



## **Seattle Safety Handbook for Students, Employees and Guests**

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Includes Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics  
Act (Clery Act) Report

## Contents

<b>1. OVERVIEW</b> .....	<b>4</b>
<b>2. SAFETY AND SECURITY POLICIES</b> .....	<b>4</b>
<b>2.1. AIE Jurisdiction</b> .....	<b>4</b>
<b>2.2. Your Right to Know</b> .....	<b>4</b>
<b>2.3. Timely Warnings</b> .....	<b>5</b>
<b>2.4. Reporting and Investigating Safety Issues</b> .....	<b>5</b>
<b>2.5. Security and Access to Campus Facility</b> .....	<b>6</b>
<b>2.6. Security, Crime Prevention and Crisis Response Information</b> .....	<b>6</b>
<b>2.7. Emergency Contact Information</b> .....	<b>6</b>
<b>2.8. Information Regarding Registered Sex Offenders</b> .....	<b>6</b>
<b>3. DRUG AND ALCOHOL POLICIES</b> .....	<b>7</b>
<b>3.1. Substance Abuse</b> .....	<b>7</b>
3.1.1. Alcoholic Beverages .....	8
3.1.2. Drug/Alcohol Use .....	8
3.1.2.1. <i>Drugs</i> .....	8
3.1.2.2. <i>Alcohol</i> .....	8
3.1.3. Crisis Emergency Phone Numbers .....	9
3.1.4. Recovery and Support Resources .....	9
3.1.5. Treatment .....	10
<b>4. WEAPONS</b> .....	<b>10</b>
<b>5. PERSONAL PROPERTY</b> .....	<b>10</b>
<b>6. SECURITY CAMERAS</b> .....	<b>10</b>
<b>7. SEXUAL ASSAULT PROGRAMS AND PROCEDURES—VIOLENCE AGAINST WOMEN ACT</b> .....	<b>10</b>
<b>7.1. Sexual Misconduct Policy</b> .....	<b>11</b>
7.1.1. Scope .....	11
7.1.2. Confidentiality .....	12
<b>7.2. Sexual Misconduct</b> .....	<b>12</b>
7.2.1. Sexual Assault .....	13
7.2.2. Sexual Exploitation .....	13
7.2.3. Sexual Harassment .....	13
<b>7.3. Assault Responses</b> .....	<b>14</b>
<b>7.4. Reporting Sexual Misconduct</b> .....	<b>14</b>
<b>7.5. Retaliation</b> .....	<b>16</b>
<b>7.6. False Complaints</b> .....	<b>16</b>
<b>7.7. Immediate Actions by AIE</b> .....	<b>16</b>
<b>7.8. Resources and Services for Students</b> .....	<b>16</b>
7.8.1. Confidential Support .....	16

7.8.1.1. Contact Information .....	17
7.8.2. Campus Resources .....	17
7.8.3. Community Resources .....	17
<b>8. HARASSMENT POLICY .....</b>	<b>18</b>
8.1. Unlawful Discrimination and Harassment .....	18
8.2. Sexual Harassment .....	18
8.3. Sexual Harassment Reporting Procedures .....	18
<b>9. HATE CRIME POLICY AND REPORTING .....</b>	<b>19</b>
9.1. Criteria for Reporting Hate Motivated Crimes and Incidents .....	19
<b>10. ANNUAL DISCLOSURE OF CRIME STATISTICS .....</b>	<b>20</b>
10.1. How to Report a Crime .....	20
<b>11. EMERGENCY RESPONSES AND EVACUATION PROCEDURES .....</b>	<b>21</b>
11.1. Fire .....	21
11.2. Threat of Bodily Harm .....	22
11.3. Medical Emergency, Injury or Illness .....	23
11.4. Earthquake .....	24
11.5. Volcanic Eruption .....	24
11.6. School Closure .....	25
11.7. First Aid/CPR .....	25
<b>APPENDIX A: SEATTLE CAMPUS CLERY ACT CRIME STATISTICS .....</b>	<b>26</b>
Criminal Offenses .....	26
Hate Crimes .....	28
Violence Against Women Act (VAWA) Offenses .....	29
Arrests .....	29
Persons Referred for Campus Disciplinary Action .....	29
Unfounded Crimes .....	30

## 1. Overview

The Academy of Interactive Entertainment (AIE) is providing this document to all its students, employees and guests as part of its commitment to the safety and security of everyone on campus.

This information is also pursuant to the requirements of the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act of 1990.

Questions about any of the information provided in this report should be referred to the Seattle Campus Head of School, Seattle Center Armory, Suite 405, 305 Harrison Street, Seattle, WA 98109.

## 2. Safety and Security Policies

AIE believes in providing a safe and welcoming environment to enhance the wellbeing of students, faculty, staff and guests, along with the protection of all school assets.

It is employees' and students' responsibility to exercise "common sense", to know and follow all posted safety and fire regulations, and to utilize safety equipment properly to protect themselves and fellow students from inconvenience or serious injury.

It is the duty of every employee, student and visitor to report any accidents, injuries, unsafe conditions or defective equipment to a relevant staff member.

### NOTE

Any and all accidents or crimes, no matter how small, should be immediately reported to the Head of School, instructor, or a staff member.

### 2.1. AIE Jurisdiction

AIE Seattle comprises the offices and studios on the 4th floor of the Armory Building at the Seattle Center, as well as its financial offices at Queen Anne Square. Any property beyond those bounds is the responsibility of the staff of Seattle Center or Queen Anne Square respectively. Nonetheless, students, employees and visitors are encouraged to report any safety concerns or criminal behavior beyond the bounds of AIE itself to the Head of School as well as to Seattle Center Emergency Services and/or the Seattle Police Department.

### 2.2. Your Right to Know

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (referred to as the Clery Act) is part of the Higher Education Act. It requires institutions of higher education that receive federal financial aid to report specified crime statistics on college campuses and to provide other safety and crime information to members of the campus community.

The Higher Education Act requires, among other things, that colleges and universities:

- a. Publish an annual report every year by October 1 that contains three years of campus crime statistics and certain campus security policy statements
- b. Provide “timely warning” notices of those crimes that have occurred and “pose an ongoing threat to students and employees”
- c. Describe the school’s emergency response and evacuation procedures, including how the institution will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to safety of students or employees occurring on the campus.

## 2.3. Timely Warnings

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If a situation arises, either on or off campus, that the Head of School or staff members determine is an ongoing or continuing threat, a campus wide “timely warning” will be issued.

