



**LINFIELD UNIVERSITY**

2022

Annual Security and Fire Safety Report

Linfield  
University

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## I. INTRODUCTION

Federal law (the “Clery Act”) requires educational institutions to provide all current and prospective students and employees with the security policies and procedures of the University, and crime statistics. These security measures are designed to enhance the safety of all individuals at Linfield University. Further information on the Clery Act may be obtained at <http://clerycenter.org/summary-jeanne-clery-act>.

Observance of University policies, as well as federal, state, and local law is required to fulfill the purposes of the educational institution. Although the University strives to provide a safe environment, everyone must take responsibility for their own safety and personal belongings.

This report is prepared by the Linfield Public Safety Department ("LPS"), in cooperation with local law enforcement agencies, the Office of Student Affairs, and the Office of Environmental Health and Safety.

The Annual Security Report is available on the Internet to all current students and employees of the university at <http://www.linfield.edu/linfield-public-safety/annual-report/annual-report.html>. Prospective students may request a copy of the report at the Office of Admission; prospective employees may request a copy at the Office of Human Resources. You may also obtain a copy of this report by contacting LPS, 900 SE Baker Street, McMinnville, Oregon 97128, or (503)-883-7233.

For additional information on university policies and procedures, consult the Linfield University personnel policies and procedures documents and handbooks, available online at <https://inside.linfield.edu/policies/index.html>.

## II. LINFIELD PUBLIC SAFETY

### A. Linfield Public Safety Department Mission Statement

The mission of Linfield Public Safety is to foster a safe and secure environment that supports an exceptional educational experience. LPS enjoys partnerships with our campus communities based on mutual respect, cooperation, and a commitment to safety. We do so with the following values:

- **Professionalism** – We will develop our skills, knowledge, and training to best serve the community as public safety professionals.
- **Integrity** – We will conduct ourselves in a manner that is fair, ethical, and legal. We will exhibit the duty and honor for the position entrusted to us, gaining and keeping the community’s trust and confidence.
- **Communication** – We will always listen to the needs and the concerns of our community and follow through to make sure those needs and concerns are addressed.
- **Service** – We will always recognize the significance of serving the public. As such, we are committed to providing excellent service. We will employ processes, policies, and procedures that best serve students, faculty, staff and the public.

All LPS staff members are certified by Oregon’s Department of Public Safety Standards and Training. The McMinnville Campus is staffed 24/7 by LPS. In 2022, Portland Campus was patrolled by daytime and

evening LPS or contract security staff. LPS patrol persons are not armed; they conduct foot, bike and vehicular patrols of campus areas regularly. In addition, on the McMinnville Campus, a courtesy ride service is provided 24 hours a day. LPS patrol persons make referrals for violations of university policies, rules and regulations. Local police departments are contacted for enforcement relating to violations of city or state laws. More information can be found on the LPS webpage at:

<http://www.linfield.edu/linfield-public-safety.html>.

## **B. Reporting Incidents and Emergencies**

Any person in immediate danger due to crime or emergency should contact local law enforcement IMMEDIATELY by dialing 911. When the emergency has subsided, the victim should also report the crime as soon as possible to LPS.

For non-emergency situations, any person who is a victim, witness or has knowledge of any criminal activity or other incidents on campus should report it immediately to LPS.

## **C. Voluntary Confidential Reporting**

If you are the victim of a crime and do not want to pursue action within the University or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Director of LPS can file a report on the details of the incident without revealing your identity. A confidential report will preserve your privacy, while assisting the future safety efforts for yourself and others. With such information, the University can keep an accurate record of incidents involving students, determine where there is a pattern of crime regarding a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime reporting statistics for the institution. Please note that campus Professional Counselors and Pastoral Counselors, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion in annual crime statistics. Counselors 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 in annual crime statistics.

## **D. Sexual Misconduct and Relationship Violence Reporting**

Linfield University employees have a responsibility to report incidents of sexual harassment, discrimination and/or misconduct perpetrated against a Linfield student. However, there are several employees that are considered confidential. A confidential employee is a counselor, a student health professional, the chaplain, and/or sexual misconduct advocates, these individuals that may keep information regarding sexual misconduct or relationship violence confidential if requested by the student or victim.

There are a variety of ways to report sexual misconduct and/or relationship violence. All of the following options are available to you and can be pursued separately or simultaneously.

### ***Formal Misconduct Reporting***

A formal misconduct form may be submitted. This form is not anonymous, and information contained in the form will be reviewed by Linfield University officials. With the formal misconduct report form,

contact will be made, and resources will be provided to the reporting party and responding party. Completing this form does not constitute a police report. Formal reporting may be done through several university offices:

- **Linfield Public Safety** - [503-883-7233](tel:503-883-7233) (24/7)
- **Residence Life** - contact your residence hall RA or Residence Area Directors in Mahaffey 127 - [503-883-5433](tel:503-883-5433) (24/7)
- Sexual Misconduct Process navigators– (available to help students reporting or accused of sexual misconduct)
  - Matt Hiller: [mhiller@linfield.edu](mailto:mhiller@linfield.edu)
  - Matt Hodges: [mhodges@linfield.edu](mailto:mhodges@linfield.edu)
  - Kathleen Jensen: [kjensen2@linfield.edu](mailto:kjensen2@linfield.edu)
  - Michele Tomseth: [mtomseth@linfield.edu](mailto:mtomseth@linfield.edu)
  - McKenzie Phelps: [mphelps@linfield.edu](mailto:mphelps@linfield.edu)
  - Sharon Bailey Glasco: [sglasco@linfield.edu](mailto:sglasco@linfield.edu)
- **Title IX Officer** – Grand River Solutions, [titleix@linfield.edu](mailto:titleix@linfield.edu)
- **Title IX Deputies**
  - Mindy Larson: [milarson@linfield.edu](mailto:milarson@linfield.edu), 503-883-2203
  - Jeff Mackay: [jmackay@linfield.edu](mailto:jmackay@linfield.edu), 503-883-2436

#### **Student Conduct and Community Standards Officer**

- Jason Brazel, [jbrazel@linfield.edu](mailto:jbrazel@linfield.edu), [503-883-2349](tel:503-883-2349)

Formal reports may also be submitted through several non-Linfield offices:

- McMinnville/Portland Police Department: [911](tel:911)
- Yamhill County Crime Victim Services: [503-434-7510](tel:503-434-7510)
- Portland Women’s Crisis Line: [503-235-5333](tel:503-235-5333)
- Sexual Assault Resource Crisis Line: [503-640-5311](tel:503-640-5311)

**[Formal Report online option](#)** – The report is called a public report form, because it is available to all students to file a report. It is not made public and is only viewed by the Dean of Student’s Office.

#### **Confidential Reporting Options**

- Confidential Campus Advocate, [advocate@linfield.edu](mailto:advocate@linfield.edu), 503.883.2806
- Student Health Wellness & Counseling, [shlt@linfield.edu](mailto:shlt@linfield.edu), 503.883.2535
- University Chaplain, [chaplain@linfield.edu](mailto:chaplain@linfield.edu), 503.883.2259
- Portland Campus Counseling Center, [pdx-counseling@linfield.edu](mailto:pdx-counseling@linfield.edu), 971-369-4150

**Anonymous reporting may be done through these non-Linfield agencies:**

- Henderson House McMinnville: [503-472-1503](tel:503-472-1503)
- Northwest Human Services Crisis Line: [844-842-8200](tel:844-842-8200)
- Raphael House - Multnomah County: [503-222-6507](tel:503-222-6507)

## **E. Missing Person Guidelines**

If a person has reason to believe that an on-campus student is missing, efforts will be made to locate the student through the collaboration of the Office of Student Affairs and LPS. The local police department (in McMinnville or Portland), with assistance and cooperation of the University, will be the primary investigative unit in missing student cases.

Linfield students have the option to identify an individual to be contacted by the University in the event the student is determined to be missing. Students who wish to identify a confidential contact can do so through the Office of Student Affairs. The University will contact the student's emergency contact no later than 24 hours after the student is determined to be missing. If the missing student is under the age of 18 and is not an emancipated individual, the university will notify the student's parent or legal guardian no later than 24 hours after the student is determined to be missing.

If located, verification of the student's state of health and intention of returning to campus will be determined. When appropriate, a referral may be made to the Student Health, Wellness and Counseling Center.

More information can be found at: <http://www.linfield.edu/linfield-public-safety/missing-person-guidelines.html>.

## **F. Emergency and Non-Emergency Information**

LPS may be contacted from McMinnville campus phones at extension 7233, and at (503) 883-SAFE (7233) from off-campus or cell phones. McMinnville officers are available 24 hours a day, 7 days a week, and will respond to all reports of crimes and emergencies. We ask that all crimes and suspicious circumstances be reported as soon as possible.

All McMinnville campus residence halls are equipped with an Emergency call box. Pushing the "Emergency" button on these devices will connect you with LPS. To contact the McMinnville Police Department for non-emergencies, call (503) 434-7307.

The Portland campus community can contact Linfield LPS at 503-413-7210. If there is no security officer on duty in Portland, the call will be forwarded to the McMinnville CPS phone. The Portland Police Bureau can be reached by dialing 911 for life threatening situations, crimes in progress or situations where an officer is needed immediately. For non-emergency police matters in the Portland metro area, call (503) 823-3333.

## **G. Notification of University Emergencies**

The University has established an Emergency Notification System, CATALERT, which provides multiple notice methods to students, faculty and staff about situations that may pose a substantial threat to our community. Linfield community members registered on this system can be notified via email, phone call (landline, cellular), and/or text message.

In case of an emergency on or near campus, Linfield University officers will authorize voice and/or text messaging and/or email communication through the emergency notification system. Registered

students, staff and faculty will receive the message very quickly – typically within minutes of transmission.

Depending upon the communication method used by the University (voice, text and/or email), registered individuals will receive the following: voice mail message at registered telephone numbers; email messages at campus and up to one additional email address if registered; and a text message on registered cell telephones that accept SMS messaging.

Emergency notifications will be limited to matters such as severe weather alerts, campus closures, delayed starts, emergency building concerns, or intruders. The system is tested yearly to ensure all three modes of notification (phone, email and text messaging) function properly. The system was successfully tested on both the McMinnville and Portland campuses, and notifications were made via cell phone, email, and text messaging. These tests occurred on February 12<sup>th</sup>, 2021 and November 30<sup>th</sup>, 2021.

To register for the Emergency Notification System, log in to Web Advisor by going to <https://webadvisor.linfield.edu>. Click the “Log In” tab at the top right of the screen and use your CatNet ID and password to log in.

- Staff and Faculty: Click on the “Employees” or “Faculty” button. Select the “Emergency Notification System” link which is located under the “Employee Information” section. Follow the instructions on the page to update your information.
- Students: Click on the “Students” button. Select the “Emergency Notification Info” link which is located under the “Academic Profile” section. Follow the instructions on the page to update your information.

## H. Timely Warnings

In the event that a situation arises, either on or off campus, that, in the judgment of law enforcement or the University, constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. The warning may be issued through the college CATALERT system to students, faculty, and staff; in person notification by Linfield Public Safety and/or Residence Life staff; and/or the use of portable address systems. Timely warnings may also be posted on the Linfield website: <http://linfield.edu>.

