

RIDER UNIVERSITY

2025

Annual Security and Fire Safety Report

LAWRENCEVILLE & PRINCETON CAMPUSES

This brochure, which contains both the Annual Security and Fire Safety Reports for the Lawrenceville and Princeton campuses of Rider University, has been produced in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (also known as the Clery Act or Campus Security Act), codified at 20 U.S.C. 1092(f) as part of the Higher Education Act of 1965 (HEA). It is distributed annually via Internet to all Rider students and employees. A hard copy brochure is made available to all prospective students and employees upon request.

Further information about Rider University policies, regulations, fire safety and security services are available at Rider's web site **www.rider.edu**. Employees may also obtain further information from the Human Resources Department.

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SECTION ONE

Security Report

Lawrenceville Campus

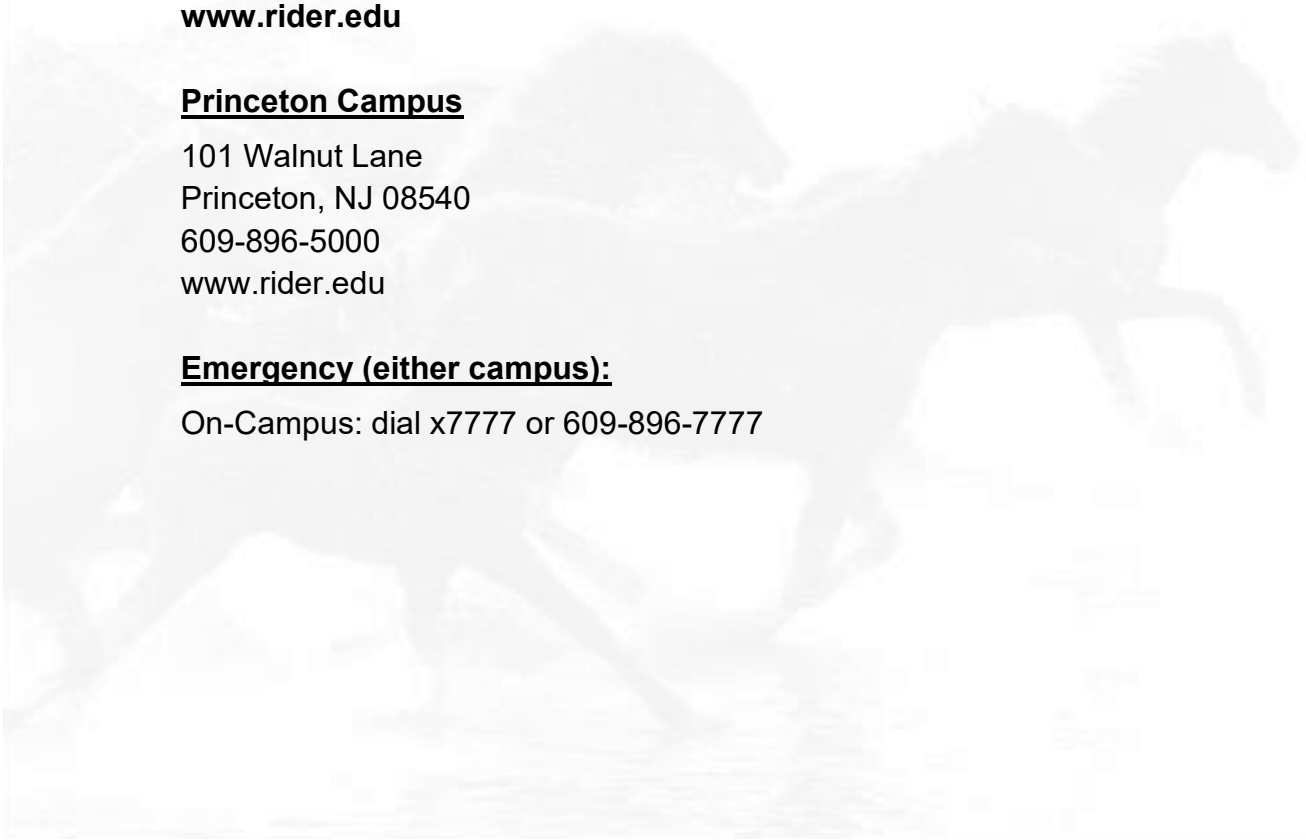
2083 Lawrenceville Road
Lawrenceville, NJ 08648
609-896-5000
www.rider.edu

Princeton Campus

101 Walnut Lane
Princeton, NJ 08540
609-896-5000
www.rider.edu

Emergency (either campus):

On-Campus: dial x7777 or 609-896-7777



From the Rider University Director of Public Safety

On behalf of the Department of Public Safety, welcome to Rider University. We hope you find this report helpful as it regards your safety and security on campus.

As a community, we recognize that safety is everyone's responsibility. We appreciate the opportunity to share with you, information regarding Public Safety policies, programs, and services as well as campus crime statistics for the past three calendar years.

The safety and well-being of all members of the Rider community – students, faculty, staff and visitors are of utmost importance to the University and a primary responsibility of the Department of Public Safety. The Department is responsible for the protection of life and property, the enforcement of University policies, the prevention and detection of on-campus crimes and other violations, emergency response management, and other safety services.

Founded in 1865, Rider University is a student-centered community of learners regionally recognized as an academically enriching institution. With campuses located in Lawrenceville and Princeton, New Jersey, Rider is an independent, residential university comprised of four academic units: the Norm Brodsky College of Business, the College of Education and Human Services and the College of Arts and Sciences. Rider offers more than 68 undergraduate programs in the fine and performing arts, humanities, sciences, social sciences, education and business, as well as 24 graduate programs principally in business, education, and music.

This annual security report focuses on Rider's 280-acre Lawrenceville campus located on Route 206 and on its 23-acre Princeton campus located at 101 Walnut Lane. The Lawrenceville campus comprises 44 buildings, athletic and recreation fields, on-site parking, and a lake. The Princeton campus comprises 15 buildings and on-site parking. Rider University also offers programs at the Bancroft School, Mount Laurel, New Jersey. Criminal offense statistics for this location is included in the Non-Campus Building/Property column of the Lawrenceville portion of this report.

Thank you for taking the time to review this report. If you have questions or would like further information about safety and security at Rider University, please contact the Department of Public Safety at 609-896-5029.

Sincerely,

Matthew R. Babcock
Director of Public Safety

What is an Annual Security Report?

The Rider University Department of Public Safety is responsible for preparing and distributing an annual campus security report as per the Campus Security Act, which requires colleges and universities to publish an annual report every year by October 1 that contains three years of campus crime statistics and certain campus security policy statements.

Rider's Department of Public Safety works closely with several other University departments, among them the Dean of Students, Office of Community Standards and the Office of Residence Life, as well as local police in compiling this report each year.

The Department encourages members of the Rider University community to use this report as a guide for safe practices both on and off campus.

This report is available for the Lawrenceville and Princeton campuses on Rider's Web site at **www.rider.edu/SecurityandFireSafetyReports**. Paper copies are available via the Department by calling 609-896-5029 or by emailing Director Matthew R. Babcock at **mbabcock@rider.edu**.

Rider University Department of Public Safety

The mission of the **Department of Public Safety** is to provide members of the University community with a safe and pleasant environment in which to live, work, and learn. This involves the protection of life and property, the enforcement of University policies, the prevention and detection of on-campus crimes and other violations, emergency response management, and other safety services. Public Safety's jurisdiction consists of on campus property and grounds.

The Public Safety Department is located in West House on the Lawrenceville campus. The Department is staffed by a Director of Public Safety, Lieutenant of Patrol Services, Lieutenant of Investigations, Lieutenant of Emergency Management & Special Operations and Public Safety Officers who patrol the Lawrenceville campus on foot, in vehicles, and on bicycles 24 hours a day, 365 days a year.

The Department of Public Safety is available at all times to assist members of the University community. The Department can be contacted at 609-896-5029 (non-emergencies) and 609-896-7777 (emergencies) or by dialing x5029 or x7777 via any Lawrenceville campus phone. The communications officer receiving the call will dispatch the appropriate Public Safety officers to the scene. All calls are electronically recorded and preserved. In addition, there are 49 code-blue emergency phones on the Lawrenceville campus that provide direct connection to the Department.

The Department of Public Safety is organized in three divisions. Patrol Services, Investigations & Emergency Services. Public Safety Officers are non-sworn University employees who do not have police powers. Officers who have not previously graduated from an accredited law enforcement academy prior to joining the Department are required to complete a 40-hour training program in campus law enforcement and security sponsored by the New Jersey College and University Public Safety Association. Officers are qualified in first aid, CPR for the Health Care Provider, fire response, FEMA and participate in ongoing training throughout the year.

The Department's Communications Desk is staffed with communications officers who answer calls for service, dispatch officers and other emergency services, register motor vehicles on campus, handle switchboard calls late at night, and monitor intrusion detection and fire alarm systems.

Campus Policing and Security Policies

The Department's policies and standard operating procedures are outlined in the Patrol Guide and Emergency Operations Plan, both of which are available in the Department's offices.

The Department of Public Safety maintains excellent working relationships with Lawrence Township Police and Princeton Police, as well as county and state police agencies. Information is disseminated between these agencies and the Department in an on-going effort to maintain safe campus environments. The local police and Rider have agreed to cooperate in the investigation of possible criminal activity or conduct.

Serious matters are promptly reported to local police. In addition, the Department assists victims, upon request, in contacting the police. The Department reviews all reported incidents and coordinates with local police in classifying and compiling reportable offenses as defined in *The Handbook for Campus Crime Reporting*.

Local police officers work at various University events throughout the year in addition; mutual aid agreements have been established with a variety of local agencies and institutions, among them the Lawrence Township Police Department, the Princeton Police Department, Lawrence Road Fire Department, Lawrence Township and Mercer County Office of Emergency Management, Mercer County Sheriff's Office, and area schools.

Reporting and Responding to Incidents, Criminal Actions and Emergencies

The Department of Public Safety encourages prompt and accurate reporting of violations of criminal law, the University's Student Code of Social Conduct, and the Anti-Harassment and Non-Discrimination Policy to Public

Safety. The Department also encourages prompt and accurate reporting of all crimes to the appropriate police agencies when the victim of a crime elects to, or is unable to, make such a report. Public Safety officers respond to on-campus locations as appropriate and are available to take reports at the office.

Violations of Rider's Student Code of Social Conduct are adjudicated by the appropriate hearing authority as enforced by the Office of Community Standards. Further information is available in the Student Code of Social Conduct, which is available via Rider's web site (**https://issuu.com/rider_university/docs/26-27_code_of_conduct**) the Office of Community Standards. Depending on the nature of the incident involved, prosecution may take place, in accordance with New Jersey criminal law, independent of University action.

Resident students may first confer with the Office of Residence Life staff for incidents occurring in the residence halls. Fraternity/sorority residents may first confer with their Community Director and/or Community Assistant for incidents occurring in the Greek houses. This does not preclude the ability to notify and file a report with the Department of Public Safety and/or local police, or to report a violation of the Anti-Harassment and Non-Discrimination Policy to the Title IX Coordinator or Dean of Students.

Rider's Anti-Harassment and Non-Discrimination Policy is included in its entirety at the back of this booklet.

There are various ways in which members of the Rider community and guests can report crimes and other serious incidents:

A formal complaint report results when an incident report is prepared that includes victim and witness statements and results in an investigation, and if appropriate, the identification of suspects and the filing of campus charges. Where appropriate, suspects who are not students may be identified as Persona Non Grata. Violations of the University's Student Code of Social Conduct are adjudicated through the Office of Community Standards as outlined in The Student Code of Conduct. Incidents involving faculty or staff may be referred to Human Resources.

1. An informational report may be taken when an individual does not wish to pursue formal charges or an investigation but wishes to have an accounting of the incident on file.
2. A confidential report may be taken when an individual does not want his or her identity publicly revealed in the reporting of a crime or other serious incident.
3. Report and Support allows individuals to notify the Department anonymously of any crime or other serious incident that occurs on campus. A report, including an anonymous report to Public Safety, can be made at the following web address: https://cm.maxient.com/reportingform.php?RiderUniv&layout_id=25.