The warning will be issued through the AIE email system to students, faculty and staff. Also, the instructors would be notified electronically and physically and would be asked to update the students during class about the warning.

The Head of School, Student Services Coordinator, and any employee will gather and inform guests of safety concerns. When issuing a “timely warning,” AIE will keep the names of any victims confidential.

AIE staff are subscribed to a text-based emergency notification system managed by Seattle Center. During an emergency, AIE will relate necessary information to its students, staff, and visitors as appropriate.

## 2.4. Reporting and Investigating Safety Issues

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Each student, employee and guest will follow security policies and procedures to ensure the safest possible environment on campus. All injuries, accidents, hazards, criminal acts or other emergencies will be reported promptly to any AIE employee, who will relay the information to the Head of School. Each incident involving the health and safety of AIE students, staff or guests will be thoroughly investigated and documented. A record of all campus safety incidents will be kept on file with the Head of School.

All injuries and accidents must be brought to a staff member’s attention immediately. Emergency services are available, and all full time AIE employees have received first aid training.

It is the policy of AIE that all criminal acts or other emergencies occurring on the school campus be properly documented and reported to local authorities as required by law. Anyone who is a witness to, informed of, or the victim of a crime (in addition to dialing 9-1-1) can report criminal activity or other emergencies occurring on campus by contacting the Head of School (206-428-6350) or the Seattle Center Emergency Services (206-684-7272). Each incident will be thoroughly investigated and documented and kept on file for reference with the Head of School.

Law enforcement will be notified of all criminal activity, including, but not limited to: Arson; Burglary; Motor Vehicle Theft; Aggravated Assault; Robbery; Sexual Offenses (forcible and non-forcible); Domestic Violence; Dating Violence; Stalking; and Criminal Homicide (murder, non-negligent manslaughter and negligent manslaughter).

## 2.5. Security and Access to Campus Facility

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It is the policy of AIE that access to all campus facilities is limited to authorized personnel, students and invited guests. Visitors are, at all times, subject to the *Code of Conduct*. Responsibility for the lawful and appropriate behavior of visitors should be shared by their student or employee host.

## 2.6. Security, Crime Prevention and Crisis Response Information

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New students are given information on security, crime and sexual assault prevention and crisis response during orientation.

Throughout the year, posters are hung up in classrooms, offices and halls to raise awareness about crime prevention; drug and alcohol abuse; and sexual assault, harassment, domestic violence, dating violence and stalking prevention. Also, there are postings that explain emergency procedures and crisis response, to make sure students are aware of what they need to do in case of an emergency.

In addition to the annual campus security report, students and staff are notified of specific security concerns if/when they arise throughout the year and appropriate measures are taken to assure continued safety. When warranted, the campus community is notified via AIE email accounts and /or bulletin board notices or notices read by instructors to the students in classrooms. Content includes the specific incident(s) that may be relevant to campus safety concerns and campus and community measures taken to address the safety issues.

## 2.7. Emergency Contact Information

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All AIE students fill out their emergency contact information on or before the day of orientation. This is kept with their student records accessible by designated AIE employees.

## 2.8. Information Regarding Registered Sex Offenders

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The Seattle Police Department, Sexual Assault Unit, Sex and Kidnapping Offender Details Office maintains records on sex and kidnapping offenders. The release of this information is intended to enhance public safety and protection. Information is available to the public by calling 206-684-5332.

## 3. Drug and Alcohol Policies

AIE is a drug-free work environment. Substance abuse means the use or possession of any drug in a manner prohibited by law. It also means the use of alcohol or any legal drug in a manner that an individual's performance is impaired beyond normal function. Any infraction of this policy is not tolerated, and any student found in violation of this policy will be brought before the Disciplinary Committee and could be expelled.

AIE is subject to and follows the requirements of the federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989. The school strongly supports each Act.

AIE expresses its continued commitment to:

- a. Ensure a campus environment in which students, faculty and staff can work, study and relax in safety
- b. Address the abuse of alcohol and other drugs and the academic, social, health and legal consequences thereof
- c. Reach out to campus and to develop and implement a comprehensive strategy for prevention
- d. Ensure that the prevention of the abuse of alcohol and other drugs remains a priority of campus life and health promotion.

When individuals misuse alcohol or other drugs, their performance, health, personal relationships and safety suffer. These individuals usually find their ability to study or work impaired. Absences from the classroom or workplace increase threefold. They tend toward emotional and financial instability, often making poor decisions in their personal lives and relationships. These behaviors can cause them to lose their jobs, their academic career, their families and friends, even their lives.

### 3.1. Substance Abuse

AIE desires to promote the health and wellbeing of students and college personnel. Specific procedures relating to substance abuse prevention education, identification, constructive intervention, information, assistance, and referral shall be developed by the school, consistent with existing law and the best interests of all concerned.

These procedures shall be reviewed and published annually and updated when necessary to comply with current law and to reflect current medical knowledge and abuse prevention practices.

For purposes of this policy the following definitions apply:

- a. **Drug** means any drug which has not been legally obtained, or is not being used for its intended purpose, or as prescribed, or is defined as a controlled substance by the Controlled Substance Act (21 U.S.C. & 812 et seq.) or section 2.1 of subpart "B" of Workplace Drug Testing Programs (53 FR 11980 April 11, 1988), which also includes marijuana.

- b. **Under the Influence of Alcohol** means that the student, employee or visitor manifests symptoms which preclude performing their job or educational exercises in a safe and efficient manner or has a level of alcohol in the blood considered to be impaired under applicable state law. Such symptoms may include, but not be limited to, misbehavior, odor of alcohol and/or impairment of physical or mental ability.

### 3.1.1. Alcoholic Beverages

The use of alcoholic beverages on campus and at AIE events sponsored by the Board, alumni, faculty, staff or students is prohibited except as otherwise set forth herein.

Any violation of this policy will result in disciplinary action up to and including termination of employment or expulsion for students.

#### NOTE

Visitors found to be under the influence of alcohol should be referred to the Head of School, who will address the situation.

### 3.1.2. Drug/Alcohol Use

While at AIE, students, faculty and staff have the responsibility to engage in their jobs and educational studies in a safe, conscientious and effective manner. In order to do this, AIE students, faculty and staff must be able to study and work in a drug and alcohol-free environment and be free from the effects of drugs and alcohol.

