

**2016 Rosemont College
Annual Security
And
Fire Safety Report**

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Your safety and security is extremely important to us at Rosemont College. The following information is provided to share our commitment to the security of our community, and to inform you about the steps you can take to ensure a safe campus. Clearly, the best protection against campus crime is an aware, informed, alert campus community-student, faculty and staff who use reason and caution.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act) requires Rosemont College to provide students and employees with information on its security policies and procedures, specific statistics for certain criminal incidents, arrests and disciplinary referrals, and to make the information and statistics available to prospective students and employees. Higher Education Act of 1965 requires institutions with on-campus student housing to share with the campus community an annual Fire Safety Report, which is included in this document.

Campus SaVE was signed into law by the President on March 7, 2013 as part of the reauthorization of the Violence Against Woman Act (VAWA). It amends the Jeanne Clery Act to include three new crime categories; Domestic Violence, Dating Violence and Stalking along with other additional requirements. Nothing in the Clery Act, as amended by VAWA, alters or changes Rosemont College's obligations or duties under Title IX as interpreted by OCR.

In addition, the State Board of Education, adopted regulations implementing the College and University Security Information Act (Act 73 of 1988). In 2004, this act was repealed and replaced with the Uniform Crime Reporting Act (Act 180 of 2004). Pennsylvania colleges and universities must provide information related to security policies and procedures to students, employees and applicants. They must also provide certain crime statistics to students and employees, and make those statistics available to applicants and prospective employees upon request.

All questions or request for information in this document should be addressed to the Director of Public Safety, 1400 Montgomery Ave., Rosemont Pa 19010, or osmond.mbaeri@rosemont.edu

ANNUAL SECURITY AND FIRE SAFETY REPORT

Rosemont's Annual Security and Fire Safety Report is published and distributed by the Director of Public Safety. This report includes statistics for the previous three years concerning reported crimes that occurred on-campus, in certain off-campus buildings or property owned/controlled by Rosemont College, and on public property within, or immediately adjacent to and accessible from, the campus. The report also includes a Fire Safety Report and institutional policies concerning campus security, such as sexual assault and other matters. You can obtain a copy of this report by contacting the Director of Public Safety, 1400 Montgomery Ave, Rosemont, PA 19010, or by accessing the following web site www.rosemont.edu/publicsafety and clicking on the link for the Annual Security and Fire Safety Report.

ACCURATE AND PROMPT REPORTING OF CRIMES

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All victims, witnesses, and third parties should promptly report criminal incidents, fires, emergencies or any type of suspicious activity on campus or in the immediate area of the College to the Department of Public Safety by dialing x2555 from any campus phone or 610-527-1038 from any other phone. Public Safety Officers are available 24 hours a day, seven days a week.

A Public Safety Officer is immediately dispatched to the location where he or she will evaluate the situation and contact the necessary authorities. Public Safety Officers will assist crime victims by contacting the police (if requested) and providing transportation and other reasonable services to ensure accurate and prompt reporting of crimes. All victims of crime are offered the opportunity to file a report with the police department.

Crimes should be reported to the Department of Public Safety to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the community.

The Department of Public Safety forwards all reports of student conduct (criminal and non-criminal) to the Dean of Students for review and possible action. Public Safety will investigate a report when it is deemed appropriate. Any additional information obtained via the investigation will be forwarded to the Dean of Students.

CAMPUS SECURITY AUTHORITY (CSA)

The Clery Act mandates that institutions must disclose statistics both for crimes reported to local police agencies and crimes reported to campus security authorities. The intent of including non-law enforcement personnel as campus security authorities is to acknowledge that many individuals, students in particular, are hesitant about reporting crimes to the police but may be more inclined to report incidents to other campus affiliated individuals. Reports filed in this manner are counted and disclosed in our annual crime statistics.

Campus Security Authorities at Rosemont College

All Public Safety Department personnel	x2555/610-527-1038	Cardinal Hall
Dean of Students	x2400	Good Counsel Hall
Assistant Dean of Students/Director of Residence Life	x2401	Good Counsel Hall
Assistant Director of Residence Life	x2462	Good Counsel Hall
Resident Directors	x2438	Good Counsel Hall
Resident Assistants		
Director, Director of Leadership & Engagement	x2425	Alumnae Hall
Director of Athletics	x4265	Alumnae Hall
Assistant Director of Athletics	x2362	Alumnae Hall
All Athletic Coaches		Alumnae Hall
Dean, Undergraduate College	x2381	Good Counsel Hall
Dean, Schools of Graduate and Professional Studies	x2300	Good Counsel Hall
Director, Graduate Student Services	x2187	Good Counsel Hall
Director, Student Academic Support	x2359	McShain Building

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Advisors to student organizations		
Assistant Vice President for Human Resources/Title IX Coordinator	x2242	Main Building

As a result of the negotiated rulemaking process which followed the signing into law, the 1998 amendments to 20 U.S.C. Section 1092 (f), clarification was given to those considered to be campus security authorities.

Campus “Pastoral Counselors” and Campus “Professional Counselors”, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics.

As a matter of policy, they are encouraged; if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics. The rulemaking committee defines counselors as:

Pastoral Counselor

An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor

An employee of an institution whose official responsibility is providing psychological counseling to members of the institution’s community.

CONFIDENTIAL CRIME REPORTING

Although we strongly encourage victims, witnesses, and third parties to report all crimes directly to the Department of Public Safety, in some instances members of the campus community may not wish to do so. In such cases, you may still want to consider making a confidential report. With your permission, a designated campus security authority can file a report on the details of the incident without revealing your identity to the fullest extent possible. The purpose of a confidential report is to comply with your wish to keep the matter confidential while taking steps to keep an accurate record of the number of incidents involving our community members, to determine if there is a pattern of crime with regard to a particular location, method, or assailant, and to alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in our annual crime statistics. The college will guide the victim through the available options and support the victim in their decision. Various counseling options are available at the college as well as outside resources.

ON-LINE CRIME REPORT

This page is provided as a special service for those who wish to report criminal activity occurring on the Rosemont campus and is not intended to replace the normal crime reporting process. Do not send emergency or crisis information, or situations needing an immediate response by Public Safety through this link. Confidential reports of crime are accepted. Click on the link to access on-line report:

<http://www.rosemont.edu/about/public-safety/online-crime-report.php>

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TIMELY WARNINGS

Rosemont College, in a manner that is timely and will aid in the prevention of similar crimes, will issue safety alerts. The Director of Public Safety, or a designee in conjunction with VP for Finance/Administration or Managing Director for Public Relations, will develop safety alerts for the college community to notify members of the community about crimes against people that occur on campus, on public property within or immediately adjacent to the campus, and in or on non-campus buildings or property that the institution owns or controls where it is determined that the incident may pose an ongoing threat to members of the college community.

Safety alerts are usually distributed for the following Uniformed Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: arson, burglary, criminal homicide (murder, non-negligent manslaughter and negligent manslaughter) and robbery. Cases of aggravated assault and sex offenses (rape, sodomy, sexual assault with an object, fondling, incest, statutory rape) are considered on a case-by-case basis, depending on the facts of the case and the information known by the Department of Public Safety. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other college community members, therefore; a safety alert would not be distributed. Sexual Assaults are considered on a case by case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the Public Safety Department. Safety alerts may be sent for other crimes/incidents as determined necessary by the Director of Public Safety or designee in his or her absence.

The safety alerts will not only contain the circumstances regarding the crime but will also contain additional information to help promote safety, and where appropriate, the means to avoid similar crimes. Safety alert notices shall typically include the following information, if known:

- A statement of the incident, including the nature and severity of the threat and locations or persons who might be affected
- Any connection to previous incidents, if known
- Physical description
- Date and time occurred
- Other relevant and important information, such as any bias motive, the gender of the victim, and/or student/ non-student status
- Appropriate safety tips

Once the Director of Public Safety determines that a safety alert will be issued, the Public Safety Director, VP Finance and Administration and/or College Relations Department disseminate the safety alert in one or a combination of the following: blast e-mail to all students and employees; Rosemont website and/or intranet; posting in the residence halls, administrative buildings and commuter lounge, if deemed necessary. Safety alerts in affected buildings are posted in the lobby/entrance area for five days.

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Anyone with information warranting a safety alert should report the circumstances to the Public Safety Office by phone 610-527-1038, or in person at the Public Safety Department located on the ground floor of the Cardinal building. Safety alerts will not contain any personal identifying information of the victim or necessary parties.

Campus officials with counseling responsibilities that are providing confidential assistance to a crime victim, such as pastoral counselors and professional counselors, are not subjected to the timely warnings requirement.

EMERGENCY NOTIFICATION AND EVACUATION

The College's Emergency Operations Plan establishes a set of emergency procedures to assist the College in managing any emergency that might arise. In addition, emergency response procedures are posted on the Public Safety website and over 100 flip-charts detailing these emergency procedures are posted in all buildings on campus.

College departments are responsible for developing contingency plans and continuity of operation plans for their staff and areas of responsibility. The college conducts numerous emergency response exercises each year, such as fire alarm drills and at least one test of the emergency notification system on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

Public Safety and Residence Life personnel have received training in Incident Command System (ICS) and responding to critical incidents on campus. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually the Public Safety Department, and they typically respond and work together to manage the incident with local emergency service providers. Depending on the nature of the incident, other Rosemont College departments and local or federal agencies could also be involved in responding to the incident.

General information about the emergency response and evacuation procedures for Rosemont College are publicized each year as part of the institution's Clery Act compliance efforts and that information is available on the College's Intranet, "The Raven", under Public Safety.

All members of the Rosemont Community are notified on an annual basis that they are required to notify the Department of Public Safety of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve an immediate or ongoing threat to the health and safety of students and/or employees on campus. Department of Public Safety has the responsibility of responding to, and summoning the necessary resources, to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation. Some of the actions taken in an emergency or dangerous situation may be a lockdown or evacuation of a building or campus. In addition, the Department of Public Safety has a responsibility to respond to such incidents to determine if the situation does in fact, pose a threat to the community. If that is the case, Federal Law requires that the institution immediately notify the campus community or the appropriate segments of the community that may be affected by the situation.

Notification to the Rosemont Community about an immediate threat: The Department of Public Safety should be contacted at x2555 from a campus phone or 610-527-1038 from any phone about an

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emergency or dangerous situation on campus or immediate area surrounding the college. If the Department of Public Safety, police, or fire departments confirm that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the Rosemont community, the Department of Public Safety will collaborate with Vice-President for Finance and Administration and College Relations to determine the content of the message and will use some or all of the systems described below to communicate the threat to the Rosemont Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

The Director of Public Safety, VP for Finance/Administration or Managing Director for Public Relations will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the first responders (including, but not limited to Public Safety and local fire and police), compromise the efforts to assist a victim or to contain the emergency, respond to, or otherwise mitigate the emergency.

In the event of a serious incident that poses an immediate threat to members of the Rosemont community, the College has various systems in place for communicating information quickly.

Some or all of these methods of communication may be activated in the event of an immediate threat to the Rosemont campus community. These methods of communication include:

- e2Campus, a text messaging system used to quickly notify registered users via their cell phone. Rosemont College members should go to the Public Safety web site and click on “Rosemont Alert Emergency Text Messaging” to sign up at <https://www.e2campus.net/my/rosemont/>
- Blast e-mail to all college users
- Personal interaction by Public Safety personnel or others
- A pre-recorded phone message may be sent to all campus phone extensions

Students, faculty and staff should take responsibility for regularly checking their college e-mail. A college e-mail account is issued to all faculty, staff, administrators, and students. Instructions for automatic forwarding of e-mail messages from a college account to another account are available on the college website under Rosemont E-mail section.

Members of the larger community who are interested in receiving information about emergencies on campus should check the college’s website and/or main phone, 610-527-0200. Emergency communications will not contain any personal identifying information.

Procedures for Testing Emergency Response and Evacuation Procedures: The Public Safety Department conducts one unannounced fire drill each semester in all residential facilities, administrative, and academic buildings on campus. Thus, the emergency response and evacuation procedures are tested at least twice each academic year. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. Public Safety does not tell residents/staff in advance about the designated locations for long-term evacuations because those decisions are affected by time

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of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, Public Safety, Residence Life staff, and/or the Building Coordinator on the scene will communicate information to students/staff regarding the developing situation or any evacuation status changes.

The purpose of a fire drill is to prepare building occupants for an organized evacuation in case of an emergency. At Rosemont College, fire drills are used as a way to educate and train occupants on issues specific to their building.

During the drill, occupants practice drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the college an opportunity to test the operation of fire alarm system components.

Evacuation drills are monitored by Public Safety and Residence Life departments to evaluate egress and behavioral patterns. A report is prepared by the Public Safety departments which identify anyone who has not left the building and deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Students receive information about emergency response procedures during their floor meetings and during other educational sessions that they can participate in throughout the year. Residence Life staff and Building Coordinators are trained in these procedures as well and act as an on-going resource for the students living in residential facilities and staff.

Emergency exercises will be conducted at least once a year and will be announced. Public Safety coordinates fire drills and emergency exercises, as described above, to test the emergency response and evacuation procedures, and to assess and evaluate the evacuation plans and capabilities. Public Safety will publish a summary of its emergency response and evacuation procedures in conjunction with at least one drill or exercise each calendar year.

DEPARTMENT OF PUBLIC SAFETY

The mission of the Department of Public Safety is to provide a safe, secure, and healthy environment for all members and guests of the Rosemont College community that both enhances the campus learning experience as well as complements the college's educational mission.

