



SPRING HILL
COLLEGE

2025 ANNUAL CLERGY REPORT

The Department of Public Safety Spring Hill College..... 4

2025 Annual Security and Fire Safety Report for the 2024 Calendar Year Data..... 4

Introduction..... 4

Policy for Preparing the Annual Disclosure of Crime Statistics.....4

Annual Distribution and Availability of the ASR.....4

Department of Public Safety..... 5

Reporting Crimes and Emergencies..... 6

Definition of Crime Categories..... 7

Violence Against Women Act (VAWA) Offenses.....8

Violence Against Women Act (VAWA) Offenses, Alabama State Law..... 8

Arrests and Referrals for Disciplinary Action Offenses..... 10

Campus Security Authorities..... 10

 Designated Campus Security Authorities..... 10

Confidential Reporting of Crimes.....11

HillSafe Mobile App..... 11

Emergency Notification Policy..... 11

Timely Warning Policy.....13

Clery Act Geography Definitions.....13

Campus Geography and Clery Reporting Definitions.....14

Campus Map.....14

Security of and Access to Campus Facilities (Main Campus)..... 14

Access and Security Policies..... 14

Campus Facilities and Safety Maintenance..... 15

Non-Campus Properties.....15

Security Awareness and Crime Prevention Programs..... 15

Off Campus Criminal Activity..... 17

Monitoring and Recording of Off-Campus Criminal Activity of Recognized Student Organizations..... 17

Alcohol and Drug-Free Policy..... 18

 Distribution of Drug-Free Policy..... 18

 Educational Efforts..... 18

 Counseling and Treatment..... 18

 Health Risks of Alcohol and Drug Use..... 18

Legal Sanctions Related to Drugs and Alcohol.....19

 State and Local Laws..... 19

 Federal law..... 19

 Alcohol Policy..... 20

 Alcohol at College Events..... 20

 Supplemental Alcohol Policies..... 20

 Prohibited Conduct..... 20

Consumption of Alcohol in College Designated Public Spaces..... 21

Drug-Free Policy..... 21

 Distribution of Drug-Free Policy..... 22

College Sanctions Concerning Alcohol and Drug Policies..... 22

Employee Drug and Alcohol Policies..... 22

Firearms and Other Weapons..... 25

 Policy..... 25

 Definitions..... 25

 Exceptions for Employees..... 26

Firearm and Weapon Storage with Public Safety..... 27

Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Retaliation..... 28

 Sexual Harassment and Misconduct Policy..... 28

 Applicable Scope..... 28

 The Title IX Office..... 29

 Title IX Coordinator..... 29

 Independence and Conflict-of-Interest..... 29

Violence Against Women’s Act (VAWA): Violence, Prevention, and Response.....29

 Procedures Following a Report of Dating Violence, Domestic Violence, Sexual Assault, or Stalking..... 30

 Awareness and Prevention Programming..... 31

Understanding Sexual Assault, Domestic and Dating Violence, Stalking, Consent, and Incapacitation.....31

 Domestic Violence..... 32

 Applicable laws for Domestic Violence:..... 32

 Dating Violence..... 33

 Stalking..... 33

 Consent and Incapacitation..... 34

Risk Reduction.....35

Bystander Interventions: Safe and Positive Options.....36

Reporting Procedures for victims of Dating Violence, Domestic Violence, Sexual Assault or Stalking..... 36

 Amnesty for Related Misconduct Charges..... 38

Summary of Institutional Disciplinary Procedure..... 39

 Written Notification of Rights and Options..... 39

 Intake Meetings/Initial Assessment..... 40

 Interim Measures/Remedies..... 40

 Formal Title IX Complaint Investigation..... 41

 Complaint Dismissal..... 41

 Referral for Hearing..... 42

 When Complainant Does Not Wish to Proceed..... 42

 Confidentiality..... 43

Disciplinary Sanctions.....44

 Student Sanctions..... 44

 Employee Sanctions/Responsive Actions..... 45

Sex Offender Registry..... 46

Missing Resident Student Notification Policy..... 46

 Emergency Contact Information..... 47

 Student Notification of This Policy..... 47

Emergency Management and Response.....47
 Evacuation Procedures.....48

Fire Safety..... 48
 Commitment to Fire Safety.....48
 Fire Log Requirements..... 48
 Fire Emergency Procedures:.....49
 Fire Reporting Procedures:.....49
 Evacuation Procedures & Drills.....49
 Fire Protection Systems in On-Campus Housing.....49
 Fire Protection Systems by Residence Hall.....50
 Tampering with Fire Safety Equipment.....51

Prohibited Fire Hazards..... 51
 Smoking Policy.....51
 Fire Safety Education and Training.....51
 Plans for Future Fire Safety Improvements.....52
 Crime and Fire Log.....52
 Public Access to the Daily Crime and Fire Log; Sample Entries Public Access.....52

2024 Annual Security Report Statistic: Main Campus.....52

2024 Fire Statistics: Main Campus.....54

Spring Hill College Italy Center – Bologna, Italy.....57
 Security and Access Control – Bologna, Italy.....58
 Incident Reporting and Emergency Response – Bologna, Italy.....58
 Emergency Notifications and Timely Warnings – Bologna, Italy.....58
 Compliance with the Clery Act – Bologna, Italy.....58
 Alcohol Policy – Bologna, Italy.....58
 Illegal Drug Policy – Bologna, Italy.....59
 Firearm and Weapon Policy – Bologna, Italy.....60
 Italy Center Program Community Standards – Bologna, Italy.....60

2024 Annual Security Report Statistics: Italy Center.....60

Hazing Policy and Reporting Requirements Italy Center – Bologna, Italy.....63

The Department of Public Safety Spring Hill College **2025 Annual Security and Fire Safety Report for the 2024 Calendar Year Data**

Introduction

Spring Hill College is committed to providing a safe and supportive living and learning environment for its students, faculty, staff, and visitors. In the spirit of *cura personalis*, or care for the whole person, we strive to foster a community that supports the intellectual, spiritual, emotional, and physical well-being of every individual. Our goal is to create a community-centered atmosphere that emphasizes crime prevention and problem solving through education, engagement, and awareness. By working together, we can uphold a safer and more compassionate campus community.

The Spring Hill College Department of Public Safety is composed of dedicated, professionally trained police officers, public safety officers, and communication dispatchers who are on duty 24 hours a day, 7 days a week. We are committed to delivering the highest quality service and protection of persons and property, while honoring the dignity and humanity of those we serve.

This Annual Security and Fire Safety Report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Higher Education Opportunity Act. It contains important information regarding campus safety policies, emergency procedures, fire safety, and crime statistics for the most recent three years. Crime statistics include incidents reported for the Italy Center, which is classified as non-campus geography and reported in accordance with Clery Act definitions.

Rooted in the Jesuit and Catholic tradition of Spring Hill College, our mission is to promote a safe and secure environment that supports student learning and growth. Through proactive crime prevention initiatives, community engagement, and shared responsibility, we aim to reduce opportunities for crime and build a culture of care that empowers every member of our campus community.

Policy for Preparing the Annual Disclosure of Crime Statistics

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), Spring Hill College prepares and publishes an Annual Security and Fire Safety Report (ASR) to provide information regarding campus safety, security policies, crime statistics, and resources available to the campus community.

The Department of Public Safety (SHC DPS) is responsible for gathering and compiling the data contained in the ASR. This report is developed in coordination with local law enforcement agencies, the Office of Community Standards, Residence Life, Counseling & Wellness Services, and other campus officials designated as Campus Security Authorities (CSAs). CSAs are required by federal law to report certain crimes brought to their attention so they can be included in the ASR. Crime statistics in the report reflect incidents from Clery-reportable geography, including on-campus property, public property adjacent to campus, and non-campus buildings or property controlled by the institution.

Annual Distribution and Availability of the ASR

Spring Hill College distributes the Annual Security and Fire Safety Report (ASR) each year by October 1, in accordance with 34 C.F.R. § 668.41(e) and § 668.46. On October 1, 2025, the College notified all enrolled students and current employees by email of the availability of the ASR and how to obtain it. The ASR is available online at the [Spring Hill College Department of Public Safety website](#). A paper copy is available upon request from the Department of Public Safety, the Office of Student Life, the Office of Admissions, and the Office of Human Resources at no charge. Prospective students and prospective employees are provided with a notice of the ASR's availability and a description of its contents, including the exact URL, as part of admissions and hiring materials. Requests for a paper copy by prospective students/employees will be fulfilled promptly by the Department of Public Safety or the respective office (Admissions/Human Resources). For questions or to request a paper copy, contact: Department of Public Safety Email: shcpolice@shc.edu | Phone: 251-380-4444 Lucey Administration Building, Spring Hill College

Spring Hill College encourages all members of the campus community to report criminal incidents promptly and accurately to the SHC Department of Public Safety. Crimes may also be reported confidentially or anonymously. Individuals who wish to make an anonymous report can do so using the HillSafe mobile safety app, available free of charge in both the Apple App Store and Google Play Store. The HillSafe app provides a secure and user-friendly platform to report suspicious activity or crimes without revealing one's identity.

Additionally, licensed mental health professionals at Counseling & Wellness Services, when acting in their professional capacity, may receive and report Clery-related incidents in a confidential manner for inclusion in the annual crime statistics, without disclosing personally identifying information, in accordance with federal guidelines.

By maintaining accurate records and promoting awareness, Spring Hill College fulfills its obligations under the Clery Act while fostering a safe and informed campus community.

Department of Public Safety

The Spring Hill College Department of Public Safety (SHCDPS) provides comprehensive law enforcement and public safety services within its designated jurisdiction, which includes all campus-owned, leased, or controlled properties on the College's main campus in Mobile, Alabama as well as adjacent public property as defined under the Clery Act. The department is headquartered on the lower level of the Gregory F. Lucey, S.J. Administration Building, with an additional communications office and substation located at the gatehouse near Old Shell Road and Portier Lane.

Spring Hill College Department of Public Safety (SHCDPS) operates under the leadership of the Director of Public Safety, who reports to the Vice President for Campus Culture & Student Life. The department is staffed by both sworn police officers and non-sworn public safety officers. This includes two full-time sworn police officers, (one vacancy) who are armed and vested with full arrest powers under Alabama law; three Class A Public Safety Officers, who are non-sworn but possess prior law enforcement experience and are armed; and two Class B Public Safety Officers, who are non-sworn, unarmed, and focus on safety and prevention services.

The department also employs one part-time non-sworn Class A public safety officer and four full-time communications dispatchers. Officers actively patrol campus buildings, grounds, and parking areas by foot and vehicle, respond to calls for service, and assist with emergency response to ensure the safety and well-being of the campus community.

In accordance with Section 16-22-1 of the Alabama Code, sworn SHCDPS/PD officers are “charged with all the duties and invested with all the powers of police officers,” granting them full arrest authority within the State of Alabama. Non-sworn public safety officers do not possess arrest powers but are authorized to verify identification, check campus credentials, and issue parking citations as part of their campus safety duties. The SHCDPS communications center is staffed 24/7, answering emergency and non-emergency calls, monitoring fire and intrusion alarms and surveillance systems, and dispatching officers via two-way radio.

SHCDPS is responsible for compiling and publishing the Annual Security and Fire Safety Report (ASFSR) in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). This includes collecting crime reports from campus security authorities (CSAs), issuing Timely Warnings and Emergency Notifications when warranted, and maintaining the campus Daily Crime and Fire Log.

Spring Hill College encourages all students, employees, and visitors to promptly and accurately report any crime to SHCDPS and, when appropriate, to local law enforcement authorities.

While Spring Hill College does not currently maintain formal Memoranda of Understanding (MOUs) with outside law enforcement agencies, SHCDPS maintains strong collaborative relationships with the Mobile Police Department, Mobile County Sheriff’s Office, Mobile Fire-Rescue Department, Alabama Alcoholic Beverage Control Board Enforcement Division, and the Federal Bureau of Investigation. SHCDPS also coordinates with the National Weather Service for severe weather emergencies. In emergencies or serious incidents requiring additional resources, SHCDPS requests immediate assistance from these agencies.

The College does not formally monitor or record criminal activity at non-campus locations of officially recognized student organizations through local police. However, SHCDPS encourages local agencies to report any student-related criminal activity for Clery compliance purposes.

Reporting Crimes and Emergencies

Spring Hill College encourages all members of the campus community to promptly and accurately report any emergency, criminal offense, or suspected criminal activity to the Department of Public Safety (DPS) or to local law enforcement authorities.

- **For Emergencies:** Dial 251-380-4444 from a cell or off-campus phone, or 4444 from a campus phone, or via the HillSafe app to reach the Department of Public Safety. Dial 911 to reach the Mobile Police or Fire Department.
- **For Non-Emergencies:** Contact SHCDPS at 251-380-4444 from a cell or off-campus phone, or 4444 from a campus phone or via the HillSafe app.

The DPS communications officer will evaluate the call and dispatch the appropriate personnel and resources as needed.

Crimes should be reported to ensure they are included in the College’s annual crime statistics and, when appropriate, to allow for the issuance of timely warnings and emergency notifications in accordance with the Clery Act.

Where appropriate, individuals may report crimes confidentially or anonymously through designated reporting mechanisms provided by the College, including the [HillSafe App / online reporting form], consistent with federal law.

Definition of Crime Categories

According to the Clery Act, the College must disclose crime statistics for the following categories of criminal offenses.

Murder/Non-Negligent Homicide: the willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: the killing of another person through gross negligence

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

- Rape: the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim or the carnal knowledge of a person under any of the above circumstances.
- Fondling: the touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity. Incest: non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape: non-forcible sexual intercourse with a person who is under the statutory age of consent. If the victim is over 12 and under 16 years of age, and the perpetrator is at least 2 years older, it would be statutory rape.

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

Burglary of Structure: the unlawful entry of a structure to commit a felony or a theft. This does not include thefts from automobiles.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle, including cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including “joyriding.” Under Clery, motor vehicles include ATVs, golf carts, and motorized wheelchairs.

Arson: the 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: criminal offense committed against a person or property that is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, gender identity, or ethnicity/national origin.

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

produce death or great bodily harm. A weapon is a commonly known weapon (a gun, knife, club, etc.) or any other item which although not usually thought of as a weapon, becomes one in the commission of a crime. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Violence Against Women Act (VAWA) Offenses

Domestic Violence: A felony or misdemeanor crime of violence committed by (1) a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; (2) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (3) a person similarly situated to a spouse of the victim under the domestic or family violence laws of Alabama; or (4) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Alabama.

Dating Violence: Violence, on the basis of sex, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with the consideration of statements of the alleged complainant or alleged perpetrator, the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Stalking: engaging in a course of conduct, on the basis of sex, directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

- Course of conduct: two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitor, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
- Reasonable person: a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress: significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Violence Against Women Act (VAWA) Offenses, Alabama State Law

The Clery Act mandates that the University discloses the definitions of these Clery countable crimes as well as the State of Alabama law definition.

Domestic Violence: A person commits the crime of Domestic Violence when any of the listed laws below are violated; AND the victim is a current/former spouse, parent, child, any person with whom the defendant has a child in common, present/former household member, or a person who has/had a dating or engagement relationship with the defendant.

The following list of laws are applicable for Domestic Violence:

- Assault in the 1st or 2nd Degree (Felony – Ala. Code § 13A-6-20 and -21)
- Aggravated/Non-Aggravated Stalking (Felony – Ala. Code § 13A-6-90 and -91)
- Electronic Stalking 1st Degree (Felony – Ala. Code § 13A-6-95)

- Electronic Stalking 2nd Degree (Misdemeanor – Ala. Code § 13A-6-96)
- Intimidating a Witness (Felony – Ala. Code § 13A-10- 123)
- Burglary in the 2nd or 3rd Degree (Felony – Ala. Code § 13A7-6 and-7)
- Criminal Mischief 1st Degree (Felony – Ala. Code § 13A-7-21)
- Assault in the 3rd Degree (Misdemeanor – Ala. Code § 13A-6-22)
- Menacing (Misdemeanor – Ala. Code § 13A-6-23)
- Reckless Endangerment (Misdemeanor – Ala. Code § 13A-6-24)
- Criminal Coercion (Misdemeanor – Ala. Code § 13A-6-25)
- Harassment/Harassing Communication (Misdemeanor – Ala. Code § 13A-11-8)
- Criminal Surveillance (Misdemeanor – Ala. Code § 13A- 11-32)
- Criminal Trespass in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-4)
- Criminal Mischief in the 2nd or 3rd Degree (Misdemeanor – Ala. Code § 13A-7-22 and -23)
- Arson in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-43)

Dating Violence: The Alabama Criminal Code includes the crime of dating violence in the domestic violence statutes.

