espresso makers, convection/rotisserie/toaster ovens, hot plates or any type of exposed burners or open flame devices that present a fire hazard or that overload the electrical capacity of the building. (Sealed unit coffee pots, hot pots and popcorn poppers with automatic shut offs are permitted if extreme caution is used.)
- Halogen lights (i.e., desk, floor), sun lamps, lava lamps, 5-light floor lamps or any other similar product that is a fire safety risk, any light without a glass or metal shade.
- The storage of motor vehicles/scooters in any part of a residential facility. Vehicles/scooters found on the premises will be removed and stored at the owner’s expense.
- Tampering with and/or blocking light fixtures, smoke detectors, sprinklers, fire safety equipment, fire alarms, firefighting equipment in any manner or removing automatic door closures.
- Remaining in the building during a fire alarm or drill.
- Blocking egress. Using bathrooms, hallways, stairways, landings or doorways for recycling, bicycles, or any items that block egress.
- Blocking emergency exits in any way.
- Hanging items from pipes, vents, conduits, smoke detectors, sprinklers or other building structures.
- The use of roof areas of buildings, porches, fire escapes (in non-emergency situations) or
covered walkways.

- Smoking, including the use of vaporizers, is prohibited on all campus property as of January 1, 2016.
- Using windows as exits or entrances (except in emergencies) or throwing anything into or out of a window or onto and off any balconies (this includes any use of roof or overhang areas or ledges).
- Irons without automatic shut offs. Irons with automatic shut offs may only be used in laundry rooms.
- Cooking in student rooms, suites, bathrooms, hallways or lounges, or on roofs, balconies or ledges.

Fire Reporting

Anyone knowing about a fire should immediately report the incident to the following:

- Report a Fire in Progress immediately to 911.
- Office of Campus Safety 503-370-6911, or from a campus phone at 6911.
- Know the location of the fire emergency resources in your area:
  - Fire Alarm pull stations
  - Fire extinguishers
  - Fire exits
  - Evacuation routes
  - Assembly site
- Emergency Actions – If a fire occurs or you detect smoke or a burning odor:
  - Pull the closest fire alarm to initiate building evacuation.
  - Call 503-370-6911, or from a campus phone: 6911 and report the location of the fire and the, fire, the suspected cause and current status of the fire, and your name and phone number.
  - Do NOT use elevators.
  - Use a fire extinguisher to fight the fire, if there is no danger to your personal safety in doing so.
  - Move away from the exterior doors of the building to allow emergency responders to access the building.
  - Encourage others to move away from the doors as well.
  - Follow the instructions of Campus Safety and fire department personnel. Do not re-enter the building until you are informed that it is safe to do so.
- Guidelines Specific to Individuals with Mobility Impairments:
• These buildings offer safe areas: Collins Science Center and Hatfield Library.
• Individuals who use wheelchairs or other assistive technology for mobility should be directed to those designated safe areas.
• Building where there are commonly guests, like the libraries and Sparks Center, an employee(s) must be designated on each floor to make a thorough check of carrels, book stacks, locker rooms, etc. to make certain there are no individuals needing special assistance in the area.
• The procedures listed below should be followed. The Fire Department will carry out the evacuation.

• Assign a student to immediately call 503-370-6911, or 6911 from a campus phone.
• Report that there is an individual who uses a wheelchair or other assistive device in the Hall.
• Instruct the student to report to:
  • The professor (or an assigned person) is to remain in the room with the student while the class follows usual evacuation procedures. KEEP the door closed.
  • Never enter an elevator. It commonly stops working when the fire alarm rings.
  • If the fire is in the room with the student, the student and professor should go into the hall to the nearest stairwell and wait for assistance. (All hallway doors should be closed.)
  • Never carry an individual unless it’s a matter of imminent danger. If someone must be carried, leave the wheelchair behind and follow the instructions of the individual as to how he/she is best transported.

Student Housing Emergency Evacuation

Upon activation of the residence hall fire alarm system all students and their guests must exit the building through the nearest safe exit and proceed to an assembly point and check-in and receive further instructions from staff or Campus Safety. Campus Safety Officers assist in the evacuation process and verify that all students have safely evacuated. Practice drills help reinforce good evacuation behavior and present an opportunity to ask questions. Students who intentionally fail to evacuate face disciplinary measures including a fine.

Fire Safety Education & Training Programs

Housing and Community Life staff receive safety training which includes fire safety awareness; fire prevention; fire and emergency response; disaster preparedness; and how and when to use a fire extinguisher. Academic and administrative buildings have one fire drill per year.

Willamette has concluded a four year program to install fire sprinkler systems in all Residence Hall buildings. When budget allows, we aspire to make improvements to the notification/control panels in residences and academic buildings. This improvement would allow for two way annunciation, for improved and more sophisticated monitoring of smoke and alarm systems,
and for this reason, improved fire safety.

There are several elements to fire safety in Willamette residence halls including building fire detection and suppressions systems, training, regular fire drills, mandatory evacuations for any fire alarm activations, and fire safety and fire reporting policies.

Buildings are equipped with fire detection systems including smoke and heat detectors. All student rooms are equipped with smoke detectors. Building fire alarm devices are supervised and report a trouble signal to the panel should any devices be damaged or removed. Fire doors are kept open with magnetic door holders until the fire alarm system is activated, at which time they release, close and latch, limiting the spread of smoke and fire. This system is effective in preventing fire doors from being propped open.

Residence halls are equipped with whole building or partial fire sprinkler systems. A few buildings are equipped with kitchen hood fire suppression systems.

### Fire Statistics for On-Campus Student Housing Facilities

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<th>Fires Intentional</th>
<th>Fires Unintentional</th>
<th>Fires Undetermined</th>
<th>Fire Caused Deaths</th>
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Fire Safety Systems in Residential Facilities
Willamette University, 2016

1) Partial Sprinkler Systems is defined as having sprinklers in the common areas only.
2) Full Sprinkler Systems is defined as having sprinklers in both the common areas and individual room

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<th>Housing Facility</th>
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<th>Smoke Detection</th>
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## Section VII: Important Phone Numbers & Other Contact Information

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<thead>
<tr>
<th>Service</th>
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<tr>
<td>Police / Fire / Medical Emergency (from campus phones)</td>
<td>911</td>
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<tr>
<td>Alcoholics Anonymous</td>
<td>503-399-0599</td>
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<td>Alanon (for friends, family)</td>
<td>503-370-7363</td>
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<td>Crisis &amp; Information Hotline (24 hour)</td>
<td>503-581-5535</td>
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<td>Marion County Mental Health Crisis Line</td>
<td>503-588-4949</td>
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<td>Poison Center</td>
<td>800-222-1222</td>
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<td>Safe Rides (Yellow Cab)</td>
<td>503-362-2411</td>
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<td>Safety Escorts</td>
<td>503-370-6911</td>
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<td>Salem Hospital Drug/Alcohol Hotline</td>
<td>800-621-1646</td>
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<td>Salem Parking Enforcement</td>
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<td>Salem Police Non-emergency</td>
<td>503-588-6123</td>
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<td>S.A.R.A. Sexual Assault Response Allies (weekends)</td>
<td>503-851-4245</td>
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<tr>
<td>Weather/Campus Closure Advisories</td>
<td>503-370-6300</td>
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<tr>
<td>Center for Hope and Safety</td>
<td>503-399-7722</td>
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<td>WU Accessible Education Services</td>
<td>503-370-6471</td>
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<td>WU Health/Wellness Center</td>
<td>503-370-6062</td>
</tr>
<tr>
<td>WU Safety Committee</td>
<td>503-370-6907</td>
</tr>
</tbody>
</table>
Appendix A1

Not Alone: Sexual Misconduct Resources for Students

If this is an on-campus emergency, please contact Campus Safety at 503-370-6911 (x6911).

WARNING! Your web activity can be tracked. If the person who is harming you has access to this computer, please consider using a more secure computer.

If your web activity is being tracked, click here to leave this page.

Sexual assault is an issue in every community, and Willamette University is committed to being at the forefront of institutions confronting this issue. Willamette University is committed to fostering a supportive learning community. Sexual misconduct in any form is a direct violation of this commitment and will not be tolerated, whether it occurs on or off campus and regardless of who is involved (students, staff, faculty, university community and guests). It undermines the trust and respect essential in an institution of higher learning, can create a hostile learning, working, and/or living environment, and represents a breach of specific provisions of the student code of conduct.

Seeking Support and Care

We strongly encourage students to obtain immediate medical attention and seek support and care by disclosing incidents of sexual misconduct to someone who can connect them to support resources. This may be achieved by contacting one of the resources listed on the Support Resources page, or simply by completing the online reporting form.
Getting Help

If you are injured, seek medical attention.

Health Services in Bishop Wellness Center can perform a medical examination for injury post assault (this does not include forensic evidence collection). Medications for possible sexually transmitted infection exposure and pregnancy prevention are offered to survivors at no cost. Bishop is located on the South Side of Baxter Hall Complex and is open Monday-Friday 8am-5pm. Telephone: 503-370-6062.

Salem Hospital Emergency Department performs medical examinations for injury and forensic evidence collection after an assault. Medications for possible sexually transmitted infection exposure and pregnancy prevention offered to survivors at no cost. A trained advocate will be offered to support survivors during the visit. Reporting to Law Enforcement can be facilitated, but is NOT REQUIRED to access care. For best collection of evidence, do not shower, bathe, douche or brush your teeth before going to the hospital. If possible, save all of the clothing you were wearing at the time of the assault and place each item of clothing in a separate paper bag. Bring these items with you. The Salem Hospital Emergency Department is located across Bellevue Street from Willamette University, on the corner of Bellevue and Winter streets at 665 Winter St. SE.

Seek Out Confidential Support Options

Students may obtain absolutely confidential assistance and access campus resources by speaking with a confidential resource person at one of the following entities:

Counseling Services in Bishop Wellness Center provides confidential counseling for survivors, friends, partners and individuals accused of sexual misconduct by appointment and emergency appointments available for urgent needs Telephone: 503-370-6062.

Salem Hospital Sexual Assault Nurse Examiner (SANE Program): Confidential medical response, 24/7, at the Emergency Department. No appointment necessary.

The Chaplain & Assistant Chaplain are charged to work with all members of the Willamette community including those who are religious and non-religious regarding spiritual, ethical, vocational and personal issues. Located in the Art Building on the Northwest corner of campus, available Monday-Friday 8am-5pm Telephone: 503-370-6213
Carli Rohner Advocacy & Prevention Coordinator, Campus Life - UC, (503) 375-5361. With the advocacy and prevention coordinator, individuals can seek information, options and specific support about their rights and resources, including assistance contacting law enforcement, medical care or state service/programs off campus.

Center for Hope & Safety, which provides support for men as well as women, is an off campus resource which is also confidential – their 24 hour hotline is 503-399-7722.

Consider Other Support Resources

Sexual Assault Response Allies (SARA) is a network of trained, unbiased peer advocates who provide CONFIDENTIAL support, resources, and education to all members of the Willamette University community who have experienced sexual or domestic harassment, assault, or violence. Weekend hotline: (503) 851-4245, Friday evenings through Monday mornings during the academic year. Open office hours, Wednesdays from 6-9pm in the Women’s Resource Center, third floor, University Center. Chat online Monday-Thursday, 8-10pm.

Campus Safety, available 24 hours a day: 503-370-6911

Salem Police Department, available 24/7: 911 (emergency) or 503-588-6123

The following individuals are responsible for the university’s response to reports of sexual misconduct involving students and employees:

Jackie Balzer, University Title IX Coordinator; Special Assistant for Student Success & Retention, Matthews 103 - Student Success Center, (503) 370-6453. Willamette’s Title IX Coordinator oversees and monitors the university’s compliance with Title IX, and is the appeals officer for sexual misconduct involving university employees.

Carli Rohner Advocacy & Prevention Coordinator, Student Affairs - Bishop Wellness Center (503) 375-5361. With the advocacy and prevention coordinator, individuals can seek information, options and specific support about their rights and resources, including assistance contacting law enforcement, medical care or state service/programs off campus. Carli is a confidential resource.
Shana Sechrist, Associate Vice President for Human Resources and Deputy General Counsel, University Services Building, (503) 370-6210. Willamette’s Vice President for Human Resources oversees and monitors compliance with Title IX for employees at Willamette University.

Domanic Thomas, Sr. Associate Dean of Campus Life & Deputy Title IX Coordinator, Campus Life, UC 3rd Floor, (503) 370-6447. Willamette's deputy Title IX coordinator oversees and monitors the university's Title IX process, including the Title IX team, investigations and outreach.

Law Enforcement

Students are always encouraged to report sexual misconduct that may also violate the law to the police. Salem Police can be reached at the following numbers: 911 (emergency) or 503-588-6123 (for any situation where the crime has already occurred and the alleged perpetrator is not present).
Multiple Options

A student seeking support for sexual misconduct has multiple options, described on this website and in the policy. The university is committed to helping students connect with the resources they want and need while respecting the student’s wishes regarding what next steps they choose to make. Students have access to resources that are totally confidential, as well as assistance with filing formal complaints with the university’s Office of Rights and Responsibilities and with law enforcement.

Support Resources

Confidential Support

Students may obtain absolutely confidential assistance and access campus resources by speaking with a confidential resource person at one of the following entities:

On Campus

If you want to discuss your options with someone who can keep the details of an incident confidential (meaning that they will not share your information with anyone, and that speaking with that resource will not initiate a Title IX report with the university), you can speak with any of the following resources at Willamette.

Confidential services listed here are free of charge. Staff in Bishop Wellness Center, the University Advocate, and Chaplains all have privilege (a legal construct), meaning that the information you share with them is also protected by law and not subpoenaable in court.

Advocacy & Prevention Coordinator (503) 375-5361

The many resources available can sometimes be overwhelming, or difficult to navigate. As such, advocates can assist with navigating the many options available, helping to provide improved access to resources. With the advocacy and prevention coordinator, individuals can seek information, options and specific support about their rights and resources, including assistance contacting law enforcement, medical care or state services/programs off campus.

WUTalk (503) 375-5353

• 24/7 Free phone crisis counseling for students

Bishop Wellness Center-Counseling Services (503) 370-6471
• Confidential counseling by appointment
• Emergency appointments available for urgent needs
• Support for survivors, friends and partners

The Chaplain & Assistant Chaplain (503) 370-6213

• Confidential spiritual guidance and counseling
• Religious affiliation not required

Sexual Assault Response Allies (SARA) (503) 851-4245

• A corps of trained student volunteers
• Weekend hotline is available Friday evenings through Monday mornings during the academic year.
• Open office hours, Wednesdays from 6-9 p.m. in the Women’s Resource Center, third floor, University Center
• Chat online Monday-Thursday, 8-10 p.m.

Off Campus

Local resources such as crisis centers, counselors, doctors, staff at Salem Hospital/ER, members of the clergy, chaplains and off-campus rape crisis center staff can also maintain confidentiality. They have no duty to report your information to the university.