The Department of Public Safety has primary responsibility for safety and security on Rosemont's campus. The Department's offices are located on the lower level of Cardinal Hall. The Department consists of a Director, Captain, two Sergeants, seven full-time and one part-time Public Safety Officers. The Director, Captain, and Sergeants have certificates for emergency planning and response, active shooter, and Clery Act. All members of the department are certified in CPR, AED, and first aid

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by the American Heart Association. On-going training is provided to all officers in for handling mental health issues, sexual assault, and emergency response.

The Department's patrol area is the Rosemont campus. Public Safety personnel do not patrol the area or roads surrounding the campus. The Department of Public Safety reports to the Vice President for Finance and Administration.

Public Safety personnel are not sworn/commissioned police officers and have no official powers of arrest. Public Safety personnel do not carry weapons. Public Safety personnel have the authority to ask persons for identification to determine whether individuals have lawful business at Rosemont College, enforce college regulations, and issue parking tickets on campus. Criminal incidents and/or investigations are referred to the Lower Merion Police Department who have legal jurisdiction on Rosemont's campus.

WORKING RELATIONSHIPS WITH OTHER LAW ENFORCEMENT AGENCIES

The Public Safety Department maintains a highly professional working relationship with the Lower Merion Police Department, which patrols the exterior of campus and responds to calls on campus. Rosemont College does not have written memoranda of understanding (MOU) with any law enforcement agency regarding the investigation of alleged criminal offenses. Lower Merion Police have legal jurisdiction for the Rosemont campus, and provides the Department with weekly reports of criminal activity and assistance in emergency planning/response.

Public Safety staff work closely with the investigative staff at LMPD when incidents arise that require joint investigative efforts, resources, crime related reports and exchanges of information, as deemed necessary.

All crime victims and witnesses are strongly encouraged to immediately report crimes to the Public Safety Department and the appropriate police agency. Prompt reporting will assure timely safety alerts and disclosure of crime statistics in the annual report.

Montgomery County's Department of Public Safety provides emergency response training and a map of the college, emergency plans, and building diagrams are stored in the County's files.

The Public Safety Department's relationship with the Pennsylvania State is limited to monthly reporting of crime statistics via their website.

SECURITY AND ACCESS TO CAMPUS FACILITIES

During business hours, the College (excluding student housing facilities) will be open to students, parents, employees, contractors, guests, and invitees.

During non-business hours access to all College facilities is by key/card swipe, if issued, or by admittance via Public Safety Department or Residence Life staff. In the case of periods of extended closing, the College will admit only those with prior written approval to all facilities.

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Student housing consists of five on-campus residence halls; Kaul, Connelly, Heffernan, Mayfield and Gracemere. Each hall is equipped with a card access system except Gracemere. Students living in the residence halls use their I.D. cards (except Gracemere) to access their building. This is an access control system, not a security system. Access to individual rooms is controlled by combination locks (except Gracemere). Windows in student rooms have no specialized security features. Rear entrances are outfitted with door alarms (except Gracemere) that when activated, notify the entire building that someone has used an unauthorized entrance/exit. Students should call Public Safety when door alarms are activated.

Gracemere Hall is for honor and high achieving students. Students use keys for entry to the building and rooms. There are no Public Safety patrols inside Gracemere per the Dean of Students. The building's fire alarm system is monitored.

The entrances to residence halls, except Gracemere, are staffed by a Residence Assistant from 8:00 p.m. to midnight, Monday to Thursday, and on Fridays and Saturdays from 10:00 p.m. to 2:00 a.m. during the academic year. Student housing ranges from suites with numerous rooms to single and double rooms.

There is a Residence Director on call 24 hours a day, 7 days a week. Public Safety Officers conduct random rounds in each residence hall (except Gracemere) as part of the safety system provided for resident students. In addition, Residence Life staff receives regular training on safety and security matters; Residence Life and Public Safety meet with residents to discuss safety and security issues; and Campus Safety Alerts are posted in resident halls.

Employees of the Facilities Department, Admissions, and members of the Emergency Operations Groups have access to the residence halls and buildings via their ID card. Facilities employees wear college designated uniforms.

All students and employees are required to have photo ID cards and must present them, upon request, to College officials, including Public Safety personnel. Residence halls open for early arrivals around the second week of August and close in the beginning of May when classes end. During the winter and summer breaks, when classes are not in session, residence halls are closed and card access is denied to anyone not approved to stay. The Dean of Students must approve anyone staying over during these periods of time and all safety and visitation policies are in effect.

VISITOR AND GUEST POLICY

Rosemont College holds students personally responsible for the actions of their guests. Since guests are to be escorted at all times by the Rosemont student, the student is accountable for the guest's actions and that s/he is expected to intercede should a guest behave in any way which is contrary to college policies and regulations or to the broader mission of the college.

Resident students are permitted to have guests in the residence halls. All guests must be signed in and escorted anywhere within the residence halls. Public Safety will escort guests off campus when found without an escort. Guests may not stay in a student room while the host is not present.

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Each guest is allowed to be in the halls overnight no more than three days per week (regardless of host), or three consecutive days on campus. Each resident is allowed to have overnight guests no more than three days during a given week, or three consecutive days with a maximum of six days per month for a particular guest. Exceptions made only with permission from the Residence Director and the Assistant Dean/Director of Residence Life.

Residence Life staff reserve the right to restrict visitation privileges at any time.

SECURITY AWARENESS/CRIME PREVENTION PROGRAMS

During orientation in August, first-year students are informed of services offered by the Public Safety Department to include: how to contact Public Safety to report crimes and sexual misconduct; personal safety and residence hall security; how to sign up for emergency notification (e2campus); sexual misconduct training including prevention, confidential and non-confidential reporting sources; consent in Pennsylvania; and role of law enforcement.

The students are also addressed by Montgomery County Victim Services Center and other speakers on preventing sexual violence on college campuses.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

Emergency response booklets are posted in all buildings listing guidelines for reporting crimes and emergencies to lockdown procedures.

When time is of the essence, information is released to the college community through safety alerts posted prominently throughout campus and over the college's email system.

Periodically, Wellness Fairs and student programs are held during the school year where information on crime prevention, emergency alerts, sexual misconduct prevention, alcohol and drug issues are offered.

On March 10, 2015 a Wellness Fair was held in the dining hall dealing with topics such as sexual misconduct, personal health, safety on and off campus, and counseling.

In April 08, 2015, a workshop was held in the Global classroom focusing on financial wellness with a presentation on identity theft.

Upon request, escort services are available for students, faculty, or staff after dark. During the escort, community members may report suspicious strangers or incidents. These escorts increase the Department of Public Safety's awareness of community concerns and may influence the level of patrols along key walkways on campus.

Public Safety Department personnel facilitate programs for students, faculty, and student organizations upon request. In addition, safety tips on how to protect themselves from sexual assault, theft and other crimes are on the way under Department of Public Safety.

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The Roseline is the Rosemont College campus shuttle service. The Roseline operates Monday through Friday during the fall and spring semesters from 3:30 p.m. to 10:30 p.m. The Roseline operates from the commuter lounge in Alumnae Hall to the R-5 at the Rosemont Train Station.

There is no charge for this service. All those wishing to board the Rose Line must have a valid Rosemont College identification card. The Roseline also will make pick-ups along the route of travel when a student signals the operator to stop.

Rosemont's Safe Rides Program is a program sponsored by the Offices of Student Life and Public Safety. Students who encounter an emergency situation can be transported from the local area back to campus by the Bennett Cab Company. Information about this program may be obtained from Student Life or the Department of Public Safety.

Rosemont College has memorandum of understanding with Victim Services of Montgomery County for sexual misconduct education and training. This training will be offered at new student orientation and periodically during the academic year to students and staff.

MONITORING AND REPORTING CRIMINAL ACTIVITY OFF CAMPUS

Rosemont College does not have officially recognized off-campus student organizations. Rosemont College does lease space in the Land Title Building, 100 S. Broad St., Suite 1600, Philadelphia for classes only. Call 911 if you are off campus and the victim of a crime or you want to report criminal activity. It is suggested that after you file a police report you should contact Public Safety.

Lower Merion Police Department provides a weekly crime report to the Department of Public Safety. Crimes within the Department's patrol area are documented on the Daily Crime and Fire Log and Clery Act. Specific crimes are also disclosed annually in this report.

Lower Merion Police Department:
Emergency: 911
Non-Emergency: 610-649-1000
Address: 71 E. Lancaster Ave., Ardmore Pa 19003

Philadelphia Police Department:
Emergency: 911
Non-Emergency: 216-686-3090
Address: 9th Police District, 20th and Pennsylvania Ave.

ALCOHOL AND DRUG POLICY

All students and employees should know that Rosemont College prohibits unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as part of any activities. We have designed this document to meet the requirements of the Drug-Free Schools and Communities Act Amendments of 1989 (CFR 34 Part 86) for drug-free schools and campuses. The following are summaries of the major health risks of alcohol and other drug use and abuse.

Standard of Conduct

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Rosemont College students and employees are expected to demonstrate respect and regard for the rights and property of all individuals; to take responsibility for and be conscious of the consequences of their actions; and to act to reduce the risks of damage and harm to themselves and others. We expect all members of the Rosemont community to protect one another from harmful behavior, including harmful activity resulting from the use or abuse of alcohol and other drugs, and urge students and employees to take seriously the laws governing the use of alcohol and other drugs. Students and employees are expected to abide by federal, state, and local laws, and are provided no special protection by Rosemont College if they are caught using, possessing, or distributing illegal drugs. Students and employees are expected to be sensitive to the fact that many of their peers cannot or choose not to drink because of personal reasons or legal provisions.

College Sanctions

Rosemont College prohibits the illegal use and/or distribution of alcohol and drugs. Ordinarily the college seeks expulsion/ termination or suspension for illegal substance distribution or possession of a sufficient quantity to indicate the intent to distribute. For illegal use, the college may require mandatory assessment and counseling (with follow-up if indicated) and sanctions, short of suspension, as determined by individual schools. Your school will provide notice of its rules and regulations. Rosemont is committed to helping people with substance problems and encourages them to seek assistance.

Illicit drugs are prohibited on campus at all times. The use of alcohol by those over 21 and in accordance with college policy is permitted. The college's alcohol policies apply to all members of the college community and their guests or visitors using college facilities. These regulations also apply to college-chartered and recognized organizations, student organizations, residence hall organizations, fraternities, sororities, and events held in college facilities where the consumption of alcohol is permitted.

Individuals and organizations that fail to abide by the college policy and regulations governing the use of alcohol are subject to disciplinary actions in accordance with established policies and procedures at the school and college levels. Various disciplinary actions for organizations include forfeiture of student-fee support and loss of charter. Disciplinary actions for individuals include loss of campus housing and suspension or expulsion/termination from the college.

At Rosemont, in addition to the College Policy, Residence Life has specific rules for alcohol use. These regulations are available for Undergraduate students (UC) from the Dean of Students' Office and for Graduate and Schools of Graduate and Professional Studies (SGPS) students from Student Services. Students can also find these regulations in their handbooks and/or on IWAY. Employees should refer to Policy HR-605 - Substance Abuse Policy for more information which can be found in the Human Resources Department or on IWAY.

Student Life

All Rosemont College Students are responsible for complying with Pennsylvania State Law, Student Code of Conduct and policies and procedures outlined in the Student Handbook. These guidelines are as follows:

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Rosemont College adheres to and enforces all federal, state, and local legislation concerning alcohol. Violations of the alcohol policy will be prescribed by federal, state and local laws, college policies, and by regulations described in the Student Code of Conduct.

Consumption and possession of alcohol in any open container anywhere on college property except in private rooms or in facilities where events sanctioned by the appropriate college officials are sponsored is prohibited; providing alcohol to any person who is not of legal age to possess or consume alcoholic beverages in the state of Pennsylvania or any other purchase, use, or sale of alcohol contrary to the laws of the State of Pennsylvania is prohibited.

The following acts shall be deemed major infractions of the alcohol policy:

- Public inebriation
- Disorderly conduct
- Exceeding the alcohol limit in a residence hall (Use of Alcohol in Residence Halls)
- Consumption of alcohol in an unauthorized place on campus
- Underage drinking
- Purchasing/supplying alcohol to a minor
- Driving under the influence (on or off campus)
- Use of false identification to purchase alcohol

Residence Hall Summary

Rosemont College employs Residence Hall Directors and Resident Assistants who are trained to enforce the community standards regarding alcohol and drugs for the students (undergraduate and graduate) residing in the five residence halls. Each resident is provided information on the residence hall policies during their floor meetings.

Students who are 21 years of age or older are allowed to consume and possess moderate amounts of alcoholic beverages for their own personal use in their own residence hall room.

Use, possession, distribution, or being under the influence of narcotics or dangerous drugs, except as permitted by law.

Possession, sale, intent to sell, intent to deliver, manufacture, or use of illegal drugs, possession of paraphernalia, or restricted substances on College property is strictly prohibited and will be subject to college disciplinary action and possible dismissal. Use of prescription medications without a valid prescription or deliberate misuse of such medications may result in suspension from the college.

Off-campus possession, use, distribution, or sale of narcotics or drugs by students is inconsistent with Rosemont College's policy and goals, and is therefore prohibited.

Pennsylvania law prohibits the unauthorized manufacture, sale, delivery, and possession of controlled substances. Penalties and sentences range from a misdemeanor to 30 days imprisonment or far more severe penalties.

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Rosemont College will not shield students from possible legal consequences of drug possession and use. Drugs, paraphernalia, and the names of all of those involved may be turned over to the proper authorities. The sale of drugs or drug paraphernalia by a student or a guest is always treated as a major offense and will automatically result in suspension and/or dismissal from the College and reported to police.