Stalking: A person who intentionally and repeatedly follows or harasses another person, and who makes a threat, either expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm, is guilty of the crime of stalking in the first degree. A person who, acting with an improper purpose, intentionally and repeatedly follows, harasses, telephones, or initiates communication, verbally, electronically, or otherwise, with another person, any member of the other person's immediate family, or any third party with whom the other person is acquainted, and causes material harm to the mental or emotional health of the other person, or causes such person to reasonably fear that his or her employment, business, or career is threatened, and the perpetrator was previously informed to cease that conduct, is guilty of the crime of stalking in the second degree. Stalking can occur between persons of the same or opposite sex

Hate Crime Offenses: a criminal offense committed against a person or property that is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, gender identity, or ethnicity/national origin.

For the purposes of the Clery Act, the following crimes would be classified as Hate Crimes if the offender was motivated by their own bias:

- Murder/Non-negligent Manslaughter
- Sex Offenses (rape, fondling, incest, statutory rape)
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-theft
- Simple Assault
- Intimidation
- Destruction, Damage, or Vandalism of Property

Arrests and Referrals for Disciplinary Action Offenses

The Clery Act also mandates that the University disclose statistics for certain violations of liquor, drug, and weapons laws that result in arrests or persons being referred for disciplinary action. Definitions of these law violations are as followed:

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

Drug Abuse: the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drugs or narcotic substance.

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

Campus Security Authorities

Reports can also be made to any **Campus Security Authority (CSA)** listed below. These individuals are trained to forward reports for inclusion in the College's crime statistics and, when appropriate, to initiate timely warnings and emergency notifications in compliance with the Clery Act. CSAs are not confidential resources. Students and employees at the Italy Center should report criminal incidents and emergencies to the Director of the Italy Center. The Director is responsible for notifying the Spring Hill College Department of Public Safety in Mobile, Alabama, of any reportable incident in a timely manner.

Designated Campus Security Authorities

Name	Title/Role	Department	Phone	Email
Eduardo Gonzalez	Director of Public Safety	Public Safety	251-380-3004	egonzalez@shc.edu
Desireé Melton	Dean of Students	Student Life	251-380-3023	dmelton@shc.edu
Rapunizal Boykin	Director of Residence Life	Residence Life	251-380-3027	rboykin@shc.edu
DiMya Evans	Asst. Director of Center for Student Involvement	Student Involvement	251-380-3024	devans@shc.edu

Audrey Dortch	Asst. Director for Residence Life	Residence Life	251-380-2267	adortch@shc.edu
Vannee Cao-Nguyen	VP, Campus Culture & Student Life	Campus Culture & Student Life	251-380-3026	vcaonguyen@shc.edu
Tim Hicks	HR, Director	Human Resources	251-380-4185	thicks@shc.edu

Confidential Reporting of Crimes

The Spring Hill College Department of Public Safety (DPS) strongly encourages all students, faculty, staff, and visitors to promptly report any criminal activity, suspicious behavior, or safety concern to DPS, including situations in which the victim of a crime elects not to, or is unable to, make such a report. Prompt and accurate reporting enhances campus safety and ensures timely response and documentation.

Reports can be made in person, by phone, or electronically. Individuals who wish to maintain confidentiality or anonymity may do so; such confidential reporting is entirely voluntary. Anonymous reports can be submitted through the HillSafe mobile safety app, which is available free of charge in both the Apple App Store and Google Play Store. The app provides a secure, user-friendly platform for reporting incidents without disclosing one's identity.

Confidential and anonymous reports submitted to DPS or the Office of Student Life are reviewed for appropriate response and may be included in the College's Annual Security and Fire Safety Report (ASFSR) in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. While personally identifiable information is not required for inclusion in the annual statistical report, the information provided should contain sufficient detail to support accurate classification and reporting.

Spring Hill College remains committed to fostering a campus environment where community members feel safe reporting incidents and where every report is taken seriously and handled with respect and discretion.

HillSafe Mobile App

We strongly encourage all students to download the HillSafe App, which offers quick and convenient access to safety resources. Whether reporting a concern or just want peace of mind, the HillSafe App helps keep you informed – right from your phone.

Features include:

- Direct contact with Public Safety
- Real-time emergency alerts and updates
- Safety check-ins/Friend walks
- Campus Resources
- Crisis Lifeline
- Confidential crime reporting

Emergency Notification Policy

In the event that the health or safety of the Spring Hill College community is imminently threatened by an emergency or dangerous situation, the College will immediately notify the campus community.

When an emergency or dangerous situation is reported, the Department of Public Safety (DPS) and/or the Office of Communications and Marketing confirms whether there is a significant threat to the health or safety of the campus community. DPS evaluates the nature of the incident, the level of danger, and any potential impact on campus. Once a significant emergency is confirmed, DPS, in consultation with the Office of Communications and Marketing, determines the appropriate segment or segments of the campus community to receive a notification, the content of the notification, and the most effective communication methods. The notification system is then initiated by DPS and/or the Office of Communications and Marketing, taking into account the safety of the community and professional judgment to avoid compromising emergency response efforts.

Spring Hill College maintains an annual contract with RAVE Mobile Safety, Inc. to provide a mass, high-speed emergency communication system for all members of the campus community. This multi-modal notification system can deliver thousands of messages within minutes via text message, email, and voice. In addition, the College utilizes the **AppArmor HillSafe app**, which provides push notifications, status alerts, and real-time updates directly to students, faculty, and staff who have downloaded the app.

The RAVE system and HillSafe app alerts are tested at least once per semester. Emergency response and evacuation procedures are publicized in conjunction with at least one test per calendar year to ensure that all members of the campus community are aware of procedures and know how to respond in an actual emergency. Documents of each test include date, time, description of the exercise, whether it was announced or unannounced, and the methods used to publicize the procedures. Members of the campus community are educated on emergency notification procedures, the RAVE system, and the HillSafe app during Preview/Orientation sessions, through the College website/intranet, and by periodic email reminders. Depending on the nature of the emergency, additional methods such as the College website, outdoor public address systems, or other communication platforms may also be utilized to ensure wide dissemination of information.

In the event of an emergency, Spring Hill College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing the notification would, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Emergency notifications will include information necessary for individuals to make informed safety decisions, such as the nature of the threat, areas impacted, and any protective actions recommended (e.g., evacuation or shelter-in-place instructions).

Each test of the emergency notification and evacuation procedures is documented, including the date, time, description of the exercise, and whether it was announced or unannounced.

Members of the campus community are instructed to notify Public Safety/Police (251-380-4444) and/or the City of Mobile Police Department (911) in the event of an emergency. Responding officers will assess the circumstances of the emergency and take the necessary professional action to control the situation and protect life and property.

Emergency notifications differ from timely warnings, which are issued for Clery-reportable crimes that represent a serious or continuing threat to the campus community.

Timely Warning Policy

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Spring Hill College will issue a **Timely Warning Notice** to alert the campus community of Clery-reportable crimes that have been reported to campus security authorities or local law enforcement and that represent a **serious or continuing threat** to students, faculty, staff, and visitors.

Timely Warnings are intended to enable individuals to take precautions to protect themselves and to aid in the prevention of similar crimes. The decision to issue a Timely Warning is made on a case-by-case basis by the Director of Public Safety or their designee, in consultation with the Office of Student Life and other relevant officials as appropriate. Factors considered include the nature of the crime, the location, the timeliness of the report, and whether there is a continuing threat to the campus community.

Timely Warnings may be issued for, but are not limited to, the following Clery Act crimes: murder, manslaughter, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, and arson, as well as crimes involving hate or bias if determined to pose a continuing risk.

Timely Warnings will be disseminated through multiple communication channels, which may include:

- Campus-wide email notifications
- Push alerts via the **HillSafe mobile safety app** (available free in the Apple App Store and Google Play Store)
- SMS/text and voice alerts through the **RAVE Emergency Notification System**
- Alerts posted on the **Department of Public Safety website** under the “Timely Warning” section
- Additional means as determined necessary (e.g., campus flyers or digital signage)

All Timely Warnings will include sufficient information to enable members of the campus community to make informed decisions about their safety, including the nature of the threat, location and time of the incident (if known), and suggested safety precautions. Personally identifiable information about victims will never be included.

Clery Act Geography Definitions

For purposes of collecting and disclosing crime statistics, the Jeanne Clery Act requires institutions to report crimes based on specific geographic categories:

- **On-Campus Property:** All buildings and property owned or controlled by the College within the same reasonably contiguous geographic area and used in direct support of, or in a manner related to, the institution’s educational purposes.
- **On-Campus Student Housing:** Any dormitory or residential facility located on campus.
- **Non-Campus Property:** Buildings or property owned or controlled by the institution or a recognized student organization that are used in direct support of educational purposes and not within the same contiguous geographic area.
- **Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within or immediately adjacent to and accessible from the campus.

Campus Geography and Clery Reporting Definitions

Spring Hill College is a private, four-year Jesuit Catholic institution located at 4000 Dauphin Street, Mobile, Alabama. The main campus occupies approximately 381 acres in one of Mobile's safest residential areas and is bordered by Dauphin Street to the south and Old Shell Road to the north. Two public thoroughfares, Portier Lane and Avenue of the Oaks, run through the campus and are accessible to the general public. These streets are considered public property for Clery Act crime reporting purposes.

The campus includes nine residence halls with a combined capacity of 826 students, as well as academic, administrative, and recreational facilities such as:

- Administration Building
- Student Center (includes dining hall, mailroom, Spirit Store, Student Life Office)
- Gymnasium and fitness center
- Performing arts theater
- Burke Memorial Library
- Two chapels (St. Joseph's Chapel and Sodality Chapel)
- Classroom buildings
- Athletic fields
- An 18-hole golf course

Campus Map

A detailed map showing the boundaries of on-campus property, student housing, non-campus property, and adjacent public property is available at: [Welcome to Spring Hill College Map - Places](#)

Security of and Access to Campus Facilities (Main Campus)

Spring Hill College maintains three primary points of vehicular access to its main campus: the entrance on Dauphin Street, the entrance at Old Shell Road and College Lane, and the main gatehouse entrance at Old Shell Road and Portier Lane. The campus is open to the public daily between 5:00 a.m. and 10:30 p.m. Outside of these hours, vehicular access is restricted to the Old Shell Road/Portier Lane entrance and permitted only with authorization from the on-duty Public Safety officer.

Access to on-campus residential facilities is restricted at all times. Only assigned residents, their registered guests, and approved campus community members may enter residential buildings. Entry is controlled through physical keys or electronic key card readers. Residents are prohibited from propping doors open or allowing unauthorized individuals inside residence halls.

Public Safety officers conduct routine patrols of residential facilities and surrounding areas to monitor for unauthorized access and ensure compliance with College policies. Residence Life staff assist by enforcing security measures, responding to incidents within the halls, and promoting a safe residential environment. Spring Hill College regularly reviews access control policies in compliance with local ordinances, Alabama state law, and the Clery Act.

Access and Security Policies

- **Building Access:** Most academic and administrative buildings are open during normal business hours. Access to residence halls is restricted to residents and authorized personnel only via electronic key card access or individually assigned Medeco keys considered high security keys with a strong emphasis on restricted key control and protection against unauthorized duplication.
- **Public Property:** The institution does not restrict access to public streets, sidewalks, and rights-of-way adjacent to campus.
- **Maintenance and Safety:** The Department of Public Safety works closely with Facilities Management to identify and promptly address security concerns such as lighting, landscaping, and building access points.

Campus Facilities and Safety Maintenance

Spring Hill College is committed to maintaining campus facilities and landscaping in a manner that promotes safety and reduces hazardous conditions. Residence halls, academic buildings, and campus grounds are maintained with security and safety in mind, including controlled access systems, adequate lighting, and prompt repairs.

Public Safety officers regularly inspect the campus during patrols for issues such as:

- Malfunctioning exterior or interior lighting
- Damaged or obstructed walkways
- Overgrown landscaping that affects visibility
- Any additional conditions that could pose a risk to safety

Identified issues are promptly reported to Facilities Management for corrective action. Community members are encouraged to report safety concerns directly to Public Safety at (251) 380-4444 or to Facilities Management via the HillSafe App. Ensuring well-maintained facilities is a shared responsibility and a critical component of crime prevention and overall campus safety.

Non-Campus Properties

Spring Hill College owns or controls additional non-campus properties, which may include leased spaces for academic programs, athletic events, or student organization activities. Crime statistics for these properties are collected and reported as required by law.

Examples include:

- Spring Hill College Bologna Italy Center, in Bologna, Italy

Security Awareness and Crime Prevention Programs

Spring Hill College makes campus safety and crime prevention a priority through a variety of educational programs and initiatives designed to inform students and employees about security procedures, personal safety practices, and ways to contribute to a safe campus environment. Throughout the year, Spring Hill College conducts security awareness and crime prevention programs for students, faculty, and staff. These initiatives include practical guidance on securing personal property, reporting suspicious activity, and participating in emergency preparedness drills. Campaigns such as “Lock it or Lose it” educate the campus community about preventing theft, while outreach and training sessions encourage individuals to take responsibility for their own safety and the safety of others.

In addition to crime prevention programs, Spring Hill College offers ongoing education on personal safety and prevention of interpersonal violence through the Counseling and Wellness Services and the Office of Violence Prevention Programs include bystander intervention training, sexual assault prevention and response, domestic and dating violence awareness, stalking prevention, and escalation training. Together, these initiatives provide comprehensive prevention education and equip the campus community with the knowledge and skills to recognize, respond to, and prevent incidents of interpersonal violence.

Spring Hill College employs a Badger Way referral program to identify, evaluate, and assist students on campus who are “at risk” academically, emotionally, or physically. The team that evaluates at-risk students includes Counseling & Wellness Services, Student Academic Services, Residential Life, Campus Ministry, and other Student Life staff. This group meets every other week and convenes immediately if there is a critical incident on campus.

Spring Hill College offers counseling services to its students as well as referrals to off-campus resources and victim services programs.

Spring Hill College has a Support, Advocacy, Response, and Training (SART) team, formerly known as the Sexual Assault Response Team. Coordinated through the Office of Violence Prevention, SART serves as a confidential resource for students who may have experienced sexual assault, domestic violence, dating violence, or stalking. Team members collaborate with college staff and community partners to provide immediate support, connect students with resources, and advocate for their needs throughout the response and recovery process.

Ongoing safety and crime prevention and awareness programs offered include.

Name of Program	Date	Target Prohibited Behavior
Vehicle Safety Campaign	8/30/24	Vehicle burglary/theft
Weather Safety Awareness	9/10/24	Personal injury/property damage
Safe Halloween Initiative	10/31/24	Disorderly conduct, unsafe alcohol, substance use, general campus safety
Health and Safety Inspections	9/11/24	Unsafe, noncompliant, negligent actions by residents
Teal Day	4/22/24	Sexual Assault Awareness & Prevention
Mental Health Mondays	1/8/24, 1/22/24, 2/5/24, 2/19/24, 3/4/24, 3/18/24, 4/15/24, 8/26/24, 9/16/24	Psychoeducation on DVDVSAS, Drug and Alcohol Prevention
Kindness Rocks	4/22/24, 4/23/24, 10/24/24, 9/16/24	Psychoeducation on DVDVSAS, Drug and Alcohol Prevention

Coffee and Consent	4/24/24	Consent Education
Wellness Fair	4/23/24	SAAW/M
Badges, Burgers, & Boundaries	4/23/25	Wellness and Safety
Brides March	9/26/24	Domestic Violence Awareness and Prevention
SAAW/M - My Jeans are not my Consent	4/24/24	Sexual Assault Awareness & Prevention
Burn Your Baggage	4/25/24	SAAW/M Sexual Assault Awareness & Prevention
Title IX	10/24/24	Fraternity/Sorority NMI
Title IX	8/8/23; 8/8/24; 8/13/25	Training for RAs
Title IX	8/8/24	Training for Athletic Staff

Off Campus Criminal Activity

Spring Hill College does not operate or control any off-campus housing or off-campus student organization facilities. Therefore, the College does not maintain a formal program to monitor or record criminal activity involving students that occurs in off-campus locations of officially recognized student organizations. However, DPS maintains a cooperative working relationship with the Mobile Police Department and other local law enforcement agencies to the extent possible and will assist with information sharing when incidents involving students are reported. The College coordinates, as appropriate, with local law enforcement agencies, including those in Bologna, Italy, to obtain information about criminal activity affecting its locations.