Center for Hope and Safety (503) 378-1572

• Community resource for survivors of sexual assault and domestic violence, as well as their allies
• Provides trainings and educational services to the Salem community regarding issues of sexual assault and domestic violence

Center for Hope and Safety Hotline (503) 399-7722

• 24-hour hotline with a fully-staffed office of advocates

Salem Hospital Emergency Department

• Sexual Assault Nurse Examiner (SANE Program)
• Medical exam for injury and forensic evidence collection post assault
• Medications for possible STI exposure and pregnancy prevention offered to survivors at no cost
• A trained advocate offered to support survivors during visit
• Reporting to law enforcement is NOT REQUIRED to access care

Psychiatric Crisis Center (503) 585-4949

• 24/7 telephone support and assessments at agency
Non-Confidential Support

In addressing sexual misconduct, Willamette policy employs a civil rights model that empowers, to the greatest extent feasible, the recipient of sexual misconduct to retain control of the information and process after a disclosure is made to the university. If a student reports sexual misconduct but does not wish to pursue, through the student conduct process, resolution of any potential violations of the Sexual Misconduct Policy by filing a formal complaint, university policy limits its activity to supporting the student’s well-being.

However, the university is required to follow up on disclosures of sexual misconduct regardless of the claimant’s wishes if there is evidence of a pattern of behavior that is potentially detrimental to the community.

On Campus

**Willamette Emergency Medical Services** (WEMS) (503) 370-6911

- Student organization of trained EMTs and First Responders
- Responds to medical emergency calls made to Campus Safety 24 hours a day Thursday through Monday

**Marion County District Attorney’s Office** (503) 588-5253

- Victim Assistance Division
- 24-hour on-call response for the victims of sexual assault regardless of survivors intention to report to law enforcement (often responds to Salem Hospital)
- Ongoing support and advocacy throughout the investigation and prosecution of cases brought to the District Attorney’s Office

**Campus Safety** (503) 370-6911

- Non-confidential reporting of sexual assault and other policy violations
- Writes, delivers, and enforces Restricted Contact Letters
- Will assist in referral to Salem Police Department if requested
- Officers dispatched twenty-four hours a day

**Willamette University’s Title IX Coordinator** (503) 370-6453

- Oversight and monitoring compliance of Title IX university-wide
Deputy Title IX Coordinator (503) 370-6813

• Manages the university’s response to reports of student-to-student sexual misconduct

Housing and Community Life (503) 370-6212

• Area Coordinators and Resident Advisors are on call 24 hours a day to respond to emergencies and offer support and resources
• Can change residential assignment (temporary or permanent) if the alleged assailant lives in the same residential area. It is not necessary to file a formal report in order to pursue this option.

Office of the Dean, College of Liberal Arts (503) 370-6285

• May modify a survivor’s academic schedule as necessary in order to avoid having class with the assailant

Human Resources (503) 370-6210

• Oversees and monitors compliance with Title IX for employees at Willamette University

Off Campus

Marion County District Attorney’s Office (503) 588-5253

• Victim Assistance Division
• 24-hour on-call response for the victims of sexual assault regardless of survivors intention to report to law enforcement (often responds to Salem Hospital)
• Ongoing support and advocacy throughout the investigation and prosecution of cases brought to the District Attorney’s Office

Salem Police Department 911 (emergency)

• (503) 588-6123 (for any situation where the crime has already occurred and the alleged perpetrator is not present)

Japanese Translation: General Title IX information

Sexual Misconduct Resources for Students/学生のための性的不正行為に関する情報

VIEW TRANSLATION
How Do I:

- Get Help
- Help Someone
- Report an Incident
- Get Involved in Prevention

learn more about...

- what is sexual misconduct
- the sexual misconduct policy
- how terms are defined
- confidential support resources
- what happens after I report
- about students' rights
- about our responsibilities

- To define, for purposes of this policy, sexual misconduct which includes: sexual and gender-based harassment, sexual and gender-based stalking, interpersonal violence, sexual exploitation, non-consensual sexual contact, and non-consensual sexual intercourse.

- To establish procedures for reporting incidents of sexual misconduct.

- To establish procedures for responding appropriately when incidents are reported.

- To affirm the university’s commitment to preventing and addressing sexual misconduct.
Sexual Misconduct Policy for Students

Introduction

The Sexual Misconduct Policy for Students (“Policy”) prohibits sexual and gender-based harassment, sexual and gender-based stalking, interpersonal violence (including dating and domestic partner violence), sexual exploitation, non-consensual sexual contact, non-consensual sexual intercourse, and retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this policy and associated procedures. This policy protects individuals of any sex, sexual orientation, gender identity, gender expression, or sexual orientation from sexual misconduct.

Reports of sexual misconduct will be processed using the Policy in effect at the time an alleged situation occurred. The most current procedures will be used to investigate and adjudicate alleged behavior covered by the Policy. Willamette University reserves the right to determine, based on the information available, what constitutes prohibited conduct under the following definitions.

Standard 9. Sexual Misconduct Prohibited Conduct - Definitions

1. **Sexual or Gender-Based Harassment** - Any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal, physical, or other conduct of a sexual or gender-based nature when the condition outlined in i. or ii. below is present.

1. Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual’s employment, evaluation of academic work, or participation in programs or activities or is used as the basis for decisions affecting the individual; or

2. Such conduct has the purpose or effect of creating a hostile environment. A “hostile environment” exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the university’s employment, academic or social environment. In
evaluating whether a hostile environment exists, the university will consider the totality of known circumstances.

- The effect will be evaluated based on the perspective of a reasonable person (objective perspective) with similar identities and circumstances in the position of a **claimant** (subjective perspective).
- The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the harassment is physical.
- A single or isolated incident of sexual or gender-based harassment may create a hostile environment if the incident is sufficiently severe.

2. **Sexual or Gender-Based Stalking** (including via electronic means or on-line activity) – A course of conduct (more than one behavior) targeted at an individual by an individual or group using various forms of contact to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion that would cause a reasonable person with similar identities and circumstances to feel harassed or afraid, or cause fear for or by a third party.

3. **Interpersonal Violence** (including Dating and Domestic Partner Violence) – Harm or threat of harm by a current or former partner or spouse, or a person who is or has been in a social relationship of a romantic or intimate nature. The harm or threat of harm can involve physical, sexual, psychological, economic, emotional, or other aspects.

4. **Sexual Exploitation** – Taking non-consensual or abusive sexual advantage of another person for one’s own or another’s advantage or benefit.

5. **Non-Consensual Sexual Contact** (or attempt) – Any intentional sexual contact that occurs without consent or capacity to give consent or by use of force. Sexual contact includes touching of a person’s intimate parts (including genitalia, groin, breast, or buttocks, or clothing covering any of those areas), or using force to cause a person to touch their own or another person’s intimate parts.

6. **Non-Consensual Sexual Intercourse** (or attempt) – Penetration of the vagina or anus with any object or body part, or oral copulation (mouth to genital contact or genital to mouth contact) without consent or capacity to give consent or by use of force.

7. **Retaliation** – Any adverse action taken against a person making a complaint of sexual misconduct, cooperating in an investigation or hearing of alleged sexual misconduct, or against any individual perceived to be involved in reporting, in an investigation, or hearing of sexual misconduct. Retaliation includes but is not limited to, confirmed or implied behaviors or actions (including electronic or on-line activity) which intimidate, threaten, or harass, or result in other adverse actions threatened or taken. An individual reporting sexual misconduct is entitled to protection from any form of retaliation following a report that is made in good faith, even if the report is later not substantiated based on the available evidence. Retaliation does not include good faith actions lawfully pursued in response to a report of prohibited conduct.
Consent Defined

The university defines consent as an informed, freely given and actively communicated willingness to participate in sexual activity, expressed by mutually understandable, unambiguous words or actions.

Adjudication of Consent

• The use of alcohol or other drugs does not diminish responsibility to obtain consent for sexual activity.
• Consent may not be obtained through the use of force (actual or implied, immediate or future), whether that force be physical, threat, intimidation, or coercion.
• It is the responsibility of the initiator of the sexual activity to ensure any person involved has given consent to engage in sexual activity.
• Individuals must ensure they have consent from all parties involved throughout any sexual activity.
• At any time, a participant can communicate that the participant no longer consents to continuing the activity, and sexual activity must be stopped immediately.
• Consent may not be given by someone who is not of legal age or who is mentally or physically incapacitated, including incapacitation caused by voluntary or involuntary consumption of alcohol, other drugs, or any other condition.
• A person who engages in sexual activity with someone who is known to be – or should have been known to be – mentally or physically incapacitated (including by alcohol or other drug use, sleep, unconsciousness, blackout, or any other condition) is in violation of this policy.
• Silence, previous or current dating or sexual relationship, will not be considered indicators of consent.
• A lack of physical or other resistance on the part of a participant does not constitute consent.

Force Defined

Force includes the use of (a) physical violence, (b) threats, (c) intimidation, or (d) coercion.

a) Physical violence means that a person is exerting control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, choking/strangulation, and brandishing or using any weapon.
b) Threats are words or actions that would compel a reasonable person in similar circumstances to engage in unwanted sexual activity. Examples include threats to harm a person physically, to reveal private information to harm a person’s reputation, or to cause a person academic or economic harm.

c) Intimidation is an implied threat that menaces or causes reasonable fear in another person. A person’s size, alone, does not constitute intimidation; however, a person’s size may be used in a way that constitutes intimidation (e.g., blocking access to an exit).

d) Coercion is the use of an unreasonable amount of pressure to gain sexual access. Coercion is more than an effort to persuade, entice, or attract another person to engage in sexual behavior. When a person makes clear a decision not to participate in a particular form of sexual contact or sexual intercourse, a decision to stop, or a decision not to go beyond a certain sexual interaction, continued pressure can be coercive. In evaluating whether coercion was used, the university will consider:

- The frequency of the application of the pressure;
- The intensity of the pressure;
- The degree of isolation of the person being pressured; and
- The duration of the pressure.

**Incapacitation Defined**

Incapacitation is a state where one cannot make reasoned decisions due to lack of ability to understand the who, what, when, where, why, or how of the sexual interaction. Incapacitation is a state beyond drunkenness or intoxication. A person who is physically or mentally incapacitated as a result of alcohol or other drug consumption (voluntary or involuntary), or who is unconscious, unaware, or otherwise physically helpless, is incapable of giving consent. If it is unclear whether or not a person is incapacitated, assume the person is unable to give consent.

**Assessment of Incapacitation**

In evaluating consent in cases of alleged incapacitation, the university asks two questions; if the answer to either of these questions is “YES,” consent was absent and the conduct is likely a violation of this policy:

- Did the person initiating sexual activity know that the other party was incapacitated? and if not,
- Should a sober, reasonable person in the same situation have known that the other party was incapacitated?
Amnesty

To encourage reporting, individuals who report sexual misconduct as claimants or witnesses/third parties, will not be subject to disciplinary action by the university for their personal consumption of alcohol or other drugs at or near the time of reported incidents, provided any such violations did not and do not place the health or safety of any other person at risk. Educational resources regarding alcohol or other drugs will be offered as appropriate.

Harassment

Willamette University recognizes that harassing conduct related to an individual’s sex, sexual orientation, gender identity, gender expression, or sexual orientation may occur in conjunction with conduct related to an individual’s race, color, ethnicity, national origin, religion, age, disability, or other protected status. Targeting individuals on the basis of these characteristics, in isolation or in conjunction with sexual misconduct, is a violation of the university’s Standards of Conduct. In these situations, the university will usually address, at the investigation and hearing stages, the harassing conduct related to the targeted individual’s sex, sexual orientation, gender identity, gender expression, or sexual orientation, together with the conduct related to the targeted individual’s race, color, ethnicity, national origin, religion, age, disability, or other protected status.

Standard 10. Harassment

Behavior that is so severe, persistent, or pervasive that it interferes with or limits a person’s ability to participate in or benefit from the university’s educational or employment opportunities, programs or activities; includes harassment on the basis of sex, race, cultural background, religion, political creed, marital status, age, sexual orientation, gender expression, or disability, as well as the existence of a hostile environment that is created, encouraged, accepted, tolerated or left uncorrected.

Statement Regarding Accessibility

Willamette University is committed to the full access and inclusion of all students in its processes and services. Accessible Education Services will assist with the coordination of reasonable and appropriate accommodations for students with documented disabilities, in accordance with Section 504 of the Rehabilitation Act of 1973 (504) and the Americans with Disabilities Act of 1990 (ADA). If you have questions or need assistance, please
contact Lorie Fontaine, Accessible Education Services Director, at 503-370-6737 or lfontain@willamette.edu.

- Status: Under Review
- Scope: All students
- Effective Date: August 2016
- Last Revision Date: August 2016
- Last Review Date: August 2016
- Next Anticipated Review: February 2017
- Responsible University Administrator(s): Director of Rights and Responsibilities
- Responsible University Office: Student Support and Standards
- Primary Policy Contact: Questions and Suggestions? Contact the Office of Student Affairs
- Phone: 503-370-6813, Email: conduct@willamette.edu
- Approved By: Willamette University Title IX Team and Vice President for Student Affairs
Time Frame for Resolution

The university seeks to resolve all reports within 60 calendar days of receiving an initial report. “Resolve” may also mean, at the reporting person’s request, taking no further action. Extenuating circumstances may arise that require an extension beyond 60 days. Extenuating circumstances may include the complexity and scope of the allegations, the number of witnesses involved, the availability of the involved parties or witnesses, the effect of a concurrent criminal investigation, any intervening university break or vacation, or other unforeseen circumstances. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness.

Remedies/Interim Measures

To receive remedies/interim measures a person must report a concern to an on-campus confidential or non-confidential resource. Upon receipt of a report of unwanted behavior defined within this policy, the university will implement remedies and responsive actions. Such actions are determined by the context of the situation and will be based on ensuring the student has full access to educational resources and experiences as they would have had if the unwanted behavior had not occurred. Remedies and interim measures may be provided or imposed regardless of whether formal action is sought by the university or the person who experienced the unwanted behavior.

Remedies may include, but are not limited to:

- No contact/restricted contact order.
- Room change for involved students. Under this policy, supported by Title IX, a student who allegedly engaged in behavior prohibited by this policy may be required to be moved.
- Assistance with arrangements with faculty for academic work (extended deadlines, rescheduled exams, etc.).
- Taking an incomplete in a course.
- Other accommodations for safety as necessary.
Privacy, Confidentiality, & Anonymity

Willamette University is committed to respecting to the greatest extent possible an individual’s privacy and opportunities to choose options for support and to report. The terms privacy, confidentiality, and anonymity have specific definitions under the university’s sexual misconduct policy.

Privacy
Privacy generally means information related to a report of alleged sexual misconduct brought to the university’s attention will only be shared with a limited number of trained university professionals who “need to know” in order to provide support for the individual and to ensure safety for individuals and the community as well as legal compliance. The circle of people with knowledge of the situation will be limited as much as possible to preserve privacy and ensure safety. University employees serve as required reporters who are responsible to maintain the privacy of students’ information. Required reporters include all employees of the university (full-time, part-time, and adjunct faculty, full-time and part-time classified and administrative staff, contract employees, and student employees) and volunteers working under the auspices (authority) of the university.

Confidentiality
Confidentiality means information shared by an individual with designated campus or community professionals cannot be revealed to any other entity without the express permission of the individual, unless required by law. These campus and community professionals include mental health and health care providers, ordained clergy, and attorneys (within established professional-client privilege), all of whom must keep information confidential by virtue of their professions and licenses. Students seeking confidential assistance may do so by speaking with the Chaplain, the Assistant Chaplain, the staff of the Bishop Wellness Center, and the Sexual Assault Response Allies (SARAs). SARAs are specially-trained Willamette University student volunteers. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or if a report involves suspected abuse of a minor under the age of 18. Confidential entities, like many other professions, including employees in higher education, are required by state law to notify Child Protective Services or local law enforcement in cases of suspected child abuse.