Alcohol found in the possession of students who are not of legal age or have above the approved requirement is confiscated by Public Safety and disposed of immediately. Persons found in violation of this policy will be subject to administrative or disciplinary sanctions listed in the Student Handbook and can include:

- Warning and/or probation period (Residence Hall or Disciplinary)
- Contact with parent/guardian
- Referral to an alcohol education program
- Counseling services
- Termination of Housing Contract
- Suspension from Rosemont College
- Possible arrest, imprisonment, or fine according to state alcohol laws

Alcohol and Other Drug Education and Prevention Services and Programs

The college's Counseling Center provides alcohol and drug prevention services and educational programs. The college reserves the right to refer a student to other alcohol and drug education and/or prevention services. Counseling Services is also used to provide educational programming and intervention for students who have been referred by Residence Life due to alcohol and/or drug violations. To this end, Counseling Services provides Brief Alcohol Screening Intervention for College Students (BASICS) for students who have violated the college alcohol policy. Employees of the college will be referred to EAP (Employee Assistance Program).

Rosemont Health Services

Rosemont College offers a wide range of services and/or resources for the following: students and employees who want to learn more about alcohol, tobacco, and other drugs; students and employees who are concerned about their own or someone else's substance use and/or desire treatment or rehabilitation; or students and employees who are recovering from chemical substance abuse problems.

Rosemont is committed to helping people with substance abuse problems and encourages them to seek assistance. An employee who believes that he or she may have a drug and/or alcohol problem is encouraged to contact the Office of Human Resources Department for confidential assistance. Accordingly, if you need an accommodation because of a substance abuse (or any other) problem, it is your responsibility to make this request to the Office of Human Resources.

Assistance Programs include an Employee Assistance Program (EAP) through Guardian (WorkLife Matters) and a Nurse Navigator Program through ConnectCare3. WorkLife Matters provides support and guidance on drugs and alcohol issues, and the Nurse Navigator Program provides information, support, and connection to services for treatment and will help you understand your insurance coverage for treatment options.

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Community Resources

Bryn Mawr Hospital Behavioral Health
30 South Bryn Mawr Ave.
Bryn Mawr, PA 19010
1.888. CARE.898
(1.888.227.3898)

Adolescent Advocates,
1062 East Lancaster Ave
Suite 15
Rosemont, PA 19010
Phone: 610-520-7775
Fax: 610-520-7776

Comprehensive Victim Service Agency, Sexual Assault Program
18 West Airy Street
Norristown, PA 19401
Office: (610) 277-0932
Hotline: 1 (888) 521-0983
Website: www.vscmontcopa.org

NAMI (National Alliance on Mental Illness)
140 N Lansdowne Ave
Lansdowne, PA 19050
610-623-0071 - phone and fax

Suicide and Crisis Intervention Hotline
(215) 686-4420

Life Counseling Services - RADNOR
175 King Of Prussia Rd.
Radnor, PA 19087
Telephone: 610 644 6464

WOAR (Women Organized Against Rape)
One Penn Center
1617 John F Kennedy Blvd.
Suite 1100
Philadelphia, PA 19103
24 hour Hot Line- 215-985-3333

Federal, State & Local Laws

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The following is a brief review of the legal sanctions under local, state, and federal law for the unlawful possession or distribution of illicit drugs and alcohol:

Drugs

1. The Controlled Substance, Drug, Device and Cosmetic Act, 35 Pa. C.S.A. 780-101 et seq., sets up five schedules of controlled substances based on dangerousness and medical uses. It prohibits the manufacture, distribution, sale or acquisition by misrepresentation or forgery of controlled substances except in accordance with the Act as well as the knowing possession of controlled substances unlawfully acquired. Penalties for first-time violators of the Act range from thirty days imprisonment, \$500 fine, or both for possession or distribution of a small amount of marijuana or hashish, not for sale, to fifteen years or \$250,000 or both for the manufacture or delivery of a Schedule I or II narcotic. A person over eighteen years of age who is convicted for violating The Controlled Substance, Drug, Device and Cosmetic Act, shall be sentenced to a minimum of at least one year total confinement if the delivery or possession with intent to deliver of the controlled substance was to a minor. If the offense is committed within 1,000 feet of the real property on which a university is located, the person shall be sentenced to an additional minimum sentence of at least two years total confinement.
2. The Pharmacy Act of 1961, 63 Pa. C.S.A. 390-8 makes it unlawful to procure or attempt to procure drugs by fraud, deceit, misrepresentation or subterfuge or by forgery or alteration of a prescription. The first offense is a misdemeanor, with a maximum penalty of one year's imprisonment, a \$5,000 fine, or both.
3. The Vehicle Code, 75 PA, C.S.A. 3101 et seq., which was amended effective July 1, 1977, prohibits driving under the influence of alcohol or a controlled substance, or both, if the driver thereby is rendered incapable of safe driving. A police officer is empowered to arrest without a warrant any person whom he or she has probable cause to believe has committed a violation, even though the officer may not have been present when the violation was committed.
4. A person so arrested is deemed to have consented to a test of breath or blood for the purpose of determining alcoholic content, and if a violation is found it carries the penalties of a misdemeanor of the second degree, which includes imprisonment for a maximum of thirty days.
5. The Federal drug laws, The Controlled Substances Act, 21 U.S.C. 801 et seq., are similar to the Pennsylvania Controlled Substance, Drug, Device, and Cosmetic Act, but contain, for the most part, more severe penalties. Schedules of controlled substance are established, and it is made unlawful knowingly or intentionally to manufacture, distribute, dispense, or possess with intent to distribute or dispense a controlled substance. If the quantity of controlled substance is large (e.g. 1,000 kg of a mixture or substance containing marijuana), the maximum penalties are life imprisonment, a \$4,000,000 fine, or both. Lesser quantities of controlled substance (e.g. 100 kg of a mixture or substance containing marijuana) result in maximum penalties of life imprisonment, a \$2,000,000 fine, or both. The distribution of small amounts of marijuana for no remuneration or simple possession of a controlled substance carries a maximum of one year's imprisonment, a \$5,000 fine, or both, with the penalties for the second offense doubling. Probation without conviction is possible for first offenders. Distribution to persons under the age of twenty-one by persons eighteen or older carries double or triple penalties. Double penalties also apply to the distribution or manufacture of a controlled substance in or on or within 1,000 feet of the property of a school or college.
6. Students who have been convicted under state or federal law involving the possession or sale of a controlled substance are ineligible for federal student aid for specific periods (ranging from

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one year to an indefinite period depending on the nature of the offense and whether the student is a repeat offender.)

Alcohol

1. The Pennsylvania Liquor Code, 47 Pa., C.S.A., 1-101 et seq., controls the possession and sale of alcoholic beverages within the Commonwealth. The Code as well as portions of the Pennsylvania Statutes pertaining to crimes and offenses involving minors, 18 Pa., C.S.A. 6307 et seq., provide the following:
2. It is a summary offense for a person under the age of twenty-one to attempt to purchase, consume, possess or knowingly and intentionally transport any liquor or malt or brewed beverages. Penalty for a first offense is suspension of driving privileges for 90 days, a fine up to \$500 and imprisonment for up to 90 days; for a second offense, suspension of driving privileges for one year, a fine up to \$1000, and imprisonment for up to one year; for subsequent offense, suspension of driving privileges for two years, a fine up to \$1000 and imprisonment for up to one year. Multiple sentences involving suspension of driving privileges must be served consecutively.
3. It is a crime intentionally and knowingly to sell or intentionally and knowingly to furnish or to purchase with the intent to sell or furnish, any liquor or malt or brewed beverages to any minor (under the age of twenty-one). "Furnish" means to supply, give or provide to, or allow a minor to possess on premises or property owned or controlled by the person charged. Penalty for a first violation is \$1,000; \$2,500 for each subsequent violation; imprisonment for up to one year for any violation.
4. It is a crime for any person under twenty-one years of age to possess an identification card falsely identifying that person as being twenty-one years of age or older, or to obtain or attempt to obtain liquor or malt or brewed beverages by using a false identification card. Penalties are stated in (2) above.
5. It is a crime intentionally, knowingly or recklessly to manufacture, make, alter, sell or attempt to sell an identification card falsely representing the identity, birth date, or age of another. Minimum fine is \$1,000 for first violation; \$2,500 for subsequent violations; imprisonment for up to one year for any violation.
6. It is a crime to misrepresent one's age knowingly and falsely to obtain liquor or malt or brewed beverages. Penalties are as stated in (1) above.
7. It is a crime knowingly, willfully and falsely to represent that another is of legal age to obtain liquor or malt or brewed beverages. Penalty is a minimum fine of \$300 and imprisonment for up to one year.
8. It is a crime to hire, request or induce any minor to purchase liquor or malt or beverages. Penalty is a minimum fine of \$300 and imprisonment for up to one year.
9. Sales without a license or purchases from an unlicensed source of liquor or malt or brewed beverages are prohibited.
10. It is unlawful to possess or transport liquor or alcohol within the Commonwealth unless it has been purchased from a State Store or in accordance with Liquor Control Board regulations. The College will cooperate with the appropriate law enforcement authorities for violations of any of the above-mentioned laws by an employee in the workplace or student.
11. The use in any advertisement of alcoholic beverages of any subject matter, language or slogan directed to minors to promote consumption of alcoholic beverages is prohibited.

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12. No advertisement of alcoholic beverages shall be permitted, either directly or indirectly, in any booklet, program, book, yearbook, magazine, newspaper, periodical, brochure, circular, or other similar publication, published by, for, or on behalf of any educational institution.

The entire policy may be viewed http://www.rosemont.edu/_resources/site-pdfs/drug_abuse.pdf

SEXUAL MISCONDUCT POLICY

Rosemont College is committed to maintaining an environment conducive to learning for all students and a professional workplace for its employees that are free from offensive and unwelcome conduct, actions and words directed at anyone, but especially because of one's membership in a protected class. Rosemont College prohibits discrimination, discriminatory harassment, and sexual harassment, including sexual violence and any type of sexual misconduct. Rosemont College prohibits the offenses of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act). This policy also prohibits retaliation against a person who reports, complains about, or who otherwise participates in good faith in any matter related to this policy.

Rosemont College does not discriminate on the basis of sex in its educational, extracurricular, athletic, or other programs or in the context of employment. Sex discrimination is prohibited by Title IX of the Education Amendments of 1972, a federal law that provides:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

It is the practice of Rosemont College that immediate effective action is taken to eliminate any hostile environment, prevent its recurrence, and remedy the effects on the victim regarding any harassment that interferes with or limits a person's ability to participate in, or benefit from school, including all activities and services.

Rosemont College prohibits discrimination, which can include disparate treatment directed toward individuals or group of individuals based on race, ethnicity, sex, color, religion, national origin, physical or mental disability, age, marital status, sexual orientation, pregnancy, gender identity, status as a veteran, or other protected class, that adversely affects their employment or education.

Rosemont College also prohibits sexual misconduct in any form, including sexual assault or abuse, sexual harassment, sexual violence, stalking, dating violence, domestic violence and any other forms of unwelcome conduct of a sexual nature, all of which can be forms of sexual discrimination. Members of the Rosemont College community should be able to live, study, and work in an environment free from sexual misconduct.

All members of the administration, faculty, staff and students will be subject to Rosemont College's disciplinary process for violation of this policy. Persons engaged in prohibited conduct may also be subject to criminal and civil procedures at state and/or federal levels. Rosemont College is committed to fair and prompt procedures to investigate and adjudicate reports of sexual misconduct.

This policy applies to all Rosemont College officers, administrators, supervisors, faculty, staff, students, volunteers, outside contractors, vendors, visitors, and applicants for employment or admission.

This policy applies to all on-campus and off-campus conduct. The College strongly encourages reports of prohibited conduct regardless of location. Even if the policy does not apply to the conduct because of its location, the College will take prompt action to provide for the safety and well-being of the complainant and the broader campus community.

CONFIDENTIALITY

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Rosemont College encourages victims of sexual misconduct to talk to somebody about what happened – so victims can get the support they need, and Rosemont College can respond appropriately.

Different employees on campus have different abilities to maintain a victim’s confidentiality. Some are required to maintain near complete confidentiality; talking to them is sometimes called a “privileged communication.”

Other employees may talk to a victim in confidence, and generally only report to the College that an incident occurred without revealing any personally identifying information. Disclosures to these employees will not trigger an investigation into an incident against the victim’s wishes.

Some employees are required to report all the details of an incident (including the identities of both the victim and alleged perpetrator) to the Title IX Coordinator. A report to these employees (called “Responsible Employees”) constitutes a report to Rosemont College – and generally obligates Rosemont College to investigate the incident and take appropriate steps to address the situation.

Professional, licensed counselors and pastoral counselors who provide mental-health counseling to members of the College Community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX Coordinator without a victim’s permission.

Off-Campus Counseling Services

Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with Rosemont College unless the victim requests the disclosure and signs a consent or waiver form. All services are voluntary, confidential, and free of charge to all students and staff. Following is contact information for these off-campus resources

Victim Services Center of Montgomery County
325 Swede Road, Norristown, PA 19401
(610) 277-0932
24 Hotlines: (610) 277-5200, (610) ASSIST-1, (888) 521-0983
Website: www.victimservicescenter.org

The Women’s Center of Montgomery County
24 hour Hot Line: 1-800-773-2424
Website: www.wcmontco.org

Women Organized Against Rape (WOAR)
One Penn Center
1617 John F Kennedy Blvd.
Suite 1100
Philadelphia, PA 19103
24 hour Hot Line: 215-985-3333
Website: www.woar.org

Bryn Mawr Hospital (for medical treatment)
130 S. Bryn Mawr Avenue
Bryn Mawr, PA 19010
484-337-3000

Philadelphia Sexual Assault Response Center
300 East Hunting Park Avenue
Philadelphia, PA 19124
Hotline: 215-425-1625

On-Campus Counseling Services

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The Counseling Center at Rosemont College is committed to promoting the personal growth and development of our students and to assisting them in overcoming obstacles that may interfere with their academic success. The Center offers a safe atmosphere for students to discuss any personal concerns or difficulties. All services are voluntary, confidential, and free of charge to all students.