Monitoring and Recording of Off-Campus Criminal Activity of Recognized Student Organizations

In accordance with 34 C.F.R. § 668.46(b)(7), Spring Hill College’s Department of Public Safety (DPS) requests, obtains, and reviews crime information from local law enforcement agencies regarding criminal activity involving students at off-campus locations of student organizations officially recognized by the College, including houses or facilities that are owned or controlled by such organizations. DPS documents and evaluates information received from law enforcement and, when incidents fall within Clery geography and definitions, includes those incidents in the College’s Clery statistics and, as appropriate, on the Daily Crime Log. Although the College does not provide law enforcement services at off-campus locations of recognized student organizations, DPS maintains cooperative working relationships with local agencies (e.g., Mobile Police Department) to facilitate information sharing for Clery Act compliance and campus safety purposes.

Local Law Enforcement Agencies:

- Mobile County Sheriff's Office
- City of Mobile Police Department
- City of Chickasaw Police Department
- City of Semme’s Police Department

- University of South Alabama Police Department

Alcohol and Drug-Free Policy

One of the College's objectives is to educate students regarding the responsible use of alcohol and the ill-effects of substance misuse and abuse on human health and behavior. In order to assure a work and learning environment that promotes the College's mission and proper function, the College prohibits the unlawful use, possession, manufacture, or distribution of alcohol, alcohol paraphernalia, illicit drugs, or drug paraphernalia in accordance with the Drug-Free Schools and Campuses Act (DFSCA) and the Clery Act. Illicit drug use, including the abuse of legal drugs, such as alcohol or the use of alcohol by underage persons, will result in disciplinary action. Federal, state, and local sanctions may also apply to such conduct. These policies apply to all College locations including the Italy Center. Violations may result in institutional disciplinary action.

Distribution of Drug-Free Policy

In compliance with the **Drug-Free Schools and Communities Act Amendments of 1989**, Spring Hill College annually distributes this policy to all students, faculty, and staff. The College also conducts a **biennial review** of its alcohol and drug prevention programs to:

- Assess program effectiveness,
- Implement needed changes, and
- Ensure consistent enforcement of disciplinary sanctions.

Educational Efforts

Through Counseling & Wellness Services, Residence Life, and Campus Involvement, Spring Hill College provides educational programs to encourage responsible decision-making about alcohol and drugs. Residence staff are trained to identify concerns and refer students for support. Preventive programming may include workshops, guest speakers, peer education, and awareness campaigns.

Counseling and Treatment

To assist students in regaining control of their lives and making healthy, positive choices, Spring Hill College trains Residence Life staff to provide supportive responses and connect students with appropriate resources. Students struggling with substance use may be referred to Counseling & Wellness Services (CWS) for evaluation, counseling, and, when necessary, referrals to treatment programs. Students may also seek help for themselves by contacting the Dean of Students, Residence Life staff, or any trusted faculty or staff member. If a member of the campus community is experiencing challenges with addiction, they will be encouraged and supported in pursuing treatment. Students and employees who are committed to addressing substance use concerns may have the opportunity to continue their studies or employment while receiving appropriate support. Counseling & Wellness Services remains available as a confidential resource for counseling and referrals for all enrolled students.

Health Risks of Alcohol and Drug Use

The use or abuse of alcohol and other drugs increases the risk for numerous health-related, behavioral, and social problems, including:

- Acute effects: blackouts, convulsions, coma, or death.
- Long-term effects: liver cirrhosis, brain damage, high blood pressure, ulcers, and cancers.
- Dependence and addiction.
- Increased risk of HIV/AIDS and other infections from needle sharing.

- Pregnancy complications, including miscarriage and fetal alcohol syndrome.
- Psychological disorders or psychiatric symptoms.
- Diminished behavior and impaired cognitive function.
- Risk-taking, violence, or fatal accidents.
- Impaired driving, resulting in injury, arrest, or death.
- Academic and occupational decline.
- Disciplinary or legal consequences.

Legal Sanctions Related to Drugs and Alcohol

Conduct that violates local, state and federal laws may also lead to a referral to law enforcement authorities for possible legal action, which may result in fines, imprisonment, etc.

State and Local Laws

- The legal age for purchasing, consuming or possessing alcoholic beverages is 21.
- No person under the age of 21 may falsely represent his/her identification.
- Persons providing, in any way, alcoholic beverages or controlled substances to those under the age of 21 or to any obviously intoxicated person are violating the law, including at a private residence.
- It is illegal to sell alcohol without a valid liquor license or permit.
- No person may drink alcoholic beverages or appear intoxicated in any public place or private social gathering outside of his/her proper residence.
- Drivers over 21 are prohibited from operating a motor vehicle if they have a blood alcohol content (BAC), normally of 0.08% or higher, while the legal limit for drivers under the age of 21 is 0.02%. The law also prohibits one who is incapable of safely driving due to alcohol, a controlled substance or any other substance.
- Penalties for a first drunken-driving offense include a mandated alcohol/drug program, fines of up to \$2,100, incarceration up to one year, and a 90-day driver's license suspension.
- Second offenses within a 5-year period are punishable by a mandated alcohol/ drug program, fines up to \$5,100, a mandatory jail sentence of 5 days or a minimum of 30 days of community service, and a one-year driver's license suspension.
- Conviction of misdemeanor drug possession is punishable by attending a court-referred alcohol/drug program, fines of up to \$2,000, three-to-twelve-month jail sentence, and driver's license suspension for six months.
- Conviction of drug trafficking of marijuana is punishable by attending a court referred alcohol/drug program, fines up to \$500,000, and possible life imprisonment, and a six-month driver's license suspension.
- An additional five-year jail sentence with no provision for probation is involved if the site of sale is within a three-mile radius of the campus boundaries of any public or private educational institution.

The laws cited above are valid at the time of publication of this document and are subject to change without notice. More extensive information regarding state and federal laws can be found at:

<http://www.legislature.state.al.us/codeofalabama/1975/32-5a-191.htm>.

Federal law

- The manufacture, distribution, possession, or use of controlled substances (e.g., cocaine, methamphetamines, heroin, LSD, fentanyl) is a felony punishable by substantial fines and imprisonment up to life.

- Convictions may result in forfeiture of personal and real property.
- Federal Student Aid Consequences: A conviction for a drug-related offense may result in the loss of eligibility for federal financial aid, including grants, loans, and work-study.
- Distribution or possession with intent to distribute drugs on or near College property carries enhanced penalties, including doubled sentencing and parole terms.

Alcohol Policy

Consumption and possession of alcoholic beverages must be in conformity with state and local laws. Students of legal drinking age may responsibly drink in their residential space. The consumption of any alcoholic beverage in outdoor and public spaces on campus is a violation of Campus policy (except in spaces recognized by the College), and will result in confiscation and disposal of the alcohol. Violations of the alcohol policy will be documented by College staff and will be processed through the Spring Hill College student conduct system.

Alcohol at College Events

Any individual or organization sponsoring a formal or informal social event is required to comply fully with the policies and procedures outlined in the Alcohol Policy for Campus Events including the proper registration of the event with the Center for Student Involvement. It is the sole responsibility of the sponsoring individual or organization to inform itself of these policies and to seek clarification where necessary. Failure to do so will result in actions being levied both on the organization and on the individual officers and/or members of that organization.

Supplemental Alcohol Policies

Residents in whose room and/or apartment alcohol is being consumed are responsible for, and will be held accountable for, the behavior of their guests, including, but not limited to, ensuring that guests younger than 21 years of age do not consume alcohol, that open containers of alcohol are not carried out of the room and/or apartment, and that neither the residential students, nor their guests, become intoxicated or behave in a disorderly manner.

Prohibited Conduct

- Due to the age designation of Viragh Hall and Viscardi Hall, these buildings will be considered alcohol-free environments – no one in the non-staff areas (including guests of legal drinking age) of the building will be allowed to have alcohol or alcohol containers in these areas.
- Possessing or consuming alcohol if under the legal age. Spring Hill College abides by Alabama State Law, which dictates that persons must be 21 years of age or older to legally consume alcohol.
- Operating a motor vehicle while under the influence of alcohol.
- The consumption of any alcoholic beverage in outdoor and public spaces on campus is a violation of Campus policy (except in spaces especially recognized by the College), and will result in confiscation, disposal.
- The consumption of any alcoholic beverage from glass is prohibited in approved outdoor and public spaces.
- Misrepresenting one's age for the purposes of purchasing or consuming alcohol.
- Possessing, furnishing, or consuming alcohol in College interior buildings (other than personal residential space), except during recognized College events.
- Possessing a common source of alcohol (e.g., kegs, or equivalent quantities of "pooled" alcohol).
- Purchasing for, or furnishing alcohol to, a minor.

- Disruptive behavior, public intoxication or being dangerously intoxicated to the point of putting oneself or others in danger.
- Alcohol paraphernalia, empty containers, and alcohol “trophies” are prohibited in all living spaces where the occupant(s) is under the legal drinking age.
- Whether of legal age or not, anyone who consumes alcohol must drink responsibly. Any behavior that indicates the misuse or over-consumption of alcohol is in violation of this policy. Engaging in activities that encourage irresponsible drinking is also a violation (e.g., competitive drinking, chugging drinks, beer pong, drinking games, etc.).

Consumption of Alcohol in College Designated Public Spaces

Students legally consuming alcohol in Skip’s Place pod common rooms and other College-designated public spaces must do so under the following criteria:

- The number of people in a pod common room at one time must not exceed 15 persons.
- The number of people in an apartment, including the balcony in Fairway Apartments must not exceed 10 persons.
- Alcohol is not to be stored in the Skip’s Place common room or on balconies in Fairway Apartments. Individuals who are over 21 years old may be in possession of one alcoholic beverage at a time in the common room.

Drug-Free Policy

Spring Hill College strictly prohibits the unlawful possession, use, manufacture, sale, or distribution of illicit drugs and drug paraphernalia by students and employees on College property, in College-owned vehicles, and at any College-sponsored event, whether on or off campus.

All members of the College community are expected to comply with all applicable local, state, and federal laws relating to controlled substances. This includes laws regulating the possession or use of marijuana, even in states where recreational or medical use may be legal—such use remains prohibited under federal law and on campus property.

The College adopts the definitions of controlled substances and drug paraphernalia as outlined in the Alabama Code and the federal Controlled Substances Act. In addition, the College adheres to the Safe and Drug-Free Schools and Communities Act, which defines illicit drugs and mandates preventative education, awareness, and enforcement policies.

Violations of this policy will result in disciplinary sanctions that may include a warning, mandated counseling or rehabilitation, suspension, expulsion, or termination of employment, and may also result in referral to local or federal law enforcement agencies to be handled in accordance with local, state, or federal law. Employee violations are addressed in accordance with Human Resources policies, which may include disciplinary action up to and including termination.

The College is committed to providing education, support, and resources to prevent substance abuse and to promote the health and well-being of the campus community.

Students seeking assistance with substance use concerns are encouraged to utilize confidential resources through Counseling & Wellness Services (CWS), Campus Ministry, or trusted faculty and staff who can help

connect them with appropriate off-campus providers. CWS offers evaluation, counseling, and referrals to treatment programs as needed, and remains a confidential resource for all enrolled students.

Employees seeking assistance with substance use concerns are encouraged to utilize confidential resources through the Employee Assistance Program (EAP) or Campus Ministry. The College supports employees in accessing treatment and recovery resources and encourages early help-seeking.

Distribution of Drug-Free Policy

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989, Spring Hill College annually distributes to all students, faculty, and staff a written policy that includes:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of drugs and alcohol on College property or at College-sponsored events;
- A description of applicable legal sanctions under local, state, and federal laws;
- A statement of the health risks associated with the use of illegal drugs and the abuse of alcohol;
- A description of available counseling, treatment, rehabilitation, and re-entry programs;
- A clear statement of the disciplinary sanctions the College will impose on students and employees who violate the standards of conduct, up to and including expulsion or termination.

In addition, the College conducts a biennial review of its alcohol and drug prevention programs to assess effectiveness, implement necessary changes, and ensure consistent enforcement of disciplinary sanctions.

College Sanctions Concerning Alcohol and Drug Policies

The College confronts students when inappropriate choices are made. Violations of the alcohol and drug policies are subject to sanctions, the severity of which shall increase as the seriousness of the violation increases. Individuals, student groups, or organizations that violate any of these regulations will be held accountable for the consequences of their poor choices and may lose the privilege of institutional recognition and/or sponsoring future events.

When confronted by a violation of the Alcohol and Drug-Free Policy, the College is obliged to respond. Responses will most commonly involve disciplinary sanctions. Sanctions may include but are not limited to the following:

- Completion of an educational or rehabilitation program (e.g., E-Chug, counseling).
- Fines or restitution.
- Parental notification.
- Loss of on-campus vehicle privileges.
- Probation.
- Suspension from the College, athletic teams, or student organizations.
- Dismissal from a residence hall.
- Expulsion or termination of employment.

Employee Drug and Alcohol Policies

It is the policy of Spring Hill College that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance and/ or illicit drug in the College's workplace/ on its property or as part of any College activities on or off- campus is prohibited. All employee-members of the faculty, administration, staff, and students are subject to this policy. The source for other student alcohol and drug policies/ references is

noted below for your information. Any violation of this policy will subject the employee to disciplinary action, including but not limited to, leave of absence up to and including termination and/ or referral to legal authorities to be handled in accordance with local, state, or federal law. The specifics of this policy are as follows:

1. Spring Hill College does not differentiate between drug users and drug pushers or sellers. Anyone subject to this policy who possesses, uses, gives, or in any way distributes or transfers a controlled substance/ illicit drug to another person or sells or manufactures a controlled substance/ illicit drug while on the job and/ or on College premises or at any College activities on- or off-campus will be subject to discipline up to and including termination and/ or referral to legal authorities to be handled in accordance with local, state, or federal law.
2. The term "controlled substance" generally means any drug scheduled in 21 U.S.C. § 812, generally supplemented by federal regulations in 21 CFR 1308.11 - 1308.15. Typically, these are drugs that have a high potential for abuse. Such drugs include, but are not limited to, Heroin and other narcotics; depressants; Marijuana and other Cannabis products; Cocaine, Meth, and other stimulants; "Crack"; and PCP and other hallucinogens. They also include legal drugs that are not prescribed by a licensed physician. "Illicit drug use" generally means the use of illegal drugs and the abuse of other drugs and alcohol, including anabolic steroids. Summaries of health risks and legal sanctions are noted below.
3. Each employee (including any student-employee, such as a work-study participant) is required by law to inform his or her divisional Cabinet Officer in writing within five (5) days after he or she is convicted for violation of any criminal drug statute where such violation occurred on Spring Hill College's premises. A conviction means a finding of guilt (including a plea of *nolo contendere*) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Federal or State criminal drug statutes.
4. Spring Hill College must notify the U.S. government agency with which the contract was made and/ or from which grant funds were received within ten (10) calendar days after receiving notice from such a convicted person or otherwise receiving actual notice of such a conviction. Any academic, administrative, or staff supervisor having knowledge or receiving notification of a conviction as described above shall immediately provide written notice to the division's Cabinet Officer. The division's Cabinet Officer will notify the Director of Human Resources and Risk Management so that proper notice can be sent to the appropriate U.S. government agency and/ or officials, as required by the Drug-Free Workplace Act.
5. If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to discipline, within the required time limitations, up to and including termination. Alternatively, or in addition to, the College may require such a person to successfully finish a drug abuse assistance / rehabilitation program sponsored by an approved private or governmental institution.
6. An employee who while working is involved in an accident or incident that requires outside medical attention may be screened to determine whether s/he tests positive for drugs and/ or alcohol. Further information concerning this topic may be found in, e.g., the Workers' Compensation sections of, e.g., the *Employee Policies and Procedures Manual*.
7. Any employee who violates this policy, even though the violation does not result in a conviction as set forth in paragraph 3, above, could be required to successfully finish a drug abuse/ rehabilitation program