Campus Security Authorities who are notified of crimes or other serious incidents are required to notify the Department of Public Safety. Campus Security Authorities are defined as an official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to act or respond to particular issues on behalf of the institution. Pastoral and professional counselors, if and when they deem appropriate, may inform individuals whom they are counseling of appropriate procedures to report crimes on a voluntary, confidential basis. Pastoral and professional counselors who act outside of their primary role would then be required to adhere to the same reporting requirements as a Campus Security Authority.

Monitoring and Recording Criminal Activity at Off-campus (Non-campus) Locations

Rider University works closely with local law enforcement agencies regarding off-campus (non-campus) crimes and other serious incidents involving Rider students or student organizations.

Any findings of student misconduct are handled by the Dean of Students Office and the Office of Community Standards for any disciplinary action if appropriate. The University's Student Code of Social Conduct and Anti-Harassment and Non-Discrimination Policy may apply to any student conduct that occurs on University premises, at University sponsored activities, and also to off-campus (non-campus) conduct that adversely affects the University community or the pursuit of its objectives, including, but not limited to, any off-campus (non-campus) conduct that constitutes a violation of any law or municipal ordinance or any off campus conduct

that poses a threat to the health, safety or welfare of any members of the University community or any residents of the neighboring communities. Timely warning notices may also be issued as appropriate.

Immediate Emergency Response and Evacuation Procedures

Rider University develops, reviews, and revises campus policies regarding emergency preparedness, emergency response and evacuation procedures, and campus community notifications. These policies are contained within the University's Emergency Operations Plan and are maintained in various offices to include Public Safety, Facilities Management, and the President's Office. In addition, copies of the Emergency Operations Plan have been provided to Lawrence Township, Princeton, and the Mercer County Office of Emergency Management.

Emergency Notification

There may be incidents in which Rider University immediately notifies the campus community and the appropriate law enforcement agency, as warranted, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus and/or the surrounding community. Rider University senior officials may need to consult with internal and/or external resources to confirm that there is a significant emergency or dangerous situation. This will be done in a timely fashion.

Upon confirmation of a significant emergency or dangerous situation, the Director of Public Safety, the Student Affairs Office and the Executive Director of University Marketing & Communications, or their designees will determine the content of the notification and the appropriate segment(s) of the University community to receive a notification. They will then initiate the notification, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Notifications are issued in a variety of ways, depending on the nature of the situation or emergency. This is discussed in greater detail in the section below entitled Disseminating Information.

Timely Warning Notices

Rider University firmly believes in the use of timely warning notices to notify the University community of Clery Act crimes committed on campus or in the surrounding area that pose a serious or continuing threat to students and employees. Timely warning notices are issued in a timely fashion to aid in the prevention of similar crimes. Members of the Rider community are encouraged to immediately report crimes and other serious incidents to the Department of Public Safety so that a timely warning notice can be issued when appropriate.

The Director of Public Safety, the Student Affairs Office and the Executive Director of University Marketing & Communications or their designees determine when and how to issue a timely warning notice and are responsible for writing and initiating the notification.

Notifications can be made several ways, depending on the nature and timing of the incident(s) involved. This is discussed in greater detail in the section that follows entitled Disseminating Information. Timely warnings will withhold the names and other personally identifying information or personal information of victims as confidential, but a suspect's personally identifying information could be released.

Disseminating Information

Emergency notifications and timely warnings are issued primarily via RiderAlert, the University's electronic notification system which is available to students, faculty and staff. RiderAlert utilizes cellphone calling, texting and email. Emails are also issued via Rider's list-serves through the University Communications Office. The

University's website may be updated with appropriate information and building signage may also be deployed depending on the nature of the situation.

Rider University is committed to ensuring that appropriate information is disseminated as quickly and accurately as possible in an emergency situation. To that extent, communication systems are tested on a regular basis. In addition, annual tests are conducted through scheduled drills or exercises designed for assessment and evaluation of emergency plans and capabilities. Results of those tests are documented, to include date, time, and whether they were announced or unannounced. Emergency response and evacuation procedures are posted year-round on Rider's Web site (**www.rider.edu/offices-services/public-safety/emergency-response-tips**).

Daily Crime Log

The Department of Public Safety maintains a written, easily understood Daily Crime Log as required by the Campus Security Act.

The Daily Crime Log records, by the date the crime was reported, any crime that occurred on campus or within the Department's patrol jurisdiction, in public areas immediately adjacent to or running through campus, and in certain non-campus facilities and remote classrooms. The log includes the nature, date, time, and general location of each crime reported to the Department as well as the disposition of the complaint, if known at the time the log is written. The Department makes an entry or an addition to an entry to the Daily Crime Log within two business days of receiving a report, except in certain circumstances as prescribed by the Campus Security Act.

Rider's Daily Crime Log is available for public inspection and contains the most recent 60-day period. Any portion of the Daily Crime Log older than 60 days will be made available within two business days of a request for public inspection.

Facilities Access and Security Maintenance

The Lawrenceville campus is an open campus with entrances open 24 hours a day.

Public Safety officers conduct routine building checks during their patrols. Non-residential buildings are locked by an officer every night and are accessible when locked with University identification or issued key. Surveillance cameras record activity in the majority of campus parking lots and other public areas.

Overnight guests must register through the Community Assistant or Community Director on duty for the respective residential building.

Access to exterior doors of all residential facilities is controlled by a system of electronically encoded photo ID cards. These cards, issued to students, faculty and staff, are also required for entry to certain campus events. It is also required for access to various University services including the Library, cashier's and bursar's offices, and residential dining facilities. The issuance and operation of the card access system is a shared responsibility of Residence Life, Public Safety and the Office of Information Technologies.

The Department of Public Safety works closely with the Office of Residence Life in monitoring and promoting safe campus living. Public Safety officers conduct routine security walkthroughs in residence halls and Greek houses and respond to incidents and emergencies.

The Department also works closely with Facilities Management in an on-going effort to help ensure the safety of all other buildings. L.E.D. lights designed to enhance visibility illuminate all parking areas, buildings, and walkways. The Department conducts routine campus lighting surveys which are forwarded to Facilities Management for needed repairs/replacement. Members of the University community are encouraged to report any lighting deficiencies on the Lawrenceville campus to Facilities Management at 609-896-5080. In addition, the Department maintains an on-call list of Facilities Management personnel in the event of any facilities related emergencies that occur after normal business hours.

Crime Prevention Education and Awareness

Crime prevention is a high priority for the Department and the entire University. The Department encourages community members to be aware of their surroundings, both on and off campus, and to take responsibility for their own safety and security and that of others. Toward that end, the Department offers several crime prevention and education programs and services. They include the following:

1. **Security surveys and vulnerability assessments:** The Department routinely conducts security surveys and vulnerability assessments to identify areas of campus that present vulnerabilities to the safety of the University community. The Department works with appropriate offices, including Facilities Management, in addressing concerns.
2. **Park, Walk and Talk Program:** Establishing personal contact with members of the University community in a non-crisis situation helps foster communication and recognition between the community and the Department of Public Safety. Public Safety officers routinely visit residence halls, Greek houses, and University offices for discussion and exchange of ideas.
3. **Escort Service:** Escorts are available free of charge to students and other community members who are visiting another building or returning from off-campus events late at night. Public Safety officers may provide such services on foot or in a vehicle when available. Community members are encouraged to contact the Department at 609-896-5029 to request this service.
4. **Educational Programs:** Programs such as fire safety demonstrations, crime prevention programs, Hostile Intruder & Emergency Preparedness, and self-protection seminars are available to the University community free of charge and are conducted throughout the year. Anyone interested in these or similar programs is asked to contact the Department of Public Safety at 609-896-5029.
5. **New Employee Orientation:** Public Safety officers meet regularly with new employees to provide an overview of the Department's programs and services as well as fire safety and other basic safety tips.

Substance Abuse Policy

Rider University believes that individual responsibility is extremely important in social choices. Substance abuse is prevalent on college campuses today and often hinders community members' ability to lead lives of productive work, enlightened living, and community involvement. The University policy regarding alcohol and other drugs provides penalties for abuses but places major responsibility on the student for responsible decision making.

The University's policies and Student Code of Social Conduct governing the use of alcohol and other drugs apply to all Rider students and their guests. The primary responsibility for knowing and abiding by the provisions of the University's policies rests with the individual student.

Alcohol Policy

Rider University seeks to maintain safe and healthy campus environments that are conducive to the academic and social activities of its students. Rider's alcohol policy fosters this safe and healthy environment and reflects the need for mutual respect and personal responsibility among the members of the Rider community, all of whom are expected to be acquainted with, and to abide by, the University's policies, federal and state laws, and local ordinances related to the sale and consumption of alcohol. The primary law enforcement agencies that enforce violations of these laws are the Lawrence Township Police Department and the Princeton Police Department.

Rider's alcohol policy prohibits the consumption, possession, and/or purchase of alcoholic beverages by any person under 21 years of age. A student who is 21 years of age or older may consume alcoholic beverages responsibly in the Rider Pub, in his/her private living unit or Greek house room provided the student complies with all other aspects of Rider's alcohol policy. Possessing, using, and/or transporting beer balls, kegs and/or other containers of alcohol intended for group consumption are prohibited. Sanctions for violations of the alcohol policy include, among others, parental notification, fines, mandatory alcohol education or consultation, community restitution, removal from housing, suspension, and/or dismissal from the University.

Rider's alcohol policy is published in its entirety on the website at **https://www.rider.edu/about/consumer-information/handbooks-policies.**

Drug Policy

Rider University does not tolerate the use or possession of any illegal substance on its campuses. The making, growing, distributing, sharing, selling and/or possession of illegal substances as defined by New Jersey statutes are violations of Rider's Student Code of Social Conduct. Additional violations as outlined relate to possession of drug paraphernalia, being in the presence of illegal substances, and being under the influence of illegal substances. The University recognizes the right of law enforcement agencies to enforce statutes pertaining to illegal substances on its campuses, including executing search and arrest warrants. The primary law enforcement agencies that enforce violations of these laws are the Lawrence Township Police Department and the Princeton Police Department. Sanctions for violations of the drug policy include, among others, fines, probation, removal from housing, suspension, and/or dismissal from the University.

Rider's drug policy is published in its entirety in the Student Code of Social Conduct; which is available via Rider's website at **https://www.rider.edu/about/consumer-information/handbooks-policies**.

Alcohol/Drug Education and Awareness

Rider University annually conducts a variety of prevention focused alcohol and drug education and awareness programs. These are coordinated by various University offices throughout the University including the Student Health Center, Counseling Center, Residence Life, Student Affairs and Public Safety. Topics covered during these programs include, among others, risk reduction techniques, alcohol poisoning awareness, alcohol use and abuse, intervention strategies, sober alternatives, Rider's alcohol, drug and Good Samaritan policies and New Jersey's Good Samaritan Law.

- Summer orientation programming for new first year and transfer undergraduate students and their parents. Fall orientation programming for new first year and transfer undergraduate students.
- All new first year and transfer undergraduate students must complete an online education program regarding alcohol, drugs and sexual assault. Failure to do so results in a hold on their ability to course select.
- Presentations and programming in the residence halls, at Greek 101 programs and academic classes. Weekly wellness event tables in the dining hall.
- All new and returning Residence Life staff and Orientation Leaders are trained to raise awareness of student alcohol and/or drug issues, risk reduction strategies and Rider's alcohol and drug policies.
- Students found in violation of Rider's alcohol or drug policies are required to attend an alcohol/drug education seminar and/or one-to-one consultation.
- Rider's Employee Assistance Program, provided through Business Health Services, provides support and education regarding such issues as alcohol and drug use and abuse.

Missing Student Notification Policy

The law considers a student missing if her/his whereabouts is unknown for 24 hours. Any student believed to be missing for 24 hours should be reported to Public Safety or the Dean of Students. An official report of any missing student must be immediately reported to Public Safety.