Directors of Counseling/Wellness
Lower level of Immaculate Conception Chapel
610-527-0200, x2416, x2420
Monday - Friday, 9 a.m. to 4 p.m., Special drop-in times are also available

In the event of an emergency and the Counseling Center is closed, contact Public Safety at x2555 or go to the Bryn Mawr Hospital Emergency Room.

Individuals who work or volunteer in the Counseling Department can generally talk to a victim without revealing any personally identifying information about an incident to Rosemont College. A victim can seek assistance and support from these individuals without triggering a Rosemont College investigation that could reveal the victim's identity or that the victim has disclosed the incident.

While maintaining a victim's confidentiality, these individuals or their office should report the nature, date, time, and general location of an incident to the Title IX Coordinator. This limited report – which includes no information that would directly or indirectly identify the victim – helps keep the Title IX Coordinator informed of the general extent and nature of sexual violence on and off campus so the Coordinator can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses. Before reporting any information to the Title IX Coordinator, these individuals will consult with the victim to ensure that no personally identifying details are shared with the Title IX Coordinator.

A victim who speaks to a professional or non-professional counselor or advocate must understand that, if the victim wants to maintain confidentiality, Rosemont College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

Even so, these counselors and advocates will still assist the victim in receiving other necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health or mental health services, and changes to living, working or course schedules. A victim who at first requests confidentiality may later decide to file a complaint with the school or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the victim with assistance if the victim wishes to do so.

Requesting Confidentiality - How Rosemont College Will Weigh the Request and Respond

If a victim discloses an incident to a Responsible Employee but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, Rosemont College must weigh that request against Rosemont College's obligation to provide a safe, non-discriminatory environment for all students and employees, including the victim.

If Rosemont College honors the request for confidentiality, a victim must understand that Rosemont College's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited.

Although rare, there are times when Rosemont College may not be able to honor a victim's request in order to provide a safe, non-discriminatory environment for all students. Rosemont College has designated the following individual to evaluate requests for confidentiality once a Responsible Employee is on notice of alleged sexual violence:

Jane Federowicz - Assistant Vice President for Human Resources/ Title IX Coordinator

When weighing a victim's request for confidentiality or that no investigation or discipline be pursued, the Title IX Coordinator will consider a range of factors, including the following:

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The increased risk that the alleged perpetrator will commit additional acts of sexual or other violence, such as:

- whether there have been other sexual violence complaints about the same alleged perpetrator;
- whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
- whether the alleged perpetrator threatened further sexual violence or other violence against the victim or others;
- whether the sexual violence was committed by multiple perpetrators;
- whether the sexual violence was perpetrated with a weapon;
- whether the victim is a minor;
- whether Rosemont College possesses other means to obtain relevant evidence of the sexual violence;
- Whether the victim's report reveals a pattern of perpetration at a given location or by a particular group.

The presence of one or more of these factors could lead Rosemont College to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, Rosemont College will likely respect the victim's request for confidentiality.

If Rosemont College determines that it cannot maintain a victim's confidentiality, Rosemont College will inform the victim prior to starting an investigation and will, to the fullest extent possible, only share information with people responsible for handling Rosemont College's response.

Rosemont College will remain ever mindful of the victim's well-being, and will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan. Retaliation against the victim, whether by students or College employees, will not be tolerated. Rosemont College will also:

- assist the victim in accessing other available victim advocacy, academic support, counseling, disability, health or mental health services, and legal assistance both on and off campus;
- provide other security and support, which could include issuing a no-contact order, helping arrange a change of living or working arrangements or course schedules (including for the alleged perpetrator pending the outcome of an investigation) or adjustments for assignments or tests; and
- Inform the victim of the right to report a crime to campus or local law enforcement – and provide the victim with assistance if the victim wishes to do so.
- If Rosemont College determines that it can respect a victim's request for confidentiality, Rosemont College will also take immediate action as necessary to protect and assist the victim.

The College does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

ACCOMMODATIONS

The Title IX Coordinator and the Dean of Students are available to coordinate efforts to meet the victim's needs. If requested and appropriate, the Title IX Coordinator and the Dean of Students will assist with safety concerns, discussions with significant others, or accommodations such as alternative class assignment or working arrangement, transportation assistance and/or escort to vehicle, administrative no-contact orders, safety and security services and other assistance if requested and reasonably available.

DEFINITIONS

Sexual Harassment is defined as any unwelcome conduct of a sexual nature. Conduct is considered "unwelcome" if the person did not request or invite it and considered the conduct to be undesirable or offensive. Unwelcome conduct can occur in various forms including name calling, graphic/written statements, physically threatening, harmful, and humiliating. The conduct need not include intent to harm, specific target or be repeated. And too, failure to complain does not equal welcomeness and welcoming some conduct does not welcome all conduct.

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Sexual harassment can include unwanted or unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or sexual violence. Determination as to whether the alleged conduct constitutes sexual harassment should take into consideration the totality of the circumstances, including whether it denies or limits the person's ability to participate in or to receive benefits, services, or opportunities in the College's programs and has the purpose or effect of unreasonably interfering with an individual's personal, educational or work experience or creating an intimidating, hostile or offensive work environment.

Under this policy, sexual harassment can be verbal, visual or physical. It can be overt, as in the suggestion that a person could get a higher grade or a raise in salary by submitting to sexual advances. The suggestion or the advance need not be direct or explicit; it can be implied from the conduct, circumstances and relationships of the persons involved. Sexual harassment can also consist of persistent, unwelcome attempts to change a professional or academic relationship to a personal one. It can range from unwelcome sexual flirtations and inappropriate put-downs of individual persons or classes of people to serious physical abuses such as sexual assault.

Examples could include, but are not limited to, unwelcome sexual advances; repeated and unwelcome sexually-oriented bullying, teasing, joking, or flirting; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess, or sexual deficiencies; gender harassment/stereotyping; derogatory or demeaning comments about women or men in general, whether sexual or not; leering, touching, pinching, or brushing against another's body; or displaying objects or pictures, including electronic images, which are sexual in nature and which create a hostile or offensive work, education or living environment.

Gender-based Harassment is unwelcome conduct of a nonsexual nature based on a student's actual or perceived sex, including conduct based on gender identity, gender expression and nonconformity with gender stereotypes.

Sexual Assault is a severe form of sexual harassment. Sexual assault is actual or attempted sexual contact with another person without that person's consent, including but not limited to, physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to use of drugs and/or alcohol or to an intellectual or other disability. Examples of sexual assault include rape, sexual battery and sexual coercion. Sexual assault is an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting program.

Dating Violence is defined as violence committed against a person a) who is or has been in a social relationship of a romantic or intimate nature with the victim and b) where the existence of such relationship shall be determined based on a consideration of (i) the length of the relationship, (ii) the type of relationship and (iii) the frequency of interaction between the persons involved in the relationship.

Domestic Violence is crimes of violence committed by an intimate partner on the other intimate partner. Intimate partner means a spouse; a former spouse; persons who have a child in common whether or not they have been married or lived together at any time; and persons who are or were involved in a dating relationship. Dating relationship means frequent, intimate associations primarily characterized by the expectation of affection or sexual involvement, but does not include a causal relationship or an ordinary association between persons in a business or social context.

Stalking is defined as engaging in a course of conduct or repeatedly communicating to another person, repeatedly committing acts to another person, or repeatedly following the other person without proper authority, in a manner which exhibit an intent to place that person in reasonable fear of bodily injury or to cause substantial emotional stress to that person.

Consent must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.

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REPORTING SEXUAL MISCONDUCT

If you are the victim of a sexual assault or harassment get to a safe place and ask for help, tell someone:

Call 911 and/or
610-527-1038- Public Safety

The initial concern of the College is for the well-being and safety of the victim and the community. If there is reason to believe that an assailant is at large who poses an immediate threat to the community, the Title IX Coordinator and the Director of Public Safety will take action to protect the campus. In doing so, they will reveal no information which might identify the victim.

After seeing to the well-being of the student reporting the alleged assault and to the immediate security of the campus, the College will investigate the charge that has been reported.

The College does not have a timeframe for reporting sexual misconduct. Reports can be submitted at any time following an incident, although the College's ability to take any action may be negatively affected by the length of time between the alleged incident and the report.

Any student or employee who believes suspects or knows of anyone, including themselves, has been a victim of sexual misconduct, report it to the Title IX Coordinator, one of the Deputy Coordinators or a Responsible Employee.

All members of the faculty, administration, supervisors, coaches, Public Safety Officers, RA's, and Residence Life staff who have information regarding, are witness to, or become aware by any means of any form of discrimination, sexual harassment, sexual misconduct and/or inappropriate sexual behavior that occurs on campus or at a College related activity, are required to report the incident immediately. All other employees are strongly encouraged to report such incidents. Reports may be made directly to either the Title IX Coordinator or a Title IX Deputy Coordinator.

Title IX Coordinator and Deputy Coordinator Information

TITLE IX COORDINATOR

Jane Federowicz Assistant Vice President for Human Resources
Room 205, Main Building
jfederowicz@rosemont.edu
610-527-0200, X2242

TITLE IX DEPUTY COORDINATORS

Matthew Baker
Sergeant, Public Safety
Cardinal Hall, Lower Level
Matthew.baker@rosemont.edu
610-527-0200, X2554

Troy Chiddick Dean of Students
Room 105, Good Counsel Hall
tchiddick@rosemont.edu
610-527-0200, X2400

Osmond Mbaeri
Director of Public Safety
Cardinal Hall, Lower Level
Osmond.mbaeri@rosemont.edu
610-527-0200, X2556

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Reporting to “Responsible Employees”

A “Responsible Employee” is a College employee who has the mandated responsibility of reporting sexual harassment and misconduct to the Title IX Coordinator.

When a victim tells a Responsible Employee about an incident of sexual misconduct/violence, the victim has the right to expect Rosemont College to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

A Responsible Employee must report to the Title IX Coordinator all relevant details about the alleged sexual misconduct /violence shared by the victim including the names of the victim and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

To the extent possible, information reported to a responsible employee will be shared only with people responsible for handling Rosemont College’s response to the report. A Responsible Employee should not share information with law enforcement without the victim’s consent or unless the victim has also reported the incident to law enforcement.

Before a victim reveals any information to a Responsible Employee, the Responsible Employee should ensure that the victim understands the employee’s reporting obligations – and, if the victim wants to maintain confidentiality, direct the victim to confidential resources.

If the victim wants to tell the Responsible Employee what happened but also maintain confidentiality, the employee should tell the victim that Rosemont College will consider the request, but cannot guarantee that Rosemont College will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the Responsible Employee will also inform the Title IX Coordinator of the victim’s request for confidentiality.

Protection of Minors

Rosemont College is dedicated to the welfare and safety of minors who visit the Rosemont College campus, who participate in Rosemont College’s programs, or who are entrusted to Rosemont College’s care. Every member of the College Community (not limited to individuals who interact with minors) is required by law to report known or suspected instances of the abuse of, neglect of, or inappropriate interaction with minors. In Pennsylvania, children less than 13 years of age cannot grant consent to sexual activity. Teens between the ages of 13 and 15 can consent to sexual activity with peers within a four-year age range. People aged 16 and older can legally consent to sexual activity with anyone they choose, as long as the other person does not have authority over them as defined in Pennsylvania’s institutional sexual assault statute.

Local Law Enforcement

Notwithstanding the victim's ability to file/report a complaint with Rosemont College, the victim may also file a report with local law enforcement. College personnel will assist the victim in reporting the alleged offense to the local police if the victim requests such assistance. In addition, the importance of preserving evidence for proof of a criminal offense is conveyed to the victim at the time of first reporting. Although the College strongly encourages all member of its community to report violations of this policy to law enforcement, it is the victim’s choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement.

College action against violators of this policy does not in any way preclude the possibility of criminal action by civil authorities, should the victim wish to pursue this course of action.

Office for Civil Rights

An individual to whom this policy applies may also file a complaint with the Office for Civil Rights (OCR); however, Rosemont College encourages you, but does not require you, to first file/report any sexual misconduct complaint with any of the Rosemont College parties named herein. For more information and/or to file a complaint with OCR: Philadelphia Office

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for Civil Rights, U.S. Department of Education, The Wanamaker Building, 100 Penn Square East, Suite 515, Philadelphia, PA 19107. Telephone: 215-656-8541 Email: CR.Philadelphia@ed.gov

VICTIMS' RIGHTS

Rosemont College is committed to providing options, support, and assistance to victims/survivors of sexual assault, domestic violence, dating violence, and/or stalking. All victims of these crimes and violations, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction, have the following rights, regardless of whether the crime of violation occurs on or off campus:

- The right to be treated with respect by college officials;
- The right not to be discouraged from reporting by college officials;
- The right to be informed of their options to notify proper law enforcement authorities and the option to be assisted by campus authorities in notifying such authorities, if the student/employee so chooses;
- The right to be notified of available counseling, mental health or services for survivors of sexual assault, both on campus and in the community;
- The right to notification of and options for, and available assistance in, changing academic and living situations, work situations after a reported sexual assault incident, if so requested by the survivor and if such changes are reasonably available;
- The right to a campus no-contact order against another student who has engaged in or threatens to engage in stalking, threatening, harassing or other improper behavior that presents a danger to the welfare of the complaining student;
- The right to a thorough, prompt, and equitable investigation and resolution of a complaint involving sexual misconduct;
- The right to be informed of the outcome and sanction of any disciplinary decision/hearing involving sexual assault, without condition;
- The right to appeal the finding and sanction of the sexual misconduct decision/hearing;
- The right to be free from retaliation by the institution, the accused and/or respondent, and/or their friends, family and acquaintances within the jurisdiction of the College.