#### 3.1.2.1. Drugs

The manufacture, sale, possession, distribution, dispensing or use by a student, faculty member or staff person while on AIE premises of a controlled substance or drug not medically authorized is strictly prohibited.

The use by a student, faculty member or staff person of a controlled substance or drug not medically authorized which affects their work or poses a hazard to the safety and welfare of the person, or other students, faculty, or staff is strictly prohibited.

#### 3.1.2.2. Alcohol

Being under the influence of alcohol or engaging in the sale, transfer or distribution by any student, faculty member or staff person while on AIE premises is strictly prohibited except at functions where a legal permit and advance consent has been obtained.



Violations of the Drug/Alcohol Use Policy may result in disciplinary action up to and including expulsion or employment termination as described in the Student Handbook or Employee Handbook or in an applicable collective bargaining agreement. Such disciplinary action may include a requirement of successful completion of a licensed drug or alcohol rehabilitation program and suspension until such time as AIE determines that the person is able to participate in their job or education in a safe and effective manner. In addition, AIE has the right to refer violations of its Drug/Alcohol Use Policy for criminal prosecution.

Furthermore, each student or staff member who observes or has knowledge of other student or staff member in a condition which affects their ability to engage in their job or educational studies or poses a hazard to the safety and welfare of others are encouraged to report such the situation to their supervisor and Head of School. All reports will be investigated. To the extent possible, confidentiality will be protected, except to the extent necessary to investigate the report.

AIE takes its commitment to provide a drug- and alcohol-free environment seriously. All students or staff members who suspect they may have a drug or alcohol abuse problem are encouraged to seek assistance. To comply with the Federal Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act Amendments of 1989, the Head of School maintains a list of agencies which provide rehabilitative and counseling services.

### 3.1.3. Crisis Emergency Phone Numbers

<http://seattlecrisis.org/phone.html>.

### 3.1.4. Recovery and Support Resources

Table 1: Recovery and support resources.

Organisation	Description
<a href="#">Greater Seattle Al-Anon</a>	12 step support groups for family members of alcoholics.
<a href="#">Greater Seattle Intergroup of Alcoholics Anonymous</a>	12 step support groups for people who want to quit drinking. This is the most available and most well known. The 12 steps of AA have been adapted to suit other issues, such as narcotics, cocaine, gambling, and co-dependency. These steps focus in part on the acceptance of powerlessness over the substance (or behavior), and on the idea of turning to a Higher Power for direction and support. One advantage of AA is that there are numerous meetings throughout the area.
<a href="#">Families Anonymous</a>	12 step support groups for family members of alcohol or drug users. FA is often attended by parents.
<a href="#">Gamblers Anonymous</a>	12 step support groups for compulsive gamblers.
<a href="#">Marijuana Anonymous</a>	12 step support groups for people who want to quit use of marijuana.
<a href="#">Narcotics Anonymous</a>	12 step support groups for people who want to quit drug use.
<a href="#">SMART Recovery</a>	Secular alternative to 12 step groups that focuses on distinguishing between rational and irrational thoughts and feelings. This might be the best choice for someone who is not spiritually based.

### 3.1.5. Treatment

Table 2: Treatment resources.

Organisation	Description
<a href="#">Addiction Recovery Guide</a>	Sections on treatment options; addiction medications; holistic approaches; residential treatment; and a message board.
<a href="#">Substance Abuse and Mental Health Services Administration</a>	Full range of help and services for both substance abuse and mental health issues.
<a href="#">Pride Institute</a>	Treatment resources specific to the gay, lesbian, bisexual and transgender communities.
<a href="#">The Stanton Peele Addiction Website</a>	Non-medical approach to addressing addiction issues.

## 4. Weapons

The possession or use of firearms, knives (except non-spring pocketknives with blades less than 4 inches), other weapons, explosives or fireworks of any kind are prohibited on school property and during any school activity. The school reserves the right to inspect all items brought onto the school premises. Possession or use of the aforementioned items on school premises or during any school activity will result in the student's immediate termination from the school.

## 5. Personal Property

AIE expressly disclaims all liability and responsibility of every kind and nature whatsoever for any loss, theft, damage, destruction, or other casualty to any personal property of any kind owned by any student, visitor or other person. Students are advised and warned that they must personally take full and complete responsibility for safekeeping of all their property on school premises and during any school activities.

## 6. Security Cameras

AIE has installed security cameras at key locations on campus. The cameras focus on entrances and exits, allowing AIE staff to review recorded footage after any incidents.

## 7. Sexual Assault Programs and Procedures—Violence Against Women Act

On March 7, 2013, President Barack Obama signed a bill that strengthened and reauthorized the Violence Against Women Act. Included in the bill were amendments to the Clery Act that afforded additional rights to campus victims of sexual violence, dating violence, domestic violence and stalking.

## 7.1. Sexual Misconduct Policy

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AIE affirms the values of respect, responsibility and caring between all persons. Sexual offense, rape, acquaintance rape, domestic violence, dating violence, sexual assault and stalking will not be tolerated. Behavior of this nature is inconsistent with the school's values and is a violation of the student *Code of Conduct* (as found in the *Student Handbook*), school policy, and state and federal law. Students or employees committing a sexual offense may be prosecuted under the Washington State Criminal Code (Title 9A RCW) and/or disciplined under the student *Code of Conduct*.

This policy sets forth the resources available to students, describes prohibited conduct, and establishes procedures for responding to sexual misconduct incidents that include sexual assault, domestic violence, dating violence, stalking and other unwelcome behaviors as explained below. This policy identifies prohibited behavior for two important reasons:

- a. First, so that victims of prohibited behavior can easily recognize what happened to them as misconduct and comfortably seek assistance
- b. Second, so that all students are aware of these expectations and can make appropriate decisions, knowing there will be consequences for violating this policy.

The school makes this policy readily available to all students and staff of AIE and provides periodic education to students regarding sexual misconduct. AIE staff engages professionals to offer sexual misconduct education and information. Creating a respectful, safe and non-threatening environment is the responsibility of all members of the school and AIE encourages students to take advantage of these educational opportunities and to learn about this policy.

New students are given information on sexual assault, harassment, domestic violence, dating violence and stalking during orientation.

Throughout the year, posters are hung in classrooms, offices and halls to raise awareness of sexual assault, harassment, domestic violence, dating violence and stalking prevention. Also, some posters explain emergency procedures and crisis response.