The website is accessible via computer by all faculty, staff and students and printed copies of the notice may also be posted in each residence hall and/or at other conspicuous locations through the campus as the situation permits.

## I. Responding to Emergencies

Linfield University has adopted a Standard Response Protocol that demands a specific vocabulary, but also allows for great flexibility. There are four specific actions that can be performed during an incident.

### *Lockout*

This would be implemented when there is a threat or hazard outside of the building

- Get inside the building



- Recover students and staff from outside building
- Lock all outside doors if possible
- Increased situational awareness
- Account for students, friends and coworkers
- Business as usual inside the building

### *Lockdown*

Lockdown is a room-specific protocol that involves hiding and preparing to defend yourself.

- Move away from sight
- Maintain silence
- Lock the door if possible
- Lights out if possible
- Wait for First Responders to open door
- Account for students, friends and coworkers

### *Evacuate*

Evacuate to the announced location

- Bring your phone
- Follow announced instruction
- Leave personal possessions behind
- Help others get to the evacuation location
- Account for students, friends and coworkers
- Notify Emergency Personnel regarding any missing or injured persons

### *Shelter*

For a Hazard using an announced shelter strategy

- Drop, Cover and Hold
- Seal as instructed (Hazmat situation)
- Remain silent
- Follow directions
- Assist others to appropriate shelter methods
- Account for students, friends and coworkers
- Notify Emergency Personnel regarding any missing or injured persons

The Standard Response Protocol is based not on individual scenarios but on the response to any given scenario. The protocol is simply a response enhancement for critical incidents, designed to provide consistent, clear, shared language and actions among all students, staff, faculty and first responders.

The following "Emergency Procedures" poster is displayed in all classrooms and buildings



**Linfield  
University**

## EMERGENCY PROCEDURES

**DIAL 911** | Linfield Public Safety  
(503)883-SAFE (7233)

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MEDICAL  
EMERGENCY

CALL 911 from any available telephone (cell, landline, etc.) and describe the nature of the medical problem and the location of the emergency on campus. Also call Public Safety.  
If you have been trained or under dispatcher guidance, quickly:

- Control serious bleeding by applying direct pressure on the wound.
- If the victim is not breathing, begin CPR - Push hard and fast in the center of the chest.
- If an AED is available, turn on the unit and follow the simple instructions to use it.
- Keep the affected individual(s) still and comfortable. Have them lie down, if appropriate.
- Remain with the injured person until help arrives.

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FIRE

1. **ACTIVATE** the fire alarm using a manual pull station.
2. **EVACUATE** the building using the nearest exit or stairwell.
3. **ASSIST** anyone requiring help to evacuate the building
4. **DO NOT** use the elevators.
5. **CALL 911** and Public Safety.
6. **NEVER re-enter the building unless instructed to do so by Police or Fire personnel.**

FIRE EXTINGUISHER INSTRUCTIONS

P - Pull the pin on the extinguisher.  
A - Aim the hose or nozzle at the base of the fire.  
S - Squeeze the handle to activate the extinguisher.  
S - Sweep the extinguisher back and forth at the base of the fire.

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EVACUATION

- Do not delay your evacuation. Take your phone but leave all personal items.
- Close the door to the room as you are leaving.
- Do not use elevators and get to designated assembly area.
- Assist others as you are able. Look to be sure everyone around you heard or saw the alarm and are leaving the building too. Call Public Safety if assistance is needed.
- Report to the Floor/Building Captain. Remain there until advised otherwise.

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ACTIVE  
SHOOTER

Choose the most reasonable action

Run	Hide	Fight
- Know your escape route	- Hide out of sight	- Last resort only
- Leave personal items	- Barricade entrances	- Incapacitate or disarm
- Keep hands where visible	- Turn tables on side	- Use physical aggression

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LOCKOUT/  
LOCKDOWN

LOCKOUT

*There is a threat or hazard outside*

-Get inside    Lock all outside doors    Stay alert    Continue as usual inside

LOCKDOWN

*Hide & prepare to defend yourself*

- Get out of site    Turn off lights    Lock the door    Stay quiet

-Wait for Public Safety or other authority to open door

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HAZARDOUS  
MATERIALS

If a chemical or biohazard spill occurs within any campus building or facility, **CALL 911** and Public Safety.

- If a chemical spill occurs outside of a building or from an off campus source, follow the shelter-in-place procedures.
- Notify Public Safety if you have been exposed to a chemical.
- If exposed, avoid contact with other people.
- If evacuating, move to an area upwind and away from the spill location.
- Use your clothing or other clean, dry material to shield your nose, eyes, and mouth if possible.
- Remain calm and be prepared to move quickly if notified to do so by authorities.

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SHELTER IN  
PLACE

Certain incidents like hazardous spills may require that you and others shelter-in-place.

- Select a small, interior room, with no or few windows and close all windows and exterior doors.
- Turn off all fans, heating, and air conditioning systems.
- Use whatever is available to seal all cracks around the door and vents into the room.
- Remain indoors until Public Safety or other authorities tell you otherwise

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EARTHQUAKE

**IF Indoors:**

- Immediately DROP, COVER, and HOLD ON under a sturdy desk or table.
- Position yourself along an interior wall, staying away from glass windows, shelves, and heavy equipment which could topple over onto you.
- Exit the building and report to designated assembly area and stay there until told otherwise.

**IF Outdoors:**

- Move quickly away from buildings, utility poles, and other structures. Stay in an open area.

## **J. Crime Log**

LPS maintains a Crime Log that records, by date the crime was reported, all crimes and serious incidents that occur on campus, on non-campus properties, on public property adjacent to campus, and within the LPS patrol jurisdiction.

The Crime Log includes the nature, date, time, and general location of crimes reported to LPS, as well as the disposition of the complaint, if the information is known at the time the data is entered into the log. Specific incidents are entered within two business days of the initial report. LPS reserves the right to exclude reports or specific information from the Crime Log in certain circumstances.

The Crime Log is available for inspection by the general public online at <http://www.linfield.edu/linfielde-public-safety/annual-report/crime-log.html> or at the LPS Office in Cozine Hall, 900 SE Baker Street, McMinnville, Oregon.

## **K. Partnership with Local Law Enforcement**

Linfield enjoys a close working relationship with several law enforcement agencies. The LPS Director works closely with members of local law enforcement agencies to review community crime trends and mitigate risks at Linfield, including off-campus locations where student organizations are active.

In addition, Linfield LPS has representatives that participate in the Yamhill County Threat Assessment Team and in the Yamhill County Sexual Assault Task Force. These teams provide a direct connection for real time updates of potential community hazards and sexual assault information.

The McMinnville Campus is under the jurisdiction of LPS, McMinnville Police Department, Yamhill County Sheriff Department and the Oregon State Police. The Portland campus is under the jurisdiction of LPS, Portland Police Bureau, Multnomah County Sheriff and the Oregon State Police.

In the event of a criminal incident, students may pursue redress through the criminal justice system and/or the University's conduct system. However, the University's conduct system cannot establish whether a criminal act has occurred. That system is designed to hear cases only when university regulations have been violated. When an individual believes that a crime has been committed, the University encourages that person to file charges with the appropriate civil authorities. For a complete discussion of the University's student conduct process and sanctions, please refer to the Linfield University student handbook available at: <http://www.linfield.edu/assets/files/policy/student-handbook.pdf>.

The university will, upon written request, disclose to the victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the University against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, the University will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

## L. Crime Reduction Programs

Crime prevention is a proactive strategy designed to eliminate or minimize criminal opportunities before a crime actually occurs. LPS has developed programming and a webpage to give students, staff, faculty and parents information about crime prevention, personal safety, and links to other resources. Below are some programs available from LPS.

**LPS Courtesy Ride Program.** The LPS Courtesy Ride Program provides a personal courtesy ride or walking escort for Linfield students, faculty, and staff who are concerned about their safety. The program is offered from one location to another on the McMinnville Campus seven days per week.

To request a ride or walking escort on the McMinnville campus, please call 503-883-7233. Portland campus community can request the same service when officers are available by calling (503) 413-7210.

**Crime Prevention Presentations.** Members of LPS are available to talk to any student or employee group on any of our campuses. These talks are designed to educate members of the campus communities about security and safety issues, and various techniques that can be used to prevent crime on campus.

**Crime Prevention Through Environmental Design (CPTED) Surveys.** Comprehensive safety and security audits of campus offices, buildings and grounds are conducted by the LPS department on a continual basis utilizing current CPTED principles.

**Operation Identification.** Operation Identification, which is the engraving of serial numbers or owner-recognized numbers on items of value, is promoted and made available free-of-charge.

**Personal Defense Class.** Contact LPS for more information.

**Community Emergency Response Team (CERT) Training.** LPS facilitates a CERT class for students, faculty and staff each semester. Contact LPS for more information.

If you would like more information about any of the crime prevention programs and services, please contact LPS at 503-883-7233, during regular business hours.

## M. Emergency Management and Preparedness

The safety of every member of the university community is of utmost importance. Linfield engages in comprehensive emergency planning and response in accordance with the National Incident Management System. LPS and the Office of Environmental Health and Safety work together to ensure the emergency protocols and plan are updated as needed. Under the guidance of the Linfield University cabinet, several departments and offices work together to prepare for, prevent, respond to, and recover from emergency situations. In conjunction with local responding agencies, Linfield University is prepared to respond to a full range of emergencies.

## N. Access to University Facilities

Academic Facilities – Linfield’s academic buildings and facilities are open to students, staff, and faculty during normal business hours through a card access system. Facilities are secured at all other times,

unless for scheduled college approved events. Most academic facilities are equipped with a computerized card access system controlled by LPS. After-hours access to these facilities is granted to individuals with prior written authorization from the applicable academic departments.

Administrative Buildings – Linfield buildings open to public activities as part of their organizational mission, are generally open to the public from 8:00 am to 6:00 pm Monday through Friday.

Residential Facilities - All Linfield residence halls are equipped with an automated card access control system. Residents and authorized staff have 24-hour access via this computerized system. All students have residence hall access during limited hours only. Guests and other visitors may visit residence halls as long as a member of the Linfield community has authorized their visit. Exterior doors to student residence halls remain locked 24 hours per day.

Only residents of the individual apartments and authorized staff have 24-hour access to residence halls. Residential housing facilities have standard locks and keys with the exception of the Hewlett Packard Apartments that are equipped with automated card access. Students are responsible for securing their individual rooms. The responsibility for securing individual residences falls to the student/renters.

## **O. Maintenance of University Properties**

University facilities and landscaping are maintained to minimize hazardous conditions. LPS officers, as part of their general patrol procedure, will generate a work order to Facilities Services when they note any defective lighting or unsafe condition on campus. Students, faculty, and staff are also encouraged to report any safety or security concern to the Office of Environmental Health and Safety, ext. 2431 or LPS at ext. 7233.

For additional information on University policies and procedures, consult the Linfield University [Employee Handbook\(personnel policies\)](#) and [Student Policy Guide](#), available online.

## **III. LINFIELD UNIVERSITY POLICIES**

### **A. Alcohol and Other Drugs**

In keeping with the mission of the University, Linfield is committed to providing an environment which is safe and fosters excellence in learning for its students and in work performance for all of its employees. Therefore, the misuse and illegal use, possession, transportation, distribution, manufacture, or sale of alcohol and other drugs is not permitted on property owned or controlled by the university, or while representing the university on business or any university sponsored activity. The use of alcohol on University owned or controlled property or at events associated with Linfield programs is restricted to those of legal drinking age.