- sponsored by an approved private or governmental institution, and also subject to disciplinary action including, but not limited to, leave of absence up to and including termination and/ or referral to legal authorities to be handled in accordance with local, state, or federal law.. Any person whose employment is terminated pursuant to this paragraph who feels that he or she has been unjustly terminated due to discrimination or harassment, may address such termination in accordance with any applicable provision set forth in the Spring Hill College Non-Discrimination and Anti- Harassment Policy, as updated from time to time, located, *e.g.*, in BadgerWeb, on the G Drive/ Human Resources, and at Burke Library.
8. The College reserves the right to require pre-employment drug testing. For cause, testing is in addition to any applicable pre- employment drug testing. The College reserves the right to require employee drug testing “for cause” or based on “reasonable suspicion,” not just in those positions whose job descriptions include any drug testing references. If a supervisor suspects that an individual is at work and under the influence of drugs, the supervisor should notify the Director of Human Resources and the appropriate Cabinet level administrator to seek authorization to drug test the employee. Authorization will be approved if sufficient objective symptoms (normally a minimum of two objective symptoms) exist to indicate to a reasonable person the employee may be under the influence of drugs. An employee who tests positive for drugs is subject to corrective action up to and including termination of employment and/ or referral to legal authorities to be handled in accordance with local, state, or federal law.
 9. Alcohol is also a drug and its abuse or unlawful possession, use, or distribution constitutes a major problem at the workplace and on campuses. The College will enforce the following policy:
 - a. The unlawful possession, use, or distribution of alcohol by employees in the College's workplace/ on its property or as any part of any College activities on or off-campus is prohibited.
 - b. Violators of paragraph 9.a. will be subject to disciplinary action including, but not limited to, leave of absence up to and including termination and/ or referral to law enforcement authorities for possible legal action. Summaries of health risks and legal sanctions are detailed herein.
 - c. Any employee who, except when attending an official College event, uses alcohol at work or any employee who is incapable of performing his or her job responsibilities due to what reasonably appears to be alcohol use/ abuse, could be subject to disciplinary action including, but not limited to, leave of absence up to and including termination and/ or referral to law enforcement authorities for possible legal action and/ or could be required to successfully finish an alcohol abuse program sponsored by an approved private or governmental institution.
 10. Any employee must abide by this policy as a condition of further employment by Spring Hill College, which is or may be a recipient of federal funds, grant funds, contracts, and/ or other types of federal financial assistance.
 11. SHC employees and their family members have access 24/7 by dialing 2-1-1. To contact “211 Connects AL,” dial 211 locally or visit (<http://www.211connectsalabama.org/>) and start with About Us for information and helpful referrals. Great information about alcohol/ drug/ substance abuse services locally is available on this site: <http://www.addicted.org/mobile-addiction-services.html> including but not limited to: Alcoholics Anonymous, Bradford Health Services, Bridge Inc. Recovery Center for Teens, Drug Education Council, Franklin Primary Health Center, Mobile Metro Treatment Center, Narcotics Anonymous of Gulf Coast, and VA Gulf Coast. Various local and 24- hour toll free lines/ help may be accessed as "Alcohol/ism Rehabilitation," "Drug Addiction Rehabilitation," *etc.*, in various search engines.

12. This policy will be reviewed on at least a biennial basis to (a) determine its effectiveness and implement changes if needed; (b) ensure that disciplinary sanctions are consistently enforced; (c) disclose the number of drug and alcohol- related violations and fatalities that occur on the Spring Hill campuses or as part of the Colleges' activities; and (d) report the number and type of sanctions imposed as a result of drug and alcohol-related violations and fatalities that occur on the Spring Hill campuses or as part of the Colleges' activities.
13. Nothing herein is intended to change the employment at will status of any employee without a written employment contract (i.e., without a written faculty contract). Employment may be terminated at any time by either party for any or no reason.

Firearms and Other Weapons

Policy

Except as otherwise provided in this Policy, possession of Firearms or other Weapons on Spring Hill College property is strictly prohibited.

Purpose: To set standards for the possession of firearms and other weapons on the campus of Spring Hill College in order to prevent any unreasonable risk to the safety of the community.

Definitions

Weapon includes but is not limited to any firearm, Bow and Arrow, Crossbow, a prohibited knife, taser, impact weapon, explosive weapon, chemical dispensing device, or other item deemed a weapon by a member of the Division of Student Life or Department of Public Safety staff.

Firearm means any device designed, made, or adapted to expel a projectile through a barrel using the energy generated by an explosion or burning substance or any device readily convertible to that use. For the purposes of this policy, devices that expel a projectile using air, spring tension, gas pressure, etc. are also considered firearms.

Handgun means any firearm that is designed, made or adapted to be fired with one hand.

Prohibited knife means a:

- Blade over 3.5 inches
- Any Switchblade knife (capable of being opened automatically or with gravity or centrifugal force)
- Hand instrument designed to cut or stab another or be thrown; Including but not limited to an; Axe, Tomahawk, etc.
- Dagger, including but not limited to a dirk, stiletto and poniard;
- Bowie knife;
- Sword; or
- Spear.

Taser: is a conducted energy device (CED) primarily used to incapacitate people.

Impact weapon: means any instrument that is designed, made or adapted for the purpose of inflicting injury or death by striking an individual with the instrument. This includes but is not limited to:

- Club
- Nightstick

- Blackjack
- Slap Jack
- Mace
- Nunchuck
- Tomahawk
- Knuckles

Explosive weapon means any explosive or incendiary bomb, grenade, rocket, or mine, that is designed, made, or adapted for the purpose of inflicting injury or death, or property damage, or for the principal purpose of causing such a loud report as to cause undue public alarm or terror, and includes a device designed, made, or adapted for delivery or shooting an explosive weapon. For the purpose of this policy a “Hoax bomb” is considered an explosive weapon.

Chemical dispensing device means a device, other than a small chemical dispenser sold commercially for individual protection that is designed, made, or adapted for the purpose of dispensing a substance capable of causing an adverse psychological or physiological effect on a human being.

Policy: Except as otherwise provided in this Policy, possession of Firearms or other Weapons on Spring Hill College property is prohibited. Violations of this policy will result in disciplinary action(s), up to/including criminal prosecution.

Exceptions for Employees

1. In accordance with Alabama Criminal Code 13A-11-90, Spring Hill College prohibits employees from carrying firearms while on the Spring Hill College Campus. However, employees may transport or store lawfully possessed firearms or ammunition in the employee’s privately-owned vehicle if:
 - a. The employee has a valid concealed weapon permit; or the weapon is any firearm legal for use for hunting in Alabama, other than a pistol, the employee possesses a valid Alabama hunting license and it is a season in which hunting is permitted by Alabama law or regulation; and
 - b. The weapon is unloaded at all times on the property; and
 - c. The employee has never been convicted of any crime of violence as that term is defined in Section 13A-11-70, nor of any crime against an individual(s) set forth in Chapter 6 of Title 13A, nor is subject to a Domestic Violence Order, as that term is defined in Section 13A-6-141; and
 - d. The employee does not meet any of the factors of mental illness set forth in Section 13A-11-75(a)(1) a.1-8; and e. The employee has no documented prior workplace incidents involving the threat of physical injury or which resulted in physical injury; and
 - e. The motor vehicle is operated or parked in a location where it is otherwise permitted to be; and
 - f. The firearm is located in either of the following:
 - i. In a motor vehicle attended by the employee, kept from ordinary observation within the individual's motor vehicle.
 - ii. In a motor vehicle unattended by the employee, kept from ordinary observation and locked within a compartment, container, or in the interior of the individual’s privately owned motor vehicle or in a compartment or container securely affixed to the motor vehicle.
2. This Policy shall not apply to:
 - a. State of Alabama or federal law enforcement officers when carrying a weapon in conformance with the policies of their employing agencies.
 - b. A member of the armed forces of the United States or Alabama National Guard while acting in their official capacity and in conformance with their military orders.

- c. Kitchen knives kept for the sole purpose of food preparation.
- 3. Students residing in college housing must store their Weapons and ammunition with the College Department of Public Safety in accordance with the Weapons Storage Section of this Policy.
- 4. Employees, consistently and normally paid in the CX Faculty and Staff Pay Group who live in College housing may be permitted to possess firearms or other weapons in their residence only with permission from the Director of Public Safety and the President of the College. Otherwise, employees must store their weapons and ammunition with the College Department of Public Safety in accordance with the Weapons Storage Section of this Policy.

Firearm and Weapon Storage with Public Safety

The Spring Hill College Department of Public Safety offers secure, free weapons storage for students, staff and faculty living in college housing. Weapons which are brought to campus should be immediately checked in and stored in the Public Safety Department for safekeeping using the following procedures:

- Weapons Permitted to be Stored
 - Shotguns
 - Rifles
 - Handguns
 - Bows and Arrows
 - Crossbows
- Individuals utilizing this service will need to contact Public Safety and schedule a “drop off”. A Public Safety Officer will escort the individual and weapon from their vehicle to the Public Safety Office, ensuring the weapon is properly stored prior to delivery.
 - A valid government issued photo ID when storing or retrieving their weapon.
 - Owners will read and sign the *Weapon Contract* and will complete a *Weapon Information Form*
 - A photocopy of the owner’s identification will be made and filed with the weapon Information Form. If applicable, a copy of their valid concealed weapon permit will also be kept on file.
 - Individuals will have to sign a log book each time a weapon is brought in or out of storage. The weapon log will consist of the owner’s name, make and serial number of the firearm. Owner’s name and other descriptors should be used on the log for archery equipment or other Weapons.
 - Weapons may be checked in or out 24 hours, 7 days a week, preferably with an appointment; however, individuals should plan ahead and allow 30 -45 minutes wait time to allow for officer availability.
 - No more than 3 Firearms may be stored for each owner.
 - Arrangements must be made in advance and in writing for anyone other than the owner (the individual whose ID is with the Firearm) to retrieve the Firearm from the Department of Public Safety.
 - The weapon chamber must be OPEN and CLEAR of ammunition prior to entering the Department of Public Safety.
 - Weapons should be equipped with a barrel flag.
 - Weapons must be transported in a carrying case from the vehicle, to the inside of the DPS building, and then back to the vehicle.
 - Ammunition should be boxed by the owners in one box for storage.

- Archery equipment must be stored in a protective case, and all arrow tips must be removed from the arrows prior to storage.
- Upon retrieval of any weapon, a Public Safety Officer will escort the individual to their vehicle with the weapon
- Any weapon left for 90 days after an individual is no longer affiliated with SHC and without a formal written arrangement with the Director of Public Safety, will be considered abandoned by its owner and becomes the property of SHC Department of Public Safety.
- The officers of SHC Department of Public Safety have the right to refuse any weapon to an individual if, at the time of the pickup, the individual is believed to be under the influence of any drug or if any officer believes the individual's judgment is impaired to the extent that the individual may pose a threat to themselves or others.
- SHC is not responsible for items damaged or lost.
- The Director of Public Safety may seize or deny permission to possess any weapon on campus property which is deemed to present a danger to the campus community.

Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Retaliation

Sexual Harassment and Misconduct Policy

Spring Hill College is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from sexual harassment and retaliation. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity,

Spring Hill College has developed internal policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation sexual harassment or retaliation. Spring Hill College values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved.

The United States Department of Education has promulgated regulations requiring certain Title IX procedures ("2020 Title IX Regulations"). Spring Hill College Sexual Harassment and Misconduct Policy can be found: [HERE](#)

Applicable Scope

The core purpose of this policy is the prohibition of sexual harassment and retaliation. When an alleged violation of this policy is reported, the allegations are subject to resolution using Spring Hill College's "Process A" or "Process B," as determined by the Title IX Coordinator, and as detailed below.

Spring Hill College utilizes two types of disciplinary proceedings to address allegations of sexual harassment, sexual assault, dating violence, domestic violence, and stalking: Process A and Process B. Process A is used for allegations that fall within the jurisdiction of the 2020 Title IX Regulations, as determined by the Title IX Coordinator. Process B is used for allegations that do not meet the jurisdictional requirements of Process A but still fall within the College's Sexual Harassment and Misconduct Policy. The Title IX Coordinator determines which process will be applied based on the nature and circumstances of the reported conduct.

When the Respondent is a member of the Spring Hill College community, a grievance process may be available regardless of the status of the Complainant, who may or may not be a member of the Spring Hill College

community. This community includes, but is not limited to, students, student organizations, faculty, administrators, staff, and third parties such as guests, visitors, volunteers, invitees, and campers.

The procedures below may be applied to incidents, to patterns, and/or to the campus climate, all of which may be addressed and investigated in accordance with this policy.

The Title IX Office

Title IX prohibits sex discrimination in educational institutions that receive federal funding. Discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual coercion, stalking and domestic/intimate partner violence. While it is often thought of as a law that applies only to athletics programs, Title IX is much broader than Athletics and applies to all programs at Spring Hill College. SHC prohibits sex or gender-based harassment, discrimination or retaliation. The Title IX Office is dedicated to supporting the College's commitment to creating an environment where students, faculty, staff and visitors are free from discrimination, sexual harassment, and sexual violence. We provide leadership and support regarding Title IX regulations and collaborate with Counseling and Wellness on the implementation of prevention programming that addresses sexual harassment and sexual violence. The Title IX Office takes all allegations of sexual misconduct seriously. We will promptly respond and thoroughly investigate and resolve all complaints of sexual misconduct in accordance with the College's Sexual Harassment and Misconduct Policy. We are committed to supporting all members of the College community by providing fair and equitable services and resources. The Title IX Office is located in the Barter Student Center, Rm 125.

Title IX Coordinator

The Vice President for Culture & Community, Dr. Vannee Cao-Nguyen, serves as the Title IX Coordinator and oversees implementation of this policy. The Title IX Coordinator has the primary responsibility for coordinating Spring Hill College's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent sexual harassment, and retaliation prohibited under this policy.

Independence and Conflict-of-Interest

The Title IX Coordinator acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy and these procedures. The members of the Title IX Team are vetted and trained to ensure they are not biased for or against any party in a specific case, or for or against Complainants and/or Respondents, generally.

To raise any concern involving bias or conflict of interest by the Title IX Coordinator, contact Dr. Mary H. Van Brunt, President of Spring Hill College at 251-380-3865 or president@shc.edu. Concerns of bias or a potential conflict of interest by any other Title IX Team member should be raised with the Title IX Coordinator.

Reports of misconduct committed by the Title IX Coordinator should be reported to Dr. Mary H. Van Brunt, President of Spring Hill College at 251-380-3865 or president@shc.edu or designee. Reports of misconduct committed by any other Title IX Team member should be reported to the Title IX Coordinator.

Violence Against Women's Act (VAWA): Violence, Prevention, and Response

National studies have shown that approximately 26% of all female undergraduate students and 6.8% of male undergraduate students will be victims of sexual assault (including attempted sexual assault) while at college. These studies also found that most campus sexual assaults occurred when women were incapacitated, usually by alcohol, and that the majority of sexual assaults are committed by someone

known to the victim. The College strictly prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking as part of the College's commitment to establishing an environment free from sexual misconduct. The College is committed to establishing and maintaining an environment where individuals are free from sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation (collectively "sexual misconduct").

Spring Hill College has a comprehensive Sexual Misconduct Policy and Complaint Resolution Procedures that apply to all students, faculty, staff, and visitors to campus. The College considers sexual misconduct to be a serious offense because it undermines the atmosphere of trust and respect that is essential to a healthy College community. Consequently, it is the goal of the College to prevent sexual misconduct from occurring and to provide a response that will limit the potential emotional impact to the victim.