### 7.1.1. Scope

This policy covers all AIE students, particularly students who are:

- a. Victims of any form of sexual misconduct, including sexual assault and sexual harassment, by any other person (student, employee, or others outside of AIE)
- b. Accused of engaging in behavior prohibited by this policy.

### 7.1.2. Confidentiality

AIE is committed to creating an environment that encourages students to come forward if they have experienced any form of sexual misconduct. The school works to safeguard the identity and privacy of students who seek help or who report sexual misconduct. However, people in different positions have different obligations regarding confidentiality. Under Washington law, communications with some individuals are confidential. Students should always confirm whether confidentiality applies to the communication. Generally, confidentiality applies when a student seeks services from:

- a. Psychological counselors
- b. Personal attorneys
- c. Religious/spiritual counselors.

## 7.2. Sexual Misconduct

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Sexual misconduct is a broad term encompassing any non-consensual behavior of a sexual nature that is committed by force or intimidation or that is otherwise unwelcome. The term includes sexual assault, sexual exploitation, sexual intimidation, and sexual harassment

Sexual intimacy requires that all participants consent to the activity, defined as an affirmative agreement through clear actions or words to engage in sexual activity. The person giving the consent must act freely, voluntarily, and with an understanding of his or her actions when giving the consent. Lack of protest or resistance does not constitute consent, nor does silence mean consent has been given. Relying solely on non-verbal communication can lead to misunderstanding. Persons who want to engage in sexual activity are responsible for obtaining consent—it should never be assumed. A prior relationship or prior sexual activity is not enough to demonstrate consent.

Consent must be present throughout the sexual activity. At any time, a participant can communicate that he or she no longer consents to continuing the activity. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved.

In addition, under Washington law the following people are unable to give consent:

- a. Persons who are asleep or unconscious.
- b. Persons who are incapacitated due to the influence of drugs, alcohol or medication.
- c. Persons who are unable to communicate consent due to a mental or physical condition.
- d. Minors under the age of 16.

Sexual misconduct may vary in its severity and consists of a range of behaviors or attempted behaviors. It can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can occur between members of the same or different sex and can also occur while individuals are fully clothed.

### 7.2.1. Sexual Assault

Sexual assault is an extreme form of sexual misconduct and represents a continuum of conduct from forcible rape to nonphysical forms of pressure that compel individuals to engage in sexual activity against their will. Examples of sexual assault under this policy includes, but are not limited to, the following behaviors when consent is not present:

- a. Sexual intercourse (vaginal, anal, oral)
- b. Oral sex
- c. Rape or attempted rape
- d. Penetration of an orifice (anal, vaginal, oral) with the penis, finger, or other object
- e. Unwanted touching of the genitals, buttocks, breast, or other body part
- f. Coercion or forceful efforts to make someone else touch one's genitals, buttocks, breast or other body part
- g. Inducing consent through drugs or alcohol
- h. Engaging in sexual activity with a person who is unable to provide consent due to the influence of drugs, alcohol or other condition
- i. Domestic violence
- j. Dating violence.

### 7.2.2. Sexual Exploitation

Sexual exploitation involves taking non-consensual sexual advantage of another person, even though the behavior might not constitute one of the other sexual misconduct offenses. Examples can include, but are not limited to the following behaviors:

- a. Invading sexual privacy
- b. Prostituting another student
- c. Recording a non-consensual video or audio-taping of sexual activity
- d. Going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex)
- e. Knowingly transmitting an STD or HIV to another student
- f. Sexually based stalking and/or bullying may also be forms of sexual exploitation
- g. Engaging in voyeurism, which involves secretive observation of another's sexual activity and secretive observation of another for personal sexual pleasure.

### 7.2.3. Sexual Harassment

Sexual harassment is a form of discrimination. Sexual harassment can include unwelcome behavior (verbal, written, physical) that is directed at someone because of that person's sex, gender, or gender identity and meets either of the following criteria:

- a. Submission or consent to the behavior is believed to carry consequences for the student's education or employment. Examples can include pressure to engage in sexual behavior to further the student's education or employment; real or perceived threat that rejecting the behavior would carry a negative consequence for the student.
- b. The behavior creates a hostile, intimidating or demeaning environment that is sufficiently severe, pervasive and objectively offensive to substantially interfere with or deny participation in a student's educational activities and benefits or employment opportunities. Examples can include persistent efforts to develop a sexual relationship, bullying/cyber-bullying of a sexual nature or for a sexual purpose, stalking, unwelcome commentary about an individual's body or sexual activities, unwanted sexual attention, repeated and unwelcome sexually-oriented teasing, joking or flirting, verbal abuse of a sexual nature.

Comments or communications could be verbal, written or electronic.

### 7.3. Assault Responses

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Victims of sexual assault, rape, acquaintance rape, domestic/dating violence, or stalking should follow these recommended steps:

1. Go to a safe place following the attack.
2. Do not shower, bathe or destroy any of the clothing you were wearing at the time of the attack—it is important that evidence be preserved for proof of a criminal offense.
3. Go to a hospital emergency room for care.
4. Make sure you are evaluated for the risk of pregnancy and venereal disease. A medical examination is the only way to ensure you are not injured and could provide valuable evidence should you decide to prosecute.
5. Call someone to be with you. You should not be alone.

Reporting of sexual assaults or rape are the decision of the victim. It is important to understand that reporting a sexual assault or rape is different than prosecuting a rape. Victims are strongly encouraged to immediately contact law officials to report the incident.

The contact for the King County Sexual Assault Resource Center is: 1-425-226-5062.

### 7.4. Reporting Sexual Misconduct

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In addition to supporting individual students affected by sexual misconduct, the college takes all incidents seriously and has a responsibility to address misconduct. When sexual misconduct involves criminal behavior, students are strongly encouraged to report the situation to law enforcement. The Head of School will assist the student in notifying Seattle Center Emergency Services or local law enforcement if the student so requests. An incident/witness report can be completed even if the student has not decided whether to take legal action. Nonetheless, students are always free to report and are encouraged to share instances of such behavior with the Head of School regardless of whether they choose to press formal criminal charges.

Students are strongly encouraged to report incidents of, or share information about, sexual misconduct as soon as possible. This is true even if the student with a complaint or a witness may have concern that his or her own alcohol or drug use, or other prohibited activities were involved. The school will not pursue disciplinary violations against a student with a complaint or a witness for his or her improper use of alcohol or drugs if the student is making a good faith report of sexual misconduct.