Those under 21 years of age may not consume alcohol (except in foreign locations with permission from the on-site director and within the laws of that location). Providing alcohol to minors or providing a location where minors can consume alcohol is prohibited and is a violation of the alcohol policy.

Students who have issues with alcohol consumption, or who develop a potential for such problems are encouraged to seek assistance in the Counseling Center in Walker Hall 105 or the Wellness Coordinator in Walker Hall 102. Employees should seek assistance through the EAP via the Human Resources Office.

Information can be found in the [Student Policy Guide](#).

### ***Drugs***

Linfield University is a drug-free campus and community. Any member of the University community who uses, is under the influence of, manufactures, possesses, has under his/her control, sells, furnishes, or facilitates the use of a narcotic or dangerous drug or drug paraphernalia or misuses prescription medication, is subject to disciplinary action up to and including separation from the College.

Although the use of medical marijuana and recreational marijuana is legal in the State of Oregon in circumstances defined by law, any member of the University community who uses, is under the influence of, manufactures, possesses, has under his/her control, sells, furnishes, or facilitates the use of marijuana (including in marijuana oil, food products, candy, or any other form) on University property, whether in a residence hall, suburb housing, on college controlled property, at a college-sponsored function, either on or off campus, is in violation of University policy, and is subject to disciplinary action up to and including separation from the University.

Students who have a drug problem, or who develop a potential for such a problem are encouraged to seek assistance in the Counseling Center in Walker Hall 105 or the Wellness Coordinator in Walker Hall 102. Employees should seek assistance through the EAP via the Human Resources Office.

### ***Drug Paraphernalia***

Drug paraphernalia found in possession of persons under the age of 21 will be confiscated and destroyed by Linfield Public Safety, regardless of the value or suspected ownership. This includes, but is not limited to: bongs, grinders, pipes, vapes, bottles, or any other equipment, product, or accessory that is intended or modified for the use, consumption, or storage of federally illegal drugs. Drug paraphernalia found in possession of persons over 21 will be confiscated and held by Linfield Public Safety. At the discretion of the Director of Public Safety, confiscated items may be returned to the person as long as they are removed from Linfield property. A receipt for the returned item(s) will be issued to the student by Linfield Public Safety.

More information can be found in the [Student Policy Guide](#).

### ***Medical Clemency Policy***

Linfield University is strongly committed to the health, safety, and wellbeing of all its students. Students are encouraged to look out not only for their own health and wellbeing, but also for that of their peers. When someone's health or safety is threatened or appears to be at risk, students should take immediate action to prevent injury, illness, or danger. Medical Clemency is a policy that allows students to seek help for themselves or others, involved in a drug or alcohol-related emergency, without fear of being referred to the formal conduct process.

Linfield University is deeply concerned that, in a medical emergency involving alcohol or other drugs, some students may consider refraining from calling for help because of fear that doing so might subject them to disciplinary action. To address this concern, any individual who seeks campus or medical assistance on behalf of another student during an alcohol or other drug related emergency will meet with the appropriate college official(s) to discuss the incident but will not be subjected to disciplinary proceedings through Linfield University's conduct review process for possession or consumption of alcohol or other drugs.

The recipient of medical clemency will not be required to resolve the matter through Linfield University's conduct review process if she/he agrees to participate in a referral to an appropriate campus or community resource, and to comply with any possible recommendations set forth by that resource. Because the safety and wellbeing of our students is such a concern, students with multiple Medical Clemencies may be asked to seek a professional evaluation regarding their alcohol and/or drug use.

## **B. Bias Incidents**

Bias crimes, also known as hate crimes, are criminal activity motivated by the perpetrator's bias toward certain actual or perceived personal characteristics of the victim. University policy and federal and state law prohibit crimes motivated by bias based on race, color, sex or gender, age, ancestry, national origin, religious belief or practice, disability, sexual orientation, or political persuasion. The University is required to report annually on the statistical incidence of bias crimes on or around campus under the Clery Act.

The Clery Act defines hate crimes as any of the crimes otherwise reportable under the Clery Act or any bodily injury to any person in which the victim is intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability of the victim. Please report all bias incidents to LPS or Residence Life staff immediately.

## **C. Harassment Policy**

It is the policy of Linfield University to maintain a work and academic environment free from harassment for its employees, students, visitors, and vendors. Discriminatory harassment, including sexual harassment, is a violation of state and federal law. No form of discriminatory harassment, including sexual harassment, will be tolerated by Linfield University. Any and all complaints or allegations of harassment will be investigated promptly. Appropriate, corrective action will be implemented based upon the result of the investigation in the event harassment in violation of this policy is found to have taken place.

As a university that prides itself on fostering academic freedom, including freedom of speech and freedom of conscience, Linfield especially recognizes these values insofar as the classroom and learning environment is concerned. Students and faculty should refer to the section "Anti-harassment Protection and Academic Freedom" in their respective policy handbooks for consideration of the importance of academic freedom, freedom of speech, and freedom of conscience.

The University recognizes that students may wish to seek counseling and discuss circumstances relating to possible harassment without initiating a complaint. Under these circumstances, students are encouraged to seek counseling in the Offices of Student Health, Wellness and Counseling in Walker 103 or the University Chaplain in Riley 301. Portland Campus students may contact the PDX Counseling Center. Online students should utilize local resources in their community. State-licensed counselors, Student Health Center providers, and the University chaplain are immune from being compelled to divulge confidences by state law. Any communication with a state-licensed counselor or the university chaplain is not a complaint to the college and will remain confidential and will not result in an investigation.

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

More information can be found in the [Student Policy Guide](#).

#### **D. Sexual Misconduct and Relationship Violence Policy and Procedures**

##### ***Policy Statement***

In keeping with its mission, Linfield University commits itself to creating an environment which aims to be violence free and fosters excellence in learning for its students and in work performance for its employees. Linfield University's expectations of civility among community members exceed those applied to the public at large. The Linfield University Sexual Misconduct and Relationship Violence Policy, while prohibiting offenses forbidden by Oregon law, also prohibits conduct that may not be a crime under Oregon law. As a result, Linfield also requires a higher standard of conduct for members of the Linfield community than those applied to the public at large.

No member of the University community shall engage in sexual misconduct or relationship violence against another member of the University or larger community. To this end, the University shall annually apprise its students, faculty, administrators, and staff of this policy, and inform them about the meaning, effects and consequences of sexual misconduct and relationship violence.

For the protection of the community, the University may take action against those who commit such misconduct. In taking action, the University will make every attempt to provide as much privacy for the reporting party(s) and the responding party(s) as possible. In fulfilling this policy and its procedures, the University shall seek to mitigate further harm experienced by a reporting party while balancing the need for appropriate procedural protections for a responding party. Should sexual misconduct or relationship violence be found to have occurred, the University will, to the extent it is able, identify and implement appropriate remedies and sanctions.



### *Notice of Non-Discrimination*

Linfield University does not discriminate on the basis of sex in education programs or activities it operates including admissions and employment. Inquiries about the application of Title IX and this policy may be referred to the University's Title IX Coordinator.

### *Title IX & Sexual Misconduct and Relationship Violence Coordinator Contact Information*

For inquiries about the Notice of Non-Discrimination or this policy in general please contact Title IX Coordinator, Grand River Solutions, e-mail: [titleix@linfield.edu](mailto:titleix@linfield.edu).

### *Applicable Federal Law and State Law*

- A. This policy has been written to comply with the requirements of all applicable Federal and State laws. To the extent that this policy is inconsistent with those laws or the laws change before the policy has been updated, state and federal law supersedes this policy.
- B. If any provision of this policy is found to be invalid, illegal, unconstitutional, or unenforceable, that finding shall not affect or undermine the validity of any other provision.

### *Scope*

- A. Title IX Sexual Misconduct and Relationship Violence Procedures apply to complaints that name responding parties over whom Linfield University exercises substantial control. This may include students, staff, faculty, volunteers, contractors and others brought into University business to participate in or execute University programs or activities.
- B. Linfield University's Extended Sexual Misconduct and Relationship Violence Procedures apply to cases that name responding parties that include all students, staff, faculty, volunteers (including trustees), contractors and others brought into University business to participate in or execute University programs or activities.

### *Jurisdiction*

- A. Title IX Sexual Misconduct and Relationship Violence Procedures apply in all instances in which the University has actual knowledge of potential Title IX Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking as defined by these policies that occur in an educational program and activity of the University against a person in the United States.
- B. Linfield University's Extended Sexual Misconduct and Relationship Violence Procedures apply to all potential instances of Sexual Harassment, Sexual Exploitation, Sexual Assault, Sexual Misconduct, Domestic Violence, Dating Violence, or Stalking as defined by these policies that occur on Linfield University premises; during any Linfield University educational programs and activities regardless of location; and off-campus when the conduct has a rational nexus to Linfield University and/or the pursuit of its objectives or that poses a potential threat to the health, safety, or culture of non-discrimination the University or any person associated with the University or substantially impacts any person's ability to continue their University-related pursuits.

## *Determination of the Appropriate Procedure*

Where a potential instance of Title IX Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking falls under the scope and jurisdictional requirements of the Title IX Sexual Misconduct and Relationship Violence Procedures, those procedures must be followed. However, if a complaint is dismissed from the Title IX Sexual Misconduct and Relationship Violence Procedure, it may then be brought under the Linfield University Extended Sexual Misconduct and Relationship Violence Procedures.

## *Definitions*

**“Actual Knowledge”** means notice of sexual harassment or allegations of sexual harassment to the University’s Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the recipient. Constructive notice is insufficient to constitute actual knowledge.

**“Process Navigator”** means a person of a party’s choosing who can accompany them to any hearings, investigative interviews, or other meetings related to this procedure. If a party does not have a process navigator during a hearing, the process navigator may be of the institution’s choosing. In some instances, pursuant to this policy, a process navigator may be an attorney.

**“Alcohol or Substance Induced Incapacitation”** means that a person is rendered incapable of appraising or controlling one’s own or the other’s conduct at the time of the alleged offense due to the use of alcohol or other substances. Whether the individual chose to use the alcohol or substance, was coerced into using the alcohol or substance, or was tricked into or unknowingly used the alcohol or drugs is irrelevant to a determination of capacity.

**“Consent” / “Explicit consent,”** for the purposes of this policy, all consent must meet explicit consent. Explicit consent means:

- A. Informed, freely and actively given consent. It is active, not passive. It cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion.
- B. It requires clear communication between all persons involved in the sexual encounter. It can be communicated verbally or nonverbally, but in whatever way it is communicated, it must be mutually understood. Silence, in and of itself, cannot be interpreted as explicit consent.
- C. Explicit Consent means that it is the responsibility of the initiator of sexual contact to make sure they understand fully what the person with whom they are involved wants and does not want sexually. This includes knowledge of somebody’s mental or physical state and corresponding ability to consent. An incapacitated individual is incapable of providing explicit consent.
- D. Explicit Consent to one form of sexual activity does not imply consent to other forms of sexual activity. Previous relationships or previous instances of consent do not imply consent to future sexual acts.