Students living on campus have the option to designate a person or persons to be notified within 24 hours if they are determined to be missing. This information is handled in a confidential manner, accessible only to authorized campus and law enforcement officials, and may not be disclosed outside of a missing person investigation. Designated contact person(s) information is gathered from resident students upon check-in via the Office of Residence Life.

If, upon investigation of an official missing person report, Public Safety determines that a student is missing:

- The Dean of Students or designee must, within 24 hours, notify the custodial parent/guardian and any other designated contact person(s) if the student is under the age of 18 and is non-emancipated (remaining under parental care, custody and financial support).

- The Dean of Students or designee must, within 24 hours, notify the designated contact person(s) of any student 18 years of age or older.

Regardless of whether a student has designated a contact person, is over or under the age of 18, or is an emancipated minor, Public Safety must, within 24 hours, inform the local law enforcement agency (police) of a missing student, unless the local law enforcement agency is the entity that made the determination that the student is missing.

New Jersey Campus Sexual Assault Victim's Bill of Rights

Rider University recognizes that the impact of violence on its victims and the surrounding community can be severe and long lasting. The University supports the New Jersey statute that articulates requirements for policies, procedures and services designed to ensure that the needs of victims are met and that the state's colleges and universities create and maintain communities that support human dignity.

The New Jersey Campus Sexual Assault Victim's Bill of Rights is available in its entirety as part of the University's Anti-Harassment and Non-Discrimination Policy, which is included in its entirety at the back of this booklet and posted on Rider's website at **rider.edu/about/consumer-information/handbooks-policies/ahnd**. As per the Bill of Rights, it is the victim's right to decide whether or not to pursue the matter with law enforcement authorities.

Anti-Harassment and Non-Discrimination Policy

As a community of educators and learners, Rider University is committed to fostering an environment dedicated to learning and mutual respect as reflected in the University's Mission, Statement of Community Values, and Anti-Harassment and Non-Discrimination Policy. All students, faculty, administrators and staff at the University have the right to expect an environment that allows them to enjoy the full benefits of their work or learning experience. The University, therefore, does not condone violations of its Anti-Harassment and Non-Discrimination Policy and treats all allegations about violations very seriously. As outlined in the Policy, the University prohibits all forms of discrimination, harassment, sexual assault, sexual misconduct, sexual harassment, dating violence, domestic violence and stalking.

The University's Anti-Harassment and Non-Discrimination Policy governs the treatment of harassment and discrimination cases at Rider University including sexual harassment, sexual misconduct, sexual assault (including rape and acquaintance rape), domestic violence, dating violence and stalking. The Policy applies to such conduct that occurs on University premises, at University sponsored activities, and off-campus conduct that violates the Policy and the University believes poses a threat to the health, safety or welfare of any members of the University community or any residents of neighboring communities. The Policy applies to all students and employees, and to third-parties on University premises or at University sponsored activities.

The Policy is included in its entirety at the back of this booklet and is available on Rider's website at **rider.edu/about/consumer-information/handbooks-policies/ahnd**. Copies are also available in the Dean of Students, Public Safety, Student Health Center, Counseling Center and Human Resources offices.

Reporting and Responding to Sexual Assault

See the University's Anti-Harassment and Non-Discrimination Policy at the back of this booklet for information regarding reporting complaints of harassment, discrimination, sexual harassment, sexual misconduct, sexual assault (including rape and acquaintance rape), domestic violence, dating violence and stalking. Contact information is provided for reporting complaints along with detailed information regarding responsible employees, requesting confidentiality from the University, on and off-campus resources and assistance, protective measures and accommodations and informal and formal procedures the University follows for responding to and resolving student and employee complaints of policy violations. Also included in the Policy is more detailed information regarding the University's prevention and awareness programs for new and continuing students and employees regarding sexual assault, domestic violence, dating violence and stalking.

What to Do if Someone You Know is Sexually Assaulted

The terms sexual assault, acquaintance rape and date rape are often used interchangeably. Sexual assault is a general term that describes all forms of unwanted sexual activity. It includes, but is not limited to, rape or attempted rape.

Assailants can be strangers, acquaintances, friends or family members. Assailants commit sexual assault by way of violence, threats, coercion, manipulation, pressure or tricks. Whatever the circumstances, no one asks or deserves to be sexually assaulted. Do not blame yourself for what happened to you.

Sexual assault in any form is a crime and a violation of Rider's Anti-Harassment and Non-Discrimination Policy, which is included in its entirety at the back of this booklet. Victims of sexual assault are encouraged to talk to someone about what happened so that they can get the help and support they need and the University can respond appropriately.

IMMEDIATELY following a sexual assault:

- Get to a safe place.
- Call someone you trust. No matter how late it is, you should not be alone. Call a friend, a family member or someone else you trust and ask them to stay with you.
- Get immediate medical attention for possible injuries, sexually transmitted diseases, and pregnancy. Even if you think that you do not have any physical injuries, you should still have a medical examination and discuss the possibility of sexually transmitted infections with a medical provider. If you are female, you can prevent pregnancy by taking emergency contraceptive pills within 72 hours of the assault.
- Contact the Department of Public Safety (609-896-5029) if you would like to be transported to a hospital for examination.
- Do not clean up. It may be difficult to keep from cleaning yourself up, but if you do, you may destroy evidence that could be useful should you decide to report the assault to the police.
- Preserve all physical evidence. Do not bathe, shower, douche, eat, drink, smoke, or urinate, if possible. Save all of the clothing you were wearing at the time of the assault. Place each item of clothing in a separate paper bag. Do not use plastic bags. Do not disturb anything in the area where the assault occurred. Evidence can be collected at an emergency room and you can decide later whether or not you want to report the incident to the police. If the crime happened in your room or apartment, do not clean or straighten up until all evidence has been collected. Even if you are not sure about reporting the assault, it makes sense to preserve the option of reporting until you make a final decision.
- Write down as much as you can remember about the circumstances of the assault, including a description of the assailant, her or his identity if you know it, and the use of threats or force.
- Consider reporting the assault to the University and law enforcement authorities. Reporting a sexual assault may be an important step in the recovery process and may help to prevent another assault. Reporting an incident to a University official does not mean you must also report the incident to law enforcement authorities. As per the New Jersey Campus Sexual Assault Victim's Bill of Rights, it is the victim's choice whether or not to report the matter to law enforcement authorities. See Rider's Anti-Harassment and Non-Discrimination Policy at the back of this booklet for further information.

Contact information for reporting the assault to the University:

Ken Koenig
Title IX Coordinator
BLC
kkoenig@rider.edu
titleix@rider.edu
www.rider.edu/titleix

Department of Public Safety
West House, Lawrenceville campus
(609) 896-5029 (non-emergency)
(609) 896-7777 (emergency)

An anonymous reporting form is available via Rider's website at:
https://cm.maxient.com/reportingform.php?RiderUniv&layout_id=25.

- **Contact your local rape crisis program, Rider's Counseling Center** (Lawrenceville campus: 609-896-5157; or other offices/services listed below for support, information, and to talk to someone who understands the trauma of rape, your rights under the law, and knows how to help.
-
- **Call YOUNITY** at 609-394-9000 or 800-572-SAFE and speak to a Rape Crisis Counselor. You can ask the counselor to activate the Mercer County Sexual Assault Response Team

If the Sexual Assault Response Team (SART) is activated, an Advocate and the SANE nurse will meet you at the Mercer County hospital of your choice. You also have the option of asking to have a police officer meet you at the hospital if you would like law enforcement to be notified. You DO NOT have to have law enforcement involved in order to have the advocate and SANE nurse meet you at the hospital. If you do not want police involved, they come to the hospital only to ensure that the evidence is sent to the NJ State Police Crime Lab after it is collected at the hospital. If you do not want to have police involvement right away, the evidence kit will still be kept, untested, for five years.

The following area hospitals are part of a program that allows SANE nurses to respond to and perform forensic exams after a sexual assault:

- **Capital Health, Regional (Helene Fuld)**
  750 Brunswick Ave., Trenton NJ 08638; (609) 394-6000
- **Capital Health**
  1 Capital Way, Pennington, NJ 08534; (609) 637-2374
- **Penn Medicine Princeton Medical Center**
  1 Plainsboro Rd., Plainsboro, NJ 08536; 1(609) 853-6500
- **Robert Wood Johnson University Hospital**
  1 Hamilton Health Place, Hamilton, NJ 08690; (609) 586-7900

What is a SANE nurse? Being examined at a hospital may be part of the process of dealing with a sexual assault. It is important to feel safe during this examination. Having someone trained to perform these particular examinations and who understands the trauma of rape can provide this sense of safety.

- **Sexual Assault Nurse Examiners (SANE)** are emergency room RNs who have completed specialized training to assist sexual assault victims. They perform the physical examination, collect evidence from your body, provide you with emergency contraception, treat minor injuries, work cooperatively with law enforcement agencies and the courts, and most of all support your needs.
- **SANE** nurses strive to preserve their patients' dignity and ensure that survivors are not re-traumatized by the evidence collection process.
- **SANE** nurses are also trained in identifying patterned injury, documenting injuries, maintaining chain-of-evidence, and providing expert witness testimony.

Available Services and Contact Information

Victims and their friends have the following options available to them:

Department of Public Safety: located in West House at the south entrance of the Lawrenceville campus and in Bristol Chapel on the Princeton campus and is staffed 24 hours a day, every day. The emergency number is 609-896-7777, and the non-emergency number is 609-896-5029. Officers provide support and assistance. They will prepare an incident report and assist in contacting the police if the victim chooses.

Student Health Center: on the Lawrenceville campus is located in the Vona Building or by calling 609-896-5060 weekdays. The nurse provides a safe and supportive environment and immediate medical attention for any physical injury. The nurse will also call **YOUNITY** at the victim's request.

Counseling Center: on the Lawrenceville campus is located in the Vona Building or by calling 609-896-5157 weekdays. Victims can make an appointment with a professional counselor for a private and confidential session.

Student Affairs: Student Affairs is located in the Bart Luedeke Center (BLC) on the Lawrenceville campus or by calling 609-896-5101 weekdays. Staff provides support and assistance and can direct the victim to the appropriate resources.

Lawrence Township Police Department: is located near the Lawrenceville campus on Route 206 or by calling
609-896-1111 or 911 in an emergency. A police officer can meet with a victim in the Public Safety office or will come to her or his on-campus location, usually accompanied by a Public Safety officer. The police will explain their role and how they can be of assistance.

Princeton Police Department: is located at 1 Valley Road or by calling 609-921-2100 or 911 in an emergency. A police officer can meet with a victim in the Public Safety office or will come to the victim's on-campus location, usually accompanied by a Public Safety officer. The police will explain their role and how they can be of assistance.

Younity: is a 24-hour crisis and information hotline available at (609) 394-0136. Trained and sensitive counselors and advocates are available on the phone and in person to help the victim through the process and, at the victim's request, will accompany the victim to the hospital, police station, or Public Safety office. All contact with Younity is confidential.

Additional resources are listed at the back of this booklet as part of Rider's Anti-Harassment and Non-Discrimination Policy.

Disclosures to Victims of Sexual or Other Violence

Rider University will disclose to the alleged victims of sexual assault, dating violence, domestic violence, stalking and other violent crimes the results of any disciplinary hearing conducted by the University, as per either the Student Code of Social Conduct or the Anti-Harassment and Non-Discrimination Policy, against the student who is the alleged perpetrator of the crime or offense. If the 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.