The school strongly encourages prompt reporting of complaints and information rather than risking any student's wellbeing. Since the school can take action only if the school is made aware of the behavior, if a school employee becomes aware of a complaint or other violation of this policy, the employee should bring the information to the Head of School so that concerns are heard and services can be offered to the affected students. Although there is no time limit on the reporting of formal charges with the school, the school may ultimately be unable to adequately investigate if too much time has passed or if the accused student has graduated. Factors that could negatively affect the school's ability to investigate include the loss of physical evidence (e.g., prompt medical examinations are critical to preserving the physical evidence of sexual assault), the potential departure of witnesses, or loss of memory.

In all cases, the Head of School strives to respond promptly and effectively by investigating the allegations and addressing the effects of the conduct. Factors that could impair the timing of the investigation include the complexity and severity of the conduct, the number and availability of witnesses, or the need to identify and acquire physical or other evidence.

The school strongly encourages students to report concerns to either or both of the following offices:

- a. For emergencies, contact 9-1-1.
- b. For non-emergencies, or if criminal behavior is involved, student are encouraged to contact Seattle Center Emergency Services by telephone at 206-684-7272 or in person on the 1st floor, Armory Building, Seattle Center.
- c. Students, employees and visitors are equally encouraged to report any issues to AIE staff.

**Contacting Seattle Center Emergency Services does not mean you must pursue charges.** Seattle Center Emergency Services can advise you of your options and can also preserve evidence while you consider your options.

To seek assistance and support, or to report misconduct, contact the Head of School (206-428-6353, [ursula.frank@aie.edu](mailto:ursula.frank@aie.edu)) or any AIE staff member.

In all situations, the school's goals are to provide a prompt and effective response and to treat the student who reports misconduct with sensitivity and fairness, while also ensuring the accused individual receives due process if any disciplinary action is to be imposed.

## 7.5. Retaliation

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The school prohibits retaliation against an individual for making a complaint of sexual misconduct (including sexual assault and sexual harassment), for resisting such behavior, or for otherwise using or participating in the complaint resolution process. Prohibited behavior includes any form of intimidation, threats, or harassment and includes retaliatory behavior by the individual accused of misconduct or her/his friends, family or other persons acting in support of or on behalf of the accused. Acts of retaliation are cause for separate disciplinary action. Concerns of retaliation can be communicated to the Head of School (206-428-6353, [ursula.frank@aie.edu](mailto:ursula.frank@aie.edu)) or to any AIE staff member.

## 7.6. False Complaints

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The school also prohibits an individual from knowingly filing a false complaint or making misrepresentations of sexual misconduct (including sexual assault and sexual harassment). However, a complaint made in good faith is not considered false merely because the evidence does not ultimately support the allegation of sexual misconduct or sexual harassment. Acts of knowingly filing false complaints are cause for disciplinary action.

## 7.7. Immediate Actions by AIE

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The Head of School may take immediate interim actions to protect the safety of the school's community, to enable students with complaints and witnesses to continue studies, and to ensure the integrity of an investigation. These actions may include:

- a. Suspension of an accused student
- b. Issuances of a no-contact notice.

## 7.8. Resources and Services for Students

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School and community services are available to students even in the absence of a school or criminal report. AIE strongly encourages students to seek assistance to care for themselves emotionally and physically through confidential crisis intervention, health care and counseling.

As students tend to their health, they should keep in mind that medical examinations are time sensitive, and are critical in preserving evidence of sexual assault so that options can be considered later.

### 7.8.1. Confidential Support

There are no counseling services at AIE, but students are encouraged to talk to the Head of School or Student Services Coordinator, who will help the student contact any counseling/health services they are interested in. Any information will be kept confidential.



### 7.8.1.1. Contact Information

Table 3: Seattle Campus confidential support contact information.

Responsible Person	Contact Information
Ursula Frank, Head of School	<b>Phone:</b> 206-428-6353 <b>Email:</b> <a href="mailto:ursula.frank@aie.edu">ursula.frank@aie.edu</a>
Krystle Cruz, Student Services Coordinator	<b>Phone:</b> 206-428-6350 <b>Email:</b> <a href="mailto:krystle.cruz@aie.edu">krystle.cruz@aie.edu</a>

If a student would like to talk with someone after hours or on a weekend/holiday when the school is not open, students are referred to Lifeline 1-800-273-TALK (24-hour telephone counseling) or [Crisis Connections](#) at 206-461-3222.

### 7.8.2. Campus Resources

Resource	Details	Contact
<b>Seattle Center Emergency Services</b>	Contacting Seattle Center Emergency Services does not mean a student must pursue criminal charges. Seattle Center Security Department can advise students of their options, help preserve evidence while they consider options, and assist students in safety planning.	<b>Phone:</b> 206-684-7272 <b>Address:</b> 1st floor, Armory Building, Seattle Center.
<b>Ursula Frank, Head of School</b>	The Head of School can assist a student in filing formal complaints or, if the student is not ready to file a formal complaint, the Head of School will work with them to address their concern(s). The Administration Office can also assist the student in notifying Seattle Center Emergency Services and/or local law enforcement, if the student so requests, or referring the student to resources such as counseling or a confidential advocate.	<b>Phone:</b> 206-428-6353 <b>Email:</b> <a href="mailto:ursula.frank@aie.edu">ursula.frank@aie.edu</a>

### 7.8.3. Community Resources

Table 4: Community resources and services for students.

Organisation	Contact Information
Seattle Police Department Emergency	<b>Phone:</b> 9-1-1
Harborview Center for Sexual Assault	<b>Phone:</b> 206-744-1600
King County Sexual Assault Resource Center	<b>Phone:</b> 425-282-0330
Domestic Abuse Women's Network	<b>Phone:</b> 425-656-7867
Northwest Network of LGBT Survivors of Abuse	<b>Phone:</b> 206-568-7777

## 8. Harassment Policy

AIE affirms that all students, employees and visitors are entitled to a campus free of harassment and expects that all employees will treat each other and students with courtesy, dignity, and respect. AIE takes its obligation to maintain a workplace free of harassment seriously.

### 8.1. Unlawful Discrimination and Harassment

All employees, students, and visitors must work actively to maintain a work and study environment that is free from unlawful discrimination and harassment. Harassment on the basis of any lawfully protected status—including but not limited to gender, religion, race, ethnic origin, or sexual orientation—is forbidden. Retaliation against an individual who has made a complaint of harassment is not tolerated.