Anonymity
Anonymous reports may be submitted via the Sexual Misconduct Report Form. Anonymous reports can include information about an incident without including the reporting party’s identity. This information may be useful to track patterns or identify high risk locations, situations, or activities. Although anonymous reports are accepted, it is important to understand that the university’s ability to investigate and respond meaningfully to an anonymous complaint is limited. University required reporters may not make anonymous reports unless they are reporting for themselves as recipients of unwanted behavior covered by this policy.
Options – Seeking Support

The most important reason to disclose an incident of sexual misconduct is to connect with support resources as quickly as possible. A person who has been the recipient of unwanted behavior has multiple support options including on and off campus confidential resources and on and off campus non-confidential (private) resources. Students are encouraged to obtain immediate medical attention and seek support and care by connecting with support resources.

- Confidential Support Resources
- Non-Confidential (Private) Support Resources

Willamette University is committed to helping students connect with the resources they want and need while respecting students' wishes regarding what next steps they choose to make. If students want to move forward with an accountability process, any on-campus confidential or non-confidential resource person can assist with reporting. A report can also be made using the online Sexual Misconduct Report Form.

It is important to note, if an individual reports to a required reporter (an on campus non-confidential resource) an assessment of the following risk factors may result in further action, including investigation and adjudication through conduct, if there are concerns regarding:

- Level of ongoing risk to the community or to the individual involved (risk criteria include use of a weapon, threats, or violence).
- Evidence of pattern or predation.
- A Willamette University employee is involved (Federal law requires investigation).
- A person under age 18 was a recipient of the unwanted behavior (the university is required to notify law enforcement).

On-Campus CONFIDENTIAL Support Resources

- Sexual Assault Response Allies (SARAs), specially-trained Willamette University student volunteers
  - Weekend Hotline: 503-851-4245 (available from Friday evening at 5 p.m. through Monday morning at 8 a.m. during the academic year)
  - Open Office Hours: Wednesdays from 6-9 p.m. in the Women's Resource Center located in UC3 (University Center, 3rd floor)
  - Online Services: Chat online with a SARA, Monday-Thursday 8-10 p.m.

- University Advocacy Support & Prevention Coordinator: The many resources available can sometimes be overwhelming, or difficult to navigate. As such, advocates can assist with navigating the many options available, helping to provide improved access to resources. With the advocacy and prevention coordinator, individuals can seek information, options and specific support about their rights and resources, including assistance contacting law enforcement, medical care or state services/programs off campus. ~ The Advocacy & Prevention Coordinator is located on the 3rd Floor of the University Center. Phone: 503-375-5361.
• **Counseling Services**: Bishop Wellness Center provides confidential counseling for students who are survivors, friends, partners, and individuals accused of sexual misconduct, by appointment and emergency appointments available for urgent needs. Bishop is located on the south side of Baxter Hall Complex and is open Monday-Friday 8 a.m.-5 p.m., Telephone: 503-370-6471.

• **The Chaplain and Assistant Chaplain**: Willamette University's chaplains welcome all members of the Willamette community, non-religious and religious (of all kinds) regarding spiritual, ethical, vocational, and personal issues. Located in the first floor of the Art Building, they are available Monday through Friday, from 8 a.m. - 5 p.m., Telephone: 503-370-6213.

## Off-Campus CONFIDENTIAL Support Resources

- **Salem Hospital**: Sexual Assault Nurse Examiner (SANE Program): Confidential medical response, 24/7, at the Emergency Department. No appointment necessary. Location: 890 Oak St. Salem (across Bellevue St. on the south-side of campus. You have a right to have a support person during the process. Support advocates are available from the Marion County District Attorney's Office and Mid-Valley Women's Crisis Service.

- **The Center for Hope & Safety**: which provides support for people of all genders, is an off-campus resource which is also confidential – their 24-hour hotline is 503-399-7722 or toll free in Oregon at 866-399-7722.

- **National Sexual Assault Hotline** provides anonymous and confidential support – their 24-hour hotline is 800-656-4673.

- **National Domestic Violence Hotline and online chat** 800-799-7233

## NON-CONFIDENTIAL (Private) Support Resources

The term "non-confidential" can be distressing. In this context, it means information about a report of unwanted harassing or non-consensual behavior may be shared with key staff members who have the ability and responsibility to help in some way. Individuals who provide support in cases of sexual misconduct are carefully trained to respect the reporting person's rights while assessing if follow up steps are needed to ensure safety for individuals and the community as well as legal compliance.

Non-confidential, required reporters will work with a reporting party to access support and resources the reporting party wants, and also create a report of what information was shared about the incident by submitting a [Sexual Misconduct Report Form](#). Students are in control of what and how much information they share with a non-confidential resource person. Students will not be pressured to provide more information than they want to give. The report, based on the information provided, may be shared with key staff members to ensure the reporting party has access to resources, remedies, and available options.

- **Campus Safety**: located in the University Services Building, available 24 hours a day, 7 days a week, at 503-370-6911

- **Salem Police Department**: available 24 hours a day, 7 days a week at: 911 (for emergency) or 503-588-6123 (for any situation where the crime has already occurred and the alleged perpetrator is not present).

  - Lori Johnson, Director, Office of Rights and Responsibilities, University Center, 503-370-6212,
Standard 9.
Sexual Misconduct Prohibited Conduct—Definitions and Examples

This policy prohibits sexual misconduct of any kind including sexual and gender-based harassment, sexual and gender-based stalking, interpersonal violence (including dating and domestic partner violence), sexual exploitation, non-consensual sexual contact, and non-consensual sexual intercourse, against individuals of any sex, gender, gender identity, gender expression, or sexual orientation. Willamette University reserves the right to determine, based on the information available, what constitutes prohibited conduct under the following definitions.

a. **Sexual or Gender-Based harassment** is any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal, physical, or other conduct of a sexual or gender-based nature when:
   i. Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual’s employment, evaluation of academic work, or participation in social or extracurricular activities;
   ii. Submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; or
   iii. Such conduct has the purpose or effect of unreasonably interfering with an individual’s work or academic performance by creating an intimidating, hostile, humiliating, demeaning, or sexually offensive working, academic or social environment.

The effect will be evaluated based on the perspective of a reasonable person with similar identities and circumstances in the position of a claimant. The more severe the conduct, the less need there is to
show a repetitive series of incidents to prove a hostile environment, particularly if the harassment is physical. A single or isolated incident of sexual or gender-based harassment may create a hostile environment if the incident is sufficiently severe.

b. **Sexual or Gender-Based Stalking** (including via electronic means or on-line activity) – is a course of conduct (more than one behavior) targeted at an individual by an individual or group using various forms of contact to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion that would cause a reasonable person with similar identities and circumstances to feel harassed or afraid, or cause fear for or by a third party.

c. **Interpersonal Violence** (including Dating and Domestic Partner Violence) – is harm or threat of harm by a current or former partner or spouse, or a person who is or has been in a social relationship of a romantic or intimate nature. The harm or threat of harm can involve physical, sexual, psychological, economic, emotional, or other aspects.

d. **Sexual Exploitation** – is taking non-consensual or abusive sexual advantage of another person for one’s own or another’s advantage or benefit.

e. **Non-Consensual Sexual Contact** (or attempt to commit same) – is any intentional sexual contact that occurs without consent or capacity to give consent or by threat or use of force. Sexual contact includes touching of a person’s intimate parts (including genitalia, groin, breast, or buttocks, or clothing covering any of those areas), or using force to cause a person to touch their own or another person’s intimate parts.

f. **Non-Consensual Sexual Intercourse** (or attempt to commit same) – is penetration of the vagina or anus with a finger, tongue, penis, or other object, or oral copulation (mouth to genital contact or genital to mouth contact) without consent or capacity to give consent or by threat or use of force.

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**Standard 10. Harassment**

Willamette University recognizes harassing conduct related to an individual’s sex, sexual orientation, or gender presentation can occur in conjunction with conduct related to an individual’s race, color, ethnicity, national origin, religion, age, disability, or other protected status. Targeting individuals on the basis of these characteristics, in isolation or in conjunction with sexual misconduct, is a violation of the university’s *Standards of Conduct*. In these situations, the University will usually address, at the investigation and hearing stages, the harassing conduct related to the targeted individual’s sex, sexual orientation, or gender presentation, together with the conduct related to the targeted individual’s race, color, ethnicity, national origin, religion, age, disability, or other protected status.

- Statement of Non-Discrimination – Institution-Wide Policy
- Information regarding contacts to report discrimination
- Submit a Bias Incident Report
Consent Defined

The university defines consent as a freely and affirmatively communicated willingness to participate in sexual activity, expressed by mutually understandable, unambiguous words or actions.

Adjudication of Consent

- It is the responsibility of the initiator of the sexual activity to ensure any person involved has given consent to engage in sexual activity.
- Individuals must ensure they have consent from all parties involved throughout any sexual activity.
- At any time, a participant can communicate that the participant no longer consents to continuing the activity.
- Consent may not be obtained through the use of force (actual or implied, immediate or future), whether that force be physical, threats, intimidation, coercion, or manipulation.
- Consent may not be given by someone who is not of legal age or who is mentally or physically incapacitated, including incapacitation caused by voluntary or involuntary consumption of alcohol, other drugs, or any other condition.
- A person who engages in sexual activity with someone who is known to be – or should have been known to be – mentally or physically incapacitated (including by alcohol or other drug use, sleep, unconsciousness, blackout, or other condition) is in violation of this policy.
- Silence, previous or current dating, or sexual relationship will not be considered indicators of consent.
- A lack of physical or other resistance on the part of a participant does not constitute consent.
- The use of alcohol or other drugs does not diminish responsibility to obtain consent for sexual activity.

Force Defined

Force is the use of physical violence or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats), coercion, or manipulation that overcomes resistance. Coercion is unreasonable pressure for sexual activity. Coercion is the use of emotional manipulation to persuade individuals to do something they may not want to do, such as being sexual or performing certain sexual acts. Being coerced into having sex or performing sexual acts is not consenting to having sex and is considered sexual misconduct. Examples of coercion include threatening to “out” someone based on sexual orientation, gender identity, or gender expression or threatening to harm oneself if the other party does not engage in the sexual activity.
Incapacitation Defined

Incapacitation is a state where one cannot make reasoned decisions due to lack of ability to understand the who, what, when, where, why, or how of the sexual interaction. If it is unclear whether or not a person is incapacitated, assume the person is unable to give consent.

Sexual activity with someone who one should know to be – or based on the circumstances should reasonably have known to be – mentally or physically incapacitated constitutes a violation of this policy. Whether or not someone knew or should have known if a person was incapacitated is based on a reasonable person standard. A reasonable person is able to judge if a person is able to give consent before engaging in sexual activity. The test of whether an individual should know about another's incapacitation is whether a reasonable, sober person would know or should have known about the incapacitation.

Amnesty for Minor Policy Violations

The Willamette University community encourages the reporting of prohibited conduct under this policy. It is in the best interest of this community that as many claimants as possible choose to report to university officials, and that witnesses come forward to share what they know. To encourage reporting, individuals who report sexual misconduct, as claimants or witnesses/third parties, will not be subject to disciplinary action by the university for minor policy violations including personal consumption of alcohol or other drugs at or near the time of reported incidents, provided any such violations did not and do not place the health or safety of any other person at risk. Educational resources regarding alcohol or other drugs will be offered as appropriate.

Freedom from Retaliation

It is a violation of university policy to retaliate against any person making a complaint of sexual misconduct, cooperating in an investigation or hearing of alleged sexual misconduct, or against any individual perceived to be involved in reporting, in an investigation, or hearing of sexual misconduct. An individual reporting sexual misconduct is entitled to protection from any form of retaliation following a report that is made in good faith, even if the report is later not substantiated based on the available evidence. For the purpose of this policy, retaliation includes but is not limited to, confirmed or implied behaviors or actions (including on-line activity) which intimidate, threaten, or harass, or result in other adverse actions threatened or taken. Sanctions for retaliation may include, but are not limited to warning, probation, suspension, or dismissal from Willamette University.
If a person accused of prohibited conduct under this policy (respondent) experiences negative ramifications as a result of involvement with an investigation or conduct process, please report the situation to the investigator(s) immediately so problematic behavior can be addressed and stopped as appropriate. A respondent has full access to university resources for support.

**Examples of Retaliation**

- A student cooperating with an investigation finds out a group of students (who are friends with the respondent) have shared derogatory pictures and drawings of the person via Snapchat.
- After logging into Facebook, a claimant finds that friends of the respondent have sent messages telling the claimant to not pursue any further action against their friend, or they will spread rumors about the claimant.
- A respondent follows a claimant to classes and also asks one of the claimant’s friends where the claimant’s off campus apartment is located.
- When studying in the library, a witness in an investigation starts to feel nervous when friends of the respondent sit at each of the tables surrounding where the witness is studying. When the witness leaves, the friends follow the witness outside and past the UC, but do not approach the witness.
- Friends of a student who has been accused of sexual misconduct, confront the reporting student at a dance, tell the reporting student to drop the case, and threaten to cause problems for the reporting student's partner.
- A person serving as a witness in an investigation is told by the respondent, if the person provides information, the respondent will report that the witness sells marijuana.

**Reporting Sexual Misconduct**

For individuals seeking resources for support who have not yet decided to report an incident, please see Options – Seeking Support section of this policy.

- Confidential Support Resources
- Non-Confidential (Private) Support Resources

Willamette University community members have the right, and can expect, to have incidents of sexual misconduct taken seriously by the university when reported, and to have those incidents investigated and properly resolved in a timely manner through administrative procedures.

Individuals who have been the recipient of unwanted behavior covered under this policy are encouraged to disclose the situation to someone who can help, and are also encouraged to report to law enforcement, and the university. All of the university offices and individuals listed in the resources list are able to assist with connecting to resources including the police. A person who has been the recipient of unwanted behavior as covered by this policy has the right to choose to report to law enforcement, to the university, to both, or to neither.

To report an incident complete the Sexual Misconduct Report Form. In addition to filling out the Sexual Misconduct Report Form, students may choose to speak with any Willamette University employee they feel comfortable with and trust to initiate a report of sexual misconduct. Please be
aware all university employees (with the exception of confidential resources), including faculty, staff, and administrators, student employees, and volunteers are required to share with a member of the Title IX Team or via the on-line report form, any report of sexual misconduct they receive or of which they become aware. While every effort will be made to respect a student’s privacy, confidentiality cannot be assured if a student discloses to a required reporter.

**Students involved in incidents of sexual misconduct have the right to:**

1. **A safe environment** – Willamette University will take whatever measures it deems reasonable and feasible to protect the safety of the campus community and the well-being and rights of students. Such measures may include but are not limited to, modification of living arrangements, changing an academic or work schedule, or restricted-contact or no-trespass orders.

2. **Respect** – All parties involved in an incident of sexual misconduct will be treated with dignity, respect, and fairness.

3. **Be taken seriously** – The university will treat all complaints seriously and will investigate allegations of sexual misconduct.