Procedures Following a Report of Dating Violence, Domestic Violence, Sexual Assault, or Stalking

Consistent with 34 C.F.R. § 668.46(k), when Spring Hill College receives a report of dating violence, domestic violence, sexual assault, or stalking, it will:

1. Provide a written explanation of rights and options to the complainant and respondent, including available supportive measures, how to request changes to academic, living, transportation, and working situations, and information on confidentiality.
2. Assist with and explain reporting options (criminal, institutional, both, or neither), including how to preserve evidence and how the College can help notify law enforcement upon request.
3. Offer supportive measures regardless of whether a formal complaint is filed, which may include academic adjustments, housing changes, work schedule changes, mutual no-contact directives, and other appropriate measures without fee.
4. Conduct prompt, fair, and impartial disciplinary proceedings that are:
 - a. Completed within reasonably prompt timeframes, with extensions for good cause and notice to both parties;
 - b. Conducted by officials who receive annual training on issues related to these offenses and on conducting processes that protect the safety of all and promote accountability;
 - c. Equitably applied, affording both parties the same opportunities to have others present including an advisor of choice and to present witnesses and evidence. The College may establish restrictions regarding the extent to which the advisor may participate in the proceedings, provided that any restrictions apply equally to both parties.
5. Provide simultaneous written notice to both parties of:
 - a. The outcome (result) of any disciplinary proceeding, the rationale, the sanctions (if any), and any remedies provided to the complainant, to the extent permitted by law;
 - b. The procedures and permissible bases for appeal, and the result of any appeal.
6. Apply the range of sanctions and protective measures listed in the Student Code of Conduct and in this ASR (see "Sanctions"), up to and including suspension or expulsion for students and termination for employees.

Resolution timeline: Spring Hill College will make a good faith effort to complete the resolution process within a sixty-to-ninety (60-90) business day time period, including appeal, which can be extended as necessary for appropriate cause by the Title IX Coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process. Both Process A and Process B follow substantially similar steps, including intake, investigation, determination, and appeal, and are conducted in a prompt, fair, and impartial manner.

Awareness and Prevention Programming

Spring Hill College conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the College prohibits the offenses of dating violence, domestic violence, sexual assault, and stalking. Participants are also informed of the applicable Violence Against Women Act (VAWA) topics discussed herein, including relevant definitions, risk reduction strategies, and bystander intervention. The PPAP further provides information on possible sanctions and protective measures that may be imposed following a determination that one of these offenses has occurred, an explanation of the disciplinary procedures that will be followed when such offenses are alleged, the rights of the parties involved in such proceedings, available resources, and other pertinent information. Much of this information is set forth elsewhere in this Annual Security and Fire Report.

Spring Hill College offers a variety of personal safety, primary prevention, and sexual assault prevention programs to the campus community. Through the Office of Violence Prevention, students, faculty, and staff have access to education and resources throughout the academic year. Programs include bystander intervention training, sexual assault prevention and response, domestic and dating violence awareness, stalking prevention, and escalation training. Together, these initiatives provide comprehensive prevention education and equip the campus community with the knowledge and skills to recognize, respond to, and prevent incidents of interpersonal violence.

Spring Hill College has a Support, Advocacy, Response, and Training (SART) team, formerly known as the Sexual Assault Response Team. Coordinated through the Office of Violence Prevention, SART serves as a confidential resource for students who may have experienced sexual assault, domestic violence, dating violence, or stalking. Team members collaborate with college staff and community partners to provide immediate support, connect students with resources, and advocate for their needs throughout the response and recovery process.

All incoming new students are required to attend an in-person Title IX training during Orientation conducted by the Title IX Coordinator. Athletes are also required to complete the compliance training. All Resident Assistants and Orientation Guides are required to attend the training as well.

Spring Hill College also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to enhance their skills for addressing the offenses of dating violence, domestic violence, sexual assault, and stalking. These training modules from United Educators include “Prevent Discrimination and Harassment Together” and “Prevent Sexual Violence Together.”

Understanding Sexual Assault, Domestic and Dating Violence, Stalking, Consent, and Incapacitation

Although the State of Alabama has enumerated numerous sexual offenses, the offenses that are most relevant to the typical college student experience are sexual assault, domestic violence, dating violence, and stalking. Complete definitions of these offenses, including jurisdictional definitions, are as follows. For the purposes of this report, the definitions under Alabama law constitute the applicable jurisdictional definitions. Where institutional or federal (Clery Act) definitions are referenced below, they are provided for informational and reporting context only.

Sexual Assault (Sex Offenses): An offense that meets the definition of rape, fondling, incest, or statutory rape. The State of Alabama does not define “sexual assault” as a single, separate offense; rather, sexual misconduct is addressed through multiple specific criminal statutes (e.g. rape, sexual abuse, sodomy)

- Rape: the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim or the carnal knowledge of a person under any of the above circumstances.
- Fondling: the touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest: non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape: non-forcible sexual intercourse with a person who is under the statutory age of consent. If the victim is over 12 and under 16 years of age, and the perpetrator is at least 2 years older, it would be statutory rape.

Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

Domestic Violence

Under the State of Alabama, a person commits the crime of Domestic Violence when any of the listed laws below are violated; AND the victim is a current/former spouse, parent, child, any person with whom the defendant has a child in common, present/former household member, or a person who has/had a dating or engagement relationship with the defendant.

The following Clery Act definition is provided for reporting purposes: Domestic Violence is a felony or misdemeanor crime of violence committed by (1) a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; (2) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (3) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred or is receiving grant monies; or (4) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Applicable laws for Domestic Violence:

- Assault in the 1st or 2nd Degree (Felony – Ala. Code § 13A-6-20 and -21)
- Aggravated/Non-Aggravated Stalking (Felony – Ala. Code § 13A-6-90 and -91)
- Electronic Stalking 1st Degree (Felony – Ala. Code § 13A-6-95)
- Electronic Stalking 2nd Degree (Misdemeanor – Ala. Code § 13A-6-96)
- Intimidating a Witness (Felony – Ala. Code § 13A-10- 123)
- Burglary in the 2nd or 3rd Degree (Felony – Ala. Code § 13A-7-6 and-7)
- Criminal Mischief 1st Degree (Felony – Ala. Code § 13A-7-21)
- Assault in the 3rd Degree (Misdemeanor – Ala. Code § 13A-6-22)
- Menacing (Misdemeanor – Ala. Code § 13A-6-23)
- Reckless Endangerment (Misdemeanor – Ala. Code § 13A-6-24)

- Criminal Coercion (Misdemeanor – Ala. Code § 13A-6-25)
- Harassment/Harassing Communication (Misdemeanor – Ala. Code § 13A-11-8)
- Criminal Surveillance (Misdemeanor – Ala. Code § 13A- 11-32)
- Criminal Trespass in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-4)
- Criminal Mischief in the 2nd or 3rd Degree (Misdemeanor – Ala. Code § 13A-7-22 and -23)
- Arson in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-43)

Dating Violence

The Alabama Criminal Code includes the crime of dating violence in the domestic violence statutes.

(Under Alabama law, dating violence is not defined separately but is included within the domestic violence framework when a qualifying relationship exists.)

Stalking

A person who intentionally and repeatedly follows or harasses another person, and who makes a threat, either expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm, is guilty of the crime of stalking in the first degree. A person who, acting with an improper purpose, intentionally and repeatedly follows, harasses, telephones, or initiates communication, verbally, electronically, or otherwise, with another person, any member of the other person's immediate family, or any third party with whom the other person is acquainted, and causes material harm to the mental or emotional health of the other person, or causes such person to reasonably fear that his or her employment, business, or career is threatened, and the perpetrator was previously informed to cease that conduct, is guilty of the crime of stalking in the second degree. Stalking can occur between persons of the same or opposite sex.

- Course of conduct: two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitor, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property,
- Reasonable person: a reasonable person under similar circumstances and with similar identities to the victim,
- Substantial emotional distress: significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Under the State of Alabama, a person who intentionally and repeatedly follows or harasses another person, and who makes a threat, either expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm, is guilty of the crime of stalking in the first degree.

A person who, acting with an improper purpose, intentionally and repeatedly follows, harasses, telephones, or initiates communication, verbally, electronically, or otherwise, with another person, any member of the other person's immediate family, or any third party with whom the other person is acquainted, and causes material harm to the mental or emotional health of the other person, or causes such person to reasonably fear that his or her employment, business, or career is threatened, and the perpetrator was previously informed to cease that conduct, is guilty of the crime of stalking in the second degree.

Stalking can occur between persons of the opposite sex or the same sex.

The State of Alabama Criminal Code also defines Electronic Stalking. Electronic Stalking occurs when a person, without the consent of the owner or except as otherwise authorized by law, places any electronic

tracking device on the property of another person, with or without the intent to surveil or for any other unlawful purpose. Alabama law prohibits electronic stalking pursuant to Alabama Code §13A-6-95 through § 13A-6-96, inclusive.

(The above definitions reflect Alabama law, including first and second degree stalking and electronic offenses.

Consent and Incapacitation

Under Alabama state law, lack of consent results from forcible compulsion, incapacity to consent, or in the case of sexual abuse, any circumstances in which the victim does not expressly or impliedly acquiesce in the actor's conduct* (*Sexual abuse is defined in Alabama Code Section 13A-6-66 and 67).

Alabama state law further defines Forcible Compulsion and Incapacity to Consent as follows:

- Forcible Compulsion: physical force was used to overcome resistance, or the victim was placed in fear of immediate death or serious injury.
- Incapacity to Consent: this means that the victim is one of the following:
 - Physically helpless, generally unconscious, or unable to communicate.
 - Mentally defective - namely, the person suffers from a mental defect or disease.
 - Less than 16 years old.
 - Mentally incapacitated: the person lacks the ability to understand the fact, nature, or extent of a sexual situation due to a narcotic or intoxicating substance which was administered without his/her consent (covers Date Rape Drugs).

In addition to Alabama law, Spring Hill College's definition of consent includes conduct that a reasonable person would understand to indicate agreement to the sexual conduct at issue. Consent must be informed, freely given, and mutually understood. Lack of consent is a critical factor in determining whether sexual violence has occurred.

- Consent is knowing, and voluntary, and clear permission by word or action to engage in sexual activity. Individuals may experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.
- If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.
- For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back.
- Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time.
- Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.
- Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on Spring Hill College to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

- Consent in relationships must also be considered in context. When parties consent to BDSM or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual, so Spring Hill College’s evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

Incapacitation: A person cannot consent if they are unable to understand what is happening or are disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated. “Should have known” is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

Risk Reduction

The following information includes safety strategies adapted from RAINN.org. It’s important to emphasize that no one is ever to blame for being assaulted, only those who commit the sexual violence are responsible for their actions. These strategies are meant to provide tools that may help reduce risk in certain situations, but experiencing assault is never the survivor’s fault.

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don’t know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have a shared drive app.
- Don’t allow yourself to be isolated with someone you don’t trust or someone you don’t know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- Report any suspicious person or activity to SHC PSO immediately, regardless of time.
- Always lock your doors in your car, room, apartment, or house.
- When engaging in sexual activity, all parties must freely, actively and enthusiastically give consent.

- If you drink, drink responsibly and do not get intoxicated. Alcohol is the most common intoxicant involved in sexual assaults.
- Only drink sealed beverages that you can open yourself; do not share drinks; don't drink from a common container.

Bystander Interventions: Safe and Positive Options

Bystander intervention involves safe and positive actions that individuals can take to prevent harm or to intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. We encourage a culture of community accountability, where bystanders are actively engaged in prevention without causing further harm. Intervention may include recognizing situations of potential risk, understanding the cultural and institutional factors that can contribute to violence, identifying safe and effective options, and taking action when appropriate. While it is not always easy to know what to do, every effort can make a difference. If you or someone else is in immediate danger, for example, if a person is being physically abusive and it's unsafe to intervene, you should call 911.

- Stay aware of your surroundings and notice situations that may pose a risk.
- Check in if someone seems uncomfortable, isolated, or in trouble, ask if they're okay.
- Interrupt risky situations safely by creating a distraction, offer an alternative, or step in with friends if someone may be in danger.
- Never leave an incapacitated person alone; help them get to a safe place with trusted friends or offer to get them home safely.
- Speak up if you see harmful behavior and safely confront or call out attempts to take advantage of someone who is incapacitated, being secluded, or treated abusively.
- Challenge harmful language and attitudes by not laughing at or encourage offensive, sexist, racist, or homophobic jokes or victim-blaming comments. Make it clear that respect and consent matter.
- Be clear about consent by reminding friends that consent is always required, regardless of relationship status or circumstance.
- Call for help when needed when a situation feels unsafe for you to step into directly (for example, if someone is being physically abusive), contact 911 or Public Safety
- Support survivors by believe someone who discloses sexual assault, stalking, or abuse, and connect them with campus or community resources for help.
- Model respect in your own actions by ensuring your interactions are consensual and encourage your peers to do the same.

Reporting Procedures for victims of Dating Violence, Domestic Violence, Sexual Assault or Stalking

If you experience domestic violence, dating violence, stalking, or sexual assault, you have options for seeking help and support. Reporting is a personal choice, and you are not obligated to pursue a particular course of action. However, knowing the available procedures can help ensure your safety, connect you with resources, and preserve your rights. The following outlines the steps you may take to report an incident and access assistance both on and off campus.

- If you are in imminent danger, call 911 immediately.
- Ensure your safety as soon as possible. If needed, relocate to a safer location and call 911 or Public Safety at 251.380.4444.
- Consider reaching out to a trusted friend or family member for additional support.

- Seek medical attention if needed.
 - A medical forensic exam includes a physical exam, evaluation for risk of sexually transmitted infections (STIs) and pregnancy, and prophylactic treatment, as indicated.
 - Victims of physical assault are advised not to remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe or wash, or otherwise clean the environment in which the assault occurred.
 - Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report. You are not automatically filing a police report, nor are you making a commitment to file charges or to testify in court. Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking. If victims do not opt for forensic evidence collection, health care providers can still provide needed medical care.
 - USA Health Freestanding Emergency Department has a trained forensic nurse and will perform a free anonymous sexual assault evidence collection kit if you are not certain you want to pursue criminal charges at the time of occurrence. 181 Hillcrest Rd Mobile, AL 36608.
 - If it has been less than 5 days since you were assaulted, seek care at any Emergency Department. Including USA Health Freestanding Emergency Department 251.341.3800
- You can also contact the Mobile Rape Crisis Center by calling 251.473. RAPE (7273) or visit <https://www.lifelinesmobile.org/rape-crisis-center>. A certified victim's advocate is available 24 hours a day.
- For domestic violence, you can call the Penelope House 24 hour hotline at 251.342.8994 where counselors are available to provide options, information and emotional support.
- An online report form may also be submitted to the College by completing it [HERE](#). This form will be routed to the Title IX Office.
- Students reporting incidents or allegations to any College employee should know that every effort will be made to respect the private and sensitive nature of their report. However, as required under Title IX, reports to any of the above parties will result in a notification of the report to the Title IX Coordinator. The Complainant/Victim will have the option of whether or not to pursue further remedies as described below, but should take note that any report to a responsible College employee will result, at minimum, in a report to the campus Title IX Coordinator.
- Confidential Support If a student wishes to speak with someone on campus confidentially about an act of sexual misconduct or any other matter, he or she should contact and schedule an appointment with the Counseling & Wellness Services, whose staff are trained mental health professionals and are not required to report information disclosed in these confidential sessions. Additionally, pastoral staff, when acting in their role as clergy, are also considered confidential resources and are not required to report information shared with them
- Contact Police - To make a police report, you can contact the SHC Public Safety Department by calling 251.380.4444 or by calling 911. You should provide as much information as possible, including name, address, when, and what occurred to the best of your ability.
- Reports can also be made to the following College Officials.
 - Title IX Coordinator, Titleix@shc.edu
 - Dean of Students, dmelton@shc.edu
 - Director of Res Life, reslife@shc.edu

- Counseling & Wellness, counseling@shc.edu
- HR Director, thicks@shc.edu

Making a report of sexual misconduct with the College. This includes reports of dating violence, domestic violence, sexual assault, and stalking.

- Employees, students, and visitors of the SCH community who wish to report sexual misconduct should file a report with the Title IX Coordinator or the SHC Public Safety Office.
- At the time of filing a formal complaint, the potential complainant must be participating in, or attempting to participate in a College sponsored program or activity.
- In addition to making a report under the College's Sexual Harassment and Misconduct Policy, any person may also make to the US Department of Education, Office for Civil Rights.
- The College encourages any person who believes they have been a victim of a crime to make a report to law enforcement. If requested, for crimes occurring off campus, the College will assist in notifying the appropriate law enforcement authorities.
- If the complainant wishes to pursue a formal grievance under the Complaint Resolution Procedure outlined in the Sexual Harassment and Misconduct Policy, the Title IX Coordinator will appoint an investigator and the complaint will be investigated and resolved according to the procedures outlined.