**“Constructive Notice”** means notice of sexual harassment that the University should have reasonably known through exercise of reasonable care.

**“Disclosure”** means sharing information related to an alleged incident of Title IX Sexual Harassment, Sexual Harassment, Sexual Exploitation, Sexual Assault, Sexual Misconduct, Domestic Violence, Dating

Violence, or Stalking to any staff, faculty, student, volunteer or other person association with the University without the intent to trigger a university response.

*“Educational Program and Activity”* includes:

- A. locations, events, or circumstances over which Linfield University exercised substantial control over both the responding party and the context in which the sexual harassment occurs.
- B. any building owned or controlled by a student organization that is officially recognized by Linfield University.

*“Forcible Sex Offense”* means any sexual act directed against another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent. (forcible rape; forcible sodomy, sexual assault with an object; and forcible fondling).

*“Formal Report”* means a document filed by a reporting party or signed by the Title IX Coordinator alleging sexual harassment against a responding party and requesting that Linfield University investigate the allegation of Title IX Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking under the Title IX Sexual Misconduct and Dating Violence Procedure.

*“Incapacitation” / “Incapacitated”* means a state where a reporting party cannot make a rational, reasonable decision because they lack the ability to understand the who, what, when, where, why or how of their sexual interaction. Incapacity may:

- A. be alcohol or substance induced incapacitation, or
- B. be the result of a mental disorder or physical helplessness.

*“Mental Disorder”* means that a person suffers from a mental disease or disorder that leaves the individual rendering them incapable of appraising the nature of a situation or communicate unwillingness to engage in an act.

*“Physical Helplessness”* means that a person is unconscious, or for some other reason physically unable to communicate, unwillingness to engage in an act.

*“Nonforcible Sex Offense”* means unlawful, non-forcible sexual intercourse. (incest, statutory rape)

*“Report”* means a report of an alleged incident of Title IX Sexual Harassment, Sexual Harassment, Sexual Exploitation, Sexual Assault, Sexual Misconduct, Domestic Violence, Dating Violence, or Stalking to the Title IX Coordinator or an official of the University with authority to institute corrective measures on behalf of the University with the intent to trigger the Linfield University Extended Sexual Misconduct and Dating Violence procedure.

*“Responding party”* means an individual who is alleged to be the actor of conduct that could constitute Title IX Sexual Harassment, Sexual Harassment, Sexual Exploitation, Sexual Assault, Sexual Misconduct, Domestic Violence, Dating Violence, or Stalking.

*“Reporting party”* means an individual who is alleged to be the victim of conduct that could constitute Title IX Sexual Harassment, Sexual Harassment, Sexual Exploitation, Sexual Assault, Sexual Misconduct, Domestic Violence, Dating Violence, or Stalking.

*“Reporter”* means an individual who discloses conduct that could constitute Title IX Sexual Harassment, Sexual Harassment, Sexual Exploitation, Sexual Assault, Sexual Misconduct, Domestic Violence, Dating Violence, or Stalking but is not alleged to be the victim of the conduct.

*“Supportive Measures”* means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the reporting party or the responding party before or after the filing of a formal report or where no formal report has been filed. Such measures are designed to restore or preserve equal access to the University’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University’s educational environment, or deter sexual harassment.

*“Unwelcome sexual advances” / “Unwelcome sexual conduct” / “Unwelcome sexual contact”* means any sexual conduct, advance or contact without explicit consent.

### ***Prohibited Conduct***

The following behaviors constitute prohibited conduct under this code. After the appropriate procedures have been followed, if a responding party has been found responsible for any of these forms of conduct, they will be subject to sanctions and a reporting party will be eligible to receive appropriate remedies as described in this policy:

- A. *“Title IX Sexual Harassment”* which includes conduct on the basis of sex that satisfies one or more of the following:
  - a. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct;
  - b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity; or
  - c. Sexual Assault
- B. *“Sexual Harassment”* which includes unwelcome conduct of a sexual nature. Sexual harassment can include:
  - a. Unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal or physical conduct of a sexual nature where such conduct is sufficiently severe or pervasive that it has the effect, intended or unintended, of unreasonably interfering with an individual’s work or academic performance or it has created an intimidating, hostile or offensive environment and would have such an effect on a reasonable person.
  - b. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct;
  - c. Sexual Assault
- C. *“Sexual Exploitation”* which includes when an individual takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone

other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct or relationship violence offenses.

- D. "Sexual Misconduct" which includes sexual conduct, or the threat of such conduct, that is predatory in nature and that a reasonable person in the circumstances would consider offensive or likely to be harmful to others. Sexual misconduct may include, but is not limited to, the exposure of one's sexual organs or the display of sexual behavior.
- E. "Sexual Assault" which includes any offense classified as a forcible or nonforcible sex offense.
- F. "Domestic Violence" which includes any felony or misdemeanor crime of violence committed by:
  - a. a current or former spouse or intimate partner of the victim,
  - b. a person with whom the victim shares a child in common,
  - c. a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
  - d. a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies under VAWA, or
  - e. 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.
  - f. "Dating Violence" which includes violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
- G. "Stalking" which includes engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) Fear for the person's safety or the safety of others; or (2) Suffer substantial emotional distress.
- H. "Retaliation" which includes any action to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal report of sexual harassment, for the purpose of interfering with any right or privilege secured this policy constitute retaliation.

### ***Substance Clemency***

A student's safety comes first. A student will not be disciplined for violations of the University's drug and alcohol policies that occurred in connection with the disclosed prohibited conduct that were discovered as a result of a prohibited conduct disclosure or investigation unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct.

### **Title IX Sexual Misconduct and Relationship Violence Procedures**

These procedures apply to disclosures and formal reports that meet the scope and jurisdiction of the Title IX Sexual Misconduct and Relationship Violence Procedures as defined in the relevant provisions (Scope and Jurisdiction) of this policy.

## *Disclosures*

- A. Any person may disclose sex discrimination, including Title IX sexual harassment, dating violence, domestic violence or stalking to the Title IX Coordinator in one of the following ways:
  - 1. mail
  - 2. telephone
  - 3. electronic mail
  - 4. any other means that results in the Title IX Coordinator receiving the person's verbal or written disclosure.
- B. The disclosing person does not need to be the reporting party
- C. A disclosing person may disclose an alleged instance of Title IX Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking to the Title IX Coordinator without initiating a formal University response.
- D. After a disclosure is made, the University will contact and offer to provide process counseling about available supportive measures, formal and informal procedures, which procedure is appropriate and how to file a formal complaint to the reporting party.
- E. All disclosure will be reviewed by the University to identify whether the conduct falls within the scope of this policy or other related policies.

## *Formal Reports*

- A. formal report is required to initiate the Title IX Sexual Misconduct and Dating Violence Procedures.
  - 1. Only individuals who are participating in or attempting to participate in the education program or activity of the University with which the formal report is filed may file a formal complaint.
  - 2. Linfield University must investigate the allegations in a formal report.
- B. Dismissal of a formal report:
  - 1. If the conduct alleged in a formal report would not constitute Title IX sexual harassment, dating violence, domestic violence or stalking as defined in this procedure or did not occur within the scope or jurisdiction of this procedure, the University must dismiss the formal report for purposes of Title IX
  - 2. The University may dismiss a formal report at any time during the investigation or hearing stages for the following reasons:
    - a. reporting party notifies the Title IX Coordinator in writing that the reporting party would like to withdraw the formal report
    - b. the responding party is no longer enrolled or employed by Linfield University
    - c. circumstances prevent Linfield University from gathering evidence sufficient to reach a determination.
  - 3. Upon dismissal of a formal report, the University will promptly send written notice of the dismissal and reason(s) therefore to parties.

4. Any formal report dismissed under these procedures will be reviewed by the Title IX coordinator to determine whether it is appropriate to commence a proceeding under the Linfield University Sexual Misconduct and Dating Violence Procedures.
- C. The University may consolidate formal reports where the allegations of Title IX Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking arise out of the same facts or circumstances.

### *Rights of Parties*

After the filing of a formal report, reporting party and responding party, have the right to:

- A. written notice of date, time, location, participants and purpose of all hearings, investigative interviews, or other meetings related to this procedure
- B. a process navigator of their choosing who can be, but is not required to be an attorney, to accompany them to any hearings, investigative interviews, or other meetings related to this procedure
- C. inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in a formal report
- D. equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence to the investigator and at the hearing
- E. confidentiality of any records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional in connection with the provision of treatment to the reporting party or responding party, unless the reporting party or responding party provides voluntary, written consent for their use.
- F. access to process counseling and supportive services promptly after a disclosure is made and/or a formal report is filed.
- G. with regard to the responding party, no disciplinary remedies or sanctions being taken until there is a finding of responsibility after the completion of these procedures. This does not preclude the University from taking separate interim measures related to campus safety as described herein.

### *Responsibilities of the University*

During the Title IX Sexual Misconduct and Dating Violence Procedure, the University has the responsibility to:

- A. promptly contact a reporting party and offer process counseling.
- B. provide the parties with the range of available supportive measures.
- C. to the extent possible, provide confidentiality surrounding supportive measures.
- D. take the reporting party's wishes into consideration when identifying supportive measures and University response.
- E. follow these procedures as outlined when formal reports are filed.
- F. establish the extent to which the process navigator of a reporting party or responding party's choosing may participate in hearings, investigative interviews, or other meetings related to this procedure.

- G. evaluate whether any person designated to facilitate this procedure has a conflict of interest or bias in any given case.
- H. preliminary review and investigate all formal reports that allege conduct that falls under this procedure.
- I. promptly and equitably determine if a formal report is not covered by this procedure and dismiss it.
- J. follow timeframes and ensure the reasonably prompt resolution of each case and provide written notice to parties of delays or extensions and reasons for delays or extensions.
- K. when a finding of responsibility has been determined, determine when appropriate, remedies for a reporting party and sanctions for a responding party.

### *Formal Report Process*

Upon receipt of a formal report:

- A. The University will provide written notice to all responding parties and reporting parties that includes:
  - 1. notice of this procedure and any available informal resolution process
  - 2. notice of the allegations of prohibited conduct and sufficient details of the Formal Report
- B. The University will provide on-going notice of any additional allegations included within the scope of the investigation that arise during the course of these procedures.
- C. The University will initiate an investigation into the allegations in the Formal Report.
- D. Interim measures may be taken by the University that include:
  - 1. removal of the responding party from the University's education program or activity on an emergency basis, if a safety and risk analysis has determined that there is an immediate threat to the physical health or safety of any student or other individual arising from the allegations of prohibited conduct
    - a. Responding party must be provided notice of removal and an opportunity to challenge the University's decision
  - 2. any other interim measure intended to protect the physical health or safety of any student or other individual arising from the allegations of prohibited conduct.

### *Investigations*

- A. The investigative process must
  - 1. presume that the responding party is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of this procedure.
  - 2. presume that all complaints are made in good faith.
  - 3. include an objective evaluation of all relevant evidence.
- B. The burden to gather evidence rests on the University.
  - 1. The University must gather documents and evidence and conduct fact-finding interviews with parties and witnesses.