Campus Security Statistics

Crime Definitions from the Uniform Crime Reporting Handbook

The Campus Security Act requires that institutions provide definitions for the reportable offenses that occurred in their Geography. The definitions are provided under Uniform Crime Reporting (UCR) or National Incident Based Reporting System (NIBRS) as appropriate.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.) [Count one offense per victim]

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc. [Count one offense per each incident]

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned. [Count one offense per incident]

Criminal Homicide-Manslaughter by Negligence: The killing of another person through gross negligence. [Count one offense per victim]

Criminal Homicide-Murder and Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another. [Count one offense per victim]

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. [Count one offense per victim]

Destruction, Damage, or Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it. [Count one offense per incident]

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabited with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. [Count one offense per victim]

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. [Count the number of arrests *]

Intimidation (Hate Crime Handbook): To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack. [Count one offense per victim]

Larceny Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded. [Count one offense per incident]

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. [Count the number of arrests*]

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. [Classify as motor vehicle theft all cases where automobiles (including golf carts) are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.] [Count one offense per each stolen vehicle]

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear. [Count one offense per incident]

Sex Offenses:

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. [Count one offense per victim]
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent. [Count one offense per victim]
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/ her temporary or permanent mental incapacity. [Count one offense per victim]
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. [Count one offense per victim]

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. [Count one offense per victim]

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. [Count one offense per victim]

Weapon Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. [Count the number of arrests*]

*When counting multiple offenses, the FBI's Uniform Crime Reporting Hierarchy Rule is used. This requires that institutions count only the most serious offense when more than one offense is committed during a single incident. While this applies to all categories above, it is particularly relevant for weapon law, drug abuse, and liquor law violations.

New Jersey Statutes

The Campus Security Act requires institutions to provide the local jurisdiction definition for dating violence, domestic violence, stalking, sexual assault and consent. The definitions below are taken from Title 2C of the New Jersey Criminal Code.

CONSENT: a. In General. The consent of the victim to conduct charged to constitute an offense or precludes the infliction of the harm or evil sought to be prevented by the law defining the offense. b. Consent to Bodily Harm. When conduct is charged to constitute an offense because it causes or threatens bodily harm, consent to such conduct or to the inflictions of such harm Is a defense if: (1) The bodily harm consented to or threatened by the conduct consented to is not serious; or (2) The conduct and the harm are reasonable foreseeable hazards of joint participation in a concerted activity of a kind not forbidden by law; or (3) The consent establishes a justification for the conduct under chapter 3 of the code*. c. Ineffective Consent. Unless otherwise provided by the code or by the law defining the offense, assent does not constitute consent if: (1) It Is given by a person who is legally incompetent to authorize the conduct charged to constitute the offense; or (2) It is given by a person who by reason of youth, mental disease or defect or intoxication is manifestly unable or known by the actor to be unable to make a reasonable judgment as to the nature of harmlessness of the conduct charged to constitute an offense; or (3) It is induced by force, duress or deception of a kind sought to be prevented by the law defining the offense. *Chapter 3 of the code (entitled General Principles of Justification) primarily covers Use of Force matters.

DATING VIOLENCE: The State of New Jersey does not have a specific law regarding dating violence. It is part of the domestic violence law.

DOMESTIC VIOLENCE: The occurrence of one or more of the following acts inflicted upon a person protected under this act by an adult or an emancipated minor: Homicide, Assault, Terroristic threats, Kidnapping, Criminal restraint, False imprisonment, Sexual Assault, Criminal sexual contact, Lewdness, Criminal mischief, Burglary, Criminal trespass, Harassment, and Stalking. When one or more of these acts is Inflicted by an unemancipated minor upon a person protected under this act, the occurrence shall not constitute "domestic violence," but may be the basis for the filing of a petition or complaint pursuant to the provisions of section 11 of P.L. 1982, c77 (C2A:4A-30). "Victim of domestic violence" means a person protected under this act and shall include any person who is 18 years of age or older or who is an emancipated minor and who has been subjected to domestic violence by a spouse, former spouse, or any other person who is a present or former household member. "Victim of domestic violence" also includes any person, regardless of age, who has been subjected to domestic violence by a person with whom the victim has had a child in common, or with whom the victim anticipated having a child in common, if one of the parties is pregnant. "Victim of domestic violence" also includes any person who has been subjected to domestic violence by a person with whom the victim had a dating relationship.

HAZING: is defined as knowingly, or recklessly organizing, promoting, facilitating, or engaging in dangerous initiation activities for a student or fraternal organization.

SEXUAL ASSAULT: An actor is guilty of aggravated sexual assault if he commits an act of sexual penetration with another person under any one of the following circumstances: (1) The victim is less than 13 years old; (2) The victim is at least 13 but less than 16 years old; and (a) The actor is related to the victim by blood or affinity to the third degree, or (b) The actor has supervisory or disciplinary power over the victim by virtue of the actor's legal, professional, or occupational status, or (c) The actor is a resource family parent, a guardian, or stands in loco parentis within the household; (3) The act is committed during the commission, or attempted commission, whether alone or with one or more other persons, of robbery, kidnapping, homicide, aggravated assault on another, burglary, arson or criminal escape; (4) The actor is armed with a weapon or any object fashioned in such a manner as to lead the victim to reasonably believe it to be a weapon or object; (5) The actor is aided or abetted by one or more other persons and the actor uses physical force or coercion; (6) The actor uses physical force or coercion; (7) The victim is one whom the actor knew or should have known was physically helpless, mentally defective or mentally incapacitated. Aggravated sexual assault Is a crime of the first degree. b. An actor is guilty of sexual assault if he commits an act of sexual contact with a victim who is less than 13 years old and the actor is at least 4 years older than the victim. c. An actor is guilty of sexual assault if he commits an act of sexual penetration with another person under any one of the following circumstances: (1) The actor uses physical force or coercion, but the victim does not sustain severe personal injury; (2) The victim is on probation or parole, or is detained in a hospital, prison or other institution and the actor has supervisory or disciplinary power over the victim by virtue of the actor's legal, professional or occupational status; (3) The victim Is at least 16 but less than 18 years old and: (a) The actor is related to the victim by blood or affinity to the third degree; or (b) The actor has supervisory or disciplinary power of any nature or in any capacity over the victim; or (c) The actor is a resource family parent, a guardian, or stands in loco parentis within the household; (4) The victim is at least 13 but less than 16 years old and the actor Is at least four years older than the victim. Sexual assault is a crime of the second degree.

Accompanying definitions: a. "Actor" means a person accused of an offense proscribed under this act; b. "Victim" means a person alleging to have been subjected to offenses proscribed to this act; c. "Sexual penetration" means vaginal intercourse, cunnilingus, fellatio or anal intercourse between persons or insertion of the hand, finger or object into the anus or vagina either by the actor or upon the actor's instruction. The depth of insertion shall not be relevant as to the question of commission of the crime.

STALKING: As used in this act: (1) "Course of conduct" means repeatedly maintaining a visual or physical proximity to a person; directly, indirectly, or through third parties, by any action, method, device, or means, following, monitoring, observing, surveilling, threatening, or communicating to or about, a person, or interfering with a person's property; repeatedly committing harassment against a person; or repeatedly conveying, or causing to be conveyed, verbal or written threats implied by conduct or a combination thereof directed at or toward a person. (2) "Repeatedly" means on two or more occasions. (3) "Emotional distress" means significant mental suffering or distress. (4) "Cause a reasonable person to fear" means to cause fear which a reasonable victim, similarly situated, would have under the circumstances. b. A person is guilty of stalking, a crime of the fourth degree, if he: purposefully or knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for his safety or the safety of a third person or suffer other emotional distress. c. A person is guilty of a crime of the third degree if he commits the crime of stalking in violation of an existing court order prohibiting the behavior. d. A person who commits a second or subsequent offense of stalking against the same victim is guilty of a crime of the third degree. e. A person is guilty of a crime of the third degree if he commits the crime of stalking while serving a term of imprisonment or while on parole or probation as the result of a conviction for any indictable offense under the laws of this State, any other state of the United States. f. This act shall not apply to conduct which occurs during organized group picketing.

Geography Terms

On Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or

reasonably contiguous to the institution that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On Campus Residence Halls: "Dormitories or other residential facilities for students on campus" is a subset of the on-campus category. Institutions must disclose the total number of on-campus crimes, including those in dorms or other residential facilities for students on campus, and must also make a separate disclosure limited to the number of crimes occurring in student dorms or residential facilities on campus.

Non-Campus Building or Property: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. In addition to offering classes at its main Lawrenceville campus Rider University offers classes at the Bancroft School located in Haddonfield, New Jersey. Also included in this category are hotels where athletic teams, student groups and clubs stayed for a period longer than one night. These facilities are non-residential; therefore, the categories of Disciplinary Actions/Judicial Referrals and On-Campus Residence Halls are not applicable. Statistics for these locations are recorded in the Lawrenceville statistics.

On Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Hate Crimes

Colleges and universities must report by geographic location and by category of prejudice the following offenses and any crime involving bodily injury reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias: criminal homicide, sex offenses, robbery, burglary, motor vehicle theft, larceny-theft, aggravated assault, simple assault, intimidation, arson, and property damage, destruction, and vandalism. Included in the bodily injury category are all applicable crimes with the exception of aggravated assault which is a separate crime category. Categories of bias are: race, gender, gender identity, religion, national origin, sexual orientation, ethnicity, or disability.

In 2023, Rider University had one vandalism of property in a residence hall characterized by ethnic bias and three on-campus vandalism of property characterized by racial, or gender bias that occurred on the Lawrenceville campus. We did not have any reported hate crimes on the Princeton campus for the calendar year 2023 in any of the following geographies: on-campus, residential facilities, non-campus building or property and public property.

In 2024, there was one vandalism of property characterized by race bias on the Princeton campus, and two intimidation incidents, one race bias and one religious bias, on the Lawrenceville campus, with the religious bias incident being in a residence hall.

In 2025, we had three on-campus vandalism of property characterized by religion bias wherein two occurred on-campus residential, as well as one intimidation by religion bias on campus geography.
There were no reports for the Princeton Campus for 2025.

Hazing

Rider University defines Hazing as any action taken, or situation created that negligently, recklessly, intentionally or unintentionally subjects any person to the risk of bodily harm, mental or physical discomfort, harassment, embarrassment, ridicule, emotional or mental brutality or degradation, abuse, torture or interferes with academics or the health and safety of a student, or causing or encouraging any person to commit an act that would be a violation of law or University regulations, for the purpose of initiating, promoting, fostering, or confirming any form of affiliation with a student group or organization. Rider University's full Hazing policy can be found at **Anti-Hazing Policy Rider University.**

In 2023 there was 1 reported incident of hazing where an organization was found responsible.

In 2024, there were no reported acts of hazing.

In 2025, there were no reported acts of hazing.

New Jersey Sex Offender Internet Registry

For information concerning sex offenders in the state of New Jersey, go to the **New Jersey Sex Offender Internet Registry** at **www.NJSP.org/sex-offender-registry/**

Criminal Offenses – Lawrenceville Campus

Rider University Lawrenceville Campus Criminal Offenses 2023-2025	Criminal Homicide						Sex Offenses					
	Murder & Non-Negligent Manslaughter			Manslaughter by Negligence			Rape			Statutory Rape		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
On-Campus	0	0	0	0	0	0	0	0	2	0	0	0
Residential Facility	0	0	0	0	0	0	0	2	4	0	0	0
Non-Campus Building or Property	0	0	0	0	0	0	0	0	0	0	0	0
Public Property	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0	0	0	0

Rider University Lawrenceville Campus Criminal Offenses 2023-2025	Sex Offenses											
	Fondling			Incest			Dating Violence			Domestic Violence		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
On-Campus	2	1	0	0	0	0	1	0	0	1	4	4
Residential Facility	1	0	0	0	0	0	1	0	0	1	3	3
Non-Campus Building or Property	0	0	1	0	0	0	0	0	0	0	0	0
Public Property	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0	0	0	0

PLEASE NOTE FOR BOTH CAMPUSES:

The “Residential Facility” category is a subset of the “On-Campus” category. It is the portion of the “On-Campus” total that was reported to have occurred in the residence halls and Greek houses.

Not all individuals involved in reported incidents are ultimately found responsible for criminal offenses or university violations.

Criminal offenses include those reported and not reported to the police.

The “Unfounded” category are those reported crimes that are investigated and found by sworn or commissioned law enforcement personnel to be false or baseless.