Amnesty for Related Misconduct Charges

The Spring Hill College community encourages the reporting of misconduct and crimes by Complainants and witnesses. Sometimes, Complaints or witnesses are hesitant to report to Spring Hill College officials or participate in grievance processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons.

It is in the best interests of the Spring Hill College community that Complainants choose to report misconduct to Spring Hill College officials, that witnesses come forward to share what they know, and that all parties be forthcoming during the process.

To encourage reporting and participation in the process, Spring Hill College maintains a policy of offering student parties and student witnesses amnesty from minor policy violations such as underage consumption of alcohol or the use of illicit drugs related to the incident. Amnesty does not apply to more serious allegations such as physical abuse of another or illicit drug distribution. The decision not to offer amnesty is based on neither sex nor gender, but on the fact that collateral misconduct is typically addressed for all students within a progressive discipline system, and the rationale for amnesty the incentive to report serious misconduct is rarely applicable to Respondents with respect to a Complainant.

Sometimes, students are hesitant to assist others for fear that they may get in trouble themselves (for example, an underage student who has been drinking or using marijuana might hesitate to help take an individual who has experienced sexual assault to the Public Safety Department).

Spring Hill College maintains a policy of amnesty for students who offer help to others in need. Although policy violations cannot be overlooked, the College may provide purely educational options with no official disciplinary finding, rather than punitive sanctions, to those who offer their assistance to others in need. The

College may, at its discretion, offer employee Complainants amnesty for minor policy violations related to an incident that the employee reports.

Summary of Institutional Disciplinary Procedure

The following procedures apply to both Process A and Process B, unless otherwise specified in the College's Sexual Harassment and Misconduct Policy.

When Spring Hill College receives a report of dating violence, domestic violence, sexual assault, or stalking, it will:

1. Provide a written explanation of rights and options to the complainant and respondent, including available supportive measures, how to request changes to academic, living, transportation, and working situations, and information on confidentiality.
2. Assist with and explain reporting options (criminal, institutional, both, or neither), including how to preserve evidence and how the College can help notify law enforcement upon request.
3. Offer supportive measures regardless of whether a formal complaint is filed, which may include academic adjustments, housing changes, work schedule changes, mutual no-contact directives, and other appropriate measures without fee.
4. Conduct prompt, fair, and impartial disciplinary proceedings that are:
 - a. Completed within reasonably prompt timeframes, with extensions for good cause and notice to both parties;
 - b. Conducted by officials who receive annual training on issues related to these offenses and on conducting processes that protect the safety of all and promote accountability;
 - c. Equitably applied, affording both parties the same opportunities to have others present including an advisor of choice and to present witnesses and evidence. The College may establish restrictions regarding the extent to which the advisor may participate in the proceedings, provided that any restrictions apply equally to both parties.
 - d. Using a preponderance of the evidence standard to determine responsibility for allegations of dating violence, domestic violence, sexual assault, or stalking.
5. Provide simultaneous written notice to both parties of:
 - a. The outcome (result) of any disciplinary proceeding, the rationale, the sanctions (if any), and any remedies provided to the complainant, to the extent permitted by law;
 - b. The procedures and permissible bases for appeal, and the result of any appeal.
6. Apply the range of sanctions and protective measures listed in the Student Code of Conduct and in this ASR (see "Sanctions"), up to and including suspension or expulsion for students and termination for employees.

Resolution timeline: Spring Hill College will make a good faith effort to complete the resolution process within a sixty-to-ninety (60-90) business day time period, including appeal, which can be extended as necessary for appropriate cause by the Title IX Coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

Written Notification of Rights and Options

Written Notification of Rights and Options Pursuant to 34 C.F.R. § 668.46(b)(11)(vii), Spring Hill College will provide any student or employee who reports dating violence, domestic violence, sexual assault, or stalking—whether the incident occurred on or off campus—with a written notification of:

- Available confidential and non-confidential counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid assistance, and other services on campus and in the community;
- Options for, and available assistance in, changing academic, living, transportation, and working situations, if requested and reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement;
- The importance of preserving evidence for proof of a criminal offense or to obtain a protective order;
- Reporting options, including to campus authorities and local law enforcement, and the College's assistance in notifying law enforcement if the victim so chooses;
- The College's disciplinary process, including how to file a formal complaint and the availability of supportive measures regardless of a formal complaint;
- Information on orders of protection, no-contact orders, restraining orders, and similar lawful orders issued by criminal, civil, or tribal courts or by the College.

Resources may include the following depending on the nature of the complaint:

- SHC Office for Violence Prevention, violenceprevention@shc.edu, 251-380-4098
- SHC Sexual Assault Response Team, sart@shc.edu, 251-609-1245
- SHC Department of Safety, shcpolice@shc.edu, 251-380-4444
- SHC Title IX Office, titleix@shc.edu, 251-380-3026
- SHC Office of Community Standards, studentlife@shc.edu, 251-380-3023
- Crisis Center (AltaPointe Behavioral): (251) 450-2211
- Penelope House Family Violence Center (24/7 Hotline): (251) 342-8994
- Rape Crisis Center's 24/7 Hotline: (251) 473-7273
- Lifelines Counseling: 251-602-0909
- Women's Resource Center: 251-344-4357
- The National Suicide Prevention Lifeline: 988
- United Way Resource Line: 211

Intake Meetings/Initial Assessment

Once an allegation is made, the Complainant will be invited to participate in an Intake Meeting. Intake Meetings include the review and explanation of this Policy and the University's Title IX procedures, available campus resources, and Supportive Measures. The Intake Meeting will also serve to provide information about the investigation process and informal resolution options. If a Formal Complaint is filed or if certain Supportive Measures are requested and deemed appropriate, the Respondent will be notified of the allegation(s) and also be invited to participate in an Intake Meeting for the same purposes described above. An advisor may be present to advise a party but cannot speak for the individual or otherwise participate directly in any meeting. In cases where a Formal Complaint is not filed, but Supportive Measures are requested, some Supportive Measures may require the disclosure of the Complainant's identity to the Respondent; however, when Supportive Measures do not require such a disclosure, every attempt will be made to keep the Complainant's identity confidential.

Interim Measures/Remedies

Based on the nature and seriousness of the allegation, regardless of whether or not the Complainant/Victim wishes to pursue a resolution under the Title IX Policy, the College may take interim/intervening measures as outlined in the Student Code of Conduct, or as outlined in the College's Title IX Policy. The College will notify the Complainant of any interim remedies/measures available under the aforementioned policies. These remedies are designed to prevent the recurrence of the alleged misconduct, retaliation and to limit the negative effects of the alleged misconduct during the investigation period.

The College will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations, or protective measures. The College will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Spring Hill College complies with and enforces orders of protection, “no-contact” orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court. Victims have the right to obtain such orders and to request assistance from the College in understanding and enforcing them. The College will honor any valid order and will assist in implementing appropriate measures to ensure compliance, including issuing institutional no-contact directives where appropriate. The College will also take reasonable steps to enforce such orders on campus and to respond to any reported violations.

Depending on the circumstances, immediate remedies which may be available to a Complainant/Victim include, but are not limited to:

- No Contact Order. The College may issue no contact orders between the Respondent and the Complainant.
- On-Campus Housing Reassignment. The College may complete an administrative housing reassignment in order to separate the Complainant and the Respondent. This may include reassigning the Complainant, the Respondent, or both.
- Academic Measures. The College will work with a Complainant to assist him/her regarding his/her academic coursework. Depending on the circumstances, examples of interim measures may include working with instructors related to missed classes, assigning the Complainant or Respondent to a new course section as scheduling permits, allowing the Complainant to finish the course requirements via distance learning or independent study, or providing the Complainant with a withdrawal from one or more courses.
- Employment Measures. The College will work with a Complainant to provide interim measures within the context of the individual’s employment on campus, including student employment. Depending on the circumstances, examples of interim measures may include, but are not limited to, allowing the employee to work alternative hours in order to avoid contact with the Respondent, assigning the employee to a different work location in order to avoid contact with the Respondent, or assigning the employee to a different department during the duration of the investigation.

Formal Title IX Complaint Investigation

If the Complainant files a Formal Title IX Complaint, an Investigator will be assigned to complete an investigation and write an investigative report, the College will provide the Complainant, Respondent, and their advisors, if any, an opportunity to review all evidence collected related to the Formal Complaint. The Complainant and the Respondent will be offered a period of at least 10 days to submit written comments. The College’s Title IX Office will consider any written responses prior to the completion of the investigation report. Once the Title IX Office completes the investigative report, copies will be provided to the parties and advisors, with at least 10 days for the parties to respond, prior to a hearing.

Complaint Dismissal

Spring Hill College must dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing, it is determined that:

1. The conduct alleged in the formal complaint would not constitute a policy violation even if proved; and/or
2. The conduct did not occur in an educational program or activity controlled by Spring Hill College (including buildings or property controlled by recognized student organizations), and/or Spring Hill College does not have control of the Respondent; and/or
3. The conduct did not occur against a person in the United States; and/or
4. At the time of filing a formal complaint, a complainant is not participating in or attempting to participate in the education program or activity of the College.

Spring Hill College may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing:

1. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein; or
2. The Respondent is no longer enrolled in or employed by the College; or
3. Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon any dismissal, Spring Hill College will promptly send written notice of the dismissal and the rationale for doing so simultaneously to the parties.

This dismissal decision is appealable by any party under the procedures for appeal below. The decision not to dismiss is also appealable by any party claiming that a dismissal is required or appropriate. A complainant who decides to withdraw a complaint may later request to reinstate it or refile it.

Referral for Hearing

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a hearing. The hearing cannot be less than ten (10) business days from the conclusion of the investigation –when the final investigation report is transmitted to the parties and the Decision-maker, unless all parties and the Decision-maker agree to an expedited timeline. The Title IX Coordinator will select an appropriate Decision-maker or Decision-makers from the Pool depending on whether the Respondent is an employee or a student. Allegations involving student-employees in the context of their employment will be directed to the appropriate Decision-maker depending on the context and nature of the alleged misconduct.

Additional information regarding the hearing process and determinations of responsibility are available in the [Sexual Harassment and Misconduct Policy](#).

When Complainant Does Not Wish to Proceed

If a Complainant does not wish for their name to be shared, does not wish for an investigation to take place, or does not want a formal complaint to be pursued, they may make such a request to the Title IX Coordinator, who will evaluate that request in light of the duty to ensure the safety of the campus and to comply with state or federal law.

The Title IX Coordinator has ultimate discretion over whether Spring Hill College proceeds when the Complainant does not wish to do so, and the Title IX Coordinator may sign a formal complaint to initiate a grievance process upon completion of an appropriate violence risk assessment.

The Title IX Coordinator's decision should be based on results of the violence risk assessment that show a compelling risk to health and/or safety that requires Spring Hill College to pursue formal action to protect the community.

A compelling risk to health and/or safety may result from evidence of patterns of misconduct, predatory conduct, threats, abuse of minors, use of weapons, and/or violence. The College may be compelled to act on alleged employee misconduct irrespective of a Complainant's wishes.

The Title IX Coordinator must also consider the effect that non-participation by the Complainant may have on the availability of evidence and Spring Hill College's ability to pursue a Formal Grievance Process fairly and effectively.

When the Title IX Coordinator executes the written complaint, they do not become the Complainant. The Complainant is the individual who is alleged to be the victim of conduct that could constitute a violation of this policy.

When Spring Hill College proceeds, the Complainant (or their Advisor) may have as much or as little involvement in the process as they wish. The Complainant retains all rights of a Complainant under this Policy irrespective of their level of participation. Typically, when the Complainant chooses not to participate, the Advisor may be appointed as proxy for the Complainant throughout the process, acting to ensure and protect the rights of the Complainant, though this does not extend to the provision of evidence or testimony.

Note that the Spring Hill College's ability to remedy and respond to notice may be limited if the Complainant does not want Spring Hill College to proceed with an investigation and/or grievance process. The goal is to provide the Complainant with as much control over the process as possible, while balancing Spring Hill College's obligation to protect its community.

In cases in which the Complainant requests confidentiality/no formal action and the circumstances allow Spring Hill College to honor that request, Spring Hill College will offer informal resolution options, supportive measures, and remedies to the Complainant and the community, but will not otherwise pursue formal action.

If the Complainant elects to take no action, they can change that decision if they decide to pursue a formal complaint at a later date. Upon making a formal complaint, a Complainant has the right, and can expect, to have allegations taken seriously by Spring Hill College, and to have the incidents investigated and properly resolved through these procedures. Please consider that delays may cause limitations on access to evidence, or present issues with respect to the status of the parties.

Confidentiality

Every effort is made by Spring Hill College to preserve the privacy of reports. Spring Hill College will not share the identity of any individual who has made a report or complaint of harassment or retaliation; any Complainant, any individual who has been reported to be the perpetrator of sexual harassment or retaliation, any Respondent, or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of 34 CFR Part 106, including the conducting of any investigation, hearing, or grievance proceeding arising under these policies and procedures.

Spring Hill College reserves the right to determine which Spring Hill College officials have a legitimate educational interest in being informed about incidents that fall within this policy, pursuant to the Family Educational Rights and Privacy Act (FERPA).

Only a small group of officials who need to know will typically be told about the complaint, including but not limited to: Student Conduct Office, Office of Residential Life, Human Resources, Spring Hill College Public Safety, the Behavioral Assessment and Intervention Team.

Information will be shared as necessary with Investigators, Decision-makers, witnesses, and the parties. The circle of people with this knowledge will be kept as tight as possible to preserve the parties' rights and privacy.

Spring Hill College may contact parents/guardians to inform them of situations in which there is a significant and articulable health and/or safety risk but will usually consult with the student first before doing so.

Parties and Advisors are prohibited from unauthorized disclosure of information obtained by the College through the Resolution Process, to the extent that information is the work product of the College (meaning it has been produced, compiled, or written by College for the purposes of its investigation and resolution of a Complaint). It is also a violation of College Policy to publicly disclose work product or party's personally identifiable information without authorization or consent. Violations of this Policy are subject to significant sanctions.

Disciplinary Sanctions

Factors considered when determining a sanction/responsive action may include, but are not limited to: The nature, severity of, and circumstances surrounding the violation(s)

- The Respondent's disciplinary history
- Previous allegations or allegations involving similar conduct
- The need for sanctions/responsive actions to bring an end to the sexual Harassment and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of sexual harassment and/or retaliation
- The need to remedy the effects of the sexual harassment and/or retaliation on the Complainant and the community
- The impact on the parties
- Any other information deemed relevant by the Decision-maker(s)

The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

Student Sanctions

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination:

- Warning: A formal statement that the conduct was unacceptable and a warning that further violation of any Spring Hill College policy, procedure, or directive will result in more severe sanctions/responsive

actions. Required Counseling: A mandate to meet with and engage in either Spring Hill College-sponsored or external counseling to better comprehend the misconduct and its effects.

- Probation: A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- Suspension: Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at Spring Hill College.
- Expulsion: Permanent termination of student status and revocation of rights to be on campus for any reason or to attend Spring Hill College-sponsored events.
- Withholding Diploma: Spring Hill College may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities as a sanction if the student is found responsible for an alleged violation or the process is ongoing.
- Revocation of Degree: Spring Hill College reserves the right to revoke a degree previously awarded from Spring Hill College for fraud, misrepresentation, and/or other violation of Spring Hill College policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- Organizational Sanctions: Deactivation, loss of recognition, loss of some or all privileges (including Spring Hill College registration) for a specified period of time.
- Other Actions: In addition to or in place of the above sanctions, Spring Hill College may assign any other sanctions as deemed appropriate.

Employee Sanctions/Responsive Actions

Responsive actions for an employee who has engaged in harassment and/or retaliation include:

- Warning, Verbal or Written
- Performance Improvement Plan/Management Process
- Enhanced supervision, observation, or review
- Required Counseling
- Required Training or Education
- Probation
- Denial of Pay Increase/Pay Grade
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Transfer
- Reassignment
- Delay of tenure track progress
- Assignment to new supervisor
- Restriction of stipends, research, and/or professional development resources
- Suspension with pay
- Suspension without pay
- Termination
- Other Actions: In addition to or in place of the above sanctions/responsive actions, Spring Hill College may assign any other responsive actions as deemed appropriate.

Sex Offender Registry

The Federal Campus Sex Crimes Prevention Act, enacted in 2020 requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state concerning registered sex offenders may be obtained.