Rosemont College will provide written notice of these rights when a student or employee reports their victimization.

Medical Attention/Preservation of Evidence

For your safety and well-being, immediate medical attention is encouraged. In the case of rape or sexual assault, getting immediate medical attention is crucial so you can be evaluated for physical damage as well as collect any physical evidence. To keep evidence viable, do not change clothes, bathe, shower, use the restroom or cleanse in any way prior to your examination. If you have physical injuries, have them photographed with a date stamp on the photo. Try to memorize details and record those details. Getting medical attention does not require you to report to anyone.

RESOLUTION PROCESS

The College will make every attempt to complete the investigation, hearing and decision within 60 days of the initial complaint. If extenuating circumstances will delay the proceedings, the College will inform both the complainant and respondent of the circumstances.

Interim Measures and Remedies

Upon receipt of a report, the College will provide reasonable and appropriate interim measure designed to eliminate the alleged hostile environment and protect the Parties involved. The College will make reasonable efforts to communicate with the Parties to ensure that all safety, emotional and physical well-being concerns are being addressed. Interim measures may

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be imposed regardless of whether formal disciplinary action is sought by the Complainant or the College, and regardless of whether the crime is reported to local law enforcement.

A Complainant or Respondent may request a No Contact Order or other protection, or the College may choose to impose interim measures at its direction to ensure the safety of all Parties, the broader College community, and/or the integrity of the process.

The College will maintain the privacy of any remedial and protective measures provided under this Policy to the extent practicable and will promptly address any violation of the protective measures. All individuals are encouraged to report concerns about failure of another individual to abide by any restrictions imposed by an interim measure. The College will take immediate and responsive action to enforce a previously implemented restriction if such restriction was violated.

Interim measures will be implemented at the discretion of the College. Potential remedies, which may be applied include:

- Access to counseling services and assistance in setting up initial appointment, both on and off campus;
- Imposition of campus “No Contact Order”;
- Rescheduling of exams and assignments;
- Providing alternative course completion options;
- Change in class schedule, including the ability to take an “incomplete,” or drop a course without penalty;
- Change in work schedule or job assignment;
- Change in on-campus housing;
- Limit an individual’s access to certain College facilities or activities pending resolution of the matter;
- Providing an escort to ensure safe movement between classes and activities;
- Providing medical services;
- Providing academic support services, such as tutoring;
- Interim suspension or College-imposed leave;
- Any other remedy that can be tailored to the involved individuals to reasonably achieve the goals of this Policy;
- Assist with contacting local police.

Interim Suspension

Where the reported conduct poses a substantial and immediate threat of harm to the safety or well-being of an individual, members of the campus community, or the performance of normal College functions, the College may place a student or impose leave for an employee. Pending resolution of the report, the individual may be denied access to the campus, campus facilities, and/or all other College activities or privileges for which the student/employee might otherwise be eligible, as the College determines appropriate. When interim suspension or leave is imposed, the College will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

Informal Process:

Rosemont College has adopted an informal process through which harassment and discrimination complaints may be resolved promptly and discreetly, often through communication, education, and/or mutual agreement. The Reporting party can end the informal process at any time and begin the formal resolution process. The goal of informal resolution is to resolve concerns at the earliest stage possible, with the cooperation of the parties involved.

Efforts for early resolution will be flexible and encompass a full range of possible outcomes, including, but not limited to addressing the Responding party, participating in mediation (which may be ended at any time by either party in favor of the formal process), or arranging a remedy for the Reporting party and/or agreement by the Responding party to accept a disciplinary sanction. The informal resolution process could include by way of example: separating the parties; referring the parties to counseling; conducting targeted educational and training programs; or providing remedies for the individual harmed by the alleged discrimination.

Mediation will not be used to resolve alleged sexual assault complaints.

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If the matter is resolved informally to the satisfaction of all parties, the Title IX Coordinator will maintain a record of the complaint and its resolution.

If informal resolution is not possible, the Title IX Coordinator will proceed to formal resolution of the complaint.

Reporting and Investigation

Reporting a sexual assault may help to prevent another assault. Reporting the incident does not mean the victim must proceed with a prosecution.

In order to initiate, if necessary, the investigation process, the Reporting party (complainant) should submit a signed, written statement, including the Reporting Party's name, signature, contact information; the name of the person directly responsible for the alleged violation; a detailed description of the conduct or event that is the basis of the alleged violation; the date(s) and location(s) of the occurrence(s); the names of any witnesses to the occurrence(s); the resolution sought; and any documents or information that is relevant to the complaint. While an investigation may begin on the basis of an oral complaint, the Reporting party is strongly encouraged to file a written complaint.

When a Responsible Employee has knowledge of or receives a complaint of sexual misconduct, the individual receiving the complaint shall immediately notify the Title IX Coordinator. Once an oral or written complaint is filed with the Title IX Coordinator the complaint will be assessed, and if warranted, will be assigned for investigation to a Title IX Investigator.

In the event the Title IX Coordinator finds an investigation may not be warranted, he/she may also dismiss the complaint if the facts alleged in the complaint, even if taken as true, do not constitute prohibited harassment or discrimination; the complaints fails to allege any facts that suggest prohibited harassment or discrimination occurred; or the appropriate resolution or remedy has already been achieved or have been offered and rejected.

If it is determined that a complaint will not be investigated, the Title IX Coordinator will send the Reporting party a notification letter explaining the reason for the dismissal and informing the Reporting party that, within fifteen (15) business days of the notification, he or she may appeal the decision not to proceed with a complaint investigation to the Title IX Hearing Panel or the Vice President of Finance and Administration. The written appeal must explain why the decision to dismiss the complaint was in error. The Hearing Board or Vice President for Finance and Administration will respond within twenty (20) business days of receipt of the appeal. The Rosemont College Hearing Panel or Vice President of Finance and Administration's decision is final. If the decision to dismiss is overturned, the complaint is sent back to the Title IX Coordinator for investigation in accordance with the procedures outlined herein.

If the Title IX Coordinator finds an investigation is warranted, he/she will provide the Responding party with a copy of the complaint and allegations within ten (10) business days of the Title IX Coordinator's receipt of the oral/written complaint. If the Responding party cannot be located, attempts of notification will be documented. Responding party will have ten (10) business days to respond in writing. Responding party's statement must contain full and specific responses to each claim or complaint, admitting, denying or explaining the Reporting party's allegations. Responding party must sign his or her response, which will then be appended to the original complaint. If Responding party fails to respond within time noted above, the Title IX Coordinator may proceed with investigation and determination of sanctions.

During the investigation, and depending on the nature of the allegations, the Title IX Investigator, in his or her discretion, may interview Reporting party, Responding party and/or witnesses; review written documentation and relevant policies; and take other necessary steps to thoroughly investigate the allegations. Interviews with the Reporting party and Responding party will occur separately. Rosemont College will ensure that both the Reporting party and Responding party are afforded equal opportunities to present relevant witnesses and other evidence.

Disclosure of facts to witnesses and parties is limited to what is reasonably necessary to conduct a fair and thorough investigation. Participants in an investigation are advised that maintaining confidentiality is essential to protect the integrity of the investigation.

Both the Reporting party and Responding party have the opportunity to be accompanied by a support person of their choice to any meeting or proceeding related to the incident.

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During the investigation, the Title IX Investigator in communication with the Title IX Coordinators may take appropriate interim measures to ensure safety and non-retaliation for all parties.

Investigation Findings

Upon completion of the investigation, the Title IX Investigator will issue a written report to the Title IX Coordinator. The report shall include: a recommendation of whether a violation of the policy occurred, an analysis of the facts discovered during the investigation, and any relevant evidence. Factual conclusions shall be based upon a preponderance of the evidence standard (e.g., more likely than not).

The decision about whether there has been a violation of this Sexual Misconduct Policy will be made by the Title IX Coordinator. Determination and sanctions may be issued by the Title IX Coordinator or referred to a hearing panel.

Both the Reporting party (complainant) and Responding party (accused/respondent) shall be simultaneously informed in writing of:

- The outcome of the investigation and resulting sanctions;
- The procedures for the Responding party and the Reporting party to appeal the result of the proceeding;
- Any change to the results before it becomes final; and
- When such results become final.

And, whether through an informal or formal process, which shall be conducted by Rosemont College employees (Title IX Coordinator, Deputy Coordinator and/or Investigators), Rosemont College will provide a prompt, fair and impartial investigation and resolution.

The Responding party shall be informed of the findings and of actions taken or recommended to resolve the complaint and shall be notified generally of referrals and/or recommendation for disciplinary action.

Possible Disciplinary Sanctions

The purpose of disciplinary sanctions for violations of this policy is to educate students/employees about responsible behavior as members of the Rosemont College community, to maintain order, and to protect the rights of others. There is no set sanction for any of the offenses provided in this policy. Sanctions will be determined individually and will reflect the nature and severity of the offense. Notwithstanding Rosemont College's right to impose a sanction under this policy, students/employees may also be subject to penalties at the local, state, and federal level.

The College reserves the right to apply any sanction for a violation of this policy in its sole discretion, appropriately addresses the gravity and frequency of the offense. One or more sanctions may be imposed for any offense. Prior offenses are cumulative and any student/employee found in violation of the same offense or a second offense of equal or greater magnitude may be suspended or expelled/terminated from the College. The failure to comply with an imposed sanction, as directed, can lead to the imposition of more severe sanctions, up to and including suspension or expulsion/termination. The identified sanctions represent a full range of sanctions which may be imposed against a student/employee found in violation of this Sexual Misconduct policy.

- **Disciplinary Warning or Reprimand** - A disciplinary warning or reprimand is an official written statement of censure.
- **Letter of Apology to the Aggrieved Party** - A student/employee may be required to write a letter of apology to the aggrieved party.
- **Requirement to Seek Counseling** - The student/employee shall be required to provide evidence to the Title IX Coordinator of attendance and completion of counseling by a qualified professional.
- **Participation In, or Conducting, Special Workshops, Classes or Seminars** - A student/employee may be required to participate in, or to develop, and present special workshops or seminars related to a Title IX violation.

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- **Research Assignments** - A student may be required to complete a research assignment on a topic related to the Title IX violation within a specified deadline.
- **Community Service** - A student/employee may be required to perform work assignments at the College or in the local community.
- **Parent Consultation** - Parent/guardian may be contacted when a student's behavior causes alarm, serious disruption, or is a health or safety concern.
- **Persona Non Gratis** - Prohibiting entry into a specific building on campus for a specific amount of time due to interference with the community.
- **Suspension or Termination of Residency** - Loss of on-campus housing, without refund, and/or dining privileges, permanently or for a specified period of time.
- **Fine** - A monetary sanction issued in the form of a charge.
- **No Contact Order** - Prohibits contact between students/employees when there exists a reasonable concern that physical or psychological harm may result from such contact.
- **Withholding of an Official Transcript** - May be imposed upon a student who fails to fulfill sanction requirements for a violation.
- **Delay in Awarding Degrees** - The College reserves the right to delay the awarding of any degree.
- **Hold on Registration or Re-Enrollment** - May be imposed on a student who has a Title IX case pending.
- **Restitution** - Restitution is reimbursement to compensate for personal injury, property damage, or misappropriation of College or other personal property. It may be in the form of money or services.
- **Disciplinary Probation** - Disciplinary probation may be imposed for a specified period of time.
- **Suspension** – Suspension from the College. Duration of suspension will be determined by the Title IX Coordinator or the Hearing Board.
- **Expulsion/Termination** – Expulsion/termination is the most severe sanction that the College may impose. Expulsion/termination is permanent dismissal from the College. In addition, the student is not eligible for readmission to the College, the employee is not eligible for rehire and students/employees will be permanently barred from Rosemont College property and from all College-sponsored events.
- Other sanctions as deemed appropriate by the Title IX Coordinator or Hearing Board.

Appeals Process

The Responding party and Reporting party may request an appeal of the decision and sanctions rendered by the Title IX Coordinator or Hearing Board. The three grounds upon which an appeal of the decision or sanctions may be made are:

- The party believes a procedural error occurred, which the party feels may change or affect the outcome of the decision.
- The party has substantive new evidence that was not available to the investigator at the time of the decision and that may change the outcome of the decision.
- The party feels that the severity of the sanction is inappropriate given the details of the case.

Disagreement with the finding or sanctions is not, by itself, grounds for appeals.

The request for an appeal, including the grounds upon which the request is based, should be submitted in writing to the Title IX Coordinator within five (5) business days following the date on the outcome letter. Each party will be notified if an appeal request will be considered and be provided the opportunity to respond.

The Hearing Board or the Vice President for Finance and Administration determines whether a change in decision is warranted. The Hearing Board or the Vice President for Finance and Administration will conduct any appeal will be conducted in an impartial manner. If a change in this decision is necessary, the Hearing Board or the Vice President for Finance and Administration will review the appeal and Title IX Coordinator's rationale and make a final independent decision. The Vice President for Finance and Administration's decision is final. Appeals decisions will be rendered within twenty (20) business days after the receipt of the formal appeal request. Both parties will be notified in writing of appeal outcome.