4. **Access to Willamette University resources and support** – All parties will have full access to campus services designed to assist in such cases, including the Bishop Wellness Center Health and Counseling Services, the Office of the Chaplains, the Office of Rights and Responsibilities (coordinates the hearing process), and the Office of the Dean of Campus Life.

5. **A fair process** – The university will inform all parties about the investigation and adjudication processes and their options, rights, and responsibilities therein.

6. **File a complaint with the police** – The university will not discourage students from nor pressure students into taking legal action off campus.

7. **Privacy** – Willamette University is committed to protecting the privacy of all individuals involved in a report of sexual misconduct. All university employees who are involved in the university’s sexual misconduct response receive specific instructions about respecting and safeguarding private information. Sexual misconduct investigations and hearings are closed to the public. No information shall be released from such proceedings except as required or permitted by law and university policy.
Sexual Misconduct Inquiry & Investigation Process

This section of the policy is currently being updated. If you need information about the inquiry or investigation process, please contact Lori Johnson at 503-370-6212

Sexual Misconduct Adjudication Process – Administrative Hearing

**Administrative Hearing:** An administrative hearing process is used to adjudicate complaints of alleged student sexual misconduct and any other violations of Willamette University’s *Standards of Conduct* that occurred in the course of the alleged sexual misconduct. Sexual misconduct administrative hearing panels are comprised of two trained hearing administrators. Sex and gender balance will be carefully considered during the selection of panel members. Administrative hearings involve a review of the investigative report and any additional evidence not available at the time of the investigation.

Administrative hearings will not follow a courtroom model, and formal rules of evidence will not be observed. Hearing Administrators will review in advance of the hearing all of the written materials provided to them by the Director of the Office of Rights & Responsibilities or designee. The claimant and respondent will have reviewed or been provided the opportunity to review these materials prior to the hearing. The parties will be expected not to repeat undisputed details or non-material circumstances that would merely duplicate information contained in the Investigative Report or in other written materials.

**Evidentiary Standard:** The preponderance of the evidence standard is used in determining whether or not a respondent charged with an allegation of sexual misconduct is responsible for a violation. The respondent is presumed not responsible for any violation unless responsibility is established by a conscientious and rational judgment on the whole record indicating it is more likely than not the alleged behavior occurred.

**Administrative Hearing Goals are:** a) to allow both the claimant and the respondent the opportunity to present their experiences, discuss the investigative report, and to ask questions pertinent to the incident(s) in question; b) to have the matter considered and decided by an impartial panel; and c) to determine whether a violation of university *Standards of Conduct* has occurred and if so, determine appropriate sanctions.

**Administrative Hearing Rights**
Claimants’ and respondents’ rights in the hearing process include:
• To be assured of privacy in accordance with university policy, the terms of the federal Family Educational Rights and Privacy Act, and Oregon State law.

• To be notified in writing of the time, date, and location of the hearing, the names of administrators who will hear the case, and all alleged charges.

• To request that a specific administrator(s) be replaced due to a conflict of interest. (This request should be made in writing to the Director of the Office of Rights and Responsibilities within two working days of the notice having been sent.)

• To be provided a reasonable opportunity to participate in the hearing, in person or by electronic means. (If a claimant or respondent does not respond or does not attend the hearing after having been duly notified, the case may be heard in absence of the individual at the discretion of the hearing administrators. In this case, all available evidence will be considered when deciding the outcome.)

• Claimants and respondents may have one support person of their choice present throughout the hearing process.

• At no point in the hearing process will the claimant or respondent be required to be in the same room at the same time, or required to speak with the other party. Claimants and respondents may submit questions in advance of and during the hearing to the hearing administrators. Hearing administrators are empowered to disallow or reframe any questions that are irrelevant or redundant.

• Claimants and respondents may choose to not answer questions. In this case, all available evidence will be considered when deciding the outcome.

• In the event of new information not available at the time of the investigation, the right to present supporting evidence that pertains directly to the events in question.

• To have equitable opportunities to present evidence and witnesses. In sexual misconduct hearings, evidence is submitted, and witnesses are interviewed during the investigation process.

• To be apprised of all known evidence at the time of the hearing.

• To equal access to evidence, written statements, and testimony.

• To submit an impact statement to be reviewed only in the sanctioning phase of deliberations, if the respondent is found responsible for the charge(s).

• To be informed in writing and in a timely fashion of the outcome of the hearing.

• An opportunity to request an appeal of the hearing outcome based on the appeal criteria. There is no appeal of an appeal outcome by any party.

• To be informed in writing of appeal request(s).

• To be informed in writing of appeal outcome.

Sanctioning Process

If a student is found responsible for violating the sexual misconduct policy, the university will initiate a sanctioning process with the intent to eliminate the misconduct, prevent its recurrence, and remedy its effects. Hearing administrators may consider any record of past violations of the Standards of Conduct, as well as the nature and severity of such past violation(s). The hearing administrators will also consider, as part of its deliberations, whether the sanction will (a) bring an end to the violation in question, (b) reasonably prevent a recurrence of a similar violation, and (c) remedy the effects of the violation on the claimant and the university community. This approach to sanctions supports the Willamette University educational mission and fulfills its Title IX obligations.
Just as there is a range of behaviors which violate this policy (e.g. sexual and gender-based harassment, sexual and gender-based stalking, sexual exploitation, interpersonal violence - including dating and domestic partner violence, non-consensual sexual contact, and non-consensual sexual intercourse), there is a range of sanctions which may be imposed. General categories of sanctions include educational intervention, warning, probation, suspension, and dismissal.

Sanctioning Guidelines

• Any student found responsible for violating the policy on Non-Consensual Sexual Intercourse will face a recommended sanction of suspension or dismissal.*

• Any student found responsible for violating the policy on Non-Consensual Sexual Contact (where no intercourse has occurred) will face a recommended sanction ranging from probation to dismissal, depending on the severity of the incident, and taking into account any previous policy violations.*

• Any student found responsible for violating the policy on sexual or gender-based harassment, stalking, interpersonal violence, or sexual exploitation will face a recommended sanction ranging from warning to dismissal, depending on the severity of the incident, and taking into account any previous policy violations.*

* The Office of Rights & Responsibilities reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating or aggravating circumstances. Suspensions, if given, are based on satisfying conditions rather than solely on a period of time. Neither the initial hearing administrators nor any appeals body or administrator(s) will deviate from the range of recommended sanctions unless compelling justification exists to do so.

Additional Sanction Information

• Dismissals generally include permanent restriction from Willamette University facilities, property, programs, and services.

• Suspensions, if given, are based on satisfying conditions for return rather than solely on a period of time.

• A student generally will be restricted from Willamette University facilities, property, programs, and services for the duration of the suspension and until the individual is allowed to return to Willamette University.

• In the case of a responsible finding or upon approved return to campus after a suspension, a student may be required to attend regular meetings, complete specific educational or assessment requirements, or other requirements as determined through the hearing/sanctioning process.

• In the case of a responsible finding or upon approved return to campus after a suspension, students who apply for Willamette University employment, volunteer, or leadership positions may be required to notify a Willamette University employee/advisor (non-student) of their conduct record during the application/selection processes.

• Other requirements as determined through the hearing/sanctioning process.

Suspension Return Process

Is a student is suspended as a result of this process, the individual will need to complete all recommended sanctions before requesting to return. Petitions for return will be reviewed by the Dean of Campus Life or designee. The Dean or designee will make the decision as to whether or
not the individual is permitted to return. If the request to return is approved, notice will be provided to the claimant of the approval to return if the claimant is still affiliated with the university as a student, volunteer or employee.

Transcript Notation

If a student is dismissed from Willamette University as a result of a conduct hearing, a notation of “dismissal” will be placed on the student’s academic transcript. If official transcripts are sent by the Registrar’s Office prior to recording of the dismissal decision, a good faith effort will be made to send updated official transcripts, including the dismissal notation, to academic institutions from which Willamette University received a request for official transcripts and that received official transcripts prior to the conclusion of the conduct process.

Current students may access and print unofficial transcripts. If an institution accepts a student’s unofficial transcript for admission or enrollment and an official transcript was not requested, the institution may not receive an updated, official transcript from Willamette University.

Appeal Request Process

A written request for an appeal must be completed directly by the claimant or respondent and filed with the Assistant to the Dean of Campus Life. Both the claimant and the respondent will have three business days from the notification of the hearing outcome to request an appeal. While an appeal process is pending, a student found responsible for violation of policy must comply with the sanctions previously imposed and deemed necessary by the Director of the Office of Rights and Responsibilities.

If either party submits an appeal request, that appeal request will be shared with the other party who will then have three business days to write a response. The response to the appeal request will be shared with the appealing party. The appeal materials from both parties will be submitted to the Appellate Body for review, and to make a final determination. The appeal process is a closed process and is limited to the review of appeal materials and the hearing record. There is no appeal of an appeal outcome by any party.

Appeal Criteria

The grounds for appeal must meet at least one of the following criteria:

1. A significant procedural error occurred that reasonably may have impacted the outcome.
2. Newly discovered information exists which is sufficient to alter a decision and which by due diligence could not have been discovered in time for the hearing. A summary of the new evidence and its potential impact must be included. Deliberate omission of information by an appealing party is not sufficient grounds for appeal.
3. The sanctions imposed fall outside the range of sanctions designated for this Standards of Conduct violation and the cumulative conduct history of the respondent.
Appellate Body
The Dean of Campus Life or designee will determine the most appropriate person/group to serve as the appellate body from the list below:

• Dean of Campus Life or designee
• Director of the Office of Rights & Responsibilities (only an option if the director was not involved in the investigation or hearing)
• Individual faculty, staff, or administrator trained to serve as a sexual misconduct appeal administrator
• Administrative panel of two or more faculty, staff, or administrators trained to serve as a sexual misconduct appeal panel

Progression of an Appeal
The assigned appellate body will determine if one or more of the criteria has been met. If none has been met, the request for an appeal is denied and the determination of the conduct hearing is final. If a request for an appeal is granted on the basis of newly discovered information, the matter may be referred back to the original conduct hearing administrator(s) for reconsideration of the determination or sanction.

If the request for an appeal is granted on the basis of a significant procedural error or a sanction outside the designated range for a violation, the appellate body shall determine the appeal process from the options below:

• Conduct a new hearing
• Refer the matter to another administrator(s) or board to conduct a new hearing, or
• Revise the sanction if the issue of responsibility is not in dispute.

Definitions

• **Administrative Hearing** – An administrative hearing process is used to adjudicate complaints of alleged student sexual misconduct. Sexual misconduct administrative hearing panels are comprised of two trained administrators. Sex and gender balance will be carefully considered during the selection of panel members. Administrative hearings involve a review of the Title IX Investigative Report and any additional evidence not available at the time of the investigation.

• **Claimant** – an individual who has been identified as having been the recipient of unwanted behavior as defined by this policy.

• **Confidentiality** – Information shared by an individual with a support person who is a confidential resource cannot be revealed to any other entity without the express permission of the individual, unless required by law. Individuals who serve as confidential resources are prohibited from divulging information unless there is an imminent threat of harm to self or others, or if a report involves suspected abuse of a minor under the age of 18. Confidential entities are required by state law to notify Child Protective Services or local law enforcement in cases of suspected child abuse.

• **Confidential Resources** – Willamette University confidential resources include the staff at Bishop Wellness Center, the Chaplain and Assistant Chaplain, and SARAs (Sexual Assault Response Allies). SARAs are specially-trained Willamette University student volunteers.
• **Consent** – The university defines consent as a freely and affirmatively communicated willingness to participate in sexual activity, expressed by clear, mutually understandable, unambiguous words or actions.

• **Incapacitation** – Incapacitation is a state where one cannot make reasoned decisions because the person lacks the ability to understand the who, what, when, where, why, or how of the sexual interaction. If it is unclear whether or not a person is incapacitated, assume the person is unable to give consent. Sexual activity with someone who one should know to be – or based on the circumstances should reasonably have known to be – mentally or physically incapacitated constitutes a violation of this policy.

• **Initial Inquiry** – In every case of reported sexual misconduct, an initial inquiry will proceed to the point where a reasonable assessment of the safety of the individual and of the campus community can be made. Thereafter, an investigation may or may not ensue depending on a variety of factors, such as the wishes of the person who experienced unwanted behavior and the continued risk to that person or other campus community members.

• **Investigation** – An investigation is a fact-finding process conducted by a trained investigator (two, in most cases). In investigating allegations of sexual misconduct, assigned investigators collect information relevant to the allegation of sexual misconduct. This includes but is not limited to interviews, statements, and physical evidence. The investigator(s) will write an investigative report which includes information and evidence collected. The respondent and claimant will have an opportunity to review the investigative report prior to a hearing.

• **Hearing Administrators** – Hearing administrators include faculty and staff members who receive yearly training regarding sexual misconduct and general conduct processes and procedures. Hearing administrators determine if a violation of the Standard of Conduct occurred based on a preponderance of the evidence and if a violation occurred, determine appropriate sanction(s).

• **OCR** – The Office for Civil Rights enforces several Federal civil rights laws that prohibit discrimination in programs or activities that receive federal financial assistance from the Department of Education. Discrimination on the basis of race, color, and national origin is prohibited by Title VI of the Civil Rights Act of 1964; sex discrimination is prohibited by Title IX of the Education Amendments of 1972; discrimination on the basis of disability is prohibited by Section 504 of the Rehabilitation Act of 1973; and age discrimination is prohibited by the Age Discrimination Act of 1975. These civil rights laws enforced by OCR extend to all state education agencies, elementary and secondary school systems, colleges and universities, vocational schools, proprietary schools, state vocational rehabilitation agencies, libraries, and museums that receive U.S. Department of Education funds.

• **Privacy** – The university will attempt to protect the identity of claimants and respondents and ensure the actions resulting from the initiation of a sexual misconduct allegation are kept private, informing only those officials and individuals with a need to know in order to respond to the case. The university will protect the private status of all educational records except as directed by appropriate legal authority.

• **Report or Sexual Misconduct Report** – A report is information submitted to a Willamette University employee or otherwise conveyed via a university web form by an individual or third party reporting on someone’s behalf regarding an alleged incident of sexual misconduct. Reports of sexual misconduct are forwarded to the Title IX Team for review and response. Student disclosures of sexual misconduct shared with confidential resources on campus including staff at Bishop Wellness Center, SARAs, or the university Chaplains will not be forwarded to the Title IX Team; these disclosures remain confidential.

• **Required Reporters** – Required reporters include all employees of the university (full-time, part-time, and adjunct faculty, full-time and part-time classified and administrative staff, contract employees, and student employees) and volunteers working under the auspices (authority) of the university.

• **Respondent** – an individual who has been identified as allegedly engaging in conduct prohibited under this policy.

• **Standards of Conduct** – Refers to Willamette University’s Standards of Conduct, as enforced by the Office of Rights & Responsibilities.

• **Support Person** – A support person may be any individual who is not directly involved in a report being
investigated or adjudicated. A support person may accompany an individual to an initial inquiry, an investigation, and hearing. A support person who accompanies a claimant or respondent during a hearing may not serve as a witness during the hearing. A support person may not directly address the investigator(s), hearing administrators, question witnesses, or otherwise actively participate in the processes. A support person is there for the limited purpose of providing support. When choosing a support person, ensure the individual can attend the scheduled investigative meetings and the hearing; meetings may not be scheduled to accommodate a specific support person’s schedule.