All complaints of discrimination, harassment, and sexual harassment will be thoroughly reviewed and investigated and prompt and appropriate action will be taken, up to and including termination of enrollment or employment.

Any student or employee who experiences harassment from a campus visitor should refer immediately to the Head of School or any AIE staff member.

### 8.2. Sexual Harassment

Sexual harassment is a form of misconduct which constitutes a serious offense and subjects offenders to disciplinary action, up to and including termination of employment or expulsion.

AIE's policy is to ensure a work and study environment free of sexual harassment. Unwelcome sexual advances, requests for sexual favors, sexual demands, or other verbal, physical, or visual conduct of a sexual nature will constitute sexual harassment when:

- a. Submission to the conduct is either an explicit or implicit term or condition of employment (or of receiving a passing grade)
- b. Submission to or rejection of the conduct is used as a basis for an employment decision affecting the person rejecting or submitting to the conduct
- c. The conduct has the purpose or effect of unreasonably interfering with an affected person's work performance, or creating an intimidating, hostile, or offensive work environment
- d. In third-party situations, one individual is offended by the sexual interaction, conduct or communications between others.

### 8.3. Sexual Harassment Reporting Procedures

When an aggrieved person discloses to an employee that an AIE employee, student or visitor has behaved inappropriately, the employee should:

- a. Advise the student to contact the Head of School—the employee must follow up with the Head of School to confirm that the student has made the report
- b. If the aggrieved is fearful or feels uncomfortable about doing that on their own, the employee may offer to accompany the student; not to support their claim itself, but simply to be supportive and bear witness of what the aggrieved has disclosed.

Employees will find it useful to review the harassment reporting procedures outlined in the *Student Handbook*.

Employees who experience or witness sexual harassment in the workplace must report it immediately to their immediate supervisor. If an employee is not comfortable discussing the situation with his or her supervisor, the employee may report the harassment to the Head of School.

All allegations of sexual harassment (including domestic violence, dating violence and stalking) will be investigated. To the extent possible, the employee's (or student's) confidentiality and that of any witnesses and the alleged harasser will be protected, except to the extent necessary to investigate and address the alleged harassment. When the investigation is completed, the aggrieved employee (or student) will be informed of the outcome of that investigation.

AIE will permit no employment-based retaliation against anyone who brings a complaint of sexual harassment or who speaks as a witness in the investigation of a complaint of sexual harassment.

Investigations will be conducted confidentially to ensure protection of the complainant and the accused. Complainants will be informed of the internal remedies available. The complaint procedure will provide for follow-up to determine if the sexual harassment has been effectively stopped.

## 9. Hate Crime Policy and Reporting

The Head of School is responsible for collecting and reporting hate-motivated statistics. Anyone receiving a report or information of hate violence is required to notify the Head of School to ensure that an appropriate report is completed, the perpetrator is held accountable (if possible), and statistics are collected disseminated and the victim and/or communities are provided with assistance/referrals.

### 9.1. Criteria for Reporting Hate Motivated Crimes and Incidents

Reports of hate motivated incidents are taken because there is a risk for recurrence and/or escalation into a criminal act. The key criterion in determining whether any crime or incident fits into the definition of a hate crime or incident is the motivation behind the incident. The following criteria are to be used in determining whether or not an incident is motivated by bias based on: race, ethnicity, gender/perceived gender, sexual orientation, religion, national origin or disability. The list is not all inclusive.

A criminal act may include any of the following:

- a. Burning cross or religious symbol
- b. Explosives, bomb threats
- c. Assault, disorderly conduct
- d. Interrupting or disturbing religious, ethnic, cultural political or other meetings
- e. Targeting a protected class of people through words or actions

A non-criminal act or incident, while not criminal, is done with the apparent intention to harass, intimidate, retaliate, create conflict, because of any person's race, religion, ethnic background, etc.

## 10. Annual Disclosure of Crime Statistics

The Head of School prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is prepared in cooperation with local law enforcement agencies and the Seattle Center Security Department. Each entity provides updated information on their educational efforts and programs to comply with the Act.

The school will make a good-faith effort to collect crime statistics for all Clery Act crimes committed in applicable geographic locations from all police agencies with jurisdiction for the school.

Each year, an email notification is made to all enrolled students providing access to this report. Faculty and staff receive similar notification via email. Copies of the report may also be obtained at the Administration Office.

### 10.1. How to Report a Crime

- a. **Emergencies** dial 9-1-1.
- b. **Non-emergencies** call Seattle Center Emergency Services at 206-684-7272.
- c. Any suspicious activity or person on the 4th floor, stairwells, in the classrooms, or in AIE offices should be reported to AIE staff and/or Seattle Center Emergency Services.
- d. For off campus non-emergencies, you may also call the Seattle Police Department West Precinct directly at (206) 625-5011.

#### NOTE

Seattle Campus crime data can be found at [Appendix A](#).

## 11. Emergency Responses and Evacuation Procedures

### 11.1. Fire

Table 5 explains different responses based on the size of a fire.

Table 5: Fire responses.

Small Fire <i>No larger than a wastebasket</i>	Large Fire <i>Larger than a wastebasket</i>
<ul style="list-style-type: none"> <li>a. Alert people to evacuate area.</li> <li>b. Activate nearest fire alarm.</li> <li>c. Smother fire or use appropriate fire extinguisher.</li> <li>d. Always maintain accessible exit.</li> <li>e. Avoid smoke or fumes.</li> <li>f. Be prepared to evacuate building if fire grows.</li> </ul>	<ul style="list-style-type: none"> <li>a. Alert people to evacuate area.</li> <li>b. Activate nearest fire alarm.</li> <li>c. Evacuate building using fire evacuation plan.</li> <li>d. Close doors to contain fire.</li> <li>e. Move people to a safe distance.</li> <li>f. If you are unable to safely reach an exit:               <ul style="list-style-type: none"> <li>I. Stay low to avoid breathing in smoke and toxic gases.</li> <li>II. Retreat into a closed space with a window and phone if possible so you can call 9-1-1.</li> <li>III. Close all doors and other openings.</li> <li>IV. Place clothing, paper or other soft materials in gaps around closed doors.</li> <li>V. Hang a sign in window for fire rescue workers to see.</li> </ul> </li> </ul>

Notes and precautions relating to fire incidents:

- a. Activate the fire alarm before trying to put out the fire.
- b. Never enter a room that is full of smoke.
- c. Never enter a room containing a fire if you are alone.
- d. Never open a door that is warm to the touch.
- e. Close doors to contain fire.
- f. Do not use elevators.