Rider University Lawrenceville Campus Criminal Offenses 2023-2025	Stalking			Robbery			Aggravated Assault			Burglary		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
On-Campus	0	0	2	0	0	0	0	0	3	6	1	1
Residential Facility	0	0	1	0	0	0	1	0	0	1	1	2
Non-Campus Building or Property	0	0	0	0	0	0	0	0	0	0	0	1
Public Property	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0	0	0	0

Rider University Lawrenceville Campus Criminal Offenses 2023-2025	Motor Vehicle Theft			Arson		
	2025	2024	2023	2025	2024	2023
On-Campus	0	0	0	0	1	2
Residential Facility	0	0	0	0	0	2
Non-Campus Building or Property	0	0	1	0	0	0
Public Property	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0

Criminal Offenses – Princeton Campus *

Rider University Princeton Campus Criminal Offenses 2023-2025	Criminal Homicide						Sex Offenses					
	Murder & Non-Negligent Manslaughter			Manslaughter by Negligence			Rape			Statutory Rape		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
On-Campus	0	0	0	0	0	0	0	0	0	0	0	0
Residential Facility	0	0	0	0	0	0	0	0	0	0	0	0
Non-Campus Building or Property	0	0	0	0	0	0	0	0	0	0	0	0
Public Property	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0	0	0	0

Rider University Princeton Campus Criminal Offenses 2023-2025	Sex Offenses											
	Fondling			Incest			Dating Violence			Domestic Violence		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
On-Campus	0	0	0	0	0	0	0	0	0	0	0	0
Residential Facility	0	0	0	0	0	0	0	0	0	0	0	0
Non-Campus Building or Property	0	0	0	0	0	0	0	0	0	0	0	0
Public Property	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0	0	0	0

PLEASE NOTE FOR BOTH CAMPUSES:

The “Residential Facility” category is a subset of the “On-Campus” category. It is the portion of the “On-Campus” total that was reported to have occurred in the residence halls and Greek houses.

Not all individuals involved in reported incidents are ultimately found responsible for criminal offenses or university violations.

Criminal offenses include those reported and not reported to the police.

The “Unfounded” category are those reported crimes that are investigated and found by sworn or commissioned law enforcement personnel to be false or baseless.

Rider University Princeton Campus Criminal Offenses 2023-2025	Stalking			Robbery			Aggravated Assault			Burglary		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
On-Campus	0	0	0	0	0	0	0	0	0	0	0	2
Residential Facility	0	0	0	0	0	0	0	0	0	0	0	0
Non-Campus Building or Property	0	0	0	0	0	0	0	0	0	0	0	0
Public Property	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0	0	0	0

Rider University Princeton Campus Criminal Offenses 2023-2025	Motor Vehicle Theft			Arson		
	2025	2024	2023	2025	2024	2023
On-Campus	0	0	0	0	0	0
Residential Facility	0	0	0	0	0	0
Non-Campus Building or Property	0	0	0	0	0	0
Public Property	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0

Liquor, Drug, Weapon Violations – Lawrenceville Campus

Rider University Lawrenceville Campus Liquor, Drug, Weapon Violations 2023-2025	Liquor Law Violations						Drug Law Violations					
	Arrests			Disciplinary Actions / Judicial Referrals			Arrests			Disciplinary Actions / Judicial Referrals		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
On-Campus	0	0	0	29	59	12	0	1	0	0	0	0
Residential Facility	0	0	0	29	52	12	0	1	0	0	0	0
Non-Campus Building or Property	0	0	0	0	0	0	0	0	0	0	0	0
Public Property	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0	0	0	0

Rider University Lawrenceville Campus Liquor, Drug, Weapon Violations 2023-2025	Weapon Law Violations					
	Arrests			Disciplinary Actions / Judicial Referrals		
	2025	2024	2023	2025	2024	2023
On-Campus	1	0	3	6	0	0
Residential Facility	0	0	0	6	0	0
Non-Campus Building or Property	0	0	1	0	0	0
Public Property	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0

PLEASE NOTE FOR BOTH CAMPUSES:

The “Residential Facility” category is a subset of the “On-Campus” category. It is the portion of the “On-Campus” total that was reported to have occurred in the residence halls and Greek houses.

Not all individuals involved in reported incidents are ultimately found responsible for criminal offenses or university violations.

“Arrests” are defined as persons processed by arrest, citation or summons.

“Disciplinary actions/judicial referrals” are defined as persons to campus officials for disciplinary action.

Criminal offenses include those reported and not reported to the police.

The “Unfounded” category are those reported crimes that are investigated and found by sworn or commissioned law enforcement personnel to be false or baseless.

Liquor, Drug, Weapon Violations – Princeton Campus *

Rider University Princeton Campus Liquor, Drug, Weapon Violations 2023-2025	Liquor Law Violations						Drug Law Violations					
	Arrests			Disciplinary Actions / Judicial Referrals			Arrests			Disciplinary Actions / Judicial Referrals		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
On-Campus	0	0	0	0	0	0	0	0	0	0	0	0
Residential Facility	0	0	0	0	0	0	0	0	0	0	0	0
Non-Campus Building or Property	0	0	0	0	0	0	0	0	0	0	0	0
Public Property	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0	0	0	0

Rider University Princeton Campus Liquor, Drug, Weapon Violations 2023-2025	Weapon Law Violations					
	Arrests			Disciplinary Actions / Judicial Referrals		
	2025	2024	2023	2025	2024	2023
On-Campus	0	0	0	0	0	0
Residential Facility	0	0	0	0	0	0
Non-Campus Building or Property	0	0	0	0	0	0
Public Property	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0

PLEASE NOTE FOR BOTH CAMPUSES:

The “Residential Facility” category is a subset of the “On-Campus” category. It is the portion of the “On-Campus” total that was reported to have occurred in the residence halls and Greek houses.

Not all individuals involved in reported incidents are ultimately found responsible for criminal offenses or university violations.

“Arrests” are defined as persons processed by arrest, citation or summons.

“Disciplinary actions/judicial referrals” are defined as persons to campus officials for disciplinary action.

Criminal offenses include those reported and not reported to the police.

The “Unfounded” category are those reported crimes that are investigated and found by sworn or commissioned law enforcement personnel to be false or baseless.

*: **2021 is the first full year that the Princeton Campus did not house any overnight resident students. Students have not been housed on the Princeton Campus since.**

SECTION TWO

Fire Safety Report

From the Rider University Director of Public Safety

In 2008, the Higher Education Act was renewed. This law includes additional campus public safety measures, to include the reporting of fire safety information. The fire safety information incorporates statistics on each on-campus student housing facility regarding the number of fires and their causes, number of injuries and deaths, and the value of property damage. Additionally, institutions must report information on student housing fire safety systems, fire drills, evacuation policies and procedures, fire safety education and training, and plans for future fire safety improvements. This law also requires institutions to keep, maintain, and make public a log of all fires in on-campus housing facilities, including the date, time, and location of each fire.

Rider's Department of Public Safety works closely with several other University departments, among them Facilities Management, the Dean of Students Office and the Office of Residence Life in compiling this fire safety report each year.

This report is available on Rider's Web site at rider.edu. Paper copies are available via the Department by calling (609) 896-5029 or by emailing Lt. of Emergency Management & Special Operations, Dave Burns II at dburns@rider.edu

Thank you for taking the time to review this report. If you have questions or would like further information about fire safety at Rider University, please contact the Department of Public Safety, Lt. of Emergency Management & Special Operations, Dave Burns II at (609) 895-5724 or by emailing Director Matthew Babcock at **mbabcock@rider.edu**.

Matthew Babcock, CPM
Director of Public Safety

Reporting and Responding to Incidents

Violations of criminal law and/or the University's Student Code of Social Conduct should be reported directly to the Department of Public Safety. This includes any fire related incidents or matters to include active or extinguished fires. Public Safety officers respond to on-campus locations as appropriate and are available to take reports at the office. The Student Code of Social Conduct contains rules and regulations.

Violations of Rider's Code of Social Conduct are adjudicated by the appropriate hearing authority as enforced by the Office of Community Standards. Further information is available in the Student Code of Social Conduct; which is available via Rider's website **Student Code of Social Conduct | Rider University**. The Office of Community Standards. Depending on the nature of the incident involved, prosecution may take place, in accordance with New Jersey criminal law, independent of University action.

University Smoking Policy

Rider University subscribes to a smoke-free work and study environment. In compliance with both University policy and New Jersey State law (N.J.S.S. 26:3D-17), smoking or ignition of any tobacco or other product or substance is prohibited in all buildings on campus, including but not limited to classroom buildings, administrative office buildings, the Bart Luedeke Student Center (including the Pub), dining facilities, residence halls and Greek houses. In addition, smoking is prohibited within 25 feet of all building entrances, within 25 feet of operable first floor windows, and within 25 feet of any building louvers or grilles providing outside air intake for equipment. At the Princeton campus, smoking is only permitted in the gazebo.

Residence Life Regulations

Policies concerning student room furnishings, maintenance and room modifications, smoking, electrical appliances, open flames, residential fire and safety, and general housing regulations can be found in the Student Code of Social Conduct. Resident students may first confer with Residence Life staff for incidents occurring in the residence halls. Fraternity/sorority residents may first confer with their Community Director and/or Community Assistant for incidents occurring in the Greek houses.

This does not preclude the ability to notify and file a report with the Department of Public Safety.

Residence Fire and Safety Regulations

1. The following regulations pertain to the overloading of power strip cords:
    a. The only extension cords allowed are power strips which have a minimum wire size of 14 AWG (American Wire Gauge) that have a surge protector.
    b. Refrigerators, televisions, or any other appliances rated 300 or more watts shall be directly plugged into the wall receptacle or into a power strip with a built-in fuse.
    c. No more than two power strips are to be connected to any dual (two-socket) receptacle.
    d. Power strip cords placed under or supported by heavy objects or wrapped around nails or attached with tacks are prohibited. Power strip cords are not to be placed under carpets. They must not be placed on or attached to heating elements such as radiators or pipes.

2. **Appliances in student rooms:** The increasing availability of many new electrical appliances has caused an increasing concern on the part of the staff and students about the danger of overloading the electrical facilities. The following guidelines and regulations were prepared by a committee to control this situation in the residences and reduce the danger of overloading:
    a. All electrical appliances and equipment used by the students in the residence halls must conform to all safety regulations and meet Underwriter's Limited (UL) Standards.
    b. The following types of electrical appliances are not permitted in student rooms in the residences: any appliance with an open heating element, hot plates, microwaves, slow cookers, unenclosed instant water heating elements, fry pans, broilers, waffle irons, toaster ovens, George Foreman grills, heaters and air conditioners. Due to an upgrade in electrical capacity, microwaves will be allowed in student rooms in the Moore Hall, Hill and Ziegler additions, Kroner, Gee, Wright and Olson pods, Beckett Village and Switlik. Microwaves must not exceed 1100 watts and 13.6 amps. In order to limit electrical capacity overload, only one microwave per unit will be allowed.
    c. Refrigerators which use more than 5 amps of current are forbidden. All permissible refrigerators are to be kept in suitable condition in order not to present a health, safety or fire hazard. Any refrigerator not complying with the above regulations is strictly prohibited. Only one refrigerator permitted per student room, unless permission is given by the director of housing.
    d. Two student rooms are serviced by a single circuit. The total available power is approximately 15 amps or 1700 watts per circuit. Students must take appropriate precautions to prevent the simultaneous use of high wattage appliances which result in circuit overloads.

3. **Halogen lamps** (or any other bulb over 75 watts), candles, incense and similar open-flame producing items are prohibited per International Fire Code 2006, New Jersey Edition.

4. **Lamps with plastic globes** (commonly called Medusa lamps) are not permitted.

5. **Ceiling fans** and lights may not be installed.

6. There must be an 18-inch clearance surrounding sprinkler heads and three-foot clearance surrounding smoke detectors.

7. Items must never be hung from sprinkler pipes or sprinkler heads.

Fire Event Log

The Department of Public Safety maintains a written, easily understood Fire Event Log as required by the Higher Education Opportunity Act.

The Fire Event Log records, by the nature, date, time, and general location, any fire that occurred on any on-campus student housing facility. This log is available for public inspection and is located at the Public Safety communications desk. In addition, annual reports containing this information are submitted to the campus community and the U.S. Secretary of Education.