• **Third Party** – Refers to any person (other than the claimant and respondent) including witnesses to the incident or individuals who make a report on behalf of someone else, or who are involved in an inquiry, investigation, or hearing.

• **Title IX** – Title IX of the Education Amendments of 1972 protects people from discrimination based on sex in education programs and activities that receive federal financial assistance, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Examples of the types of discrimination that are covered under Title IX include sexual harassment (dating and domestic partner violence, stalking, sexual exploitation, and sexual violence), the failure to provide equal opportunity in athletics, and discrimination based on pregnancy. Title IX prohibits retaliation for filing an OCR complaint or for advocating for a right protected by Title IX. To enforce Title IX, the U.S. Department of Education maintains an Office for Civil Rights, with headquarters in Washington, DC and 12 offices across the United States.

• **Title IX Report/Title IX Investigative Report** – In investigating allegations of sexual misconduct, assigned investigators collect information relevant to the complaint of sexual misconduct. This includes but is not limited to interviews, statements, and physical evidence. The investigator(s) will write an investigative report which includes information and evidence collected.

• **Title IX Team** – Willamette University’s Title IX Team meets regularly to ensure consistent and timely application of the policy to all individuals so that the university responds promptly and equitably to eliminate sexual misconduct, prevent its recurrence, and address its effects. The Title IX Team coordinates the review, investigation, and resolution of reports and ensures appropriate interim measures are implemented.

• The Title IX Team is an interdepartmental team consisting of:
  o Domanic Thomas, Associate Dean of Campus Life
  o Carli Rohner, Advocacy & Prevention Coordinator
  o Don Thomson, Director of Bishop Wellness Center
  o Scott Etherton, Director of Housing and Community Life
  o Lori Johnson, Director, Office of Rights and Responsibilities
  o Ross Stout, Director of Campus Safety
  o Jackie Balzer, Title IX Coordinator and Special Assistant to the President for Student Success and Retention
  o Other trained individuals may be added to the Title IX Team on an as needed basis
  o If a university employee is named in a report of sexual misconduct involving a student, the Director of Human Resources is added to the team to help assess the situation.

*Updated September 2016*
Appendix A2

The University’s Discriminatory Misconduct Policy and Protocol for Employees

Willamette University is committed to the principle that its educational facilities, activities and employment opportunities shall be offered without regard to race, color, religion, sex, national origin, marital status, veteran status, actual or perceived sexual orientation, gender identity, gender expression, or status with regard to pregnancy, disability or age. Willamette is firmly committed to adhering to the letter and spirit of all federal and state equal opportunity and civil rights laws, including but not limited to Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967 (ADEA), the Age Discrimination Act of 1975, the Americans with Disabilities Act (ADA) of 1990, and their implementing regulations.

Reporting and Possible Sanctions

Unlawful discrimination is strictly prohibited by the university. Treating an employee or student differently in the terms or conditions of his or her employment or education on the basis of any protected status described above, or otherwise defined by law, constitutes unlawful discrimination and may result in disciplinary action, up to and including discharge. Further, retaliation against any individual for making a complaint of harassment or of any unlawful discrimination, or for assisting in the investigation of such a complaint, is strictly forbidden and will likewise result in disciplinary action.

For information on this or any other policy, contact the Office of Human Resources, Willamette University, 900 State Street, Salem, OR 97301, 503-370-6210. Reports of violations of this policy may be made to the Director of Human Resources, or through our online bias incident reporting system at: https://secure.willamette.edu/cgi-bin/datastore.cgi/biasreport.

Statement of Title IX Compliance

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination based on gender in educational programs which receive federal financial assistance. Areas of the institution where Title IX may have application include athletics, student recruitment and admissions, financial aid, scholarships, course offerings and access, employment, and housing and residential services. Title IX also protects students and employees, both male and female, from unlawful sexual harassment in school programs and activities, as well as sexual assault, which are both forms of unlawful discrimination under Title IX.

Willamette has established a committee of Title IX Coordinators each of whom have specific knowledge to respond to concerns in all areas described herein. Inquiries related to this policy can be directed to the Vice President and Executive Assistant to the President, who serves as chair of the Title IX Coordinating Committee and is the university’s central Title IX Coordinator.
Contacts for Title IX Inquiries

For initial inquiries or reports related to employment-related Harassment or Discrimination, Equal Employment Opportunity, or employment-related requests for accommodation under the Americans with Disabilities Act (ADA), contact:

Shana Sechrist, Associate Vice-President for Human Resources, (503) 370-6210
Dana Monaghan, Director of Human Resources, (503) 370-6210

For initial inquiries or reports related to accommodation under the Americans with Disabilities Act (ADA) in the academic environment, contact:

Lorie Fontaine, Assessable Education Services Director, (503) 370-6737

For initial inquires or reports related to Equal Opportunity or Discrimination in the academic environment, contact:

Jacqueline Balzer, University Title IX Coordinator, (503) 375-6453

For direction as to who to contact regarding Title IX issues/concerns, or for appeals related to determinations made under the Americans with Disabilities Act (ADA), whether in employment or the academic environment, contact:

Jacqueline Balzer, University Title IX Coordinator, (503) 375-6453
Appendix B1: Alcohol and Drug Policies

Alcohol and Drug Abuse

Drug-Free Schools and Community Act Amendments

Willamette University abides by the Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, as a condition of receiving funds or any other form of financial assistance under any federal program, to certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. At a minimum, the university must annually distribute the following to each student and employee:

- Standards of Conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of drugs and alcohol by students and employees on university property or as any part of university activities;
- A description of the applicable legal sanctions under local, State, and Federal law for unlawful possession, use, or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A description of any drug and alcohol counseling, treatment, or rehabilitation programs that are available to students and employees; and
- A clear statement that the university will impose sanctions on students and employees (consistent with local, State, and Federal law) and a description of these sanctions, up to and including expulsion or termination of employment and referral for prosecution for violations of the Standards of Conduct.

Alcohol and Drugs: An Informational Guide

The use of mood-altering chemicals is common in our society. Willamette University takes seriously its responsibility to educate and inform members of its community – students, faculty and staff – about the hazards of chemical use. The following text describes various drugs of abuse, hazards and short and long-term effects. For further information, contact the staff of the Bishop Wellness Center or any of the resources listed below.

1. Self-Help Groups

The following resources can be of help to people with substance abuse problems or to their friends and family. In Salem, call these self-help groups:
- Alcoholics Anonymous.................................................................503-399-0599
- Alcohol Abuse 24 Hour Assistance and Treatment .......................1-800-234-1253
- Alcohol & Drug Helpline/Youthline ..............................................1-800-923-HELP
2. Outpatient Treatment

- Bishop Wellness Center Health Services (for students) .................. x6062
- Counseling Services (for students) .................................................. x6471
- Employee Assistance Program, Cascade Centers, Inc. ................... 503-588-0777
- (for Willamette University employees) ........................................... 1-800-433-2320
- Creekside Counseling (in Salem)..................................................... 503-371-4160

3. Inpatient Treatment

- Pacific Recovery, Inc. (Dana Point, CA)........................................... 800-793-5596
- Pacific Ridge (Jefferson, OR)......................................................... 503-361-7758
- Serenity Lane (Salem, OR).............................................................. 503-588-2804
- Serenity Lane (Eugene, OR)........................................................... 1-800-453-9905
- Sundown Ranch (near Yakima, WA).............................................. 1-800-326-7444

4. Where to go for help

Students
If you believe that you, a friend, or a family member is harmfully involved with alcohol or other drugs, seek help. There are resources available. Willamette University offers no-cost professional assessment, counseling and referral services to all students. There is an on-campus group for Adult Children of Alcoholics, an abstinence support group, and members of Alcoholics Anonymous willing to talk with you. We can work with you to find appropriate treatment services in Salem or in your hometown, if you prefer.

Counseling Services is located in the Bishop Wellness Center, South side of the Baxter Complex, and is open Monday through Friday, 8 a.m.-5 p.m. Students may call 503-370-6471 for an appointment. Indicate if it is urgent and you will be seen immediately. In case of an after-hours emergency, contact your Resident Assistant for immediate help. Counseling staff will be contacted. Senior Residence Life staff are also available 24 hours a day in case of an emergency.
In an after-hours emergency, call Campus Safety, 503-370-6911, or 6911 from a campus phone, or go directly to Salem Hospital, 890 Oak Street SE (phone 503-5200 or 503-814-1572). If someone needs medical help immediately, call 911.

**Employees**
For employees, the university provides counseling and referral services through Cascade Counseling Center. This is a completely confidential service. An employee or family member can call directly for an appointment, 503-588-0777. In case of an after-hours emergency, call 1-800-826-9231.

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A significant risk of all drug and alcohol use is accidental injury. Alcohol or drug use impairs perception and motor coordination. Driving and operating motorized equipment under the influence of drugs and alcohol is the leading cause of accidents and Emergency Room admissions in all age groups. Purity of street drugs is always suspect as drugs are almost always cut with other substances, including rat poison and baking soda.

1. **Depressants**

Barbiturates, sedatives and alcohol are central nervous system depressants. There are over 2500 different forms of barbiturates. Barbiturates and sedatives have long been used for medical reasons. The medical use ranges from treatment of migraine headaches, peptic ulcers and as an anticonvulsant. Method of administration is oral, intravenous or intramuscular. Examples: Valium, Librium, Xanax, Rohypnol.

**Psychological effects**
- Calming effects ranging from less tension and anxiety to the euphoria of a “high”
- Hypnotizing effect, which impairs judgment
- Sense of “no worry”
- Disinhibition

With the progression of use there are increased mood swings, depression, irritability, manipulation, abusive behavior and drug-seeking behavior.

**Physical effects**
Short term:
- Calm anxiety
- Relax muscles
• Induce sleep
• Affect brain stem-inducing sleep
• Speech and movement
• Affect brain stem, including heart and lungs
• Tolerance (develops quickly)

Long term:

• Cardiovascular: bradycardia, hypertension
• Digestive: nausea, vomiting and constipation
• Nervous: agitation, confusion, ataxia, nightmares and nervousness
• Reproductive: fetal abnormalities, infant will experience withdrawal symptoms
• Respiratory: hypoventilation, apnea
• Other: liver damage, anemia

**Psychological and physical dependence and addiction**
High potential for both

When combined with alcohol, there is a high potential for toxic overdose and death because the combined effect is stronger than either alone.

2. **Alcohol**

Alcohol is the oldest and most commonly used central nervous system depressant. Within the last month approximately 98 million Americans consumed some form of alcoholic beverage. About 5,000,000 college students also had a drink, as did approximately one half of the 2,500,000 high school students. Last week 1,500,000 college students had 5 or more drinks during one sitting. Yesterday about $200,000,000 was spent on alcoholic beverages.

**Psychological effects**
Alcohol affects the body and mind upon consumption. Effects include:

• Euphoria
• Increased risk-taking behavior
• Aggressive humor/behavior
• Feeling of decreased inhibitions
• Delusion
• Denial
• Tolerance
• Blackouts (amnesiac state during which individual appears to be functioning with awareness, but has no memory of any events at a later time)

Tolerance, blackouts and morning tremors are signs of the development of physical dependency.

**Physical effects**

Short term:

• Alteration of perception
• Feelings of no fear
• Sleepiness
• Increased urine output
• Elevated heart rate
• Lowered motor coordination

High levels can cause coma and death.

Long term:

• Mouth oral lesions run the risk of becoming cancerous
• Deterioration of the stomach lining, can cause hemorrhage and ulceration
• Kidney: inflammation and possibility of waste accumulating in the body
• Increased risk of high blood pressure, strokes and arteriosclerosis
• Calcium depletion causing brittle bones and increased fractures and back pain
• Loss of muscle tone
• Hormonal changes

**Psychological and physical dependence/addiction**

When combined with sedatives or narcotics, there is a high potential for toxic overdose and death because the combined effect is stronger than either alone.

3. **Rohypnol**

A sedative (related to benzodiazepines, i.e., Valium, Xanax) that is legal in Europe but not in the United States. Its legal use is for sleep disorders and as an anesthetic. It is known currently for its abuse as a drug used to rape, because the victims are quickly incapacitated and have impaired memory. In these instances, it has been put into the drink of the intended victim. It is also taken intentionally for the sedating effects. Street names are Rophies, LaRoche.
Physical effects
Same as other sedatives, but impaired memory, especially when used with alcohol, is severe, and may last 8-24 hours.

Physical dependence and addiction
High potential. When combined with alcohol, there is a high potential for toxic overdose and death.

Psychological dependence
Moderate to high dependence potential.

4. Hallucinogens

The only approved medical use of hallucinogens was as an anesthetic. The medical use of PCP was discontinued due to the hallucinogenic side effects. Native Americans use the hallucinogens, peyote and mescaline, during religious ceremonies. Examples: LSD, mushrooms, psilocybin, PCP.

General symptoms of users
- Trance-like states
- Confusion
- Hallucinations
- Euphoria
- Depression
- Dilated pupils
- Increased pulse
- Incoordination
- Labile mood
- Time/space distortion

Psychological effects
- Distortions in perceptions
- Euphoria
- Disturbed judgment
- Impaired short term memory
- Depression

Physical effects
- Increased pulse
• Withdrawal
• Tolerance

**Severe adverse effects**
• Anxiety reaction
• Flashbacks
• Accidents
• Schizophrenia-like episode; sometimes long-lasting and difficult to treat
• Irrational acts done while under the influence

**Physical dependence and addiction**
None or low potential

**Psychological dependence**
Low to moderate potential

5. **Marijuana**

The psychoactive components of marijuana are actually hallucinogens; the difference lies in their effective dose. Cannabis is less potent and must be taken in very large doses to obtain all the effects caused by the other hallucinogens. Method of ingestion is smoking or eating.

**Psychological effects**
• Mild euphoria
• Decreased inhibitions
• Depression
• Acute panic reactions
• Toxic psychosis
• Amotivational syndrome

**Neurological effects**
• Incoordination
• Involuntary movements
• Tremors
• Headaches
• Light sensitivity
• Short-term memory impairment
• Numbness Mild slowing in alpha-wave frequency
• Dizziness
• Increase in stage 4 sleep and decrease in REM sleep

Physical effects
• Disruption of menstrual cycle
• Possible infertility or difficulty with conception
• Long-term use may result in birth defects similar to Fetal Alcohol Syndrome
• Lowering of body temperature (compounding problem of infectious disease)

Physical and psychological dependence and addiction
Low to moderate potential. (Withdrawal effects reported. Moderate to high potential for psychological dependence.)

6. Narcotics
Narcotics vary in potency, speed by which effects are produced, the degree to which they are effective, and the duration of action. They are unique in their ability to reduce or eliminate severe physical pain, which is their major medical use. Ingested by smoking, orally or intravenously. Examples: morphine, codeine, dalmane, demoral, heroin (see below).

Psychological effects
• Euphoria

Physical effects
• Drowsiness
• Lethargy
• Slurred speech
• Bobbing head
• Constipation
• Flushing skin, face, neck, chest, pupils
• Nausea Rapid tolerance

High and rapid physical and psychological dependence and addiction
High potential for both. When combined with sedatives or alcohol, there is a high potential for toxic overdose and death because the combined effect is stronger than either alone.