## 11.2. Threat of Bodily Harm

Table 6: Responses to threats of bodily harm.

Form of Bodily Harm	Action
<b>Active Shooter</b>	<ul style="list-style-type: none"> <li>a. Warnings may come over walkie talkie or Seattle Center emergency text system.</li> <li>b. Be responsible for yourself first. Act and react using best judgement to escape safely.</li> <li>c. Close and lock all doors. Barricade them if possible.</li> <li>d. Be quiet and silence phones.</li> <li>e. Call 9-1-1.</li> <li>f. Call Seattle Center Emergency Services 206-684-7272.</li> <li>g. As a last resort, fight aggressively with improvised weapons and thrown objects.</li> <li>h. First responders will engage the shooter. They will not render aid or answer questions until all threats have been nullified. Show them your hands and get out of their way.</li> </ul>
<b>Threats Made In Person</b>	<ul style="list-style-type: none"> <li>a. Try to remain calm.</li> </ul> <p>Avoid confrontation when possible. Call 9-1-1 or Seattle Center Emergency Services 206-684-7272.</p>
<b>Threatening Notes, Phone Calls, Etc.</b>	<ul style="list-style-type: none"> <li>a. Call Seattle Center Emergency Services 206-684-7272</li> </ul> <p>Call 9-1-1 and remember to report the location address. Notify Head of School or any AIE staff member.</p>
<b>Bomb Threat</b>	<ul style="list-style-type: none"> <li>a. Take all threats seriously.</li> <li>b. Try to remain calm.</li> <li>c. Call 9-1-1.</li> <li>d. Call Seattle Center Emergency Services 206-684-7272.</li> <li>e. Head of School will decide whether or not to evacuate the building.</li> <li>f. If told to do so, evacuate the building. To avoid panic, do not announce that the evacuation is due to a bomb threat.</li> <li>g. Leave any search to police, firefighters and other trained people.</li> </ul>
<b>Telephoned Threats</b>	<ul style="list-style-type: none"> <li>a. Take all threats seriously.</li> <li>b. Try to remain calm.</li> <li>c. Keep the caller on the line. Obtain as much information as possible.</li> <li>d. Call 9-1-1. Have someone else report the call while you keep the caller on the line.</li> <li>e. Call Seattle Center Emergency Services 206-684-7272</li> <li>f. Head of School will decide whether or not to evacuate the building.</li> <li>g. If told to do so, evacuate the building. To avoid panic, do not announce that the evacuation is due to a bomb threat.</li> <li>h. Leave any search to police, firefighters and other trained people.</li> </ul>
<b>Suspicious Package/Device</b>	<ul style="list-style-type: none"> <li>a. Do not touch the package or device.</li> <li>b. Evacuate the area immediately.</li> <li>c. Call 9-1-1. Indicate that a suspicious package or device has been found.</li> <li>d. Call Seattle Center Emergency Services 206-684-7272.</li> <li>e. Wait a safe distance away from the area until advised that the device has been examined and/or disposed of.</li> </ul>
<b>Chemical Exposure</b>	<ul style="list-style-type: none"> <li>a. Evacuate the area.</li> <li>b. Call 9-1-1.</li> <li>c. Call Seattle Center Emergency Services 206-684-7272</li> </ul>

## 11.3. Medical Emergency, Injury or Illness

Table 7: Responses for medical emergencies, injuries or illnesses.

Emergency, Injury or Illness Category	Action
<b>One Injured/Ill Person</b>	<ul style="list-style-type: none"> <li>a. For serious injury or illness, or if you are unsure of the extent of the injury or illness, call 9-1-1.</li> <li>b. Apply First Aid if the situation warrants it and you have appropriate first aid certification.</li> <li>c. Inform AIE staff</li> <li>d. Call Seattle Center Emergency Services 206-684-7272</li> </ul>
<b>More than One Injured/Ill Person</b>	<ul style="list-style-type: none"> <li>a. For serious injury or illness, or if you are unsure of the extent of the injury or illness, call 9-1-1.</li> <li>b. Call Seattle Center Emergency Services 206-684-7272.</li> <li>c. Stay at the scene and aid the ill and injured.</li> <li>d. Follow the directions of the emergency response specialists.</li> <li>e. Inform AIE staff.</li> </ul>
<b>Psychiatric Emergency</b>	<p>Under no circumstances should anyone transport a student, employee or visitor to the hospital for a medical or psychiatric emergency.</p> <p>The following behaviors may indicate that an employee, student or visitor is in crisis and needs immediate attention and emergency care:</p> <ul style="list-style-type: none"> <li>a. Violent or extremely disruptive behavior, such as assault, hostile threats, etc.</li> <li>b. Suicidal threats and references or other self-destructive thoughts or actions.</li> <li>c. Homicidal threats.</li> <li>d. Obvious loss of contact with reality, such as seeing/hearing/feeling things not apparent to others, thoughts or behavior inconsistent with reality, etc.</li> <li>e. Disturbed speech or communication content, such as incoherent speech, grandiose beliefs, disorganized or rambling thoughts, etc.</li> <li>f. Disorientation and inability to identify who they are, where they are, what year it is, etc.</li> </ul>
<b>Situation NOT Physically Violent or Potentially Dangerous</b>	<ul style="list-style-type: none"> <li>a. Talk calmly with the individual.</li> <li>b. When possible, have two people remain with the person in crisis while a third person makes the appropriate telephone calls for assistance.</li> <li>c. If there is no threat of violence, call the Head of School or any AIE staff member at 206-428-6350 prior to calling 9-1-1 or alerting Seattle Center Emergency Services 206-684-7272.</li> </ul>
<b>Situation IS Physically Violent or Potentially Dangerous</b>	<ul style="list-style-type: none"> <li>a. Call 9-1-1 immediately.</li> <li>b. Call Seattle Center Emergency Services 206-684-7272</li> <li>c. When emergency help arrives, tell them what you know about the situation and follow their instructions.</li> <li>d. After emergency help has arrived, notify the Head of School at 206-428-6350.</li> </ul>

## 11.4. Earthquake

Table 8: Earthquake responses.