2. The University must ensure that parties have an opportunity to participate in interviews with the investigator, provide witnesses and provide evidence to be reviewed.
  - i. The University must provide written notice to a party of their scheduled investigative interviews including the date, time, and location of the interview
- C. At the conclusion of an investigation, and after reviewing all relevant evidence and performing all relevant interviews, the investigator will draft a written investigative report that includes the factual findings as well as any evidence or interviews upon which those findings were determined.
  1. The University will provide parties 10 academic calendar days to review the draft report, inspect any evidence obtained by the investigator, and submit a written response to the investigative report draft.
  2. The investigator must review and consider the written responses to the draft report prior to finalizing it.
  3. The University will provide parties with the final report to review and allow for parties to submit a final written response.
  4. The University will provide the report and all final written responses to the Decision-maker(s) prior to the commencement of the hearing.

### *Hearing Processes*

Hearings provide an opportunity for the reporting party and responding party to respond to the allegations through statements to the decision-maker, cross-examination of other parties and witnesses to the alleged conduct, challenging any evidence gathered or presented, and presenting additional evidence for consideration.

### *Timing*

1. The University must provide parties with notice of a hearing date within 15 academic calendar days of the submission of the final investigative report.
  - a. Notice must include the date, time, and location of the hearing.
2. The hearing is not to take place less than 10 academic calendar days after the submission of the final investigative report.

### *Hearing Procedure*

1. The decision-maker(s) will oversee the hearing process.
2. All hearings must be live hearings and audio, audiovisual or transcript recordings of the hearing must be created and made available for all parties to review upon request.
3. Parties may request to be located in separate rooms during the hearing.
4. Parties may have a process navigator of choice present at the hearing who may observe, support and participate in cross-examination, this may be a process navigator different from the process navigator the responding party or reporting party uses at other stages through this procedure.

## *Evidence*

1. Parties or their process navigator may make a statement to the Decision-maker(s), provide witnesses, provide evidence, and ask questions of the Decision-maker(s).
2. Parties' process navigator may cross examine witnesses and other parties.
3. All evidence considered by the investigator, discussed in any party's final response or that any party intends to present at the hearing must be made available to all parties at the hearing.

## *Cross-Examination*

1. A party's process navigator of choice is permitted to cross-examine the other party and any witnesses.
  - a. If a party does not have a process navigator present the University will provide an process navigator.
  - b. Parties are prohibited from conducting cross-examination.
2. Cross-examination must be conducted directly, orally, and in real time.
3. Cross-examination is limited to relevant questions.
  - a. Questions and evidence about the reporting party's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the reporting party's prior sexual behavior are offered to prove that someone other than the responding party committed the conduct alleged by the reporting party, or if the questions and evidence concern specific incidents of the reporting party's prior sexual behavior with respect to the responding party and are offered to prove consent.
  - b. The decision maker determines whether the question is relevant and must explain any decision to exclude a question as not relevant.
4. If a party or witness does not submit to cross-examination the decision-maker may not rely on any statement of that party or witness in reaching a determination.

## *Determinations*

1. The decision-maker(s) must determine by a preponderance of the evidence, whether the responding party is responsible for the prohibited conduct alleged in the formal report.
2. If the responding party is found responsible:
  - a. The decision-maker(s) must determine what remedies are appropriate for the reporting party given the determination of responsibility and prohibited conduct.
  - b. The decision-maker must determine what sanctions are appropriate for the responding party given the determination of responsibility and prohibited conduct.
3. The decision-maker's determination of responsibility, remedies and sanctions must be memorialized in a written determination and provided to parties.
4. The determination is considered final either:
  - a. If an appeal is not filed, on the date the University provides parties with the written determination as of the result of the appeal,

- b. If no appeal is filed, on the date on which an appeal would no longer be considered timely

### *Remedies*

1. Potential remedies must be designed to restore or preserve equal access to the University's education program or activity, and include:
  - a. Housing adjustments
  - b. Academic course adjustments
  - c. Class registration priority
  - d. Housing registration priority
  - e. Non-academic restrictions for use of campus facilities

### *Sanctions*

Potential sanctions may be disciplinary, punitive or burden responding party, and include:

- a. warning: an official reprimand in writing, delivered to the accused student and placed in the student's file;
- b. probation: a condition that stipulates that any further violations of regulations may result in a suspension. Length of probation will be specified;
- c. probation with terms: a condition that adds to regular probation stipulations that may deny the accused student certain privileges or requires certain action of the student;
- d. recommendation for suspension: separation from the College for a definite or indefinite period of time;
- e. recommendation for dismissal: permanent separation from the College; and/or
- f. other action that may seem appropriate for any given case.

Sanctions against groups include those listed above in a-f, and also deactivation, loss of all privileges, including college recognition, either temporarily or permanently.

### *Appeals Process*

- A. Any party may appeal the following:
  - a. Determination regarding responsibility
  - b. University's dismissal of a formal report
- B. Any party wishing to appeal must file their request to appeal in writing with the Title IX Coordinator within 5 academic calendar days after being provided a written copy of the Decision-maker's determination or notice of University's dismissal of a formal report. The request to appeal must include a description of the basis for appeal.
  - a. Title IX Coordinator must provide a written notice and copy of the request to appeal to all parties and allow 5 academic calendar days for non-appealing parties to respond.
  - b. Responses to the request to appeal must be in writing

- C. The following are available bases for appeal:
  - a. Procedural irregularity that affected the outcome of the matter
  - b. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter
- D. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against reporting parties or responding parties generally or the individual reporting party or responding party that affected the outcome of the matter
- E. The Decision-maker(s) for the appeal may not be the same person who reached the initial determination regarding responsibility or dismissal of the formal report, the investigator, or the Title IX Coordinator.
- F. The appellate Decision-maker(s) will issue a written determination describing the outcome of the appeal and the rationale for the result to all parties within 72 hours after receiving the responses of non-appealing parties.

### ***Confidentiality***

The University will keep confidential the identity of any individual who has made a disclosure or complaint of sex discrimination, including any individual who has made a disclosure or filed a formal report of prohibited conduct, any reporting party, any individual who has been disclosed as be the perpetrator of sex discrimination, any responding party, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

### ***Linfield University's Extended Sexual Misconduct and Relationship Violence Procedures***

These procedures apply to disclosures and complaints that meet the scope and jurisdiction of the Linfield University Extended Sexual Misconduct and Relationship Violence Procedures as defined in the relevant provisions (Scope and Jurisdiction) of this policy.

### ***Reporting Disclosures***

- A. A person may make a disclosure of any prohibited conduct under this policy to the Title IX Coordinator or any of the following individuals:
  - Mindy Larson, Professor, Department of Education
  - Jeff Mackay, Dean of Students
- B. The disclosing person does not need to be the reporting party.
- C. A disclosing person may disclose an alleged instance of prohibited sexual misconduct or relationship violence without initiating a formal University response.
- D. After a disclosure is made, the University will contact the reporting party and offer to provide process counseling about available supportive measures, formal and informal procedures, potential interim measures.

- E. An individual may pursue a formal University response procedure independently of any off-campus processes, such as reporting to law enforcement or pursuing other non-campus-based civil reporting options.
- F. All disclosures will be reviewed by the University to identify whether the conduct falls within the scope of this policy or other related policies.

### *Initiation of the Procedure*

- A. After receiving a disclosure, the Title IX coordinator or any other individuals authorized to receive a disclosure, may initiate this procedure, if, after consultation with the reporting party, they find that prohibited conduct may have occurred, and further investigation is appropriate for the safety of the individual or community.
- B. To initiate this procedure, the Title IX coordinator must write up a report, or another individual authorized to receive a disclosure must write and submit a report to the Title IX coordinator, at which point the Title IX coordinator will initiate these procedures and ensure that they are executed.
- C. If a disclosing person asks that an informal report be written and the Title IX coordinator or any other individuals authorized to receive a disclosure determines that no prohibited conduct may have occurred and/or further investigation is not needed for the safety of the individual or community then the Title IX Coordinator or any other individual authorized to receive a disclosure must provide notice to the reporting person that a complaint was not written including reasons for this decision.
- D. The University must provide written notice, including a copy of the report, to any party promptly after the Title IX coordinator writes or receives it.
- E. The University must also notify the responding party that they may elect one of four courses of action:
  - a. They may choose to opt into any available an informal resolution process included in this policy, if the reporting party agrees to that process.
  - b. They may admit the alleged violation and request that the University determine appropriate remedy and sanction.
  - c. They may admit the alleged violation and request a hearing before a Decision-maker(s) to determine appropriate remedy and sanction.
  - d. They may deny the alleged violation, in which case the procedure outlined in this policy will be executed.
- F. After this procedure has been initiated, interim measures may be taken by the University to ensure the reporting party, other parties, or the larger campuses safety and the ability to access education programs or activities are remedied or continued.
  - a. The University will determine the appropriateness of interim measures through a risk and safety analysis. Interim measures may include but are not limited to no-contact orders, temporary suspensions, or emergency removal.
  - b. Written notice of any interim measures taken will be provided to all parties

## *Rights of Parties*

After a disclosure is made and it is determined that the complaint will be investigated, reporting party and responding party, have the right to:

- A. written notice of date, time, location of hearings and investigative interviews
- B. a process navigator of their choosing who cannot be an attorney, to accompany them to any hearings, investigative interviews, or other meetings related to this procedure
- C. equal opportunity for the parties to present witnesses and evidence to the investigator and at the hearing
- D. confidentiality of any records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional in connection with the provision of treatment to the reporting party or responding party, unless the reporting party or responding party provides voluntary, written consent for their use.
- E. access to process counseling and supportive services promptly after a report is made
- F. with regard to the responding party, no disciplinary remedies or sanctions being taken until there is a finding of responsibility after the completion of these procedures. This does not preclude the ability of the University to take interim measures as described herein.

## *Responsibilities of the University*

After a report is made and it is determined that the complaint will be investigated, the University has the responsibility to:

- A. follow the procedures as described within this policy
- B. promptly contact reporting party and provide process counseling on rights and options for reporting and receiving supportive measures without engaging a formal procedure
- C. provide an overview to responding parties of their rights and process options.
- D. provide a range of supportive measures.
- E. coordinate individualized and appropriate supportive measures for parties while maintaining confidentiality to the extent possible.
- F. establish the extent to which the process navigator of a reporting party or responding party's choosing may participate in hearings, investigative interviews, or other meetings related to this procedure.
- G. evaluate whether any person designated to facilitate this procedure has a conflict of interest or bias in any given case.
- H. follow timeframes and ensure the reasonably prompt resolution of each case and provide written notice to parties of delays or extensions and reasons for delays or extensions.
- I. when a finding of responsibility has been determined and when appropriate, provide remedies to a reporting party and sanctions to a responding party.

## *Investigation*

- A. The University shall provide for the adequate, reliable, and impartial investigation of all complaints.

- B. In conducting investigations, the University must:
  - a. gather documents and evidence and conduct fact-finding interviews with parties and witnesses
  - b. ensure that parties have an opportunity to participate in interviews with the investigator(s), provide witnesses and provide evidence to be reviewed.
  - c. provide written notice to a party of their scheduled investigative interviews including the date, time, and location of the interview.
- C. At the conclusion of an investigation, and after reviewing all relevant evidence and performing all relevant interviews, the investigator must draft a written investigative report that includes factual findings, but not determinations of responsibility, as well as any evidence or interviews upon which those findings were determined.
  - a. The University will provide parties 5 academic calendar days to review the draft report and submit a written response to the draft report.
  - b. The investigator must review and consider the written responses to the draft report prior to finalizing it.
- D. The University will provide the finalized investigative report and all final written responses will be provided to the Decision-maker(s) prior to the commencement of the hearing.