7. Heroin
Heroin is a highly addictive drug derived from morphine, which is obtained from the opium poppy. It is a “downer” that affects the brain’s pleasure systems and interferes with the brain’s ability to perceive pain.

Psychological effects
• Euphoria
• Clouded mental functioning

Physical effects
Short term:

• Flushing of the skin
• Heavy extremities
• Dry mouth
• Alternating wakeful/drowsy
• Slowed, slurred speech
• Constricted pupils
• Slow gait
• Vomiting
• Constipation

Long term:

• Collapsed veins
• Infection of the heart lining/valves
• Abscesses
• Cellulite
• Liver disease

Physical dependence and addiction
Highly addictive – with regular use, tolerance develops and the abuser must use more heroin to achieve the same effect

8. Steroids

These are psychoactive chemicals made of male hormones.

Effects

• Elevated mood
• Aggressiveness, rage
• Difficulty concentrating
• Paranoia
• Liver cancer
• Females – increase in body hair, lowered voice
• Males – testicular atrophy

High risk of injury because muscle mass is all that increases; tendon strength remains the same.

**Physical and psychological dependence and addiction**
High potential

9. **Stimulants**
Synthetic CNS stimulants consist of amphetamines, methamphetamines, Ecstasy and dextroamphetamine. These include diet pills, Cylert, Ritalin and Preludin.

**Natural CNS stimulants are caffeine:**
• Chocolate
• Coffee
• Colas
• No Doz, Alert, Vivarin Tea
• Chai

**Nicotine:**
• Chewing tobacco
• Cigarettes, cigars
• Pipe tobacco
• Snuff

(Cocaine is the best known CNS stimulant and will be addressed below.)

Methods of administration are drinking, snorting, injecting and smoking.

**Psychological effects**
• Anxiety
• Irritability
• Insomnia
• Loss of appetite
• Paranoia
• Excitability
• Toxic psychosis

**Physical effects**
• Increased motor activity
• Increased and rapid speech
• Dilated pupils
• Dry mouth
• Tolerance develops quickly

**Physical and psychological dependence and addiction**
High potential for both

10. **Cocaine**
Cocaine is sometimes cut with amphetamine or local anesthetics such as benzocaine or lidocaine. It is also sometimes mixed with heroin to intensify effects; this is called “speedballing.” The reactions to cocaine and route of ingestion are similar to other CNS stimulants.

**Chronic high dose use:**
• Hyperstimulation
• Intense paranoia
• Headaches
• Auditory and visual hallucinations
• Loss of appetite
• Nosebleeds
• Irregular heart beat
• Seizures/convulsions
• Shortness of breath
• Intense anxiety and depression
• Cardiac arrest

These reactions can occur the second or third time a person uses cocaine. Some individuals are highly sensitive to cocaine.

**Physical and psychological dependence and addiction**
High potential for both

11. **MDMA-Ecstasy (3-4 methylenedioxymethamphetamine)**
This amphetamine-like drug is an analogue of MDA. Street names include MDMA, MDA, Adam, Ecstasy and XTC. It produces LSD effects (minus the hallucinations) such as increased self-awareness, removes communication barriers and seems to remove fear response. Synthesized about 70 years ago for use as an appetite suppressant, Ecstasy is
now sold in tablets and capsules. The effects last about six hours. Recent studies suggest usage of this drug may have long-term damaging effects on the brain.

Physical effects
- Increased heart rate
- Increased blood pressure
- Irregular heart beat

Psychological effects
- Panic attacks
- Anxiety
- Sleep disorders
- Drug craving
- Rebound depression

12. Methamphetamine
Methamphetamine (meth) is a synthetic drug manufactured in clandestine labs, and is categorized as a central nervous system stimulant. It is known as “speed” or “crystal” when it is swallowed or sniffed; as “crank” when it is injected; and as “ice” when it is smoked. All forms are extremely dangerous and induce long-lasting, debilitating effects.

Physical effects
- Increased blood pressure
- Increased pulse/heart beat
- Increased respiration
- Sweating
- Dry mouth

Psychological effects
- Mental confusion
- Severe anxiety
- Paranoia
- Potential for violent behavior
- Depression

Physical and psychological dependence and addiction
High potential for both
What Is Dependence?

Dependence results from continued, prolonged use of alcohol and/or other mood-altering drugs. Genetic predisposition is an additional risk factor.

Experimentation: learning the mood swing
- Use of a mind-altering chemical two-three times.

Social use: seeking the mood swing
- One knows the effect of the chemical and uses to feel the related effect.
- Use of chemical with others and/or at social events.
- Controlled use of mind-altering chemical.
- Chemical use does not interfere in any aspect of one’s life.
- Chemical use does not interfere with relationships.
- Chemical use is open.

Abuse: harmful use
- Socializing is increasingly focused on the chemical of choice being available.
- Chemical abuse is interfering with many aspects of a person’s life.
- Use is interfering with relationships (people are voicing concern about use).
- Chemical user is hiding his/her use, minimizing amount and time spent using.
- Thinking errors are being employed to continue one’s use (justifying, rationalizing, minimizing, denial of level of use and its consequences).
- Chemical user is developing self-made contracts (i.e., “I will only use on weekends”).
- Positive social activities are being discontinued.
- Tolerance and preoccupation are occurring.

Dependence: using to feel normal
- Failing self-made promises to reduce or quit use.
- Social activities are replaced or consumed with chemical use.
- Use is interfering with relationships and major areas of life (school, work, etc.).
- Chemical use is occurring when one is alone and prior to attending social events.
- Tolerance, physical and/or psychological dependence exists.
Appendix B2: Willamette University Alcohol Use Policy

Alcohol Policy

Purpose

Due to the persistence of underage consumption of alcoholic beverages, Willamette University’s policy and procedures use an educational and a regulatory standard for addressing the use of alcohol. Willamette University does not approve of the illegal consumption of alcoholic beverages by underage persons. Moreover, Willamette University condemns the abuse of alcoholic beverages. This alcohol policy is intended to serve the following objectives:

- To promote legal and responsible behavior around alcohol use by members of the University community;
- To address the use and effect of alcohol in our community, with an intent to encourage responsible decision-making;
- To aid individuals experiencing difficulties associated with the use of alcohol.

Policy

- Individuals twenty-one (21) years of age or older may consume alcohol in accordance with this policy.
- Open containers of alcoholic beverages are not permitted in public areas unless use follows university policy and procedures.
- Individuals not of legal drinking age (not yet 21 years old) are not permitted to consume, or be under the influence of alcohol.
- No person shall misuse or abuse alcohol.
- No person shall sell, give or otherwise make available any alcoholic beverage to a person under the age of 21 years.
- No person shall sell, give, or otherwise make available, any alcoholic beverage to any person who is “under the influence” as defined in 4-1 of this policy.
- The policy applies to all students, faculty, and employees.
- Failure to observe these policies, procedures, and regulations shall constitute a violation of University policy and may subject the individual(s) or group(s) to sanctions outlined in the Standards of Conduct, and the appropriate faculty/employee handbook.
• A community member’s familiarity or understanding of laws, this policy, and the following procedures and regulations, does not constitute an excuse for irresponsible/illegal behavior, or for violations of this policy, and its accompanying procedures and regulations.

PROCEDURES

1. Use is allowed in individual student rooms in residences and apartments where/when

1. Use is consistent with and following Oregon State law.
2. Occupants and participants are abiding by all University policies.
3. The private gatherings in student rooms and apartments follow the law. Private gatherings that follow our policies are not considered university social functions, and generally need not be registered.
4. A gathering in an individual student room where alcohol is present does not exceed a safe and manageable occupancy for that room. The University defines “safe and manageable occupancy” as no more than three (3) times the residential occupancy for that room.
5. Regardless of the number of persons in an individual student room, a University employee may enter a room to ensure compliance with health and safety standards, or if there is reason to believe that there have been violations of University policy or state and federal law.
6. Open containers of alcoholic beverages are not permitted in public areas.
7. A student room or apartment is considered public if the door to the hallway is open.

2. Use in other University Facilities/Common Areas

1. When alcohol is to be served in any Willamette University approved facility or function, the Alcohol Use Request must be submitted online ten (10) working days prior to the event and receive final approval by the Vice President for Planning and External Affairs, or designee. Approval verification may be sent to the following offices as deemed appropriate: campus safety, food service, an appropriate building manager, and the director of scheduling, event, and conference services.
2. Consistent with the general alcohol policy regulations, alcohol may be served at catered events (i.e., receptions, dinners), in the following buildings (excluding classrooms) Upon approval of the Alcohol Request Form:
   • University Center
   • Playhouse
   • Art Building
• Smith Fine Arts Building
• Law School
• Mudd Building
• Waller Hall
• McCulloch Stadium patio
• Montag Center recreation area
• Thetford Lodge
• Kaneko Commons Atrium
• Ford Hall special event area
• Goudy Commons
• Sparks Recreational Center
• Mary Stuart Rogers Music Center
• Hallie Ford Museum of Art
• Residential Common Areas (summer)
• Hatfield Room in the Hatfield Library
• Concrete areas outside of Rogers Rehearsal Hall, Law School Student Lounge and Atkinson Graduate School
• Law/Carnegie Building
• University Services Annex
• Atkinson Annex
• Portland Center

3. A notice of the approval of the Alcohol Request Form shall be displayed at the event.

4. In instances where a registered event is only utilizing a portion (i.e., room/area) of a building, the serving and consumption of alcohol must be confined to the specific registered or designated area (i.e., room).

5. Use at on/off-campus University sponsored events & travel

6. This alcohol policy is in effect off-campus, and at University sponsored events.

7. Contracting for alcohol, without an approved alcohol permit, and an approved certificate of insurance, is a violation of the policy.

8. Employees may be authorized and approved to purchase alcohol as a part of a meal expense, where the purchase follows policy guidelines and is authorized and approved through a Dean or Vice President.

9. Employees should consult and review applicable employee handbooks policy guidelines, and review this alcohol policy and its associated procedures, prior to consuming or purchasing alcohol, when on a university trip/travel, or, at University-sponsored events on/off campus.
10. Students should review the University Standards of Conduct, including review of this alcohol policy and procedures, prior to consuming alcohol on a university trip/travel, or at a University-sponsored event on/off campus.

11. Employees and students will be held responsible for their behavior while consuming alcohol during University travel, and at on/off-campus University events or functions.

12. Students or employees driving on University business, or driving vehicles on behalf of the University, are prohibited from consuming alcoholic beverages before driving.

13. University employees are expected to be professionally responsible when consuming alcohol during work hours, when they are representing the University, or, at University-sponsored events.

14. Consumption of alcohol at events where employees represent the University, or at events sponsored by the University, shall not violate the consumption limits defined in section 4.1 of this policy, or violate any applicable laws and regulations.

15. An alcohol use permit is required when University controlled money is used to obtain and/or serve alcohol at an event or activity off campus in private residences. In general, these events must be serviced through the approved Willamette vendor.

Procedural regulations

1. The University defines “under the influence” as any noticeable level of alcohol use where perceptible impairment of mental or physical capacity is present, and/or, when having a blood alcohol level of .08 or higher.

2. Any noticeable level of alcohol present or perceptible in an underage student (not yet 21) is a violation of this policy.

3. Alcohol may not be served or consumed in any outdoor areas of the campus during the academic year except those specifically defined in 2.2.

4. Direct or indirect sale of alcohol is prohibited without the written permission of the Vice President for Planning and External Affairs.

5. To request an activity or event where alcohol will be served, access the Alcohol Use Request form on line, submitting it at least ten (10) working days prior.

6. When alcohol is to be consumed on campus, or when a contract is engaged for alcohol to be provided off campus through another third party vendor, an Alcohol Use Request form must be submitted and approved at least 10 days prior to scheduling, or contracting, for the event.

7. No contracted use of alcohol, on or off campus, is permitted without an approved Alcohol Request form.

8. Alcohol must be distributed through a Willamette approved third party vendor, unless otherwise approved by the Vice President for Planning and External Affairs.
9. When alcohol has been approved to be served in University facilities or sponsored events, it is approved with the intent that participants will not leave the facility or event, and operate a vehicle under the illegal influence of alcohol, as defined in section 4.1 of this policy.

10. Alcoholic beverages will not be served or consumed at events where attendance is open to those other than members of the Willamette community and approved guests of the University.

11. Willamette participants in a sponsored event may be required to produce current Willamette University ID. A guest of any Willamette University community member must produce identification (e.g., driver’s license, University ID) verifying at, or above age status, when asked.

12. Willamette University community members are responsible for the conduct of their guests. The University reserves the right to require guests to leave an event.

13. Alcoholic beverages or offering of alcoholic beverages will not be mentioned or implied in publicity or announcement of an event.

14. Open containers of alcoholic beverages are not permitted in public areas outside an area specifically designated and approved for alcohol use.

15. Alcohol will not be the main focus of an event.

16. Appealing non-alcoholic beverages and food must be served at all events while alcohol is being consumed or served. Food and non-alcoholic drinks must be displayed as prominently as alcoholic beverages.

17. The area where alcohol is served or consumed must be cleared and cleaned immediately following the event. Sponsors of the event will clear and clean this area or will make arrangements to have this done.

18. The presence, possession, or use of common source containers of/for alcoholic beverages, other than when approved for a registered and approved event, is prohibited. Approval is obtained by the third party vendor through the express written permission of the Vice President for Planning and External Affairs.

19. The availability and use of common source containers at approved events will be at the sole discretion of the University.

20. Student body activity fees, or any special fee or levy initiated through University-sponsored or supported student organizations, may not be used for purchase of alcoholic beverages.

21. An event where alcohol is present may not exceed a safe and manageable number of people at any one time. The University will determine this number.

22. All entrances and exits of University facilities where alcohol is served must be monitored to the satisfaction of the third party vendor who holds the OLCC alcohol permit for the event.
23. In the case of a large event (as defined by the University), organizers must arrange through the third party vendor and Campus Safety for security to be provided for the duration of the event.

24. A member of the University staff shall take measures to stop an activity where alcohol is served or consumed if there are problems or violations that cannot be readily corrected.

25. The third party vendor holds a responsibility for monitoring the use of alcohol at catered events and is authorized to suspend alcohol distribution.

26. Students, faculty, staff and administrators will be held directly responsible for the destruction of personal or public property, the violation of the safety or rights of other persons, the violation of any state or federal law, or the violation of any other campus regulations, which may occur while they are under the influence of alcohol. Such behavior will result in disciplinary action by the University or by local, state or federal law enforcement.

27. All events must comply with applicable Oregon Liquor Control Commission guidelines.

28. Open containers of alcoholic beverages are not permitted in public areas. A student room or apartment is considered public if the door to the hallway is open.

29. Students and guests consuming alcohol may be required to present identification and verification of age.

30. Applicable state and federal laws related to alcohol or other drugs, required for compliance with the Drug Free Schools and Campus Act, are found in Addendum A of this policy.

31. Addendum (B) contains Willamette Standards of Conduct sanction information related to infractions of the alcohol policy.

Enforcement

1. Any member of the University community should refer violations of this policy to Campus Safety, or an appropriate official for review and response.

2. Violations of the Alcohol Policy by students, or student groups, will be adjudicated through the Standards of Conduct Policies and Procedures.