- In accordance with the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. § 16921), information on registered adult sex offenders can be found at:
https://www.communitynotification.com/cap_main.php?office=54247
- The site allows searches by county, or ZIP code.
 - Campus Address is: 4000 Dauphin St. Mobile, AL. 36608
- Questions about individuals listed on the registry should be directed to the appropriate law enforcement agency or to the **Alabama Bureau of Investigation** at (334) 353-1172

It also requires sex offenders already required to register in a State to provide notice, as required under individual state law, of each institution of higher education in that state at which the person is employed, volunteers, or is a student.

While the State of Alabama does not provide SHC with a list of registered sex offenders who have indicated employment, academic enrollment or volunteering, the College does conduct a thorough pre-employment background checks on all employees.

Missing Resident Student Notification Policy

The purpose of this policy is to provide the procedures for reporting, investigating, and making emergency notifications regarding any currently enrolled resident student of Spring Hill College who is believed to be missing. This policy is a good faith effort to comply with the Higher Education Opportunity Act (HEOA).

A student shall be deemed missing when:

- He or she is absent from the College or has been reported missing by another individual without any known reason, and,
- When his/her absence is inconsistent with his/her established patterns of behavior, and, the deviation cannot be explained.
- Before presuming that a student is missing, reasonable measures should be taken to determine whether or not anyone familiar with the student has seen or heard from the person recently or is aware of where they may be.
- Any member of the Spring Hill College campus community, including students, faculty, and staff, who is concerned that a student is missing should contact Student Affairs at (251-380-3025), Student Life (251-380-3023), or the Department of Public Safety (251-380-4444), as soon as it is determined that the student is missing as defined above.

In emergency situations, the Office of the Dean of Students, or the Department of Public Safety, will contact the Mobile Police Department immediately (911 or 251-208-7211). The Mobile Police Department must be notified if a student is missing for more than 24 hours.

- The Office of the Dean of Students is required by law to inform the individual identified by the missing student as their emergency contact within 24 hours of making the determination that the student is missing.
- If the missing student is under the age of 18 and not emancipated, the Office of the Dean of Students is required by law to notify the student's custodial parent or guardian (as contained in the records of Spring Hill College) within 24 hours of the determination that the student is missing in addition to notifying the student-designated missing person contact.
- The Dean of Students shall initiate whatever action they deem appropriate under the circumstances in the best interest of the missing student.

Emergency Contact Information

Resident Students – A resident student is any student residing in a college residence hall under a housing contract. All resident students are required to designate two (2) emergency contacts on their housing application and a separate missing person contact. The missing person contact is distinct from the emergency contacts and will be notified by the College within 24 hours if the student is determined to be missing. Only authorized campus officials as part of their responsibilities, and law enforcement officers in furtherance of a missing person investigation, may have access to this information.

Student Notification of This Policy

The Dean of Students shall have the responsibility to make the provisions of the Missing Student Policy and the procedures set forth available to resident students. This is accomplished by the following methods:

- Posted on the Spring Hill College Residence Life website
- Posted on the Spring Hill College Department of Public Safety website
- Notice sent to residence at the beginning of the semester.
- Included in the annual DPS Campus Security report
- Included in the annually published Spring Hill College Student Handbook

Emergency Management and Response

Spring Hill College maintains an emergency management plan to assist in the preparation, response and mitigation of loss during an emergency situation that affects the College community.

The Emergency Management Plan is intended to establish policies, procedures and organizational structure for response to emergencies that are of a magnitude to cause a significant disruption of the functioning of all or portions of the College. This plan defines the roles and responsibilities of departments, units and personnel during emergency situations.

The basic emergency procedures are designed to protect lives and property through effective use of college and community resources. Since an emergency may be sudden and without warning, these procedures are designed to be flexible in order to accommodate contingencies of various types and magnitudes.

The Emergency Management Plan addresses several specific types of emergencies on an individual basis, providing guidelines for the stabilization and recovery from the incident. These include emergency instructions in a concise format for the individuals designated to manage College resources.

Evacuation Procedures

Spring Hill College maintains comprehensive evacuation procedures designed to protect the safety of students, faculty, staff, and visitors during emergencies. Evacuation protocols are communicated to the campus community through building postings, training sessions, the HillSafe app, and the College website.

When an evacuation is ordered:

- Occupants must immediately leave the building by the nearest safe exit and proceed to designated assembly areas.
- Elevators are not to be used unless authorized by emergency personnel.
- Faculty and staff are responsible for directing students and visitors toward safe exits and assembly areas.
- Public Safety officers and Residence Life staff will assist in guiding occupants and ensuring compliance with evacuation procedures.
- Local emergency responders (Mobile Fire-Rescue Department, Mobile Police Department, and Mobile County EMA, as applicable) may provide additional direction on scene.

Evacuation drills are conducted at least once per academic year in all residential facilities, in coordination with the Department of Public Safety, Office of Residence Life, and local emergency services. These drills are designed to familiarize occupants with evacuation routes, test emergency communications, and evaluate campus readiness.

All evacuation drills are documented, including the date, time, building(s) involved, and whether the drill was announced or unannounced. Results are reviewed to improve procedures and ensure compliance with federal, state, and local requirements.

Fire Safety

Commitment to Fire Safety

Spring Hill College is committed to maintaining a safe living environment for all residential students. The College adheres to federal Jeanne Clery Act regulations, the Higher Education Opportunity Act (HEOA), Alabama state fire codes, and Mobile Fire-Rescue Department requirements.

Fire Log Requirements

In accordance with the Clery Act and the Higher Education Opportunity Act (HEOA), Spring Hill College maintains a written fire log that records all fires reported in on-campus student housing facilities. The fire log includes the following information:

- Date the fire was reported
- Nature of the fire
- Date and time of the fire
- Location of the fire

The fire log is maintained by the Department of Public Safety and is available for public inspection at the Public Safety Office during normal business hours. Fire log records are retained for at least three years following the publication of the final annual report to which they apply.

Department of Public Safety

dept.publicsafety@shc.edu

Lucey Administration Building

Spring Hill College

Hours: Monday–Friday, 8:00 AM – 4:30 PM

Fire Emergency Procedures:

In the event of a fire or detection of smoke:

1. Activate the nearest fire alarm pull station immediately.
2. Evacuate the building using the nearest exit. Do not use elevators.
3. Call 911 and then contact the Department of Public Safety at (251) 380-4444 once outside and safe.
4. Close doors behind you to help contain the fire.
5. Assist persons with disabilities, if possible, or notify responders of their location.
6. Report to the designated assembly area for your building.
7. Do not re-enter the building until authorized by the Department of Public Safety or fire officials.

All residential students receive fire safety and evacuation instructions at the beginning of each academic year. Fire drills are conducted in all residence halls at least once per semester. These drills are unannounced and are coordinated by the Department of Public Safety in collaboration with Residence Life.

If you need to report damaged fire safety equipment or potential hazards, contact the Department of Public Safety or Residence Life immediately.

Fire Reporting Procedures:

All students and employees must report any fire immediately, whether the fire has been extinguished or is still active. Fires should be reported to:

- Department of Public Safety: 251-380-4444 (24/7)
- Mobile Fire-Rescue Department: Dial 911

Evacuation Procedures & Drills

Scheduled fire evacuation drills are conducted at least once per semester in all residential facilities. During a fire alarm, all students are required by law and College policy to evacuate immediately through the nearest safe exit and proceed to designated assembly points. Failure to evacuate promptly may result in disciplinary action, including fines, loss of housing privileges, suspension, and possible referral to law enforcement under Alabama State Fire Code §13A-10-2.

Fire Protection Systems in On-Campus Housing

All residence halls and student apartments are equipped with fire protection systems. Features include:

- Smoke Detectors in every student room and or common area.
- Sprinkler Systems in:
 - Portier Place
 - Toolen Hall
 - Rubin Hall
 - Andrews Hall
 - Langan Hall
 - Mobile Hall
 - Viscardi Hall
 - Viragh Hall
 - Skips Place
- Manual Pull Stations located at all exit points.
- Fire extinguishers placed in hallways and common areas.
- Monitored Alarm System connected to the VFP Fire Monitoring Service 24/7.

Fire Protection Systems by Residence Hall

The table below lists the fire protection systems present in each on-campus student housing facility. And the number of Fire Drills Performed the prior calendar year.

Spring Hill College, Mobile Campus: 4000 Dauphin St. Mobile, AL. 36608

Residence Hall	Monitored Alarm System	Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Manual Pull Station at exit points	Evacuation Plan Placards	Number of Fire Drills in Previous Calendar Year
Skips Place 5152 College Lane Mobile, AL. 36608	Yes (24/7 monitoring)	Yes (Full Coverage)	Yes (All rooms/common areas)	Yes	Yes	Yes	0
Viragh Hall 5150 College Lane Mobile, AL. 36608	Yes (24/7 monitoring)	Yes (Full Coverage)	Yes (All rooms/common areas)	Yes	Yes	Yes	0
Viscardi Hall 2250 Pope Francis Way Mobile, AL. 36608	Yes (24/7 monitoring)	Yes (Full Coverage)	Yes (All rooms/common areas)	Yes	Yes	Yes	0
Mobile Hall 6198 Fannie Motley Place Mobile, AL. 36608	Yes (24/7 monitoring)	Yes (Full Coverage)	Yes (All rooms/common areas)	Yes	Yes	Yes	0
Langan Hall 4253 Spring Hill College Rd Mobile, AL. 36608	Yes (24/7 monitoring)	Yes (Full Coverage)	Yes (All rooms/common areas)	Yes	Yes	Yes	0
Andrews Hall 4255 Spring Hill College Rd Mobile, AL. 36608	Yes (24/7 monitoring)	Yes (Full Coverage)	Yes (All rooms/common areas)	Yes	Yes	Yes	0

Rubin Hall 4257 Spring Hill College Rd Mobile, AL. 36608	Yes (24/7 monitoring)	Yes (Full Coverage)	Yes (All rooms/co mmon areas)	Yes	Yes	Yes	0
Toolen Hall 9101 Magis Way Mobile, AL. 36608	Yes (24/7 monitoring)	Yes (Full Coverage)	Yes (All rooms/co mmon areas)	Yes	Yes	Yes	0
Portier Place 4363 Old Shell Rd. Mobile, AL. 36608	Yes (24/7 monitoring)	Yes (Full Coverage)	Yes (All rooms/co mmon areas)	Yes	Yes	Yes	0

Tampering with Fire Safety Equipment

Interfering with fire safety systems—including alarms, smoke detectors, sprinklers, extinguishers, and pull stations—is a serious violation of college policy and Alabama law. Offenses will result in:

- Immediate disciplinary action.
- Eviction from housing.
- Possible criminal referral to law enforcement authorities for possible legal action.

Prohibited Fire Hazards

To reduce fire risk, the following are prohibited in all residential facilities:

- Appliances with exposed heating elements (e.g., hot plates, toasters, toaster ovens, electric skillets)
- Unapproved air conditioning units
- Candles, incense, or any open flames
- Halogen lamps and sunlamps
- Grills, hibachis, or open-flame cooking devices
- Propane tanks
- Fireworks or any incendiary/explosive devices
- Barricades blocking egress paths
- Weapons or replica weapons
- Any item prohibited by law

Smoking Policy

Smoking is prohibited inside all campus buildings, including residence halls. Smoking is allowed only in designated outdoor areas, at least 20 feet from building entrances or air intakes. Cigarette butts must be disposed of in provided receptacles.

Fire Safety Education and Training

Fire safety education is provided to all residential students during orientation and to Residence Life staff prior to the start of each academic year. Training includes:

- Evacuation procedures.
- Proper use of fire extinguishers.

- Policies on prohibited items and tampering.

Plans for Future Fire Safety Improvements

Spring Hill College continuously evaluates fire protection systems in residential facilities and plans to enhance fire detection, suppression, and education programs as technology and funding allow.

Crime and Fire Log

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the Spring Hill College Department of Public Safety (DPS) maintains a **Daily Crime and Fire Log** that records all criminal incidents and fire-related events reported to DPS, including those that occur on campus, on public property immediately adjacent to campus, and in non-campus buildings or property owned or controlled by the institution.

Public Access to the Daily Crime and Fire Log; Sample Entries Public Access

The Daily Crime and Fire Log is available for public inspection at the Department of Public Safety (Lucey Administration Building) during normal business hours. The most recent 60 days of log entries are available immediately upon request; log information older than 60 days will be provided within two business days of a request, consistent with 34 C.F.R. § 668.46(f). Content and Timeliness: The log includes the nature, date, time, and general location of each crime or fire, and the disposition (if known). Entries and updates are made within two business days of the initial report, unless disclosure is prohibited by law or would jeopardize an ongoing investigation or the safety of an individual.

Sample Entries (illustrative):

- Nature: Burglary; Date Reported: 09/12/2024; Time: 21:35; Location: Toolen Hall (1st Floor Corridor); Disposition: Referred to Student Conduct.
- Nature: Assault (Simple); Date Reported: 09/15/2024; Time: 00:50; Location: Avenue of the Oaks (Public Property Adjacent); Disposition: Referred to SHCPD; Open Investigation.
- Nature: Fire (Cooking – Unintentional); Date Reported: 10/03/2024; Time: 18:20; Location: Skips Place, Apt. 2B; Disposition: Extinguished; No Injuries; Minimal Damage.

2024 Annual Security Report Statistic: Main Campus

**Spring Hill College
4000 Dauphin St.
Mobile, AL. 36608**

**Criminal Offenses
(Past Three Calendar Years)**

Offense:	Year	On Campus Property	Residential Facilities (Subset-On Campus)	Non-Campus Property	Public Property
Murder/Non-Negligent Homicide	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Sex offenses (Clery Compliant Categories)					
Offense:	Year	On Campus Property	Residential Facilities (subset-On Campus)	Non-Campus Property	Public Property
Rape ¹	2024	2	2	0	2
	2023	0	0	0	0
	2022	2	2	0	0
Fondling ¹	2024	0	0	0	1
	2023	5	5	0	1
	2022	0	0	0	0
Incest ¹	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape ¹	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Other Criminal Offenses:					
Offense:	Year:	On Campus Property:	Residential Facilities (Subset-On Campus):	Non-Campus Property:	Public Property:
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	1	1	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary of a Structure	2024	0	0	0	0
	2023	3	0	0	0
	2022	1	1	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	5	0	0	0
	2022	0	0	0	0
Arson	2024	1	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Violence Against Women Act (VAWA) Offenses:					
Offense:	Year:	On Campus	Residential	Non-Campus	Public Property:

		Property:	Facilities (Subset-On Campus):	Property:	
Domestic Violence Crimes	2024	3	2	0	6
	2023	5	1	0	0
	2022	0	0	0	0
Dating Violence	2024	3	2	0	1
	2023	4	4	0	0
	2022	0	0	0	0
Stalking	2024	3	0	0	2
	2023	3	3	0	0
	2022	0	0	0	0
Arrests and Disciplinary Referrals:					
Offense:	Year:	On Campus Property:	Residential Facilities (Subset-On Campus):	Non-Campus Property:	Public Property:
Illegal Weapons Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Illegal Weapons Violations: Referred for Disciplinary Action	2024	1	1	0	0
	2023	1	1	0	0
	2022	0	0	0	0
Drug law Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violations: Referred for Disciplinary Action	2024	11	11	0	0
	2023	11	11	0	0
	2022	7	7	0	0
Liquor Law Arrests	2024	0	0	0	1
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations: Referred for Disciplinary Action	2024	12	12	0	0
	2023	13	13	0	0
	2022	11	11	0	0

2024 Fire Statistics: Main Campus

**Spring Hill College
4000 Dauphin St.
Mobile, AL. 36608**

(Past Three Calendar Years)

On-Campus Student Housing Facility	Total Fires	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damage
Portier Place 4363 Old Shell Rd. Mobile, AL. 36608	2024: 0 2023: 0 2022: 0	2024: N/A 2023: N/A 2022: N/A	2024: 0 2023: 0 2022: 0	2024: 0 2023: 0 2022: 0	2024: \$0 2023: \$0 2022: \$0
Toolen Hall 9101 Magis Way Mobile, AL. 36608	2024: 0 2023: 0 2022: 0	2024: N/A 2023: N/A 2022: N/A	2024: 0 2023: 0 2022: 0	2024: 0 2023: 0 2022: 0	2024: \$0 2023: \$0 2022: \$0
Rubin Hall 4257 Spring Hill College Rd Mobile, AL. 36608	2024: 0 2023: 0 2022: 0	2024: N/A 2023: N/A 2022: N/A	2024: 0 2023: 0 2022: 0	2024: 0 2023: 0 2022: 0	2024: \$0 2023: \$0 2022: \$0
Andrews Hall 4255 Spring Hill College Rd Mobile, AL. 36608	2024: 0 2023: 0 2022: 0	2024: N/A 2023: N/A 2022: N/A	2024: 0 2023: 0 2022: 0	2024: 0 2023: 0 2022: 0	2024: \$0 2023: \$0 2022: \$0
Langan Hall 4253 Spring Hill College Rd Mobile, AL. 36608	2024: 0 2023: 0 2022: 0	2024: N/A 2023: N/A 2022: N/A	2024: 0 2023: 0 2022: 0	2024: 0 2023: 0 2022: 0	2024: \$0 2023: \$0 2022: \$0
Mobile Hall 6198 Fannie Motley Pl. Mobile, AL. 36608	2024: 0 2023: 0 2022: 0	2024: N/A 2023: N/A 2022: N/A	2024: 0 2023: 0 2022: 0	2024: 0 2023: 0 2022: 0	2024: \$0 2023: \$0 2022: \$0
Viscardi Hall 2250 Pope Francis Way Mobile, AL. 36608	2024: 0 2023: 0 2022: 0	2024: N/A 2023: N/A 2022: N/A	2024: 0 2023: 0 2022: 0	2024: 0 2023: 0 2022: 0	2024: \$0 2023: \$0 2022: \$0
Viragh Hall 5150 College Lane Mobile, AL. 36608	2024: 0 2023: 0 2022: 0	2024: N/A 2023: N/A 2022: N/A	2024: 0 2023: 0 2022: 0	2024: 0 2023: 0 2022: 0	2024: \$0 2023: \$0 2022: \$0
Skips Place 5152 College Lane Mobile, AL. 36608	2024: 1 2023: 0 2022: 0	2024: Arson 2023: N/A 2022: N/A	2024: 0 2023: 0 2022: 0	2024: 0 2023: 0 2022: 0	2024: \$2000.00 2023: \$0 2022: \$0

Footnotes and Definitions

Sexual Offense Definitions (FBI UCR/NIBRS):

Rape¹: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ, without the consent of the victim.