### *Hearing Process*

Hearings provide an opportunity for the reporting party and responding party to respond to the allegations through statements to the decision-maker, challenging any evidence gathered or presented, and presenting additional evidence for consideration.

### *Timing*

The University must provide parties with notice of a hearing date within 15 academic calendar days of the submission of the final investigative report.

1. Notice must include the date, time, and location of the hearing.

### *Hearing Procedure*

1. The Decision-maker(s) will oversee the hearing process.
2. All hearings must be live hearings.
3. Parties shall be entitled to appear in person or virtually, to present their view of what took place to the Decision-maker(s), and may call witnesses on his/her/their behalf.
  - a. Parties may request to be located in separate rooms during the hearing.
  - b. Parties may also elect not to appear before the Decision-maker (s). Should a party elect not to appear, the hearing shall be held in their absence.
  - c. Parties may refuse to answer questions asked by the Decision-maker(s).
  - d. Parties may have a process navigator of choice present at the hearing who may observe and support but cannot speak for the responding party or the reporting party and may not question the board, witnesses or other participants, this may be

a process navigator different from the process navigator the responding party or reporting party uses at other stages through this procedure.

### *Evidence*

1. Parties may make a statement to the Decision-maker(s), provide witnesses, and ask questions of the Decision-maker(s).

### *Cross-Examination*

1. Cross-examination of parties and witnesses by parties or their process navigator of choice is not allowed during the hearing.
2. Parties may refuse to answer cross-examination-type questions asked by the Decision-maker(s)

### *Determinations*

1. The Decision-maker(s) must determine by a preponderance of the evidence, whether the responding party is responsible for the prohibited conduct alleged in the complaint
2. If the responding party is found responsible:
  - a. The Decision-maker(s) must make a recommendation as to what remedies are appropriate for the reporting party given the determination of responsibility and prohibited conduct.
  - b. The decision-maker must make a recommendation as to what sanctions are appropriate for the responding party given the determination of responsibility and prohibited conduct.
3. The Decision-maker's determination of responsibility, remedies and sanctions must be memorialized in a written determination and provided to parties.
4. The determination is considered final either:
  - a. If an appeal is not filed, on the date the University provides parties with the written determination as of the result of the appeal,
  - b. If no appeal is filed, on the date on which an appeal would no longer be considered timely

### *Remedies*

1. Potential remedies must be designed to restore or preserve equal access to the University's education program or activity, and include:
  - a. Housing adjustments
  - b. Academic course adjustments
  - c. Class registration priority
  - d. Housing registration priority
  - e. Non-academic restrictions for use of campus facilities



## *Sanctions*

1. Potential sanctions may be disciplinary, punitive or burden responding party, and include:
  - a. warning: an official reprimand in writing, delivered to the accused student and placed in the student's file;
  - b. probation: a condition that stipulates that any further violations of regulations may result in a suspension. Length of probation will be specified;
  - c. probation with terms: a condition that adds to regular probation stipulations that may deny the accused student certain privileges or requires certain action of the student;
  - d. recommendation for suspension: separation from the College for a definite or indefinite period of time;
  - e. recommendation for dismissal: permanent separation from the College; and/or
  - f. other action that may seem appropriate for any given case.
2. Sanctions against groups include those listed above in a-f, and also deactivation, loss of all privileges, including college recognition, either temporarily or permanently.

## *Appeals process*

- A. Any party may appeal the following:
  1. Determination regarding responsibility
  2. University's failure to initiate this procedure
- B. Any party wishing to appeal must file their request to appeal in writing with the Title IX Coordinator within 5 academic calendar days after being provided a written copy of the decision-maker's determination or notice of the University's failure to initiate a complaint. The request to appeal must include a description of the basis for appeal.
  1. The Title IX Coordinator must provide a written notice and copy of the request to appeal to all parties and allow 5 academic calendar days for non-appealing parties to respond.
  2. Responses to the request to appeal must be in writing
- C. The following are available basis for appeal:
  1. Procedural irregularity that affected the outcome of the matter
  2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter
  3. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against reporting party(s) or responding party(s) generally or the individual reporting party or responding party that affected the outcome of the matter
- D. The Decision-maker(s) for the appeal may not be the same person who reached the initial determination regarding responsibility or dismissal of the formal report, the investigator, or the Title IX Coordinator.

- E. The appellate decision-maker(s) will issue a written determination describing the outcome of the appeal and the rationale for the result to all parties within 72 hours after receiving the responses of non-appealing parties.

### *Confidentiality*

Both the content and the outcome of a hearing shall be considered confidential and no Decision-maker(s) shall discuss a student's role in an incident beyond the requirements of this procedure. The right of the University community to have knowledge of the work of the decision-maker shall be met through the releases of summary outcomes of cases that do not mention the names of individuals.

In certain cases, the public nature of the violation of regulations or the student's own public admission of guilt may bring attention to a case, but this does not alter the confidentiality of the conduct review proceedings.

### *General Provisions*

The following provisions apply to both Title IX Sexual Misconduct and Dating Violence Procedures and Linfield University Sexual Misconduct and Dating Violence Procedures.

### *Retaliation*

- A. Retaliation is prohibited under the policy.
- B. A person may file a report of retaliation with the Title IX Coordinator under this policy. That report shall be handled in the same manner as any other report of retaliation under relevant provisions of the student conduct code.

### *Recordkeeping*

- A. For any formal report or report that resulted in a proceeding under this policy, the University will maintain for a period of 7 years records of:
  - 1. Investigations including determination regarding responsibility
  - 2. Audio, audiovisual or transcript of hearings
  - 3. Any disciplinary sanctions imposed on the responding party
  - 4. Remedies provided to the reporting party
  - 5. Any appeal and the result therefrom
  - 6. Any informal resolution and the result therefrom
- B. For any disclosure that did not result in a proceeding under this policy, the University will maintain for a period of 7 years records of:
  - 1. any actions, including any supportive measures taken in response to a report including the University's basis for its conclusion that its response was not unreasonable in the light of known circumstances and steps taken to restore or preserve equal access to the University's education program or activity.
  - 2. if supportive measures were not provided, the University will maintain a record of the reasons why its response was not clearly unreasonable in the light of known circumstances.

- C. The University will maintain for a period of 7 years the general records of all materials used to train Title IX Coordinators, investigators, Decision-maker(s), and any person who facilitates an informal resolution process.

## What to do if you have experienced sexual misconduct or relationship violence

If you have been sexually assaulted, IT IS NOT YOUR FAULT!

### **YOU ARE NOT ALONE! YOU HAVE OPTIONS.**

Medical Clemency: If alcohol or any other drugs are involved with a sexual misconduct incident, the safety and well-being of students comes first and policy violations will not be issued.

### **WHO CAN HELP**

The following people will assist and support you.

If you are in immediate danger, need immediate assistance and help making additional contacts, **Crisis Response (24 hours):**

- Linfield Area Director on Duty: 503-883-LIFE (5433)
- Linfield Public Safety (LPS): 503-883-SAFE (7233)
- Yamhill County Crime Victim Services: 503-434-7510
- Medical Emergency/Police: 911

If you choose to Report with Total Confidentiality On Campus:

- Linfield Counseling Center, Walker 103: 503-883-2535 (8AM-5PM, Mon-Fri)
- Linfield Student Health Center, Walker 103: 503-883-2535 (8AM-5PM, Mon-Fri)
- Linfield Chaplain, Riley 301: 503-883-2259 (8AM-5PM, Mon-Fri)

If you choose to Report with Total Confidentiality Off Campus:

- Northwest Human Services Crisis Line (Anonymous): 1-800-560-5535
- Henderson House Crisis Line (Anonymous): 503-472-1503

If you choose to File a Police Report\*:

- Linfield Public Safety (LPS): 503-883-SAFE (7233) for assistance contacting police **OR**
- McMinnville Police – 911 Emergency or 503-434-6500 **OR**
- Yamhill County Victim Assistance Program 503-434-7510 (M-F 8AM–5PM) or 503-434-6500 (Evenings/Weekend)

**\*Note:** If you choose to have evidence collected for the police report, you must go to the hospital for a FREE forensic medical exam from a trained Sexual Assault Nurse Examiner (SANE Nurse), if the rape or sexual misconduct occurred within the past 84 hours. If it has been longer than 84 hours, contact one of the people listed above or on the next page for additional information and assistance.

## Additional information about who can help

If you have been sexually assaulted, IT IS NOT YOUR FAULT! You are not alone! You have options!

It's important that you find someone you trust to talk with for support, understanding, and to connect with resources. You may be feeling stunned and confused. Even after you've received medical attention and reported the misconduct (if you choose to do so), it's still important for your healing process to have someone to talk with.

Medical Clemency: If alcohol or any other drugs are involved with a sexual misconduct incident, the safety and well-being of students comes first and policy violations will not be issued.

In addition to the individuals listed previously, the following people have been trained to assist and support you.

### McMINNVILLE RESOURCES

**On Campus Area Directors** (All Area Directors are trained as Sexual Misconduct Advisors):

- Kathleen Jensen: 503-883-5388, Mahaffey 127
- Hanna Trailer: 503-883-5356, Mahaffey 127
- Catherine Dirksen: 503-883-5390, Mahaffey 127
- For immediate response call the AD Cell Phone 503-883-5433 (LIFE)

### Student Care and Support

- Lainie Sowell: 503-883-5297, Mahaffey 127

**Process Navigators** (Campus trained staff members):

- Matt Hodges: [mhodes@linfield.edu](mailto:mhodes@linfield.edu)
- Kathleen Jensen: [kjensen2@linfield.edu](mailto:kjensen2@linfield.edu)
- Michelle Tomseth: [mtomseth@linfield.edu](mailto:mtomseth@linfield.edu)
- McKenzie Phelps: [mphelps@linfield.edu](mailto:mphelps@linfield.edu)
- Sharon Bailey Glasco: [sglasco@linfield.edu](mailto:sglasco@linfield.edu)
- Matthew Hiller : [mhiller@linfield.edu](mailto:mhiller@linfield.edu)

### Misconduct Reporting Options

- Can report online, in person, or via phone
- <https://inside.linfield.edu/sexual-misconduct/reporting-options/confidential.html>

### Supportive Measures Resources

- <https://inside.linfield.edu/sexual-misconduct/supportive-measures.html>

### PORTLAND RESOURCES

LPS – Portland Office 971-369-4200

### 24 Hour, Off Campus Reporting Options

- Non-Emergency Police/Fire: 503-823-3333
- Portland Police Sexual Assault Detail: 503-823-0434
- Portland Women’s Crisis Line: 1-888-235-5333
- Sexual Assault Resource Crisis Line: 503-640-5311

### **Process Navigators**

- Matthew Hiller: Building 5, Student Life Office 971-369-4144
- Mackenzie Phelps: Building 5, Student Life Office 971-369-4145

### **Free and Confidential Counseling Sessions (8 per student)**

- Counseling Center: 971-369-4197
- Off Campus: 503-352-2400

### **Misconduct Report Form**

- Print: <https://linfield.edu/linfield-public-safety/safety-forms.html>
- Copies available at: Building 5, Student Life Office

### **ONLINE AND CONTINUING EDUCATION RESOURCES**

- **Northwest Human Services Crisis Line (anonymous) - for Pacific Northwest Region** 1-800-560-5535
- National
- National
- **Dean of Students Office** 503-883-2278

### *Seek medical assistance*

We urge you to consider seeking medical assistance. You may do this at the Hospital Emergency Room or at the Linfield Student Health Center (see hours listed above). For your physical well-being, it is important that you undergo a medical examination as soon as possible after the assault! This will include tests for HIV, STIs, and pregnancy. The forensic medical exam is also important to gather evidence in support of a charge of rape or sexual assault. If you think you were drugged, tell the person completing your medical exam. While your first desire may be to “clean up,” you are encouraged not to douche, bathe, eat, drink, smoke, or change clothes before you go for an exam. Bring a change of clothing with you. The Emergency Room has a specific protocol to follow called a SAFE (Sexual Assault Forensic Examination) Kit that includes semen collection, saliva samples, hair combings and other tests (as appropriate), which will help you if you decide to take legal action against your assailant. If any clothing worn during the sexual assault is removed, place it in a paper bag and take it with you to the hospital.