3. Violations of the Alcohol Policy by University employees, departments, or department-sponsored groups will be referred to a dean/administrator for appropriate response or action.
Definitions

**Common Source Container** - Common source containers of/for alcoholic beverages include, but are not limited to kegs, beer/party ball, bulk containers requiring a tapping or spigot device, punch bowls, trash cans, or other containers used to dispense alcohol greater than 1.5l.

**Under the Influence** - The University defines “under the influence” as any noticeable level of alcohol use where perceptible impairment of mental or physical capacity is present, and/or, when the blood alcohol content of the person exceeds a blood alcohol level of .08 or higher.

**Public area** - A student room or apartment is considered public if the door to the hallway is open. All other areas on campus are public areas and subject to regulation.

**Safe and manageable occupancy in residences** - The University defines “safe and manageable occupancy” as no more than three (3) times the residential occupancy for the student room.

**OLCC** - The Oregon Liquor Control Commission.

ADDENDUM (A)

**Oregon and Federal Statutes**

1. Oregon Statutes

   In Oregon, the Controlled Substance Schedule upon which the drugs appear determines penalties for possession and distribution of illicit drugs. In the discussion below, the term “controlled substance” is employed instead of “illicit drugs.” Alcohol sanctions are listed separately.

   - Manufacture or distribution of controlled substances
   - Schedule I (including heroin, LSD, peyote, mescaline, and psilocybin)
- Class A felony (up to 20 years and up to $100,000 fine plus twice the value of any resulting gain of property or money).
- Schedule II drugs (including opium, cocaine, methamphetamine):
  - Class B felony (up to 10 years and up to $100,000 fine plus twice the value of any resulting gain of property or money).
- Schedule III drugs (including amphetamine, depressants, PCP):
  - Class C felony (up to 5 years and up to $100,000 fine plus twice the value of any resulting gain of property or money).
- Schedule IV drugs (including various prescription drugs):
  - Class B misdemeanor (up to 6 months and up to $1000 plus twice the value of any resulting gain of property or money).
- Schedule V drugs (including other less dangerous prescription drugs and small amounts of certain drugs):
  - Class C misdemeanor (30 days and up to $500 plus twice the value of any resulting gain of property or money).
- Unlawful possession of controlled substances

- Schedule I drugs
  - Class B felony (up to 10 years and up to $100,000 fine plus twice the value of any resulting gain of property or money).
- Schedule II drugs
  - Class C felony (up to 5 years and up to $100,000 fine plus twice the value of any resulting gain of property or money).
- Schedule III drugs
  - Class A misdemeanor (up to 1 year and up to $2500 plus twice the value of any resulting gain of property or money).
- Schedule IV drugs
  - Class C misdemeanor (up to 30 days and up to $500 plus twice the value of any resulting gain of property or money).
- Schedule V drugs
  - Violation ($250 plus twice the value of any resulting gain of property or money).

In addition to the penalties set out above, the court may order the defendant to pay the cost of prosecution, and the defendant’s vehicle used in the crime may be forfeited to the state.

- Marijuana – Oregon State Law
Possession and use of marijuana is allowed for persons over the age of 21. Up to eight ounces of usable marijuana is allowed in your home, and up to one ounce in your possession outside your home.

- Use of marijuana is allowed only on private property and out of view of the public.
- A total of four marijuana plants are allowed per residence and must be out of public view.
- Recreational marijuana can neither be bought nor sold in the State of Oregon at this time. A licensing process for retail sales is underway and will begin sometime in 2016. Until that time, only sharing or giving away marijuana to another person is legal.
- Marijuana cannot be transported over state lines. Although marijuana can be legally purchased in the State of Washington and legally possessed in the State of Oregon, it is a violation of Federal law to transport marijuana across state lines.
- Although the use of marijuana is legal in Oregon, you can be arrested for Driving under the Influence of Intoxicants (DUII) if you are found to be driving a vehicle impaired. This includes bicycles and boats operated on streets, waterways or other property open to the public.

Marijuana – U.S. Federal Law

- It is still illegal to possess, purchase or sell marijuana according to United States Federal law.
- Willamette University complies with federal laws regarding the possession of marijuana. **Possession or use of marijuana on Willamette University property is prohibited at all times.**

Alcohol

**Minors in possession of alcohol**

Under Oregon law, any attempt to purchase alcohol by a person less than 21 years of age is a violation and may carry a fine of up to $250. Providing liquor to a person under 21 years of age is a Class A misdemeanor with jail time up to 1 year and a fine plus restitution and community service.

The mandatory minimum fines are based on the number of convictions:

- First conviction: $350
- Second conviction: $1000
- Third or subsequent conviction: $1000 and 30 days.

**Driving Under the Influence of Intoxicants**

A person commits the offense of driving while under the influence of intoxicants (DUII) if he or she drives a vehicle while having a blood alcohol level of .08 or higher. This
statute extends both to alcohol and controlled substances. For drivers under the age of 18 years, any detectable amount of alcohol (above .00 blood alcohol level) is grounds for losing their licenses until they are 18. There are also sanctions against drinking alcohol in a motor vehicle upon a highway and having open containers of alcohol in an automobile upon a highway.

**Providing Alcohol to Others**

The law opens the door to the possibility of a social host being liable for damages incurred or caused by intoxicated guests. A critical element in this statute is service of an alcoholic beverage to a person while he or she is visibly intoxicated.

**Federal Statutes**

The federal system establishes penalties for possession and distribution of controlled substances based on the Schedule of the drug (see above) and the amount involved. In addition, the statutory penalties for possession and distribution are subject to the “Sentencing Guidelines for U.S. Courts.” Use of these guidelines may lead to higher offense levels and to stricter penalties than otherwise indicated. Courts must make adjustments in the offense level for victim-related considerations, defendant’s role in the offense, multiple counts, obstruction and acceptance of responsibility. The guidelines establish sentences for each offense based on the defendant’s criminal history.

Federal penalties range as follows:

Manufacture, distribution, or trafficking of large amounts of heroin, cocaine, PCP, methamphetamine, Schedule I and II hallucinogens, marijuana, hashish, or any of their derivatives: 30 years to life regardless of the defendant’s criminal history

Possession of any Schedule III, IV, or V drug if the defendant has the lowest level of criminal history: 0 to 4 months

If serious injury or death results from the crime, minimum sentences of up to 10 years (in the case of serious injury) and 20 years (in the case of death) plus a fine of up to $4,000,000 may be added. These penalties may be doubled for defendants with past felony drug convictions. Penal sanctions in the federal system are “real time” with reductions in sentences only for good behavior. Federal defendants may also be required to pay restitution if convicted of a drug-related crime. Their property gained or used in the crime may be forfeited to the federal government.
ADDENDUM (B)

Alcohol Policy sanctions for students will be administered under the policies and procedures of the Standards of Conduct,

- Sanctions will be administered for the abusive use of alcohol.
- Sanctions generally include an educational component.
- Sanctions may include suspension of privileges to serve, possess or consume alcohol on campus in University-owned facilities, or at University-sponsored events.
- Repeat or egregious violations or behaviors by students may require more comprehensive educational sanctions including outpatient treatment and assessment.
- The University may require students to not be present where alcohol is served or consumed, including but not limited to, their own private residences on campus.
- Egregious or unhealthy use of alcohol, or repeated violations of this policy, may cause the University to contact a student’s parent/guardian in accordance with FERPA guidelines.
- Repeated or egregious violations by students may lead to suspension or dismissal.

The University may require additional sanctions.
Alcohol and Drug Abuse Drug-Free Schools and Community Act

Amendments

Willamette University abides by the Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, as a condition of receiving funds or any other form of financial assistance under any federal program, to certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. At a minimum, the University must annually distribute the following to each student and employee:

• Standards of Conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of drugs and alcohol by students and employees on University property or as any part of University activities;
• A description of the applicable legal sanctions under local, State, and Federal law for unlawful possession, use, or distribution of illicit drugs and alcohol;
• A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
• A description of any drug and alcohol counseling, treatment, or rehabilitation programs that are available to students and employees; and
• A clear statement that the University will impose sanctions on students and employees (consistent with local, State, and Federal law) and a description of these sanctions, up to and including expulsion or termination of employment and referral for prosecution for violations of the Standards of Conduct.
Alcohol and Drugs: An Informational Guide

The use of mood-altering chemicals is common in our society. Willamette University takes seriously its responsibility to educate and inform members of its community – students, faculty, and staff – about the hazards of chemical use. The following text describes various drugs of abuse, hazards, and short and long-term effects. For further information, you may wish to check out the website at: www.drugfreeamerica.org. For further information, contact the staff of the Bishop Wellness Center or any of the resources listed below.

1. Self-Help Groups

The following resources can be of help to people with substance abuse problems or to their friends and family. In Salem, call these self-help groups:

- Alcoholics Anonymous ................................................................. 503-399-0599
- Alcohol Abuse 24 Hour Assistance and Treatment ..................... 1-800-234-1253
- Alcohol & Drug Helpline/Youthline ............................................. 1-800-923-HELP
- Alanon/Alateen (for friends, family) ............................................ 503-370-7363
- Cocaine Anonymous ................................................................. 503-662-2463
- Substance Abuse Helpline ......................................................... 1-800-888-9383
- Narcotics Anonymous .............................................................. 503-990-0861
- Crisis Hotline-NW Human Services .......................................... 503-581-5535 or 800-560-5535
- TDD .......................................................................................... 503-588-5833

2. Outpatient Treatment

- Bishop Wellness Center Health Services (for students) ............. x6062
- Counseling Services (for students) ............................................ x6471
- Employee Assistance Program, Cascade Centers, Inc. .............. 503-588-0777
- (for Willamette University employees) ...................................... 1-800-433-2320
- Creekside Counseling (in Salem) .............................................. 503-371-4160

3. Inpatient Treatment

- Pacific Recovery, Inc. (Dana Point, CA) ................................... 800-793-5596
Where to go for help

**Students**

If you believe that you, a friend, or a family member is harmfully involved with alcohol or other drugs, seek help. There are resources available. Willamette University offers no-cost professional assessment, counseling and referral services to all students. There is an on-campus group for Adult Children of Alcoholics, an abstinence support group, and members of Alcoholics Anonymous willing to talk with you. We can work with you to find appropriate treatment services in Salem or in your hometown, if you prefer.

Counseling Services is located in the Bishop Wellness Center, South side of the Baxter Complex, and is open Monday through Friday, 8 a.m.-5 p.m. Students may call 503-370-6471 for an appointment. Indicate if it is urgent and you will be seen immediately. In case of an after-hours emergency, contact your Resident Assistant for immediate help. Counseling staff will be contacted. Senior Residence Life staff are also available 24 hours a day in case of an emergency.

In an after-hours emergency, call Campus Safety, 503-370-6911, or go directly to Salem Hospital, 890 Oak Street SE (phone 503-5200 or 503-814-1572). If someone needs medical help immediately, call 911.

**Employees**

For employees, the University provides counseling and referral services through Cascade Counseling Center. This is a completely confidential service. An employee or family member can call directly for an appointment, 503-588-0777. In case of an after-hours emergency, call 1-800-826-9231.
<table>
<thead>
<tr>
<th>Type of Drug</th>
<th>Classification</th>
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<tbody>
<tr>
<td>Alcohol</td>
<td>depressant</td>
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<tr>
<td>Amphetamine</td>
<td>stimulant</td>
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<td>Cocaine</td>
<td>stimulant</td>
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<td>Codeine</td>
<td>narcotic</td>
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<td>Dalmane</td>
<td>narcotic</td>
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<td>Demoral</td>
<td>narcotic</td>
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<tr>
<td>Dextroamphetamine</td>
<td>stimulant</td>
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<tr>
<td>Ecstasy/MDMA</td>
<td>stimulant</td>
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<td>(3,4 methylenedioxymethamphetamine)</td>
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<tr>
<td>Heroin</td>
<td>narcotic</td>
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<tr>
<td>Librium</td>
<td>depressant (barbiturate/sedative)</td>
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<tr>
<td>Lysergic Acid Diethylam (LSD)</td>
<td>hallucinogen</td>
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<tr>
<td>Marijuana</td>
<td>hallucinogen</td>
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<tr>
<td>Mescaline</td>
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<td>Methamphetamine</td>
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<td>Rohypnol</td>
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<tr>
<td>Xanax</td>
<td>depressant (barbiturate/sedative)</td>
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</table>
A significant risk of all drug and alcohol use is accidental injury. Alcohol or drug use impairs perception and motor coordination. Driving and operating motorized equipment under the influence of drugs and alcohol is the leading cause of accidents and Emergency Room admissions in all age groups. Purity of street drugs is always suspect as drugs are almost always cut with other substances, including rat poison and baking soda.

1. Depressants

Barbiturates, sedatives and alcohol are central nervous system depressants. There are over 2500 different forms of barbiturates. Barbiturates and sedatives have long been used for medical reasons. The medical use ranges from treatment of migraine headaches, peptic ulcers and as an anticonvulsant. Method of administration is oral, intravenous or intramuscular. Examples: Valium, Librium, Xanax, Rohypnol.

**Psychological effects**

- Calming effects ranging from less tension and anxiety to the euphoria of a “high”
- Hypnotizing effect, which impairs judgment
- Sense of “no worry”
- Disinhibition

With the progression of use there are increased mood swings, depression, irritability, manipulation, abusive behavior and drug-seeking behavior.

**Physical effects**

Short term:

- Calm anxiety
- Relax muscles
- Induce sleep
- Affect brain stem-inducing sleep
- Speech and movement
- Affect brain stem, including heart and lungs
- Tolerance (develops quickly)

Long term:

- Cardiovascular: bradycardia, hypertension
- Digestive: nausea, vomiting and constipation
o Nervous: agitation, confusion, ataxia, nightmares and nervousness
o Reproductive: fetal abnormalities, infant will experience withdrawal symptoms
o Respiratory: hypoventilation, apnea
o Other: liver damage, anemia

**Psychological and physical dependence and addiction**

High potential for both

When combined with alcohol, there is a high potential for toxic overdose and death because the combined effect is stronger than either alone.

2. Alcohol

Alcohol is the oldest and most commonly used central nervous system depressant. Within the last month approximately 98 million Americans consumed some form of alcoholic beverage. About 5,000,000 college students also had a drink, as did approximately one half of the 2,500,000 high school students. Last week 1,500,000 college students had 5 or more drinks during one sitting. Yesterday about $200,000,000 was spent on alcoholic beverages.

**Psychological effects**

Alcohol affects the body and mind upon consumption. Effects include:

o Euphoria
o Increased risk-taking behavior
o Aggressive humor/behavior
o Feeling of decreased inhibitions
o Delusion
o Denial
o Tolerance
o Blackouts (amnesiac state during which individual appears to be functioning with awareness, but has no memory of any events at a later time)

Tolerance, blackouts and morning tremors are signs of the development of physical dependency.
Physical effects

Short term:

- Alteration of perception
- Feelings of no fear
- Sleepiness
- Increased urine output
- Elevated heart rate
- Lowered motor coordination

High levels can cause coma and death.

Long term:

- Mouth oral lesions run the risk of becoming cancerous
- Deterioration of the stomach lining, can cause hemorrhage and ulceration
- Kidney: inflammation and possibility of waste accumulating in the body
- Increased risk of high blood pressure, strokes and arteriosclerosis
- Calcium depletion causing brittle bones and increased fractures and back pain
- Loss of muscle tone
- Hormonal changes

Psychological and physical dependence/addiction

When combined with sedatives or narcotics, there is a high potential for toxic overdose and death because the combined effect is stronger than either alone.