Fire Safety Systems

Smoke detectors and sprinkler systems are installed in all residential facilities in individual rooms and common areas. They are connected to building fire alarm control panels which are monitored 24/7 by the Department of Public Safety. Facilities Management, with input from other University departments, is responsible, either directly or through contractual services, for the selection, installation, inspection, and maintenance of the fire safety systems. Facilities Management works with various departments to determine future improvements in fire safety. There are no plans at this time for future improvements. Environmental Health and Safety personnel conduct monthly inspections of the fire extinguishers located inside the residential and non-residential facilities. Fire systems issues should be brought to the attention of Facilities Management during normal operating hours at (609) 896-5080. Public Safety should be contacted after normal operating hours or in the event of any emergency.

Residential Fire Safety Systems – Calendar Year 2025				
Lawrenceville Campus Residential Facilities	**Fire Alarm Monitoring Done On Site (by Rider Dispatch)**	**Full Sprinkler System**	**Smoke Detection**	**Carbon Monoxide Detectors**
Beckett Village (Buildings A & B)	X	X	X	X
Conover	X	X	X	X
Gee	X	X	X	X
Hill	X	X	X	X
House #3 (Phi Sigma Sigma)	X	X	X	X
House #7 (Zeta Tau Alpha)	X	X	X	X
House #8 (Alpha Xi Delta)	X	X	X	X
House #10 (Delta Phi Epsilon)	X	X	X	X
Kroner	X	X	X	X
Lake House	X	X	X	X
Lincoln	X	X	X	X
Longstreet	X	X	X	X
Olson	X	X	X	X
Omega	X	X	X	X
Poyda	X	X	X	X
Switlik	X	X	X	X
University House	X	X	X	X
Wright	X	X	X	X
Ziegler/Moore	X	X	X	X

Residential Fire Safety Systems – Calendar Year 2025				
Lawrenceville Campus Residential Facilities	**Fire Extinguisher Devices**	**Cooking Suppression System**	**Evacuation Policies in Place**	**Number of Evacuation (Fire) Drills Each Calendar Year**
Beckett Village (Buildings A & B)	X	NA	X	4
Conover	X	NA	X	4
Gee	X	NA	X	4
Hill	X	NA	X	4
House #3 (Phi Sigma Sigma)	X	X	X	4
House #7 (Zeta Tau Alpha)	X	X	X	4
House #8 (Alpha Xi Delta)	X	X	X	4
House #10 (Delta Phi Epsilon)	X	X	X	4
Kroner	X	NA	X	4
Lake House	X	NA	X	4
Lincoln	X	NA	X	4
Longstreet	X	X	X	4
Olson	X	NA	X	4
Omega	X	NA	X	4
Poyda	X	NA	X	4
Switlik	X	NA	X	4
University House	X	X	X	4
Wright	X	NA	X	4
Ziegler/Moore	X	NA	X	4

Residential Fire Safety Systems – Calendar Year 2025				
Princeton Campus Residential Facilities	**Fire Alarm Monitoring Done On Site (by Rider Dispatch)**	**Full Sprinkler System**	**Smoke Detection**	**Carbon Monoxide Detectors**
Dayton	X	X	X	X
Ithaca	X	X	X	X
Seabrook	X	X	X	X

Residential Fire Safety Systems – Calendar Year 2025				
Princeton Campus Residential Facilities	**Fire Extinguisher Devices**	**Cooking Suppression System**	**Evacuation Policies in Place**	**Number of Evacuation (Fire) Drills Each Calendar Year**
Dayton	X	NA	X	NA*
Ithaca	X	NA	X	NA*
Seabrook	X	NA	X	NA*

*Princeton campus does not house any overnight students.

NOTE: Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms. As per New Jersey fire code, residences that have commercial kitchens must have cooking suppression systems. Only some of the houses on the Lawrenceville campus and none of the residence halls on either campus have commercial kitchens.

The street address for all Lawrenceville campus residential facilities is:
2083 Lawrenceville Road, Lawrenceville, NJ 08648-3099.
The street address or all Princeton campus residential facilities is: 101 Walnut Lane, Princeton, NJ 08540.

Fire Prevention Education and Awareness

The Department of Public Safety conducts fire drills as required by the New Jersey Fire Code in all residential facilities. All occupants are required to evacuate the building during a drill or actual emergency until the all clear signal is given. Violators are subject to disciplinary action or may be identified as Persona Non Grata. Fire safety violations and penalties are described in greater detail in in the Student Code of Social Conduct.

The Department also provides a fire prevention smoke out training program as part of annual Office of Residence Life training. Participants are taught safe evacuation techniques in a controlled environment. A predetermined hallway is filled with stage smoke from a smoke machine, maintained and operated by the Department, to simulate a smoke-filled condition in a building.

The Department annually conducts fire drills as required by the New Jersey Fire Code in all non-residential buildings. Building marshals for each building assist the Department during fire drills and actual emergencies. They are knowledgeable individuals in each of the buildings who communicate to their building occupants during an emergency and coordinate evacuation and/or sheltering-in-place, depending on the nature of the emergency. New employees attend fire safety training during New Employee Orientation.

One fire drill for all residential facilities and one fire drill for all academic buildings were conducted in 2022 in accordance with the New Jersey Fire Code.

Fire Statistics

The following statistics indicate the number of fires and the cause of each fire, the number of injuries related to a fire that result in treatment at a medical facility, the number of deaths related to a fire, and the value of property damage caused by each fire in a residential facility on the Lawrenceville and Princeton campuses. The cause of a fire is classified in one of the following categories; Unintentional Fire, Intentional Fire and Undetermined Fire. Unintentional Fire is defined as a fire that does not involve an intentional human act to ignite or spread fire into an area where the fire should not be. Intentional Fire is defined as a fire that is ignited, or that results from a deliberate action, in circumstances where the person knows there should not be a fire. Undetermined Fire is defined as a fire in which the cause cannot be determined.

Reported Fires in Residential Facilities – Calendar Year 2025						
Lawrenceville Campus	Total # of Fires in Building	Date & Time of Fire	Cause of Fire	# of Deaths Related to Fire	# of Injuries Requiring Treatment at a Medical Facility	Property Damage Sustained in Fire
Beckett Village (Buildings A & B)	0	-	-	-	-	-
Conover	0	-	-	-	-	-
Gee	0	-	-	-	-	-
Hill	0	-	-	-	-	-
House #3 (Phi Sigma Sigma)	0	-	-	-	-	-
House #7 (Zeta Tau Alpha)	0	-	-	-	-	-
House #8 (Alpha Xi Delta)	0	-	-	-	-	-
House #10 (Delta Phi Epsilon)	0	-	-	-	-	-
Kroner	0	-	-	-	-	-
Lake House	0	-	-	-	-	-
Lincoln	0	-	-	-	-	-
Olson	0	-	-	-	-	
Omega House	0	-	-	-	-	-
Poyda	0	-	-	-	-	-
Ridge House	0	-	-	-	-	-
Switlik	0	-	-	-	-	-
University House	0	-	-	-	-	-
Wright	0	-	-	-	-	-
Ziegler/Moore	0	-	-	-	-	-
YEARLY TOTALS	0	-	-	-	-	-

NOTE: This report reflects Calendar Year 2025 (January 1 – December 31). The street address for all Lawrenceville campus residential facilities is 2083 Lawrenceville Road, Lawrenceville, NJ 08648-3099.

NOTE: There were no occupied residential facilities on the Princeton campus for year 2024.

Evacuation Procedures

FIRE — Administration Buildings

1. **What to do when a smoke or fire alarm sounds:**
    a. Proceed to the nearest EXIT. Leave the building immediately. **DO NOT** use the elevators. If smoke or fire is present, use another EXIT. If smoke is present, keep low or as close to the floor as possible.
    b. Report to the building's designated assembly point. Stay at the assembly point to be accounted for and given further instructions. **DO NOT** re-enter the building until a uniformed member of the Emergency Response Team has given an "all clear."
    c. When leaving a room or entering a stairwell, feel the doorknob, or touch the door with the back of your hand. If it is hot to the touch **DO NOT** open the door. If the door is not hot, brace yourself and open the

door slightly. If intense heat or smoke is present, **DO NOT** open the door any further, close the door and stay inside the room or use another stairwell.

d. If you are unable to evacuate your room, **DIAL 7777 FROM CAMPUS PHONES OR 911 FROM PUBLIC PHONES FOR ASSISTANCE**. If possible, seal the bottom edge of the door with a coat or jacket (wet if possible). If your window opens, hang an object (e.g. coat, shirt) out of the window to attract attention. Follow any instructions given by the Emergency Response Team.

2. **What to do when smoke or fire is seen:**

   a. Initiate a fire alarm by activating the nearest **FIRE ALARM PULL STATION**. Pull Stations are generally located: at the ends of hallways by EXIT doors, entrances into stairwells, or by doors leading directly to the outside. If possible, confine the fire by closing the door to the room. Only attempt to extinguish the fire if you are trained to use a fire extinguisher.

   b. Evacuate the building, then **DIAL 7777 FROM CAMPUS PHONES OR 911 FROM PUBLIC PHONES** to report a fire and give the following information:

      - Your name, telephone number, and the location you are calling from.
      - The location of the emergency (e.g. Library, first floor)
      - Describe the situation (e.g. smell of smoke, open flames)
      - If possible, tell them what is burning (e.g. wastebasket, stove)
      - Hang up only after the Emergency Operator has done so, or told you to.

3. **Proceed to the nearest EXIT. DO NOT use the elevators. If smoke or fire is present, use another EXIT. If smoke is present, keep low or as close to the floor as possible. Report to the building's designated assembly point. Before leaving your room or if unable to evacuate your room, follow the procedure listed in Section 1 C and D.**

4. **Stay at the assembly point to be accounted for and given further instructions. DO NOT re-enter the building until a uniformed member of the Emergency Response Team has given an "all clear."**

Building Marshals should appoint an accountability monitor and choose an assembly point for their section or department.

An accountability monitor is a person who is responsible for making sure all of the occupants of their area are accounted for at the assembly point. The accountability monitor reports anyone missing to the Public Safety officers. This person should be someone who is familiar with the coming and going of personnel and visitors in your section or department (i.e. who's on vacation, out sick, at a meeting).

The assembly point is a predetermined point outside the building. It is at this point that all occupants of your section or department will report to upon leaving the building and will be accounted for by the accountability monitor. Choose an assembly point that is nearby and a safe distance from the building.

Faculty should have an evacuation plan with a predetermined assembly point for their classrooms and review the plan with their students.

The emergency evacuation plan should be discussed among the staff. Review the routes of exit from your office and discuss ways to assist any fellow coworkers or students with special needs.

STOP, DROP AND ROLL

If your clothing catches on fire:

1. STOP -— Don't Run
2. DROP -— to the ground
3. ROLL -— over and over to smother the flames

Your own common sense is the finest safety device ever developed.
Above all — use your head.

Fire Emergency Plan

1. **WHAT TO DO WHEN A SMOKE OR FIRE ALARM SOUNDS:**
    a. Proceed to the nearest **EXIT**. Leave the building immediately. **DO NOT** use the elevators. If smoke or fire is present, use another EXIT. If smoke is present, keep low or as close to the floor as possible.
    b. Report to the building's designated assembly point. Stay at the assembly point to be accounted for and given further instructions. **DO NOT** re-enter the building until a uniformed member of the Emergency Response Team has given an "all clear."
    c. When leaving a room or entering a stairwell, feel the doorknob, or touch the door with the back of your hand. If it is hot to the touch, **DO NOT** open the door. If the door is not hot, brace yourself and open the door slightly. If intense heat or smoke is present, **DO NOT** open the door any further, close the door and stay inside the room, or use another stairwell.
    d. If you are unable to evacuate your room, seal the bottom edge of the door with clothing, towels, bedding, etc. (wet if possible). If possible, hang an object (e.g. coat, towel, sheet, shirt, etc.) out of the window to attract attention. **DIAL 7777 FROM CAMPUS PHONES OR 911 FROM PUBLIC PHONES FOR ASSISTANCE**. Follow any instructions given by the Emergency Response Team.