### *Off-campus McMinnville resources*

Henderson House: ALL SERVICES ARE CONFIDENTIAL. We provide a 24-hour crisis line, information and referrals, crisis counseling, hospital accompaniment, safe shelter, court advocacy, and support groups. YOU DO NOT NEED TO FILE A REPORT TO RECEIVE SERVICES. Call 503.472.1503 (24-hour).

Yamhill County Victim Assistance Program: You may call our office anonymously or come into the office and tell us your story. We will believe you and offer you emotional support and information regarding the options available to

you. We will explain what may happen depending on what you choose to do with the information regarding the sexual assault. We offer advocacy throughout the legal process if and when a police report is filed. We do not offer legal advice, we offer empowerment. Call 503.434.7510 (M-F, 8 a.m.-5 p.m.).

## Reporting to the McMinnville Police

McMinnville Police Department has implemented the “You Have Options Program” as a more effective tool for dealing with sexual assault victims. We have chosen this program and believe it is another step forward in ensuring that victims are cared for and supported rather than being re-traumatized by the criminal justice process.

The **You Have Options** program was developed by Detective Carrie Hull of Ashland Police Department. She presented the information at the Oregon Chief’s Conference in the Spring of 2014. The primary premise of the program is that if we do the following action points, we can enhance our service to victims, improve our sexual assault investigations, and focus on dealing more effectively with the small number of serial sexual perpetrators that commit the majority of these crimes and often do so with impunity.

1. We enhance our services to victims by giving them options in how they report and how much they report. We intentionally give victims the chance to take control and make choices since one of the greatest injuries in sexual assaults is the loss of control by the victim. By giving the victim the opportunity to exercise control over the level of participation they provide (anonymous report, partial investigation, and a complete investigation) the victim is allowed to determine the pace at which the investigation is conducted, they are allowed to remain anonymous and to protect their confidential information. This allows them to build a more trusting relationship with police officers and investigators, take a break if needed as traumatic memories or fears are dealt with and overcome, and gives them back control, confidence and strength.
  1. In order to protect the rights of potential suspects and maintain objectivity in our investigations, we do not list alleged assailants as suspects until the victim allows a complete investigation or we develop probable cause evidence from some other source.
  2. The most common goal of victims in reporting their assault (according to Ashland PD’s research) was that they be believed and not blamed for the assault they were a victim of, not always seeking prosecution of their assailant. Note – this is partly a law enforcement issue in general and a societal issue.
2. We improve our sexual assault investigations by utilizing the Forensic Experiential Traumatic Interview (FETI) techniques developed and taught by the US Army. These recognize the cognitive issues created by a traumatic incident such as a sexual assault, shooting, or other critical events. It encourages investigators to interview with more open-ended questions, at a slower pace if needed, and with much more listening and much less questioning. There are some specific types of question that are avoided as they put victims on the defensive and there are some more sensory response or experience questions that help obtain information and understanding without passing judgment.

3. We will improve our identification and prosecution of serial sexual offenders by obtaining better information from victims, checking the history of named offenders in other communities (we already found a local case that immediately connected with a previous sexual assault case we had received, but were unable to prosecute), and hopefully by getting more victims willing to report or partially report as this program increases the trust between law enforcement and victims, advocates, and institutions within our community. McMinnville Police Department has generally had positive interactions with victims and advocates and this program is intended to enhance our service level to victims and our community, not to address a problem or failure at the police department. We anticipate that this program is likely to increase the number of sexual assault reports. Based on Ashland's observations, while they have doubled their reporting, the number of active cases has not increased beyond the resources of their investigators because a portion of that increase are cases that are waiting for victim input before they proceed further. We anticipate that this will be an increase in our investigative responsibilities, but not that we will need immediate assistance to maintain this program. Most importantly, we are adopting this program because it requires us to treat all victims the way we would want one of our friends or relatives treated if they had a sexual assault to report. Despite the potential for greater work, it is the right thing to do and a critical improvement in how we deal with victims of sexual assaults.

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### **Weapons Policy**

In keeping with its mission, Linfield University wants to provide a safe environment to foster excellence in learning for students and work performance for employees. Therefore, the possession or use of any firearm or other weapon (including but not limited to those listed below) is prohibited on any University Property, in any vehicle on university property, and at any university sponsored event at any location. This policy also applies to anyone possessing a valid permit to carry a concealed weapon.

Authorized law enforcement officials, in the performance of their duties, are exempt from this policy. Off duty law enforcement officials are required to notify Linfield Public Safety if they are carrying a

concealed weapon while not on duty. Prohibited weapons include: ammunition; explosives in any form; propellant guns of any kind, including bb guns, pellet guns, Air Soft guns, paint ball guns, ‘potato guns’ and others; knives (folding or pocket knives of no more than 7 inches in length when fully open are permitted), swords, hatchets and axes; ‘fighting sticks’, ‘nunchuks,’ ‘throwing stars’ and other martial arts weapons; brass knuckles, tasers, or any other weapon, as determined by Linfield University except as they may be used in the education process as authorized by Linfield Faculty. Any student or employee found in possession of a prohibited weapon will have it confiscated by Linfield Public Safety. Confiscated weapons will be retained in locked storage by Linfield Public Safety pending an appropriate disposition and adjudication by either the Office of Student Services (for students) or the

Office of Human Resources (for employees). Any student who violates this policy is subject to disciplinary action up to and including suspension. Any Linfield employee who violates this policy is subject to disciplinary action up to and including termination of employment.

Visitors or other persons found in possession of a prohibited weapon will be asked to leave campus (or University sponsored event) and not to return with the prohibited object. In some instances, such person(s) may be directed not to return to campus under any circumstance. Failure to comply with this policy will result in Linfield University engaging the assistance of local police authorities.

For more information about the weapons policy, refer to: <https://inside.linfield.edu/policies/index.html>

#### IV. Annual crime statistics

Definitions of reportable crimes under the Clery Act can be found at the following Department of Education webpage: <https://ope.ed.gov/campusafety/#/>

##### McMinnville Campus Reportable Crime:

McMinnville Campus Clery Reportable Incidents	On Campus									Non-Campus			Public Property		
	Student Housing			Other			Total			2022	2021	2020	2022	2021	2020
	2022	2021	2020	2022	2021	2020	2022	2021	2020						
Murder/Non-Negligent Manslaughter	0	0	0	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	0	0	0
Sex Offenses: Rape	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses: Fondling	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0
Sex Offenses: Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Sex Offense	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



Burglary	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Referrals	32	86	117	16	12	16	48	98	133	0	0	22	1	0	1
Drug Law Referrals	12	18	50	4	0	4	16	18	54	0	0	5	0	0	0
Illegal Weapons Possession Referrals	0	0	1	0	0	0	0	0	1	0	0	1	0	0	0

**McMinnville Campus Bias Crimes:**

No bias motivated crimes were reported for 2020, 2021, or 2022. Bias crimes include race, gender, gender identity, religion, sexuality, ethnicity, national origin, and disability.

**McMinnville Campus Violence Against Women Act (VAWA) Crimes:**

McMinnville Campus	On Campus									Non-Campus			Public Property		
	Student Housing			Other			Total			2022	2021	2020	2022	2021	2020
	2022	2021	2020	2022	2021	2020	2022	2021	2020						
Dating violence	0	0	0	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	0	0	0
Stalking	0	0	0	1	0	2	1	0	2	0	0	0	0	0	0

**Portland Campus Reportable Crime:**

Portland Campus	On Campus									Non-Campus			Public Property		
	Student Housing			Other			Total			2022	2021	2020	2022	2021	2020
	2022	2021	2020	2022	2021	2022	2022	2021	2020						
Murder/Non-Negligent Manslaughter	0	0	0	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	0	0	0
Sex Offenses: Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Sex Offenses: Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses: Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses: Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Sex Offense	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Portland Campus Bias Crimes:**

No bias motivated crimes were reported for 2019, 2020, or 2021. Bias crimes include race, gender, gender identity, religion, sexuality, ethnicity, national origin, and disability.

**Portland Campus Violence Against Women Act (VAWA) Crimes:**

Portland Campus	On Campus									Non-Campus			Public Property		
	Student Housing			Other			Total			2022	2021	2020	2022	2021	2020
	2022	2021	2020	2022	2021	2020	2022	2021	2020						
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

## V. FIRE SAFETY

### A. Introduction

It is the goal of Linfield University to provide a safe and healthy environment for all students, employees, and visitors.

Linfield seeks to recognize hazardous conditions and take appropriate action before such conditions result in an emergency, which includes fires. These efforts include timely fire evacuations, effective fire detection and alarm systems, fire prevention education and proactive fire hazard reduction.

### B. Fire Evacuation Procedure

All students and their guests must evacuate immediately whenever a fire alarm is sounded. Use the nearest available exit to evacuate the building. Ignoring a fire alarm is grounds for severe disciplinary action to be determined by the Director of Residence Life or the Peer Community Standards Board. Students who may not be able to evacuate safely must contact college officials to make alternative arrangements.

You are expected to observe the building evacuation guidelines:

1. Leave room lights on
2. Close room door and windows
3. Leave blinds open
4. Wear shoes and carry/wear a coat
5. Move quickly to the designated assembly area
6. Once there, check in with a Residence Life Staff or CPS and wait for further instructions
7. Do not enter the building until directed to do so by Residence Life Staff or CPS.

Gather outside at the evacuation point identified below. This information is also provided on the building's Emergency Information/Exiting card.

<b>Residence Hall</b>	<b>Evacuation Point</b>
Anderson	Parking lot north of Anderson
Campbell	Open area just south of Campbell
Elkinton	Renshaw Field
Frerichs	Grassy area next to softball field
Grover	Intramural field
Hewitt	Grassy area next to softball field
Jane Failing	Intramural field
Larsell	Parking lot north of Larsell
Latourette	Intramural field
Mahaffey	Grassy area next to softball field
Memorial	Field between Anderson and Frerichs
Miller	Fire pit next to HHPA
Newby	East end of Oak Grove clear of trees
Pioneer	East end of Oak Grove clear of trees

Potter	East parking lot by White Apartments
Terrell	Renshaw Field
Whitman	Open area south of Campbell

If no alarm is sounding, notify emergency services by dialing 9-911 from a landline phone or 911 from any cell phone.