3. Rohypnol

A sedative (related to benzodiazepines, i.e., Valium, Xanax) that is legal in Europe but not in the United States. Its legal use is for sleep disorders and as an anesthetic. It is known currently for its abuse as a drug used to rape, because the victims are quickly incapacitated and have impaired memory. In these instances, it has been put into the drink of the intended victim. It is also taken intentionally for the sedating effects. Street names are Rophies, LaRoche.

Physical effects
Same as other sedatives, but impaired memory, especially when used with alcohol, is severe, and may last 8-24 hours.

**Physical dependence and addiction**

High potential. When combined with alcohol, there is a high potential for toxic overdose and death.

**Psychological dependence**

Moderate to high dependence potential.

4. **Hallucinogens**

The only approved medical use of hallucinogens was as an anesthetic. The medical use of PCP was discontinued due to the hallucinogenic side effects. Native Americans use the hallucinogens, peyote and mescaline, during religious ceremonies. Examples: LSD, mushrooms, psilocybin, PCP.

**General symptoms of users**

- Trance-like states
- Confusion
- Hallucinations
- Euphoria
- Depression
- Dilated pupils
- Increased pulse
- Incoordination
- Labile mood
- Time/space distortion

**Psychological effects**

- Distortions in perceptions
- Euphoria
- Disturbed judgment
- Impaired short term memory
- Depression
**Physical effects**

- Increased pulse
- Withdrawal
- Tolerance

**Severe adverse effects**

- Anxiety reaction
- Flashbacks
- Accidents
- Schizophrenia-like episode; sometimes long-lasting and difficult to treat
- Irrational acts done while under the influence

**Physical dependence and addiction**

None or low potential

**Psychological dependence**

Low to moderate potential

5. Marijuana

The psychoactive components of marijuana are actually hallucinogens; the difference lies in their effective dose. Cannabis is less potent and must be taken in very large doses to obtain all the effects caused by the other hallucinogens. Method of ingestion is smoking or eating.

**Psychological effects**

- Mild euphoria
- Decreased inhibitions
- Depression
- Acute panic reactions
- Toxic psychosis
- Amotivational syndrome

**Neurological effects**
Incoordination
- Involuntary movements
- Tremors
- Headaches
- Light sensitivity
- Short-term memory impairment
- Numbness
- Mild slowing in alpha-wave frequency
- Dizziness
- Increase in stage 4 sleep and decrease in REM sleep

**Physical effects**
- Disruption of menstrual cycle
- Possible infertility or difficulty with conception
- Long-term use may result in birth defects similar to Fetal Alcohol Syndrome
- Lowering of body temperature (compounding problem of infectious disease)

**Physical and psychological dependence and addiction**

Low to moderate potential. (Withdrawal effects reported. Moderate to high potential for psychological dependence.)

6. Narcotics

Narcotics vary in potency, speed by which effects are produced, the degree to which they are effective, and the duration of action. They are unique in their ability to reduce or eliminate severe physical pain, which is their major medical use. Ingested by smoking, orally or intravenously. Examples: morphine, codeine, dalmane, demoral, heroin (see below).

**Psychological effects**

- Euphoria

**Physical effects**

- Drowsiness
- Lethargy
- Slurred speech
- Bobbing head
- Constipation
- Flushing skin, face, neck, chest, pupils
- Nausea Rapid tolerance

**High and rapid physical and psychological dependence and addiction**

High potential for both. When combined with sedatives or alcohol, there is a high potential for toxic overdose and death because the combined effect is stronger than either alone.

7. Heroin

Heroin is a highly addictive drug derived from morphine, which is obtained from the opium poppy. It is a “downer” that affects the brain’s pleasure systems and interferes with the brain’s ability to perceive pain.

**Psychological effects**

- Euphoria
- Clouded mental functioning

**Physical effects**

Short term:

- Flushing of the skin
- Heavy extremities
- Dry mouth
- Alternating wakeful/drowsy
- Slowed, slurred speech
- Constricted pupils
- Slow gait
- Vomiting
- Constipation
Long term:
- Collapsed veins
- Infection of the heart lining/valves
- Abscesses
- Cellulite
- Liver disease

**Physical dependence and addiction**

Highly addictive – with regular use, tolerance develops and the abuser must use more heroin to achieve the same effect

8. Steroids

These are psychoactive chemicals made of male hormones.

**Effects**
- Elevated mood
- Aggressiveness, rage
- Difficulty concentrating
- Paranoia
- Liver cancer
- Females – increase in body hair, lowered voice
- Males – testicular atrophy

High risk of injury because muscle mass is all that increases; tendon strength remains the same.

**Physical and psychological dependence and addiction**

High potential

9. Stimulants

Synthetic CNS stimulants consist of amphetamines, methamphetamines, Ecstasy and dextroamphetamine. These include diet pills, Cylert, Ritalin and Preludin.
Natural CNS stimulants are caffeine:

- Chocolate
- Coffee
- Colas
- No Doz, Alert, Vivarin Tea
- Chai

Nicotine:

- Chewing tobacco
- Cigarettes, cigars
- Pipe tobacco
- Snuff

(Cocaine is the best known CNS stimulant and will be addressed below.)

Methods of administration are drinking, snorting, injecting and smoking.

Psychological effects

- Anxiety
- Irritability
- Insomnia
- Loss of appetite
- Paranoia
- Excitability
- Toxic psychosis

Physical effects

- Increased motor activity
- Increased and rapid speech
- Dilated pupils
- Dry mouth
- Tolerance develops quickly

Physical and psychological dependence and addiction

High potential for both
10. Cocaine

Cocaine is sometimes cut with amphetamine or local anesthetics such as benzocaine or lidocaine. It is also sometimes mixed with heroin to intensify effects; this is called “speedballing.” The reactions to cocaine and route of ingestion are similar to other CNS stimulants.

**Chronic high dose use:**

- Hyperstimulation
- Intense paranoia
- Headaches
- Auditory and visual hallucinations
- Loss of appetite
- Nosebleeds
- Irregular heart beat
- Seizures/convulsions
- Shortness of breath
- Intense anxiety and depression
- Cardiac arrest

These reactions can occur the second or third time a person uses cocaine. Some individuals are highly sensitive to cocaine.

**Physical and psychological dependence and addiction**

High potential for both

11. MDMA-Ecstasy (3-4 methylenedioxymethamphetamine)

This amphetamine-like drug is an analogue of MDA. Street names include MDMA, MDA, Adam, Ecstasy and XTC. It produces LSD effects (minus the hallucinations) such as increased self-awareness, removes communication barriers and seems to remove fear response. Synthesized about 70 years ago for use as an appetite suppressant, Ecstasy is now sold in tablets and capsules. The effects last about six hours. Recent studies suggest usage of this drug may have long-term damaging effects on the brain.
Physical effects

- Increased heart rate
- Increased blood pressure
- Irregular heart beat

Psychological effects

- Panic attacks
- Anxiety
- Sleep disorders
- Drug craving
- Rebound depression

12. Methamphetamine
Methamphetamine (meth) is a synthetic drug manufactured in clandestine labs, and is categorized as a central nervous system stimulant. It is known as “speed” or “crystal” when it is swallowed or sniffed; as “crank” when it is injected; and as “ice” when it is smoked. All forms are extremely dangerous and induce long-lasting, debilitating effects.

Physical effects

- Increased blood pressure
- Increased pulse/heart beat
- Increased respiration
- Sweating
- Dry mouth

Psychological effects

- Mental confusion
- Severe anxiety
- Paranoia
- Potential for violent behavior
- Depression

Physical and psychological dependence and addiction

High potential for both
What Is Dependence?

Dependence results from continued, prolonged use of alcohol and/or other mood-altering drugs. Genetic predisposition is an additional risk factor.

Experimentation: learning the mood swing

• Use of a mind-altering chemical two-three times.

Social use: seeking the mood swing

• One knows the effect of the chemical and uses to feel the related effect.
• Use of chemical with others and/or at social events.
• Controlled use of mind-altering chemical.
• Chemical use does not interfere in any aspect of one’s life.
• Chemical use does not interfere with relationships.
• Chemical use is open.

Abuse: harmful use

• Socializing is increasingly focused on the chemical of choice being available.
• Chemical abuse is interfering with many aspects of a person’s life.
• Use is interfering with relationships (people are voicing concern about use).
• Chemical user is hiding his/her use, minimizing amount and time spent using.
• Thinking errors are being employed to continue one’s use (justifying, rationalizing, minimizing, denial of level of use and its consequences).
• Chemical user is developing self-made contracts (i.e., “I will only use on weekends”).
• Positive social activities are being discontinued.
• Tolerance and preoccupation are occurring.

Dependence: using to feel normal

• Failing self-made promises to reduce or quit use.
• Social activities are replaced or consumed with chemical use.
• Use is interfering with relationships and major areas of life (school, work, etc.)
• Chemical use is occurring when one is alone and prior to attending social events.
• Tolerance, physical and/or psychological dependence exists.
Appendix C

Campus Safety and Health Programming - Calendar Year 2016

- Sexual Misconduct Policy & Protocol: Monthly during 2016; mandatory training for faculty and staff (including student staff) regarding their duties to report child abuse, required sexual misconduct reporting responsibilities, what Title IX means, what resources are available to assist students and staff in reporting and receiving assistance for TIX related matters, how to utilize sexual misconduct website and TIX staff for reporting, the life of a report, how to assist a student in crisis utilizing the “SILVER” method, ongoing and current programming related to TIX at the University and how they can be involved in the prevention of TIX-related instances in our campus community.

- Workplace Harassment Prevention –February & August, 2016 workplace harassment; reinforcing employee’s knowledge of appropriate workplace conduct; how to recognize harassing behavior; how to handle harassment, situations; where to go to report harassment; University policies and resources.

- Annual distribution of required online learning module to all employees, September, 2016.

- Annual distribution of University policy regarding prohibited discrimination to all employees, September 2016.


- Health and Safety Presentations to American Studies Students from Tokyo International University. Program required of all ASP students during their orientation. Tokyo International University of America professional staff, Director of Bishop Wellness Center, Director of Campus Safety, Director of Community Education and Director of Rights and Responsibilities discusses safety around alcohol, sexual harassment and assault, and crime prevention tools.

- Residence Hall Fire Drills, Fall 2016: Staff assures that all residents evacuate safely and go over safety plans for the building

- Not Alone Cards - Cards providing information about on and off campus confidential and non-confidential but private resources for victims of sexual assault, dating violence, domestic violence and stalking were re-distributed to every bathroom stall and urinal area on campus in the fall of 2015. Over 3000 cards were distributed.

- Willamette Men’s Basketball character development program: Ongoing training related to alcohol safety, sexual violence prevention coordinated by head coach Kip Ione.

- New Member Greek Education- All new Greek members participated in all day training covering Hazing and Bystander intervention training sessions. Members received resources for reporting hazing, sexual misconduct and getting involved with bystander intervention programs at Willamette. February, 2016

- Social Norming Campaign: Bystander Intervention- April, 2016
• Green Dot Bystander Intervention Training: February, 2016 - 2.5-hour Bystander Intervention Training.

• Green Dot Bystander Intervention Training: March, 2016 – (2) 8-hour Bystander Intervention Training for fraternity and sorority affiliated students. Led by Advocacy and Prevention Coordinator and Area Coordinators from Housing.

• Title IX Volunteer Continued Education, - Over 30 staff and faculty were provided continuing education on Title IX related issues

• Take Back the Night: March, 2016 - This program allows survivors of sexual assault, relationship/partner violence, stalking, or other forms of power-based personal violence to tell their story in a supportive environment in order to begin the process to reclaim control over what occurred.

• Willamette Monologues: A Personal Theory: April, 2016- Historically, Willamette’s Students for Feminism has produced an annual performance of Eve Ensler’s play, The Vagina Monologues. Although, as an organization, the student group hopes to achieve The Monologues’ goals of empowerment and raised awareness of gender-based violence, they also hope to expand the inclusiveness of our performance by producing a student written collection of memoirs entitled “The Willamette Monologues: A Personal Theory.”

• Social Norming and Resource print campaign: Alcohol/Other Drugs. April 1-30, 2016.

• Social Norming and Resource print campaign for first year students: Alcohol/Other Drugs. April 1-30, 2016. The specific target audience for this campaign was first year students that live in the residence halls prior to a large campus event, WULApalooza.

• Alcohol and other drug prevention training for student housing staff, April, 2016. The specific target audience for this campaign was first year students that live in the residence halls prior to a large campus event, WULApalooza.

• Campus Life Division Workshop: Compassion Fatigue related to Title IX response with students.

• Think About It Online Module - two sections of the online module were launched (one for undergraduate students, the other for our two graduate schools, Law and Business). Completion of the module was a requirement for all incoming students. The module included information about Title IX, dating violence, domestic violence, sexual assault and stalking dynamics and managing use of alcohol and other drugs. Completion rate was over 90%.

• Community Mentor Training on Mental Health, August, 2016: Managing mental health issues in college & university residence halls may be a difficult issue for residence life student staff who serve on the front lines of residence hall management. This session gave Community Mentors a basic introduction to the realm of student mental health and psychology in the residence halls.

• Opening Days Leader Training: Recognizing and Responding to Students in Distress, Reality Check Debrief Prep, August, 2016.
• Community Mentor Training on Sexual Assault, August, 2016 (3 hours). This session helped staff define sexual assault and consent and allow them to identify, locate and access campus resources for survivors of sexual assault. Student Staff were guided through campus reporting procedures, and their duty to report sexual misconduct and child abuse. Staff is able to distinguish when to and how to complete referrals when necessary. Staff is able to empower survivors to make informed decisions that are comfortable for the survivors. Staff learned about prevention/awareness programming options available at WU and beyond.

• Community Mentor Training on Violence Prevention: August, 2016: 3 hours.

• Community Mentor Training on Eating Disorders, August, 2016: 1 hour. Eating disorders affect people of all ages, but are especially prominent among college students. The earlier eating disorders are diagnosed and treated, the more likely it will be that they will recover completely. In this session, staff learned about the different types of eating disorders and were equipped with the knowledge for recognizing warning signs.

• CM Training on Emergency Protocols, August, 2016: 1 hour

• CM Training on Supporting Students in Distress, August, 2016: 1 hour

• CM Training on Confronting & Assertiveness, August, 2016: 2 hours

• Community Mentor Training on Fire Safety, August, 2016: Staff was trained on how to use fire extinguishers and what to look for in residential rooms. CMs were trained on their role in emergency situations and proper protocol for reporting emergencies. This training included hands on learning on how to put out a real fire.

• Community Mentor Training on Behind Closed Doors, August, 2016: This was a hands on opportunity for the staff to put all of their new knowledge into practice in a safe and supportive environment. They were able to confront situations which they may encounter as a staff member so they’re prepared in the event of an actual situation. Situations included sexual assault, noise, confronting parties, roommate conflicts, alcohol poisoning, suicide, disordered eating, domestic violence, and peer confrontation.

• Fraternity/Sorority Advisor Training: Volunteer alumni advisors were trained by Carli Rohner, Advocacy & Prevention Coordinator, on interpersonal violence issues, Title IX process and requirements, and prevention.