Fondling¹: The touching of the private body parts of another person for the purpose of sexual gratification, without consent.

Incest¹: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape¹: Sexual intercourse with a person who is under the statutory age of consent.

Important Notes:

Statistics are based on reports to campus security authorities or local law enforcement, not findings of guilt. Sex offense classifications are presented in Clery-compliant format.

Hazing Policy and Reporting Requirements

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Stop Campus Hazing Act (effective January 1, 2025), Spring Hill College is required to report statistics for incidents of hazing that occur within Clery-reportable geography. “The term ‘hazing’, for purposes of reporting statistics on hazing incidents...means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law

Hazing is prohibited under Alabama law, including statutes that criminalize acts that endanger the health, safety, or welfare of students during initiation or affiliation with student organizations. Violations of these laws may result in criminal prosecution, in addition to College disciplinary action. Relevant provisions include, but are not limited to, Ala. Code § 16-1-23 (hazing in educational institutions) and other applicable sections of state law.

Campus Security Authorities (CSAs) are required to report any hazing incident brought to their attention to the Department of Public Safety or the Clery Compliance Officer. Hazing incidents must be documented accurately and promptly using official reporting systems such as the dispatch log and OmniGo.

Any member of the Spring Hill College community who experiences or observes hazing is encouraged to report the incident promptly to the Department of Public Safety, the Clery Compliance Officer, or a Campus Security Authority (CSA). Reports may be made in person, by phone, or electronically. Upon receipt of a report, the College will investigate the incident in accordance with established procedures, which include documenting the incident, interviewing involved parties and witnesses, and taking appropriate disciplinary or remedial actions in line with College policies. Investigations are conducted impartially, promptly, and with attention to the safety and confidentiality of all individuals involved. The following table reflects hazing incidents reported for calendar years 2022 through 2024. Although the federal reporting requirement became effective in 2025, Spring Hill College has chosen to include retrospective data from 2024 to ensure transparency.

Location	2022	2023	2024
On-Campus Total	0	0	0
On-Campus Residential*	0	0	0
Non-Campus Property	0	0	0
Public Property	0	0	0
Total	0	0	0

Hazing Prevention and Awareness Programs

Spring Hill College conducts campus-wide prevention and awareness initiatives to educate students, faculty, and staff about the dangers of hazing and how to prevent it. These programs include:

- Orientation sessions for new students and student organization leaders highlighting College policies, local laws, and reporting procedures;
- Bystander intervention training to empower students to safely intervene if they witness hazing;
- Workshops on ethical leadership, team-building, and strategies for building group cohesion without hazing;
- Periodic communications, campaigns, and events to promote awareness of hazing risks and resources for reporting.
- These programs are research-informed and designed to reduce hazing behaviors proactively, promoting a safe and inclusive campus environment.

* “On-Campus Residential” is a subset of “On-Campus Total.”

Spring Hill College Italy Center – Bologna, Italy

Spring Hill College operates a study center in Bologna, Italy, known as the Italy Center, where approximately ten undergraduate courses are taught each semester. The facility includes a residential hall with a housing capacity of 135 students and also houses administrative offices. This property is considered non-campus property for Clery Act reporting purposes because it is owned or controlled by the College and used in direct support of its educational mission.

The facility, constructed in 1999 and expanded in 2009, complies with all Italian safety requirements, which are

strictly enforced by Italian authorities. The building is shared with staff from the CEUR Foundation and Alma Mater.

Security and Access Control – Bologna, Italy

The Italy Center maintains controlled access to its facilities through key access, staff oversight, and established security practices. Access to residential and academic spaces is limited to authorized individuals, and safety procedures are reviewed periodically.

- Access to the property is controlled by an electronic key card system.
- Surveillance cameras are installed in common areas and monitored by a desk watchman, who is on duty 24 hours a day, 7 days a week.
- Local law enforcement services are provided by the Bologna Police Department.

Incident Reporting and Emergency Response – Bologna, Italy

- Students should report any crime or emergency immediately to the Center Director or their designee.
- In an emergency where immediate assistance is required, students may contact Italian emergency services (Police: 112, Fire: 115, Medical: 118; or the European Unified Emergency Number: 112, which now covers all former emergency services) directly and then notify the Center Director as soon as practicable.
- The Center Director is responsible for notifying the Spring Hill College Department of Public Safety in Mobile, Alabama, of any reportable incident in a timely manner.
- Crime statistics for this location are collected from local law enforcement and included in the College's Annual Security Report in the non-campus property category.

Emergency Notifications and Timely Warnings – Bologna, Italy

The Center Director, in coordination with the Spring Hill College Department of Public Safety, will issue emergency notifications or timely warnings for incidents that pose a serious or ongoing threat to the safety of students or staff at the Bologna site. Notifications may be communicated through email, text messaging, or in person, depending on the circumstances.

Compliance with the Clery Act – Bologna, Italy

- Crimes occurring at the Italy Center that meet Clery Act definitions are reported based on U.S. Clery Act definitions, regardless of how those crimes are classified under Italian law.
- The Spring Hill College Department of Public Safety maintains the official daily crime log at the main campus in Mobile, Alabama, which includes reportable incidents from the Italy Center.
- The Italy Center works with local Italian authorities as needed to support safety and incident awareness.

Alcohol Policy – Bologna, Italy

Alcohol consumption on the campus of the SHC Italy Center is limited to beer or wine to be consumed in moderation. No hard liquor is allowed on campus for Spring Hill College students. The Spring Hill College Italy Center Director and the Alma Mater staff reserve the right to inspect rooms when suspicion of hard liquor is involved.

The Spring Hill College Italy Center, like the main campus, encourages responsible use of alcohol. Students not used to alcohol consumption may overindulge and experience severe, even life-threatening reactions. Students are reminded that while they are of legal drinking age in Italy and throughout most of Europe, Europeans typically consume alcohol in moderation, usually as part of a meal. If students choose to partake of alcoholic beverages, they should conduct themselves with similar decorum.

Drinking alcoholic beverages in residence hall rooms is restricted to private consumption to include no more than the resident and two guests in the room. Thus, the room of two Italy Center students, each hosting two guests, allows for a maximum of six people total for a gathering (two residents plus four guests total) for parties or group gatherings at which alcohol is served.

Alcoholic beverages may not be consumed in public or common areas such as hallways, stairwells, administrative offices, library, study halls, main lobby, garden areas or classrooms, open containers are not allowed in any of the above areas. Designated areas on campus have been established for the purposes of parties and special events where alcoholic beverages will be served. Permission must be granted from the Italy Center director before a party or gathering involving alcohol may take place. Specific regulations must be followed. Admission is restricted to the Spring Hill College Italy Center community and those guests approved by the director.

The sale of alcoholic beverages by anyone anywhere on the Italy Center campus is strictly prohibited. Consequently, the serving of alcohol at an approved social function is permitted on a host basis only. This means that the host purchases the alcohol and serves these beverages to guests at no cost. Alcohol cannot be served in exchange for direct payment. Admission to social events is restricted to the Italy Center community and those guests must be approved by the Director. Non-alcoholic beverages and food must be available at all events where alcoholic beverages are served and should be featured as prominently as alcoholic beverages. There must be established time limits for the serving of alcohol at any event. Hours of service will be shorter than the duration of the event.

Any Italy Center student who engages in any form of alcohol consumption will hold harmless the Italy Center and Spring Hill College and its Board of Trustees harmless from any and all claims and causes of action for damage to or loss of property, personal illness or injury, or death arising out of activity conducted while alcohol was present. Students at the Italy Center are subject to both College policies and Italian law. Violations of alcohol and drug policies may result in disciplinary action up to and including dismissal from the program.

Illegal Drug Policy – Bologna, Italy

Laws pertaining to the use or possession of drugs within Italy have recently changed. At this time, Italy has a zero-tolerance law for illegal drugs. All Italy Center students are subject to the laws of Italy.

Possession, use, transfer or sale of drugs, controlled substances, narcotics or any hallucinogen without a medical prescription or appropriate authority is prohibited. Students may not possess any form of drug paraphernalia on or off campus.

Italian law prohibits the possession, sale, or use of marijuana, narcotics, and hallucinogens, except under medical supervision. It must be clearly understood that in Italy the mere possession of marijuana constitutes a felony. All Mediterranean countries invoke severe penalties for drug abuse. Students should inform themselves about and understand the severity of Italian laws regulating drugs and govern their actions accordingly.

The American Embassy and Consulates can do very little for Americans arrested on drug charges. Consular officers can visit the detainees three or four days after their arrest to inform them of their rights and provide them with a list of lawyers from which they can select their own defense counsel. They can contact the prisoner's family or friends and ask for their assistance. They can deal with Italian authorities to ensure that the American receives the same treatment as would be received by an Italian arrested and charged with the same offense. Consular officers cannot act as lawyers or give legal advice.

United States government funds cannot be used to pay legal fees or other expenses of arrested Americans. Students who are not American citizens will be directed to the embassy of the country where they hold citizenship.

It cannot be over emphasized that the Administration, in compliance with Italian law, may require the immediate dismissal of any Italy Center student possessing illegal drugs and/or paraphernalia. A student removed on a drug violation may be required to pay for his/her travel cost on the next flight out of Bologna to the United States. Students at the Italy Center are subject to both College policies and Italian law. Violations of drug policies may result in disciplinary action up to and including dismissal from the program.

Firearm and Weapon Policy – Bologna, Italy

The possession, display or use of dangerous objects including, but not limited to, firearms (including BB or pellet guns), weapons, fireworks, smoke bombs, explosives, ammunition, hunting knives, swords and sabers or anything that could be perceived or misrepresented as a weapon is prohibited on Italy Center property.

Any object projected out of a window that could cause harm to a person or damage to property is considered to be dangerous, whether there was anyone or anything in immediate danger. This includes, but is not limited to, water balloons, food, cans and bottles.

Italy Center Program Community Standards – Bologna, Italy

Students who participate in Spring Hill College’s Italy Center program are held accountable to the Community Standards document provided to them via that program. These standards are the primary policies and procedures under which they will be governed and held accountable while enrolled and in attendance at the Italy Program. The Director of the SHC Italy Center will be the primary disciplinary officer during a student’s attendance in that program. The Dean of Students of the main campus in Mobile, Alabama will be consulted as needed and may be involved directly during the appellate process.

While the Italy Programs Community Standards document will be the primary document governing students enrolled in that program, Spring Hill College students should realize that their behavior in Italy can also have a bearing on their status at their home campus. The Italy Program functions under the umbrella of the Spring Hill College Mission Statement and the Student Code of Conduct as found in the SHC Handbook. As is true with any off-campus behavior, the Vice President for Student Affairs/Dean of Students has the prerogative to sanction a student who engages in off-campus conduct that violates College policies. Documentation of behavior in the Italy program may become part of a student’s disciplinary record at the SHC home campus.

2024 Annual Security Report Statistics: Italy Center

Italy Campus

Bologna Italy Campus

Criminal Offenses

(Past Three Calendar Years)

Offense:	Year	On Campus Property	Residential Facilities (Subset-On Campus)	Non-Campus Property	Public Property
Murder/Non-Negligent Homicide	2024	0	0	0	0
	2023	0	0	0	0

	2022	0	0	0	0
Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Sex Offenses (Clery-Compliant Categories)					
Offense:	Year:	On Campus Property:	Residential Facilities (Subset-On Campus):	Non-Campus Property:	Public Property:
Rape ¹	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling ¹	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest ¹	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape ¹	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Other Criminal Offenses:					
Offense:	Year:	On Campus Property:	Residential Facilities (Subset-On Campus):	Non-Campus Property:	Public Property:
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary of a Structure	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Violence Against Women					

Act (VAWA) Offenses:					
Offense:	Year:	On Campus Property:	Residential Facilities (Subset-On Campus):	Non-Campus Property:	Public Property:
Domestic Violence Crimes	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arrests and Disciplinary Referrals:					
Offense:	Year:	On Campus Property:	Residential Facilities (Subset-On Campus):	Non-Campus Property:	Public Property:
Illegal Weapons Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Illegal Weapons Violations: Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug law Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violations: Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations: Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

Footnotes and Definitions

Sexual Offense Definitions (FBI UCR/NIBRS):

Rape¹: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ, without the consent of the victim.

Fondling¹: The touching of the private body parts of another person for the purpose of sexual gratification, without consent.

Incest¹: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape¹: Sexual intercourse with a person who is under the statutory age of consent.

Important Notes:

Statistics are based on reports to campus security authorities or local law enforcement, not findings of guilt. Sex offense classifications are presented in Clery-compliant format.

Hazing Policy and Reporting Requirements Italy Center – Bologna, Italy

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Stop Campus Hazing Act (effective January 1, 2025), Spring Hill College is required to report statistics for incidents of hazing that occur within Clery-reportable geography. “The term ‘hazing’, for purposes of reporting statistics on hazing incidents...means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law

Campus Security Authorities (CSAs) are required to report any hazing incident brought to their attention to the Department of Public Safety or the Clery Compliance Officer. Hazing incidents must be documented accurately and promptly using official reporting systems such as the dispatch log and OmniGo.

Any member of the Spring Hill College community who experiences or observes hazing is encouraged to report the incident promptly to the Department of Public Safety, the Clery Compliance Officer, or a Campus Security Authority (CSA). Reports may be made in person, by phone, or electronically. Upon receipt of a report, the College will investigate the incident in accordance with established procedures, which include documenting the incident, interviewing involved parties and witnesses, and taking appropriate disciplinary or

remedial actions in line with College policies. Investigations are conducted impartially, promptly, and with attention to the safety and confidentiality of all individuals involved.

The following table reflects hazing incidents reported for calendar years 2022 through 2024. Although the federal reporting requirement became effective in 2025, Spring Hill College has chosen to include retrospective data from 2024 to ensure transparency.

Location	2022	2023	2024
On-Campus Total	0	0	0
On-Campus Residential*	0	0	0
Non-Campus Property	0	0	0
Public Property	0	0	0
Total	0	0	0

* “On-Campus Residential” is a subset of “On-Campus Total.”