RETALIATION

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Title IX prohibits retaliation against any individual for reporting, providing information, exercising one's rights or responsibilities, or otherwise being involved in the process of responding to, investigating, or addressing allegations of sex discrimination, sexual harassment, and sexual violence/misconduct.

Therefore, any retaliation, intimidation, threats, coercion, or discrimination against any such individual, undertaken or attempted either directly or by someone acting on behalf of another, will be addressed by Rosemont College, and individuals who engage in such actions are subject to discipline up to and including suspension, or dismissal from the College.

Anyone who is aware of possible retaliation or has other concerns regarding the response to a complaint of sexual misconduct should report such concerns to the Title IX Coordinator or to any Deputy Coordinator, who shall take appropriate actions to address such conduct in a prompt and equitable manner.

FALSE REPORTS

The College takes the accuracy of information very seriously, as a report of prohibited conduct may have severe consequences. A good-faith complaint that results in a finding of not responsible is not considered a false or fabricated report of prohibited conduct. However, when a Complainant or third party witness is found to have fabricated allegation or given false information with malicious intent or in bad faith, the Complainant may be subject to disciplinary action.

SEXUAL HARRASSMENT/ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING PREVENTION PROGRAMS

Rosemont College offers different programs and resources in an effort to prevent and/or remedy occurrences of sexual harassment/assault, domestic violence, dating violence and stalking on its campus or at College-sponsored activities. Educational programming consists of primary prevention and awareness programs for all incoming students and employees and ongoing awareness and prevention campaigns for students/employees. Prevention and Awareness Programs include but are not limited to: presentations by Montgomery County Victim Services and the Women's Center of Montgomery County; presentations regarding Title IX, bystander, consent, dating violence, and sexual assault for students; a presentation at new student orientation "Sex, Drugs, Alcohol, and Everything in Between"; Title IX presentations for employees; Title IX online training for students and employees; and Take Back the Night event and programming.

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.
- Confront people who seclude, hit on, and try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plan to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with reporting.

Risk Reduction

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With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

- **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 cab money.
- **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.
- **When you go to a social gathering, go with a group of friends**. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- **Trust your instincts**. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately.
- **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- **Don't accept drinks from people you don't know or trust**. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- **Watch out for your friends, and vice versa**. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to safe place immediately.
- **If you suspect you or a friend has been drugged, contact law enforcement immediately**. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
- If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - **Remember that being in this situation is not your fault**. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
 - **Be true to yourself**. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - **Lie**. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
- **Try to think of an escape route**. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- **If you and/or the other person have been drinking**, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Sexual Assault Confidentiality Policy

Rosemont College encourages victims of sexual violence to talk to somebody about what happened – so victims can get the support they need, and Rosemont College can respond appropriately.

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Different employees on campus have different abilities to maintain a victim's confidentiality. Some are required to maintain near complete confidentiality; talking to them is sometimes called a "privileged communication."

Other employees may talk to a victim in confidence, and generally only report to the Rosemont College that an incident occurred without revealing any personally identifying information. Disclosures to these employees will not trigger a Rosemont College investigation into an incident against the victim's wishes.

Some employees are required to report all the details of an incident (including the identities of both the victim and alleged perpetrator) to the Title IX Coordinator. A report to these employees (called "Responsible Employees") constitutes a report to Rosemont College – and generally obligates Rosemont College to investigate the incident and take appropriate steps to address the situation.

This policy is intended to make students and staff aware of the various reporting and confidential disclosure options available to them – so they can make informed choices about where to turn should they become a victim of sexual violence. Rosemont College encourages victims to talk to someone identified in one or more of these groups.

Privileged and Confidential Communications / Professional and Confidential Communication

Professional, licensed counselors and pastoral counselors who provide mental-health counseling to members of the College Community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX Coordinator without a victim's permission.

Off-Campus Counseling Services

Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with Rosemont College unless the victim requests the disclosure and signs a consent or waiver form. All services are voluntary, confidential, and free of charge to all students and staff. Following is contact information for these off-campus resources

Please note Rosemont College has entered into an agreement with Victim Services Center of Montgomery County to provide confidential counseling and support services for victims of sexual abuse.

Victim Services Center of Montgomery County
325 Swede Road, Norristown, PA 19401
(610) 277-0932
24 Hotlines: (610) 277-5200, (610) ASSIST-1, (888) 521-0983
Website: www.victimservicescenter.org
All services are free and confidential

The Women's Center of Montgomery County
24 hour Hot Line: 1-800-773-2424
Bryn Mawr Office: 610-525-1427

Women Organized Against Rape (WOAR)

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One Penn Center
1617 John F Kennedy Blvd.
Suite 1100
Philadelphia, PA 19103
24 hour Hot Line: 215-985-3333
Website: www.woar.org

Bryn Mawr Hospital for medical treatment
130 S. Bryn Mawr Avenue
Bryn Mawr, PA 19010
484-337-3000

Philadelphia Sexual Assault Response Center
300 East Hunting Park Avenue
Philadelphia, PA 19124
215-800-1589
Hotline: 215-425-1625

On-Campus Counseling Services

Directors of Counseling/Wellness

Lower level of Immaculate Conception Chapel
610-527-0200, x2416
Monday - Friday, 9 a.m. to 4 p.m., Special drop-in times are also available

In the event of an emergency and the Counseling Center is closed, contact Public Safety at x2555 or go to the Bryn Mawr Hospital Emergency Room.

The Counseling Center at Rosemont College is committed to promoting the personal growth and development of our students and to assisting them in overcoming obstacles that may interfere with their academic success. The Center offers a safe atmosphere for students to discuss any personal concerns or difficulties. All services are voluntary, confidential, and free of charge to all students.

Non-professional Counselors and Advocates

Individuals who work or volunteer in the Counseling Department, 610-527-0200, x2417 can generally talk to a victim without revealing any personally identifying information about an incident to Rosemont College. A victim can seek assistance and support from these individuals without triggering a Rosemont College investigation that could reveal the victim's identity or that the victim has disclosed the incident.

While maintaining a victim's confidentiality, these individuals or their office should report the nature, date, time, and general location of an incident to the Title IX Coordinator.

This limited report – which includes no information that would directly or indirectly identify the victim – helps keep the Title IX Coordinator informed of the general extent and nature of sexual violence on and off campus so the Coordinator can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide

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responses. Before reporting any information to the Title IX Coordinator, these individuals will consult with the victim to ensure that no personally identifying details are shared with the Title IX Coordinator.

A victim who speaks to a professional or non-professional counselor or advocate must understand that, if the victim wants to maintain confidentiality, Rosemont College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

Even so, these counselors and advocates will still assist the victim in receiving other necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health or mental health services, and changes to living, working or course schedules. A victim who at first requests confidentiality may later decide to file a complaint with the school or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the victim with assistance if the victim wishes to do so.

Reporting to “Responsible Employees”

A “Responsible Employee” is a College employee who has the authority to redress sexual violence, who has the duty to report incidents of sexual violence or other student misconduct, or who a student could reasonably believe has this authority or duty.

When a victim tells a Responsible Employee about an incident of sexual violence, the victim has the right to expect Rosemont College to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

A Responsible Employee must report to the Title IX Coordinator all relevant details about the alleged sexual violence shared by the victim and that Rosemont College will need to determine what happened – including the names of the victim and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

To the extent possible, information reported to a responsible employee will be shared only with people responsible for handling Rosemont College’s response to the report. A Responsible Employee should not share information with law enforcement without the victim’s consent or unless the victim has also reported the incident to law enforcement.

Before a victim reveals any information to a Responsible Employee, the Responsible Employee should ensure that the victim understands the employee’s reporting obligations – and, if the victim wants to maintain confidentiality, direct the victim to confidential resources.

If the victim wants to tell the Responsible Employee what happened but also maintain confidentiality, the employee should tell the victim that Rosemont College will consider the request, but cannot guarantee that Rosemont College will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the Responsible Employee will also inform the Title IX Coordinator of the victim’s request for confidentiality.

Responsible employees will not pressure a victim to request confidentiality, but will honor and support the victim’s wishes, including for Rosemont College to fully investigate an incident. By the same token, Responsible Employees will not pressure a victim to make a full report if the victim is not ready to.

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How Rosemont College Will Weigh the Request and Respond

If a victim discloses an incident to a Responsible Employee but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, Rosemont College must weigh that request against Rosemont College's obligation to provide a safe, non-discriminatory environment for all students and staff, including the victim.

If Rosemont College honors the request for confidentiality, a victim must understand that Rosemont College's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited.

Although rare, there are times when Rosemont College may not be able to honor a victim's request in order to provide a safe, non-discriminatory environment for all students. Rosemont College has designated the following individual to evaluate requests for confidentiality once a Responsible Employee is on notice of alleged sexual violence:

Jane Federowicz - Assistant Vice President for Human Resources/ Title IX Coordinator

When weighing a victim's request for confidentiality or that no investigation or discipline be pursued, the Title IX Coordinator will consider a range of factors, including the following:

The increased risk that the alleged perpetrator will commit additional acts of sexual or other violence, such as:

- whether there have been other sexual violence complaints about the same alleged perpetrator;
- whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
- whether the alleged perpetrator threatened further sexual violence or other violence against the victim or others;
- whether the sexual violence was committed by multiple perpetrators;
- whether the sexual violence was perpetrated with a weapon;
- whether the victim is a minor;
- whether Rosemont College possesses other means to obtain relevant evidence of the sexual violence (e.g., security cameras or physical evidence);
- whether the victim's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead Rosemont College to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, Rosemont College will likely respect the victim's request for confidentiality.

If Rosemont College determines that it cannot maintain a victim's confidentiality, Rosemont College will inform the victim prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling Rosemont College's response.

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Rosemont College will remain ever mindful of the victim's well-being, and will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan. Retaliation against the victim, whether by students or College employees, will not be tolerated. Rosemont College will also:

- assist the victim in accessing other available victim advocacy, academic support, counseling, disability, health or mental health services, and legal assistance both on and off campus;
- provide other security and support, which could include issuing a no-contact order, helping arrange a change of living or working arrangements or course schedules (including for the alleged perpetrator pending the outcome of an investigation) or adjustments for assignments or tests; and
- inform the victim of the right to report a crime to campus or local law enforcement – and provide the victim with assistance if the victim wishes to do so.

If Rosemont College determines that it can respect a victim's request for confidentiality, Rosemont College will also take immediate action as necessary to protect and assist the victim.

Protection from Abuse Order (PFA)

Any student, staff or faculty needing assistance in obtaining a PFA should contact the Department of Public Safety at 610-527-1038.

Public Awareness Events

Public awareness events such as "Take Back the Night," the Clothesline Project, candlelight vigils, protests, "Survivor Speak Out" or other forums, in which students disclose incidents of sexual violence, are not considered notice to Rosemont College of sexual violence for purposes of triggering its obligation to investigate any particular incident(s). Such events may, however, inform the need for campus-wide education and prevention efforts, and Rosemont College will provide information about students' Title IX rights at these events.

CLERY ACT

The Clery Act and Title IX have reporting requirements in cases of sexual violence. To date, the Department of Education has not identified any specific conflicts between Title IX and the Clery Act. The Clery Act requires institutions to issue an annual report listing crimes of sexual nature and timely warnings to the campus community about crimes that have already occurred but may continue to pose a serious or ongoing threat to students and employees.

Timely warnings are only required for Clery-reportable crimes that occur on Clery Geography although institutions are encouraged to issue appropriate warnings regarding other criminal activity that may pose a serious threat as well.

Timely Warning Reports and the Annual Report must withhold the names and other identifying information about victims/witnesses as confidential.

RETALIATION POLICY

Title IX prohibits retaliation against any individual for reporting, providing information, exercising one's rights or responsibilities, or otherwise being involved in the process of responding to, investigating, or addressing allegations of sex discrimination, sexual harassment, and sexual violence.

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Therefore, any retaliation, intimidation, threats, coercion, or discrimination against any such individual, undertaken or attempted either directly or by someone acting on behalf of another, will be addressed by Rosemont College, and individuals who engage in such actions are subject to discipline up to and including suspension, exclusion, or dismissal from the College, consistent with College procedure.

Anyone who is aware of possible retaliation or has other concerns regarding the response to a complaint of sexual misconduct should report such concerns to the Title IX Coordinator or to any Deputy Coordinator, who shall take appropriate actions to address such conduct in a prompt and equitable manner.

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PROTECTION OF MINOR POLICY

Every member of the Rosemont community has a duty to report if he/she has reasonable cause to suspect that a child is a victim of child abuse based on information shared with him/her by the child or any other individual or his/her own observations or knowledge.

A Rosemont community member suspecting abuse is required to bring all suspicions to the immediate attention of the assistant Vice President of Human Resources or to the Director of Public Safety. Under Pennsylvania law, a child is any individual under the age of 18.

Jane Federowicz, Assistant Vice President for Human Resources/Title IX Coordinator
Main Building, Room 205
Phone: 610-527-0200, X2242
Email: jfederowicz@rosemont.edu

Osmond Mbaeri, Director of Public Safety
Cardinal Hall, Lower Level
Phone: 610-527-0200, X2556
Email: osmond.mbaeri@rosemont.edu

CONSENT POLICY

“Consent” must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.

In Pennsylvania, children less than 13 years of age cannot grant consent to sexual activity. Teens between the ages of 13 and 15 can consent to sexual activity with peers within a four-year age range. People aged 16 and older can legally consent to sexual activity with anyone they choose, as long as the other person does not have authority over them as defined in Pennsylvania’s institutional sexual assault statute.