2. **WHAT TO DO WHEN SMOKE OR FIRE IS SEEN:**
    a. Initiate a Fire Alarm by activating the nearest **FIRE ALARM PULL STATION**. Pull Stations are generally located: at the ends of hallways by EXIT doors, entrances into stairwells, or by doors leading directly to the outside. **DO NOT** attempt to extinguish the fire. If possible, confine the fire by closing the door to the room.
    b. Evacuate the building, then **DIAL 7777 FROM CAMPUS PHONES OR 911 FROM PUBLIC PHONES** to report a fire and give the following information:
        - Your name, telephone number, and the location you are calling from.
        - The location of the emergency (e.g. Gee Hall, room #A225).
        - Describe the situation (e.g. smell of smoke, open flames)
        - If possible, tell them what is burning (e.g. wastebasket, stove)
        - Hang up only after the Emergency Operator has done so or told you to.
    c. Proceed to the nearest **EXIT**. **DO NOT** use the elevators. If smoke or fire is present, use another **EXIT**. If smoke is present, keep low or as close to the floor as possible. Report to the building's designated assembly point. Before leaving your room or if unable to evacuate your room, follow the procedure listed in Section 1 C and D.
    d. Stay at the assembly point to be accounted for and given further instructions. **DO NOT** re-enter the building until a uniformed member of the Emergency Response Team has given an "all clear."

CHECK THE BACK OF RESIDENCE HALL DOORS FOR YOUR DESIGNATED ASSEMBLY POINT.

Residential Facilities Assembly Points

Lawrenceville Campus

1. **Beckett Village A & B** — grassy area between Poyda and House 5
2. **Conover** — behind Olson Hall, at the A wing side (Olson A Lounge)
3. **Gee** — across the residential roadway in the open, grassy area (Lincoln A Lounge)
4. **Hill** — in the grassy area by Ziegler A wing (Ziegler A Lounge)
5. **House 3 (Phi Sigma Sigma)** — across the roadway in grassy area in the rear of House 5 (House 2 Lounge)
6. **House 7 (Zeta Tau Alpha)** — grassy area near the chapel (Chapel)
7. **House 8 (Alpha Xi Delta)** — grassy area near the chapel (Chapel)
8. **House 10 (Delta Phi Epsilon)** — across the roadway to the Fine Arts patio (Chapel)
9. **Kroner** — behind Wright Hall (Wright B Lounge)
10. **Lake House** — grassy area in front of House 5 near Centennial Lake (House 3 Lounge)
11. **Lincoln** — across the residential roadway at the volleyball court (Gee A Lounge)
12. **Longstreet** — across the roadway in the grassy area at the rear of University House (House 4 Lounge)

13. **Olson** — across the residential roadway by the Hill C wing (Gee B Lounge)
14. **Omega House** — grassy area across the roadway (House 4 Lounge)
15. **Poyda** — in the grassy area by Centennial Lake (Ridge House Lounge)
16. **Switlik** — by Hill Hall, A wing side (Olson B Lounge)
17. **University House** — grassy area in front of University House near Centennial Lake (House 5 Lounge)
18. **Wright** — in the grassy area by the volleyball court (Kroner A Lounge)
19. **Ziegler/Moore** — in the grassy area behind Ziegler (Wright A Lounge)

Inside assembly points are indicated in parenthesis

Princeton Campus

There were no residential facilities on the Princeton Campus since 2021.

Evacuation for People with Disabilities

After an evacuation is ordered: Check on people with special needs during an evacuation. A buddy system, in which people with disabilities arrange for volunteers to alert them and assist them in an emergency, is a good method.

Always **ask** someone with a disability how you can help **before** attempting any rescue technique or giving assistance. Ask how he or she can best be assisted or moved and whether there are any special considerations or items that need to come with the person.

DO NOT USE ELEVATORS, unless authorized to do so by police, public safety, or fire personnel. Elevators can fail during a fire.

If the situation is life threatening, call Public Safety at 7777 and state your name, location, and area involved.

There are evacuator chairs located in different buildings on campus to assist in the evacuation of persons who may not be able to walk down the stairs or need further assistance.

SECTION THREE

Anti-Harassment and Non-Disrimination (Title IX) Policy

ADDRESSING ALLEGATIONS OF DISCRIMINATION AND HARASSMENT, INCLUDING, AMONG OTHERS, SEXUAL ASSAULT, DOMESTIC AND DATING VIOLENCE AND STALKING.

Rider University's 2026-27 Anti-Harassment and Non-Discrimination (Title IX) Policy is based in part on the ATIXA 2024 One Policy, One Procedure (1P1P) model.

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1. Notice of Non-Discrimination

As a community of educators and learners, Rider University is committed to fostering an environment dedicated to learning and mutual respect as reflected in the University's mission, Statement of Community Values and Anti-Harassment and Non-Discrimination Policy. All students, faculty, administrators and staff at the University have the right to expect an environment that allows them to enjoy the full benefits of their experience. The University, therefore, does not condone violations of its Anti-Harassment and Non-Discrimination Policy and treats all allegations about violations seriously. As outlined in the Anti-Harassment and NonDiscrimination Policy, the University prohibits all forms of discrimination and harassment, including sexual harassment, sexual assault, dating violence, domestic violence and stalking in compliance with Title IX and other state and federal law. Rider University is also an Equal Opportunity and Affirmative Action employer.

Rider University does not discriminate against any student or applicant for admission or any employee or applicant for employment on the basis of the following actual or perceived protected characteristics: race, creed, color, religion, physical or mental disability, gender, sex, age, pregnancy or related conditions, marital or familial status, family responsibilities, sexual orientation, gender identity or expression, national origin, citizenship status, ethnicity, residence, veteran or military status, domestic violence, Complainant status or status as a member of any other protected class under federal or state law.

Rider University's Anti-Harassment and Non-Discrimination Policy can be found at **https://www.rider.edu/about/consumer-information/handbooks-policies/ahnd.** Violations may be reported to the Title IX Coordinator, who is responsible for implementing the Policy, via the information below, contacting the Department of Public Safety, or by utilizing the University's Report and Support webpage at **https://www.rider.edu/about/consumer-information/report-andsupport**.

Ken Koenig
Director of Title IX & Equal Opportunity Compliance
Title IX Coordinator
Bart Luedeke Center, Room 210J
609-895-5698
kkoenig@rider.edu

2. Policy Statement, Jurisdiction, Scope, and Revisions

Policy Statement

Rider University prohibits all forms of discrimination, harassment, and retaliation. This includes sex-based discrimination and harassment including sexual assault, dating violence, domestic violence and stalking. The Policy covers discrimination, harassment, retaliation and other prohibited conduct in both employment and access to educational opportunities based on protected characteristics and may be applied to incidents, to patterns, and/or to the institutional culture/climate, all of which may be addressed in accordance with the Policy. Any member of the Rider University community whose acts deny, deprive, unreasonably interfere with or limit the education or employment, residential and/or social access, benefits, and/or opportunities of any member of the Rider University community, including students, employees and third parties (guests, visitors, volunteers and contractors), based on that person's actual or perceived protected characteristic(s) may be in violation of the Policy.

Rider University will promptly and effectively address any such discrimination, harassment, and retaliation of which it has Knowledge/Notice according to the Policy.

Jurisdiction

The Policy applies to harassment and discrimination that occurs on University premises, at University-sponsored activities, and off-campus conduct that adversely affects the University community or the pursuit of its objectives, including, but not limited to, any off-campus conduct that constitutes a violation of any law or municipal ordinance or any off-campus conduct that poses a threat to the health, safety or welfare of any member of the University community or any resident of neighboring communities. The Policy applies to all students and student organizations, employees, and to third-Parties, including guests, visitors, volunteers and contractors, on University premises or at University-sponsored activities.

Each student shall be responsible for their conduct from the time of acceptance for admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (and even if the conduct is not discovered until after a degree is awarded). The Policy shall apply to a student's conduct even if the student withdraws from school while a disciplinary matter is pending. The Title IX Coordinator (or designee) shall decide whether the Policy shall be applied to conduct off campus, on a case-by-case basis, in their sole discretion on behalf of the University.

For disciplinary action to be issued under the Policy, the Respondent must be a University student or employee at the time of the alleged incident. If the Respondent is unknown or is not a member of the University community, the Title IX Coordinator (or designee) will offer to assist the Complainant in identifying appropriate institutional and local resources and support options and will implement appropriate Supportive Measures and/or remedial actions. The Title IX Coordinator (or designee) can also assist in contacting local law enforcement if the individual would like to file a police report about criminal conduct.

When the Respondent is enrolled in or employed by another institution, the Title IX Coordinator (or designee) can assist the Complainant in contacting the appropriate individual at that institution as it may be possible to pursue action under that institution's policies.

Similarly, the Title IX Coordinator (or designee) may be able to assist and support a student or employee Complainant who experiences discrimination in an externship, study abroad program or other environment external to the University where the policies and procedures of the facilitating or host organization may give the Complainant recourse. If there are effects of that external conduct that impact a student or employee's work or educational environment, those effects can often be addressed remedially by the Title IX Coordinator (or designee) if brought to their attention.

When a Party is participating in a dual enrollment/early college or similar program, the University will coordinate with the Party's home institution to determine jurisdiction and coordinate providing Supportive Measures and responding to the complaint under the appropriate Policy and procedures based on the allegations and identities of the Parties.

Scope

The Policy applies to all faculty, employees, students and other individuals participating in or attempting to participate in the University's program or activities, including education and employment.

Policy Revisions

The University reserves the right to make changes to this document as necessary, and once those changes are posted online, they are in effect.
If government laws or regulations change or a court decision alters the requirements in any way that impacts this document, this document will be construed to comply with the most recent government laws, regulations or court holdings.
This document does not create legally enforceable protections beyond the protections of the background state and federal laws that frame such policies and codes, generally.

3. Title IX and Equal Opportunity Compliance Team

Director Ken Koenig is the Title IX Coordinator who leads Rider University's Title IX and Equal Opportunity Compliance Team. The Title IX Coordinator is the intake point of contact for reports and disclosures by students, employees and third parties.

The Title IX Coordinator has the primary responsibility for implementation of the Policy. This includes coordinating the University's efforts related to the intake, investigation, resolution and implementation of Supportive Measures to stop, remedy, and prevent discrimination, harassment, and retaliation prohibited under the Policy.

All members of the Title IX and Equal Opportunity Compliance Team including Coordinators, Investigators, Decision-Makers, and Appellate Officers, receive training to ensure complete neutrality toward all Parties, Complainants, and Respondents.

The individuals listed below may serve as the Title IX Coordinator's designee.

Title IX and Equal Opportunity Compliance Team

Title IX Coordinator

Ken Koenig
Director of Title IX & Equal Opportunity Compliance
Bart Luedeke Center, Rm. 210J
609-895-5698
kkoenig@rider.edu; and/or titleix@rider.edu

Deputy Title IX Coordinators

Christine Mehlhorn
Dean of Students
Bart Luedeke Center, Rm. 210L
609-895-5195
cmehlhorn@rider.edu

Erika Worthy
Vice President of Human Resources
Moore Library, Suite 108 609-895-5683
eworthy@rider.edu

Ensuring Impartiality

Any individual materially involved in the administration of the Policy may neither have nor demonstrate a conflict of interest or bias for a Party generally, or for a specific Complainant or Respondent. The Title IX Coordinator will vet the assigned Investigator(s), Decision-Maker(s) and Appellate Officer(s) to ensure impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. The Parties may, at any time during the resolution process, raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another member of the Title IX and Equal Opportunity Compliance Team will be assigned and the impact of the bias or conflict, if any, will be remedied. If Parties believe a potential conflict of interest or bias exists with the Title IX Coordinator, they should contact the Senior Vice President and Chief of Staff.

Reports of Misconduct or Discrimination by the Title IX and Equal Opportunity Compliance Team

Reports of misconduct or discrimination committed by the Title IX Coordinator should be reported to the Senior Vice President and Chief of Staff, Mary-Alice Ozechoski, at mozechoski@rider.edu. Reports of misconduct or discrimination committed by any other member of the Title IX and Equal Opportunity Compliance Team should be reported to the Title IX Coordinator, Ken Koenig at kkoenig@rider.edu.