When a fire alarm is activated, the elevators will automatically recall to a pre-designated fire safe floor. Occupants should use the stairs to evacuate the building. If you are caught in the elevator, push the emergency phone button. The emergency phones in elevators on campus ring to a monitoring center and Linfield will be notified.

McMinnville Fire Department will alert Linfield Public Safety. If a member of the Linfield community finds evidence of a fire that has been extinguished, and the person is not sure whether LPS has already responded, the community member should immediately notify LPS (7233 or 503-883-7233) to investigate and document the incident.

### C. Fire Detection and Alarm Systems

On the McMinnville campus, all residence halls (Anderson, Campbell, Elkinton, Frerichs, Grover, Hewitt, Jane Failing, Larsell, Latourette, Mahaffey, Memorial, Miller, Newby, Pioneer, Potter, Terrell, Whitman, Dana, and the HP apartments) have integrated automatic sprinkler and fire detection and alarm systems throughout, which is monitored 24 hours per day, seven days per week. Monitored fire detection and alarms systems are present in the following apartments: 540 Quad, College Avenue, and Blaine Street. The systems are monitored 24 hours per day, seven days per week.

The fire safety sprinkler systems in each building are integral to the safety of each resident. Under no circumstances should anything be tied to, hung from, or in any way obstruct a sprinkler head. If broken off, a sprinkler will expel 50 gallons of water a minute, resulting in considerable damage to surrounding areas. Also, balls, Frisbees, etc., should never be thrown inside of buildings, for risk of general damage, but also due to the fact that these items can break off a sprinkler head. Students causing such damage will be held responsible for damage to all College property and all personal property of residents, as well as cleaning and associated charges.

Annually, a contractor tests the fire alarm systems and detectors and all issues are corrected. Residence Life and Facilities Services also perform inspections at least once a year of every residence. The inspections are also used to identify safety issues as well as conditions that may be detrimental to the health or wellbeing of the wider residential community. The inspections include a visual examination of sprinkler heads, smoke detectors and other life safety systems. Facilities Services staff or an appropriate outside contractor correct any issues found.

Each residence room is equipped with smoke detectors. If yours malfunctions, contact the Resident Advisor so that it can be repaired. It is against the law to unplug or tamper with the smoke alarm. Doing so jeopardizes the safety of all residents and you may be fined up to \$500. It is wise to periodically check your smoke detector to be sure it is functioning properly. To do so, simply push the button. If it is

working correctly, you will hear a loud beep. Misuse of fire and/or other safety equipment (fire escapes, fire-fighting equipment, sprinkler heads or pipes, exit signs, alarms) is strictly prohibited.

#### D. Fire Prevention Education

Fire drills are conducted at a minimum once during fall semester and spring semester, and are coordinated by Residence Life and LPS. Every residence hall has emergency evacuation maps installed in hallways and other common areas. On Linfield's Portland campus, fire drills in the residence hall, Peterson Hall, are conducted quarterly following the hospital's standard procedures.

Residence hall staff receives intensive and comprehensive fire safety training at the beginning of each year. Each first-year resident is given a hard copy of the 'Guide to Living at Linfield', which includes information on fire safety and what appropriate action to take during a fire alarm or fire emergency. All returning students are directed to the online booklet available at: <https://catalog.linfield.edu/spg/>

Fire safety training is also available to students, faculty and staff. This typically includes how to use a fire extinguisher and a demonstration of a simulated dorm room fire.

#### E. Policies on Portable Electric Appliances, Smoking and Open Flames

Because of the threat posed (i.e., personal safety and property), violation of any fire safety regulations may result in a fine of up to \$500, damage charges, and possible disciplinary action.

Open flames, including such items as candles, incense burners; laboratory burners, camp stoves, and torches may not be used in any campus residence. Due to the potential hazard, all fireplaces have been closed off and are not to be used. The only exception to this are the gas fireplaces located in Terrell and Elkinton. Residents in those must use the gas fireplaces safely. In accordance with McMinnville Fire Department fire marshal directive, no BBQ grills may be used on any deck, landing, walkway or stairs connected to a college owned residence hall or apartment property or within 15 feet of any building.

Explosives, including firecrackers or other fireworks, and highly flammable and/or combustible materials may not be taken into residence halls or other University housing. This includes gas cans, motorbikes, motorcycles, and scooters. Students are also prohibited from hanging string, rope or neon lights, neon signs or any other decorative lights (Christmas, Halloween, etc.) on their walls.

The following items are specifically prohibited from university housing areas (for a complete list, please refer to the Guide to Living at Linfield College booklet.)

##### Prohibited Items:

Air conditioners	Illegal drugs
Any propellant guns (air soft, BB, paint ball)	Candles or candle warmers
Bikes stored in common areas or by doors	Rice cookers*
Motorized scooters	Sun lamps
Grills, including George Forman	Toasters*
Halogen lamps	Toaster ovens
Hot plates	Incense burners

Extension cords, except for the heavy-duty kind with circuit breakers Decorative lights (Christmas lights, neon lights, rope lights, etc. Explosives, fireworks, volatile chemicals or dangerous materials of any kind
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*\*Not allowed in rooms, but are allowed in the common kitchen areas only or apartment kitchens.*

Smoking of any kind is prohibited inside all residence halls, apartments, and within 30 feet of building entrances and windows, out of courtesy for the community in keeping with Oregon Clean Air laws. Ashtrays are provided outside of each residence hall, and students are asked to use them to keep the campus clean.

In an attempt to assist privately owned fraternity houses maintain acceptable living conditions and safety standards, fraternities are required to comply with Linfield University's "Guide to Living at Linfield" and the "Student Policy Guide". It is the responsibility of each fraternity to ensure that its members maintain acceptable living conditions. As part of this responsibility, each fraternity should take all necessary steps to maintain its property in a safe, clean, and sanitary condition. This includes meeting all applicable fire codes. The fraternities are also required to have a fire safety walk through with Linfield Environmental Health and Safety and the McMinnville Fire Marshall each year. Failure to comply with these policies could result in various penalties and sanctions, including closure by the University.

## F. Fire Incident Reports

Statistics as reported to LPS and the Office of Environmental Health and Safety:

Residence Living Fires						
	McMinnville Campus			Portland Campus		
Year	2022	2021	2020	2022	2021	2020
Total Fires	0	0	1	N/A	N/A	N/A
Damages	\$0	\$0	\$2000.00	N/A	N/A	N/A
Injuries	0	0	0	N/A	N/A	N/A
Fatalities	0	0	0	N/A	N/A	N/A

### 2022 Residence Area Fires

Linfield University Residential Facilities	Total Fires	Date	Time	Cause	Injuries Treated at Medical Facilities	Deaths related to Fire	Value of Property Damage
540 Apts	0	N/A	N/A	N/A	0	0	\$0.00
Anderson Hall	0	N/A	N/A	N/A	0	0	\$0.00
Blaine St. Apts	1	N/A	N/A	N/A	0	0	\$2000.00
Campbell Hall	0	N/A	N/A	N/A	0	0	\$0.00
College Ave. Apts	0	N/A	N/A	N/A	0	0	\$0.00
Dana Hall	0	N/A	N/A	N/A	0	0	\$0.00
Elkinton Hall	0	N/A	N/A	N/A	0	0	\$0.00

Emmaus House	0	N/A	N/A	N/A	0	0	\$0.00
Frerichs Hall	0	N/A	N/A	N/A	0	0	\$0.00
Grover Hall	0	N/A	N/A	N/A	0	0	\$0.00
Hewitt Hall	0	N/A	N/A	N/A	0	0	\$0.00
HP Park Apts	0	N/A	N/A	N/A	0	0	\$0.00
Jane Failing Hall	0	N/A	N/A	N/A	0	0	\$0.00
Larsell Hall	0	N/A	N/A	N/A	0	0	\$0.00
Latourette Hall	0	N/A	N/A	N/A	0	0	\$0.00
Mahaffey Hall	0	N/A	N/A	N/A	0	0	\$0.00
Memorial Hall	0	N/A	N/A	N/A	0	0	\$0.00
Miller Hall	0	N/A	N/A	N/A	0	0	\$0.00
Newby Hall	0	N/A	N/A	N/A	0	0	\$0.00
Pioneer Hall	0	N/A	N/A	N/A	0	0	\$0.00
Potter Hall	0	N/A	N/A	N/A	0	0	\$0.00
Terrell Hall	0	N/A	N/A	N/A	0	0	\$0.00
Whitman Hall	0	N/A	N/A	N/A	0	0	\$0.00
Delta Psi Delta Fraternity	0	N/A	N/A	N/A	0	0	\$0.00
Theta Chi Fraternity	0	N/A	N/A	N/A	0	0	\$0.00
Pi Kappa Alpha Fraternity	0	N/A	N/A	N/A	0	0	\$0.00

### Fire Safety by Residence Building

Linfield University Residential Facilities	Fire Alarm Monitoring by:	Sprinkler System	Smoke Detection	Fire Extinguisher	Posted Evacuation Plans	Number of Evacuation Drills
540 Apts	Alarm Central		X	X		2
Anderson Hall	Alarm Central	Full	X	X	X	2
Blaine St. Apts	Alarm Central		X	X		2
Campbell Hall	Alarm Central	Full	X	X	X	2
College Ave. Apts	Alarm Central		X	X		2
Dana Hall	Alarm Central	Full	X	X	X	2
Elkinton Hall	Alarm Central	Full	X	X	X	2
Emmaus House	Alarm Central		X	X		2
Frerichs Hall	Alarm Central	Full	X	X	X	2
Grover Hall	Alarm Central	Full	X	X	X	2
Hewitt Hall	Alarm Central	Full	X	X	X	2
HP Park Apts	Alarm Central	Full	X	X		2
Jane Failing Hall	Alarm Central	Full	X	X	X	2
Larsell Hall	Alarm Central	Full	X	X	X	2
Latourette Hall	Alarm Central	Full	X	X	X	2
Mahaffey Hall	Alarm Central	Full	X	X	X	2
Memorial Hall	Alarm Central	Full	X	X	X	2
Miller Hall	Alarm Central	Full	X	X	X	2

Newby Hall	Alarm Central	Full	X	X	X	2
Pioneer Hall	Alarm Central	Full	X	X	X	2
Potter Hall	Alarm Central	Full	X	X	X	2
Terrell Hall	Alarm Central	Full	X	X	X	2
Whitman Hall	Alarm Central	Full	X	X	X	2

**G. Helpful Telephone Numbers**

**EMERGENCY AT ANY CAMPUS LOCATION: 911**

McMinnville Campus:

- YCOM – County Dispatch center – Emergency 911, non Emergency 503-434-6500
- Police Department (Non-Emergency) 503-434-7307
- Fire Department (Non-Emergency) 503-435-5800
- Linfield Public Safety ext. 7233 (SAFE) or 503-883-7233
- Office of Environmental Health and Safety ext. 2431 or 503-883-2431

Portland Campus:

- Police Department (Non-Emergency) 503-823-3333
- Fire Department (Non-Emergency) 503-823-3700
- Portland LPS 971-369-4200