GOOD SAMARITAN/MEDICAL AMNESTY CONCERNING DRUGS AND ALCOHOL POLICY

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Rosemont College wishes to ensure that students at medical risk as a result of alcohol or substance abuse will receive prompt and appropriate medical attention. Rosemont College strongly encourages students to call Public Safety for medical assistance for themselves or for other individuals who are dangerously under the influence of alcohol and drugs.

For this reason no student seeking medical attention for him/herself (or another) for intoxication or overdose shall be formally sanctioned for the illegal use or possession of alcohol or other drugs when other college policies have not been violated in conjunction with the intoxication or overdose.

This medical amnesty policy will be granted to both the intoxicated student and to the student seeking medical assistance for the intoxicated student; however, the intoxicated student may be required to participate in an educational intervention(s), including but not limited to: screenings by members of the alcohol/substance abuse team, parental notification, certified agency or treatment center, etc. The appropriate intervention is at the discretion of the Dean of Students.

HOW TO RESPOND TO A SURVIVOR

When someone you care about tells you they've been sexually assaulted or abused, it can be a lot to handle. A supportive reaction can make all the difference, but that doesn't mean it comes easy. Encouraging words and phrases avoid judgment and show support for the survivor. Consider these phrases:

“I'm sorry this happened.” Acknowledge that the experience has affected their life. Phrases like “This must be really tough for you,” and, “I'm so glad you are sharing this with me,” help to communicate empathy.

“It's not your fault.” Survivors may blame themselves, especially if they know the perpetrator personally. Remind the survivor, maybe even more than once, that they are not to blame.

“I believe you.” It can be extremely difficult for survivors to come forward and share their story. They may feel ashamed; concerned that they won't be believed, or worried they'll be blamed. Leave any “why” questions or investigations to the experts—your job is to support this person. Be careful not to interpret calmness as a sign that the event did not occur—everyone responds differently. The best thing you can do is to believe them.

“You are not alone.” Remind the survivor that you are there for them and willing to listen to their story. Remind them there are other people in their life who care and that there are service providers who will be able to support them as they recover from the experience.

“Are you open to seeking medical attention?” The survivor might need medical attention, even if the event happened a while ago. You can support the survivor by offering to accompany them or find more information.

“You can trust me.” If a survivor opens up to you, it means they trust you. Reassure them that you can be trusted and will respect their privacy. Always ask the survivor before you share their story with others. If a minor discloses a situation of sexual abuse, you are required in most situations to report the

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crime. Let the minor know that you have to tell another adult, and ask them if they'd like to be involved.

“This doesn't change how I think of you.” Some survivors are concerned that sharing what happened will change the way other people see them, especially a partner. Reassure the survivor that surviving sexual violence doesn't change the way you think or feel about them.

Continued Support

There's no timetable when it comes to recovering from sexual violence. If someone trusted you enough to disclose the event, consider the following ways to show your continued support.

Check in periodically. The event may have happened a long time ago, but that doesn't mean the pain is gone. Check in with the survivor to remind them you still care about their well-being and believe their story.

Avoid judgment. It can be difficult to watch a survivor struggle with the effects of sexual assault over an extended period of time. Avoid phrases that suggest they're taking too long to recover such as, “You've been acting like this for a while now,” or “How much longer will you feel this way?” Remember that the healing process is fluid. Everyone has bad days. Don't interpret flashbacks, bad days, or silent spells as “setbacks.” It's all part of the process.

Know your resources. You're a strong supporter, but that doesn't mean you're equipped to manage someone else's health. Become familiar with resources you can recommend to a survivor, Victim Services Center of Montgomery County offers free services for Rosemont College students and staff. www.victimservicescenter.org

SEX OFFENDERS' REGISTRY AND ACCESS TO RELATED INFORMATION

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

The Clery Act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained.

It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student.

Megan's Law Section 42 Pa. C.S. § 9799.1 authorizes the Pennsylvania State Police to create and maintain a state registry of offenders and sexually violent predators.

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The Pennsylvania State Police is responsible for maintaining this registry. Follow the link below to access the Pennsylvania State Police website. <http://www.pameganslaw.state.pa.us/>

DAILY CRIME AND FIRE LOG

The Department of Public Safety maintains a Daily Crime and Fire Log that records by the reported date all criminal incidents and alleged criminal incidents that occur on campus, in a non-campus building or property, on public property, or within the department's jurisdiction. Only fire related incidents occurring in on-campus student housing are recorded on this Log. The Daily Crime and Fire Log for the most recent 60 day period is available for public inspection (media included) at the Public Safety Department's office, Cardinal Hall/Lower level, during regular business hours. The Daily Crime and Fire Log contain the nature of the crime/fire; date incident is reported, date and time of occurrence and the general location of each reported incident, as well as the disposition if known.

The Public Safety Department posts incidents on the Log within two business days of receiving the report. Additionally, any portion of the Crime and Fire Log that is older than 60 days is made available for public inspection within two business days of a request. The Public Safety Department reserves the right to exclude reports from the log in certain circumstances as permitted by law. This Log will not list any names or personally identifiable information.

The State's Uniform Crime Act (Act 180) requires the College to report the names of person(s) arrested on campus along with their address and disposition (if known). A separate arrest log is maintained in the Public Safety Office for public inspection.

DISCLOSURE TO VICTIMS OF CRIMES OF VIOLENCE

Upon written request, the college will disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim.

DISCLOSURE AND PREPARATION OF CAMPUS CRIME STATISTICS

Campus crime, arrest, and referral statistics include those reported to the Department of Public Safety, officials designated as Campus Security Authorities, Lower Merion Police Department, and the Philadelphia Police Department. College counselors inform their clients of the procedures to report crime to the Department of Public Safety on a voluntary or confidential basis, should they feel it is in the best interest of the client.

Each year, an email notification is made to all enrolled students, faculty and staff that provide a link to the website to access this report. The Director of Public Safety consults with the Dean of Students, Resident Life Department, Human Resources, Registrar, and Vice President for Finance and

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Administration to review the current campus security report and provide information to update the report for the most recent calendar year.

CAMPUS CRIME STATISTICS

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires the release of statistics for certain criminal incidents and/or alleged criminal incidents, arrests, and disciplinary referrals when there is a violation of law for alcohol, drugs, or weapons on the main campus and Center City campus (100 S. Broad St, Philadelphia) to all students and employees.

The law requires the disclosure of crime incidents and alleged criminal incidents and the statistics be shown in specific geographic categories. The following statistics are provided in compliance with the specific time periods, crime classifications, geographic categories, and arrest data mandated by federal law. Please note that these statistics use federal crime classifications which vary from the crime classifications under state law, which are also published in this document.

Crime statistics do not indicate actual police investigations, criminal prosecution or student judicial action, or the outcome of either. Reported crimes may involve individuals not associated or affiliated with the college and from anonymous reporting.

Hate Crimes are the reported crimes listed below and theft/larceny, intimidation, simple assault, vandalism, and crimes involving bodily injury to any person that manifested evidence that the victim(s) were intentionally selected because of their actual or perceived race, gender identity, religion, gender, sexual orientation, ethnicity/national origin and disability.

The crimes and definitions reported under the Clery Act include the following:

Criminal homicide

Murder and Non-negligent Manslaughter- is defined as the willful (non-negligent) killing of one human being by another.

Negligent Manslaughter- is defined as 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. Including instances where the victim is incapable of giving consent because of his or her age or because of his or her temporary or permanent mental incapacity.

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. Including instances where the victim is incapable of giving consent because of his or her age or because of his or her temporary or permanent mental capacity.

Fondling – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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

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

Robbery- is 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 or violence, and/or by putting the victim in fear.

Aggravated Assault-is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.

Burglary- is the unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft- is the theft or attempted theft of a motor vehicle.

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

Liquor Law Violations—the violation of laws or ordinances prohibiting the manufacture, sale, transportation, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned.

Drug Abuse Violations—violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

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

Arrests or disciplinary referrals for illegal weapons possession, liquor law and drug/substance law violations:

In addition to disclosing statistics for the aforementioned offenses, the Clery Act requires institutions to disclose both the number of arrests and the number of persons referred for disciplinary action for illegal weapons possession; drug law violations; and liquor law violations. Note: Rosemont College Department of Public Safety does not have the authority to make an arrest. The Lower Merion Police Department or another sworn law enforcement agency may make an arrest depending on the severity of an incident. Arrests may be reported to the Department of Public Safety if the arresting authority determines that the individual is a Rosemont College student. In most cases, individuals found in violation of illegal weapons possession, and liquor law violations are referred to the Dean of Students for formal disciplinary action.

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Hate Crimes- that manifest evidence that the victim was intentionally selected because of the perpetrator's bias or the perpetrator perceived the person to be in one of the protected group categories.

Bias categories are:

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind.

Gender: A preformed negative opinion or attitude toward a group of persons because those persons are male or female

Gender Identity: Although the final regulations for Clery do not include a definition for gender identity, a commonly used definition is: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived gender-related characteristics.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.

Sexual Orientation: a preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex.

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

Ethnicity/National Origin: A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions. (Please note- These two categories are shown separately as criminal statistics)

Domestic Violence: A felony or misdemeanor crime of violence committed

- By a current or former spouse or intimate partner of the victim
- By a person with whom the victim shares a child in common
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
- By 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

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

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- The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- For the purposes of this definition, 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
- Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Stalking: (Pennsylvania State Law) - A person commits the crime of stalking when the person either:

- Engages in a course of conduct or repeatedly commits acts toward another person, including following the person without proper authority, under circumstances which demonstrate either intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.
- Engages in a course of conduct or repeatedly communicates to another person under circumstances which demonstrate or communicate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.

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Main Campus, 1400 Montgomery Ave, Rosemont Pa
Federal Campus Crime Statistic

Crime	*ON CAMPUS			*RESIDENT HALLS			NONCAMPUS			PUBLIC PROPERTY		
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015
MURDER / NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	0	1	0	0	1	0	0	0	0	0	0	0
FONDLING	0	0	1	0	0	1	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	3	11	3	3	10	3	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
LIQUOR LAW ARRESTS	1	2	0	1	2	0	0	0	0	0	0	0
**LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	21	16	7	21	16	7	0	0	0	0	0	0
DRUG LAW ARRESTS	0	4	0	0	4	0	0	0	0	1	0	0
**DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	7	7	0	7	7	0	0	0	0	0	0	0
ILLEGAL WEAPONS POSSESSION ARRESTS	1	1	0	0	1	0	0	0	0	0	0	0
**ILLEGAL WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0
**DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
**DATING VIOLENCE	1	1	0	1	1	0	0	0	0	0	0	0
**STALKING	0	0	0	0	0	0	0	0	0	0	0	0

* Crimes reported in the resident hall category column are included in the on-campus category.

No hate crimes reported for 2013

No hate crimes reported for 2014

No hate crimes reported for 2015

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Center City, 100 S. Broad St, Suite 1600, Philadelphia Pa

*The Philadelphia Police Department did not provide 2015 crime statistics for the Center City location as requested.

Crime	Non-Campus		
	2013	2014	*2015
MURDER / NON-NEGLIGENT MANSLAUGHTER	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0
RAPE	0	0	0
FONDLING	0	0	0
INCEST	0	0	0
STATUTORY RAPE	0	0	0
ROBBERY	0	0	0
AGGRAVATED ASSAULT	1	0	0
BURGLARY	0	0	0
MOTOR VEHICLE THEFT	0	0	0
ARSON	0	0	0
LIQUOR LAW ARRESTS	0	0	0
*LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	0	0	0
DRUG LAW ARRESTS	0	0	0
*DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	0	0	0
ILLEGAL WEAPONS POSSESSION ARRESTS	0	0	0
*ILLEGAL WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	0	0	0
HATE CRIMES	0	0	0
DOMESTIC VIOLENCE	0	0	0
DATING VIOLENCE	0	0	0
STALKING	0	0	0

Pennsylvania Uniform Crime Reporting Act

The Pennsylvania Uniform Crime Reporting Act (Act 180 of 2004) mandates the release of crime statistics and rates to matriculated students and employees, and, upon request, to new employees and applicants for admission.

The index rate is calculated by multiplying the actual number of reported offenses by 100,000 (a theoretical population for comparison purposes) and dividing that product by the number of the College's Full Time Equivalent (FTE) students (403) and employees (148). The FTE is calculated using a state required formula. The College's FTE Population is 551 for 2015.

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The statistics reported below reflect the number of incidents reported to a Campus Security Authority (CSA) and Lower Merion Police Department. They do not indicate actual criminal prosecution or student judicial action, or the outcome of either.

Please note that the state crime classification for which the college is reporting these statistics varies from the crime classifications under federal law, which are also published in this report.