Earthquake Situations	Action
<b>If Inside During an Earthquake</b>	<ul style="list-style-type: none"> <li>a. <b>Drop, Cover and Hold.</b> Protect yourself by <b>dropping</b> to the floor and <b>taking cover</b> under a desk, sturdy table or other piece of furniture. <b>Hold</b> on to whatever you are under.</li> <li>b. If taking cover under a sturdy piece of furniture is not possible, get into a corner and facing out, bring your knees and hands up to protect yourself.</li> <li>c. Stay away (and face away) from glass and other items on the walls.</li> <li>d. After the shaking stops:               <ul style="list-style-type: none"> <li>I. Do not leave cover until shaking has completely stopped.</li> <li>II. Do not use open flames (candles, matches or lighters).</li> <li>III. Evacuate the building.</li> <li>IV. Remember, additional shocks or tremors may occur.</li> <li>V. Watch for falling debris or electrical wires when leaving the building.</li> </ul> </li> </ul>
<b>If Outside During an Earthquake</b>	<ul style="list-style-type: none"> <li>a. Stay in the open.</li> <li>b. Keep away from buildings, trees and electrical poles and wires.</li> <li>c. After the shaking stops:               <ul style="list-style-type: none"> <li>I. Do not use open flames (candles, matches or lighters).</li> <li>II. Do not enter buildings until it is determined that they are safe.</li> </ul> </li> </ul>
<b>If Inside a Vehicle During an Earthquake</b>	<ul style="list-style-type: none"> <li>a. Stop the vehicle and stay inside the vehicle until the shaking stops.</li> <li>b. After the shaking stops:               <ul style="list-style-type: none"> <li>I. Do not use open flames (candles, matches or lighters).</li> <li>II. Do not enter buildings until it is determined that they are safe.</li> </ul> </li> </ul>

## 11.5. Volcanic Eruption

The Cascade Range is volcanic. While the chances of an eruption are remote, it is possible. Ash fall is very fine and can cause severe damage to your lungs.

Table 9: Volcanic eruption responses.

Volcanic Eruption Situations	Action
<b>If Time Permits Dismissal</b>	<ul style="list-style-type: none"> <li>a. You will be notified by a school official.</li> <li>b. Cover mouth and nose with handkerchief or other material to filter the air.</li> <li>c. Depending on the proximity to the eruption, the school may be closed and classes may be dismissed.</li> </ul>
<b>If Time Does Not Permit Dismissal</b>	<ul style="list-style-type: none"> <li>a. Seek shelter inside the building.</li> <li>b. Close all windows and doors.</li> <li>c. Cover mouth and nose with handkerchief or other material to filter the air.</li> <li>d. Remain in the building until notified by a school official.</li> </ul>



## 11.6. School Closure

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Under extraordinary circumstances, the school may experience a full closure.

Full closures affect all AIE campus facilities. Closures can occur either during or prior to normal hours of operation. Students should follow the announcement made for Seattle Public Schools for weather related events.

School Closures	Action
<b>Full, Early or Partial Closure – During Normal Hours of Operation</b>	<ul style="list-style-type: none"> <li>a. An announcement will be made.</li> <li>b. Follow the directions being given.</li> </ul>
<b>Full Closure or Delayed Start of All AIE Facilities – Prior to Normal Hours of Operation</b>	<ul style="list-style-type: none"> <li>a. Students should follow the announcement made for Seattle Public Schools.</li> <li>b. Announcements of closure will also be made via email, Canvas, the AIE website, and social media.</li> </ul>

## 11.7. First Aid/CPR

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Any injury requiring First Aid that occurs in an AIE classroom or studio should be reported immediately to the Head of School or any AIE staff member.

Medical kits are located in each classroom and at the front desk.

An AED (automatic external defibrillator) is also found at the front desk.

## Appendix A: Seattle Campus Clery Act Crime Statistics

The following statistics are a combined report of incidents reported to Campus authorities and/or the Seattle Police Department. These statistics are a reporting requirement of the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (Clery Act).

The following statistics report on crimes that occurred in these geographical areas where relevant:

- a. On-campus (anywhere)
- b. On-campus student housing
- c. Public property within campus bounds
- d. Public property immediately adjacent to the campus
- e. Noncampus buildings and property owned or controlled by the organization that are used for educational purposes and frequently used by students but not a part of the core campus, or those owned or controlled by a student organization officially recognized by the institution.

### Criminal Offenses

Offense	On Campus			On Public Property		
	2020	2021	2022	2020	2021	2022
<b>Murder/Non-Negligent Manslaughter</b>	0	0	0	0	0	0
<b>Negligent Manslaughter</b>	0	0	0	0	0	0
<b>Rape</b>	0	0	0	0	0	0
<b>Fondling</b>	0	0	0	0	0	0
<b>Incest</b>	0	0	0	0	0	0
<b>Statutory Rape</b>	0	0	0	0	0	0
<b>Robbery</b>	0	0	0	0	0	0
<b>Aggravated Assault</b>	0	0	0	0	0	0
<b>Burglary</b>	0	0	0	0	0	0
<b>Motor Vehicle Theft</b>	0	0	0	0	0	0

<b>Arson</b>	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Hate Crimes

All figures include the following categories of bias: race, religion, sexual orientation, gender, gender identity, disability, ethnicity and national origin.

Offense	On Campus			On Public Property		
	2020	2021	2022	2020	2021	2022
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Destruction, Damage, or Vandalism of Property	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Violence Against Women Act (VAWA) Offenses

Offense	On Campus			On Public Property		
	2020	2021	2022	2020	2021	2022
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Arrests

Offense	On Campus			On Public Property		
	2020	2021	2022	2020	2021	2022
Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Persons Referred for Campus Disciplinary Action

These statistics do not include disciplinary actions that were strictly for school policy violations. If disciplinary actions were the result of an arrest, they are instead recorded in the Arrests table above.

Offense	On Campus			On Public Property		
	2020	2021	2022	2020	2021	2022
Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0

<b>Drug Abuse Violations</b>	0	0	0	0	0	0
<b>Liquor Law Violations</b>	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Unfounded Crimes

This table records crimes that were investigated by law enforcement authorities and were found to be false or baseless. Only sworn or commissioned law enforcement personnel may unfound a crime.

Offense	On Campus			On Public Property		
	2020	2021	2022	2020	2021	2022
<b>Total Unfounded Crimes</b>	0	0	0	0	0	0