Crimes	2013	Index Rate	2014	Index Rate	2015	Index Rate
Murder	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0
Rape	0	0	1	181.4	0	0
Aggravated Assault	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Burglary	3	448.4	11	996.3	0	0
Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Weapons	1	181.4	1	181.4	0	0
Other Assaults – Not Aggravated	1	181.4	3	448.4	0	0
Larceny-Theft (except motor vehicle)	7	1270.4	19	3448.2	13	2359.3
Fraud	1	181.4	0	0	0	0
Liquor Laws	13	2359.3	12	2177.8	7	1814.8
Drug Possession	6	1089	7	1270.4	0	0
Drunkenness	0	0	2	362.9	2	362.9
Vandalism	6	1089	3	448.8	0	0
Driving Under the Influence	0	0	0	0	0	0
Disorderly Conduct	1	181.4	3	448.4	0	0
Forgery and Counterfeiting	0	0	0	0	0	0
Embezzlement	0	0	0	0	0	0
Stolen Prop., Rec., Posses., Buying	0	0	0	0	0	0
Prostitution and Commercial Vice	0	0	0	0	0	0
Indecent Exposure	0	0	0	0	0	0
Gambling	0	0	0	0	0	0
Offenses Against Family and Children	0	0	0	0	0	0
Vagrancy	0	0	0	0	0	0
Other Offenses – Except Traffic	0	0	0	0	0	0
Total Crimes Per Year	20	3629.7	57	10344.8	22	1024

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CRIMINAL RECORDS FOR STUDENTS AND EMPLOYEES

Rosemont College does not conduct background investigations on prospective students. If Rosemont College receives information concerning a prospective student's criminal conduct, it is given appropriate consideration.

Currently enrolled students who are charged with and/or convicted of a criminal offense are subject to Rosemont's student judicial system and the full range of available disciplinary sanctions.

Rosemont College does conduct a background screening on all newly hired/rehired employees and volunteers. The background screening includes social security number verification, county, state, and federal criminal history check, sex offender registry check, driving records, educational credentials, employment history, child abuse, FBI fingerprint, and reference checks.

All background screenings will be coordinated through the Office of Human Resources and will comply with all state and federal laws. Results of all background searches will be held in a highly confidential manner and will not be disclosed except to the extent necessary to administer and enforce this policy or pursuant to appropriate legal action.

FIRE SAFETY REPORT

The Higher Education Opportunity Act (HEOA) requires two safety-related requirements on institutions that participate in federal student financial aid programs which follow:

1. Fire Log: Institutions must keep a fire log that states the nature of the fire, date, time, and general location of each fire in on-campus student housing facilities. Rosemont College complies with this rule by including all fire-related incidents in the Daily Crime and Fire Log. The public (media included) can also view the most recent 60 days of crime and fire-related incidents by coming to the Department of Public Safety, located on the ground floor of the Cardinal building, during business hours. Requests for information older than 60 days must be directed to the Director of Public Safety. Information will be made available within two business days of a request for public inspection.

2. Annual Fire Safety Report: Institutions with on-campus student housing facilities must publish annually a fire safety report that provides information on campus fire safety practices and standards. Rosemont College complies with this regulation by including all fire-related incidents at on-campus student housing facilities as part of the Annual Security & Fire Safety Report. Information contained in this annual fire safety report includes: number and cause of fires at all on-campus student housing facilities; number of fire-related deaths; related injuries; value of fire-related property damage; information on evacuation procedures; fire safety education and training programs; fire safety systems in each student housing facility; number of regular mandatory supervised fire drills; and policies on portable electrical appliance, smoking and open flames. The Annual Security & Fire Safety Report must include three years of fire statistics

Reporting Fires on Campus:

Criminal incidents, fires, emergencies, or any type of suspicious activity on campus or in the immediate area of the College should be promptly reported to the Department of Public Safety by dialing 2555

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from any campus phone or 610-527-1038 from any other phone. Public Safety Officers are available 24 hours a day, seven days a week.

When calling, stay calm, and carefully explain the problem and location to the officer. Do not hang up until told to do so. Keep calm and keep others calm.

Fire Statistics for 2013

On-campus housing	Total Number of fires	Date and Time	Cause	Number of Injuries/deaths	Property Damage in Dollars
Heffernan	0				
Kaul	0				
Mayfield	0				
Connelly	0				
Gracemere	0				

Fire Statistics for 2014

On-campus housing	Total Number of fires	Date and Time	Cause	Number of Injuries/deaths	Property Damage in Dollars
Heffernan	0				
Kaul	0				
Mayfield	0				
Connelly	0				
Gracemere	0				

Fire Statistics for 2015

On-campus housing	Total Number of fires	Date and Time	Cause	Number of Injuries/deaths	Property Damage in Dollars
Heffernan	0				
Kaul	0				
Mayfield	0				
Connelly	0				
Gracemere	0				

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Fire Safety Systems in Rosemont College Residential Facilities

Residence Halls	Sprinkled	Smoke Detectors Monitored by Building Fire Alarm System	Fire extinguishers	Fire drills per academic year
Heffernan Hall	Trash room is the only room	Main corridors are monitored. Rooms are not	2 per floor, 1 in mechanical room	2
Connelly Hall	Yes	Yes	2 per floor, 1 in mechanical room	2
Mayfield Hall	Trash room is the only room	Main corridors are monitored. Rooms are not	2 per floor, 1 in mechanical room	2
Kaul Hall	Trash room is the only room	Main corridors are monitored. Rooms are not	2 per floor, 1 in mechanical room	2
Gracemere	No sprinklers in building	Main corridors are monitored. Rooms are not	2 per floor, 1 in mechanical room	2

Fire Safety in the Residence Halls:

The residence halls and Gracemere are designed for a reasonable level of fire safety. The fire alarm, sprinkler systems, smoke detectors, and extinguishers are all checked annually prior to the start of classes by the College's contracted company and repairs or adjustments are made whenever a problem is found. There are no floor plans in rooms or hallways except for Connelly Hall. The floor plans for Connelly Hall are posted by the elevators only.

Fire alarm activation in residence halls does not contact the police and/or fire departments. 911 must be called for all fires. The fire alarms in residence halls and Gracemere are monitored by a private contracted company and the Department of Public Safety is contacted first when an alarm is activated.

Students, faculty and staff should report all fire alarms and/or fires to the Department of Public Safety by dialing X2555 from any college phone line or 610-527-1038 from any phone line.

Despite this, it must be recognized that fires can still occur, that fire prevention is everyone's concern, and the manner in which residents react in the event of a fire can mean the difference between life and death.

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All major renovations to college building include improvements to the fire safety systems such as the recent work in the Library and Dining Hall.

Fire safety education is continually reinforced by unannounced fire drills, floor meetings with students, posting emergency response flip charts in all residence halls and emergency training for college personnel.

Procedures for student housing evacuation:

- Building evacuations are mandatory when a fire alarm sounds and/or upon notification by Public Safety or the Residence Life staff
- When the building evacuation alarm is activated during an emergency, leave by the nearest marked exit and alert others to do the same
- Stay calm; do not rush and do not panic
- Never use an elevator in a fire
- Safely stop your work/studies
- Assist persons with disabilities in exiting the building. If necessary two or three individuals may carry the persons with disabilities from the building if the persons with disabilities cannot negotiate the stairs. Leave wheelchairs or other such equipment behind if they make movement of the persons with disabilities awkward, or ask another individual to carry the equipment separately
- If persons with disabilities cannot be transported from the building without using an elevator, assist persons with disabilities to the nearest fire tower on each floor of the building. Be prepared to notify rescue personnel immediately upon their arrival of the location of persons with disabilities in such rescue areas
- Once outside, proceed to the designated assembly area on campus. Stay in the assembly area until told to leave
- Keep streets, fire lanes, hydrants areas, and walkways clear for emergency vehicles and personnel
- Immediately notify emergency personnel of any injured persons, disabled person and individuals remaining in the affected building
- Do not return to an evacuated building unless told to do so by emergency personnel or College officials

*An assembly area to be used by personnel who are evacuated from their building. This area is to be used as a meeting place to ensure building occupants have been accounted for and also a place to wait to receive further instruction by emergency responders. The location of designated assembly areas are posted on the iWay under Emergency Response Procedures.

Hazards in Residence Halls and Residents' Rooms

Decorations: Flammable items such as tapestries, fishnets, parachutes, sheets, and paper may not be hung from walls or ceilings. All decorations (holiday, etc.) must be treated with flame retardant. Christmas trees must be artificial, bearing UL labels. Real trees, natural wreaths, etc. present an

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extreme fire hazard once they dry and, thus, are prohibited. No decorations that extend down hallway walls are allowed. Decorations must clear all sprinkler heads by at least 18 inches.

Electrical Overloads: To reduce the risk of fire resulting from overloaded circuits, we strongly recommend the use of a multi-plug circuit breaker outlet (UL certified) if more outlets are needed. Extension cords are a major cause of residential fires—avoid using them. If your circuit breaker trips, it is possible someone on the circuit is overloading it or using a defective appliance. If this happens, report it to your Residence Life Office (x2401) or Public Safety (x2555) immediately. Also, too many of certain types of appliances such as coffee makers, popcorn poppers, hair dryers, and curling irons may overload the circuits.

Appliances: Kitchen appliances and certain kinds of electrical equipment that generate heat and/or flames are not intended to be used in small spaces and can threaten the safety of the entire building. Resident Life prohibits the use of these items, including but not limited to: toasters, toaster/ convection ovens, hot plates, electric skillets, electric grills, space heaters (electric or gas), halogen lamps, Bunsen burners, candles (decorative or functional, wick or no wick) and/or any other items/devices that could produce open flames. If you have questions regarding the approval or storage of your appliances or electrical equipment, please contact the Residence Life Office at ext. 2401.

Open flames: Many fires occurring in residence halls are a result of burning candles. Camp stoves, Candles (decorative or functional, wick or no wick), open coil heating or cooking elements, kerosene lamps, etc., can be extremely hazardous. Open flame devices are not permitted in residence halls. Similarly, burning incense is not allowed. Cooking on barbecue grills and hibachis are not allowed in or around the residence halls.

Trash: All combustibles, such as paper, should be disposed of in outdoor trash bins as soon as possible. Full wastebaskets and recycling bins are an invitation for fire. Never place newspapers or other combustible or flammable materials in corridors, stairwells, or other common areas.

Flammable Liquids (and other hazardous chemicals): Gasoline, ether, paint, glue, etc. are not permitted in residence halls and/or student rooms or storage areas. Motorized vehicles are not allowed in the buildings under any circumstances.

Smoking: In conformity with the Pennsylvania Clean Air Act, and in the interest of providing a safe and healthy environment for faculty, employees, students, and visitors, smoking will be prohibited in all college buildings including auditoriums, hallways, restrooms, lounges, classrooms, public offices, conference rooms, and all areas in the residence halls.

Smoking is permitted outdoors at designated smoking areas. These smoking areas are conveniently located away from the entrances of all academic and administrative buildings, and are easily recognized by the presence of a cigarette receptacle. All persons should refrain from walking around the campus with any lit smoking materials.

Both smokers and non-smokers are asked to behave with respect toward each other. Anyone smoking in prohibited areas should first be asked to stop smoking. Employees who are in non-compliance may be reported to their supervisor. All visitors will be expected to comply.

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Halogen Lamps: Due to the high temperatures emitted from halogen lamps, they are prohibited in the residence halls. It has been reported that many fires are caused by materials coming in contact with the halogen bulb or other parts of the lamp.

Foam rubber: Foam rubber emits deadly toxic gases when it burns and should not be used in student rooms. Most “bean-bag” chairs are stuffed with foam rubber. Foam rubber-filled items are prohibited in student rooms.

Cooking: Cook safely and only in permitted and designated areas or kitchens using proper appliances. Microwaves can cause burns or even start a fire.

Tampering with Fire Alarm System

The fire alarm system and firefighting equipment in the residence halls are for your protection.

Tampering with smoke detectors, sprinkler heads, sprinkler piping, alarm boxes, and fire extinguishers are prohibited and may subject you to criminal prosecution.

Remember, this is your life safety equipment. You will be held accountable and liable for any damage that may endanger the lives of other residents. Hanging items from the sprinkler head or pipes are prohibited.

False Alarms

Fire alarms may be set off in residence halls accidentally or due to tampering. How do you know if it is a false alarm? You don't! So get out!

MISSING STUDENT NOTIFICATION POLICY

If a member of the college community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify the Public Safety Department at x2555 from a college phone line or 610-527-1038 from any other phone. Public Safety will initiate an investigation.

Notification Procedure:

Rosemont College will adhere to the following notification procedure for a missing student who resides in on campus housing:

Students' contact information will be registered confidentially, that this information will be accessible only to authorized campus officials and that it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

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

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The Department of Public Safety will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

WEAPONS POLICY

The health, safety, and welfare of students, faculty, and staff are of the utmost importance to Rosemont College. The presence of weapons poses a direct and substantial threat to the safety of our faculty, students, employees, and visitors to our campus. All students, College officers, administrators, faculty members, instructors, staff employees, volunteers, applicants, outside contractors, vendors, and visitors are prohibited from possessing, carrying, or storing on their person, on College premises and in any vehicle on campus any weapon without specific authorization from the Director of Public Safety. College premises include the buildings, parking lots, and surrounding grounds. The term “weapon” includes any device, instrument, material, or substance that under any circumstance is readily capable of causing death or injury. Weapons include but are not limited to rifles, shotguns, handguns, pellet or BB guns, starter pistols, knives, slingshots, billy clubs, blackjacks, makeshift weapons, martial arts weapons, explosive materials, or any other lethal or dangerous devices capable of casting a projectile by air, gas, explosion, or mechanical means on any property or in any building owned or operated by Rosemont College or in any vehicle on campus. This prohibition includes licensed firearms or weapons and applies to all that are licensed to carry firearms or concealed weapons. Requests for exceptions from this policy should be addressed in writing to the Director of Public Safety.

Rosemont College shall have the right to seize any firearm or weapon from any persons on Rosemont’s campus. Violation of this policy will result in disciplinary action up to and including termination, expulsion from campus and criminal prosecution. In addition, any person authorized to carry a weapon on campus, who uses a weapon in an unauthorized or inappropriate way is subject to disciplinary action up to and including termination, expulsion from campus, and criminal prosecution.