Inquiries may be made externally to:

Office for Civil Rights
US Department of Education
400 Maryland Avenue SW
Washington, DC 20202-1100
Customer Service Hotline: (800) 421-3481
Facsimile: (202) 453-6012
TDD: (800) 877-8339 Email: OCR@ed.gov
http://www.ed.gov/ocr

Office of the Attorney General
Division on Civil Rights
Central Regional Office
140 East Front Street: 6th Floor
PO Box 090
Trenton, NJ 08625
609-292-4605
Fax: 609-984-3812 https://www.njoag.gov

Employees who wish to a file a complaint may also contact the Equal Employment Opportunity Commission (EEOC).

4. Policy Definitions

Advisor: Any person who has agreed to provide support and/or advice to a Complainant or Respondent and who may accompany either to all investigative interviews, hearings and other meetings or proceedings held in connection with a Formal Complaint.

Appellate Officer(s): An impartial Decision-Maker responsible for reviewing appeals of a Title IX determination or dismissal of a complaint. The Appellate Officer(s) may be a Rider University employee or an external contractor. The Appellate Officer(s) shall not be the University's Title IX Coordinator, or the Investigator or Decision-Maker(s) assigned to the matter that is the subject of the appeal.

Complainant: An individual who is alleged to have been subjected to a violation of the Policy.

Confidential Resource: Rider University or Health Services employees who are legally required to keep information shared by an individual truly confidential without reporting it to the Title IX Coordinator (or designee). These include Counseling Center and Student Health Center staff.

Formal Complaint: A written document signed by the Complainant or the Title IX Coordinator that alleges a violation of the Policy by a Respondent and requesting that Rider University respond via the Policy.

Decision-Maker(s): The individual(s) responsible for conducting the Hearing as part of a Formal Resolution (Process A or Process B), reaching a decision on responsibility and assigning sanctions, if appropriate. Decision-Maker(s) may be Rider University employees or external contractors. Neither the Title IX Coordinator, nor the Investigator, may serve as the DecisionMaker(s) for a Formal Complaint that is the subject to a live hearing.

Hearing Officer: The individual responsible for conducting the Hearing as part of a Formal Resolution (Process A or Process B).

Investigator(s): The individual(s) responsible for conducting the investigation of an alleged violation of the Policy as part of Formal Resolution (Process A or Process B). The Investigator may be a Rider University employee or an external contractor.

Mandated Reporter: Rider University employee who may receive information or a report of discrimination, harassment, and/or retaliation and who is required to promptly report such disclosures to the Title IX Coordinator (or designee).
Official with Authority: A Rider University employee who has the authority to address and correct harassment, discrimination and/or retaliation, working in conjunction with the Title IX Coordinator (or designee). A disclosure or report of harassment, discrimination and/or retaliation made to an Official with Authority constitutes a report to Rider University triggering a response under the Policy.

Parties: Refers to the Complainant(s) and Respondent(s) collectively.

Policy: Refers to Rider University's Anti-Harassment and Non-Discrimination Policy.

Respondent: An individual who has been reported to have engaged in an alleged violation of the Policy.

Sanction: The consequence Rider University imposes on a Respondent found responsible for violating the Policy.

Supportive Measures: Non-disciplinary, non-punitive individualized services that may be provided to both the Complainant and Respondent upon request, when deemed by the Title IX Coordinator (or designee) to be appropriate and reasonably available.

5. Policy Violations

Rider University's Anti-Harassment and Non-Discrimination Policy addresses the following misconduct:

Discriminatory Harassment / Hostile Environment

Discriminatory Harassment is defined as unwelcome conduct by any member or group of the Rider University community based on actual or perceived membership in a class protected by Policy or law, that rises to the level of creating a Hostile Environment.

A Hostile Environment is established when unwelcome conduct unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities. This discriminatory effect results from harassing verbal, written, graphic, and/or physical conduct that a reasonable person would determine to be severe, pervasive, *and* objectively offensive.

Offensive conduct and/or Discriminatory Harassment that (1) does not rise to the level of creating a Hostile Environment, or (2) that is of a generic nature and not based on a protected status may result in the imposition of discipline under the University's Student Code of Social Conduct or through relevant employment Policy. Such behavior may also be addressed through respectful conversation, remedial actions, education, and/or other Alternative Resolution mechanisms.

Discriminatory Harassment based on sex is considered Sexual Harassment, which is defined as follows:

Sexual Harassment

Sexual Harassment, as an umbrella category, includes the specific behaviors noted below. This definition applies to all Formal Complaints that fall within Title IX jurisdiction as determined by the Title IX Coordinator. Conduct based on sex, or that is sexual in nature, must satisfy one or more of the following criteria:

1) **Quid Pro Quo:**

   a. An employee of Rider University conditions the provision of an aid, benefit, or service of the institution on an individual's participation in unwelcome sexual conduct.

2) **Hostile Environment:**

   a. Unwelcome conduct based on sex, determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a Complainant equal access to Rider University's education program or activity

   b. Unwelcome conduct is subjective and determined by the Complainant, except when the Complainant is under the legal age of consent.

   c. Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

3) **Sexual Assault**: Any sexual act directed against another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent.

   1) **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

   2) **Incest:** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

3) **Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.

4) **Fondling:** The touching of the intimate body parts (breasts, groin, genital area, or buttocks) of another person for the purpose of sexual gratification, without the consent of the Complainant. This includes instances in which the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

4) **Dating Violence**: Violence on the basis of sex, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved. For the purposes of this definition:

1) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

2) Dating violence does not include acts covered under the definition of domestic violence.

5) **Domestic Violence:** Violence on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of New Jersey, or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of New Jersey.

6) **Stalking**: Engaging in a course of conduct on the basis of sex, directed at a specific Complainant, that would cause a reasonable person to fear for their own safety, fear for the safety of others, or suffer substantial emotional distress. For the purposes of this definition:

1) Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

2) Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.

3) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Other Offenses

The following offenses also constitute violations of the Policy when the conduct is based upon the Complainant's actual or perceived membership in a protected class and the results in a discriminatory limitation or denial of employment or educational access, benefits or opportunities.

1. **Bullying**: Repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control, or diminish another person, either physically or mentally.

2. **Discrimination:** Treating an individual less favorably, denying them benefits, or excluding them from an educational program or activity on the basis of any actual or perceived protected characteristic(s).

3. **Hazing**: As defined comprehensively within the Student Code of Social Conduct, hazing includes:

a. Any action taken or situation created that negligently, recklessly, or intentionally subjects any person to the risk of bodily harm, mental or physical discomfort, harassment, embarrassment, ridicule, emotional or mental brutality, or degradation, for the purpose of initiating, promoting, fostering, or confirming any form of affiliation with a student group or organization.

b. Soliciting, encouraging, aiding, assisting, or directing another to engage in hazing.

c. Intentionally or knowingly permitting hazing to occur.

d. Having first-hand knowledge that a specific hazing incident has occurred and failing to report said knowledge to University authorities.

e. Direct observation by a member of a student group or organization of any active hazing activity without immediately reporting the incident to University authorities

4. **Aggravated Hazing:** Hazing that results in serious bodily injury or death to a student, where the person acts with reckless indifference to the health and safety of the student, or where the person causes, coerces, or forces the student to consume an alcoholic liquid or drug. Serious bodily injury includes injury creating a substantial risk of death, permanent disfigurement, or prolonged loss or impairment of a bodily organ or member.

   Consequences for hazing violations may range from disciplinary sanction levels 1 to 4. For the purposes of this Policy, the terms "risk" and "brutality" are to be read broadly, encompassing potential risks to physical safety, emotional well-being, and academic standing.

5. **Intimidation**: Implied or explicit threats, or acts that cause an unreasonable fear of physical, psychological, or emotional harm in another individual.

6. **Sex Discrimination:** Treating an individual less favorably, denying them institutional benefits, or excluding them from an educational program or employment activity on the basis of sex.

7. **Sexual Exploitation:** An individual taking non-consensual or abusive sexual advantage of another for their own benefit, or for the benefit of anyone other than the person being exploited, provided that the conduct does not otherwise constitute sexual harassment under this Policy. Examples of Sexual Exploitation include, but are not limited to:
   a. ***Sexual Voyeurism:*** The act of observing, photographing, videotaping, or otherwise recording the intimate body parts or sexual activity of another person without their explicit, prior consent, in a place or situation where that person has a reasonable expectation of privacy.

   b. ***Unauthorized Intimate Recording and Distribution:*** Recording, streaming, viewing, or distributing anyone's sexual activity or intimate body parts without the explicit consent of all participants. This includes allowing a third party to secretly observe the activity, as well as distributing or posting intimate media without consent (including revenge pornography).

   c. ***Prostitution:*** Promoting, facilitating, or soliciting prostitution.

   d. ***Human Trafficking:*** Facilitating or engaging in human trafficking.

   e. ***Infectious Exposure:*** Exposing a sexual partner to a known, active Sexually Transmitted Infection (STI) or Disease (STD) without prior disclosure and informed consent.

   f. ***Facilitating Incapacitation*****:** Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or other means) for the purpose of compromising their ability to consent or making them vulnerable to nonconsensual sexual activity.

   g. ***Catfishing and Identity Misappropriation*****:** Misappropriation of another person's identity, likeness, or personal information without consent on apps, websites, or other venues designed for dating or sexual connections.
   h. ***Extortion*****:** Coercing or threatening an individual to perform an action against their will by leveraging or threatening to distribute intimate media, nudity, or depictions of sexual activity.

   i. ***Exploitation of Minors:*** Knowingly soliciting a minor for sexual activity, or the possession, transmission, distribution, or facilitation of Child Sexual Abuse Material (CSAM)

   j. ***Endangerment / Physical Abuse:*** Conduct that threatens or causes physical harm, extreme verbal or emotional abuse, or any behavior that endangers the health and safety of others.

Online Harassment and Misconduct

The Policy is written and interpreted broadly to include online and cyber expressions of any of the behaviors prohibited below when those behaviors impact the University environment or utilize institutional resources.

Although the University may not control websites, social media and other venues through which harassing communications are made, when such communications are reported, the University will engage in a variety of means to address and mitigate the effects.

Members of the community are encouraged to be good digital citizens and to refrain from online misconduct including, but not limited to, sharing inappropriate content via social media; unwelcome sexual or sex-based messaging; distributing or threatening to distribute revenge pornography; possession, transmission, distribution, or facilitation of Child Sexual Abuse Material (CSAM); breaches of privacy; or otherwise using the

ease of transmission and/or anonymity of the internet or other technology to harm another member of the University community.

6. Retaliation and Counterclaims

Retaliation

Retaliation against any individual for participating in any way in a report, investigation, hearing, or other proceeding under this Policy is strictly prohibited. No individual may intimidate, threaten, coerce, or discriminate against anyone for the purpose of interfering with any right or privilege secured by Title IX, or because an individual—including, but not limited to, a Complainant, Respondent, or Witness 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.

Allegations of retaliation should be promptly reported to the Title IX Coordinator (or designee). The University will take all appropriate and available steps to protect individuals who fear that they may be subjected to retaliation.

Counterclaims

Rider University is obligated to ensure that the Policy is not abused for retaliatory purposes. The University permits the filing of Counterclaims that will be assessed by the Title IX Coordinator (or designee) to determine that they are made in good faith. Counterclaims by a Respondent may be made in good faith, but are, on occasion, made for purposes of retaliation instead. Counterclaims made with retaliatory intent will not be permitted and may constitute a violation of the Policy.

Counterclaims determined to have been reported in good faith will be processed using the same procedures outlined in the Policy. Investigation of such claims may take place after resolution of the underlying initial allegation, in which case a delay may occur. Counterclaims may also be resolved through the same investigation as the underlying allegation at the discretion of the Title IX Coordinator (or designee).

7. Consent, Coercion, Force and Incapacitation

Consent, Coercion and Force

A person who wants to engage in a specific sexual activity is responsible for obtaining Consent for that activity. Consent can be given by words or actions provided that those words or actions clearly communicate willingness to engage in the sexual activity.

Consent cannot be obtained through coercion. For purposes of the Policy, coercion is the use of threats (i.e., words or actions) or intimidations (i.e., implied threats) that would cause a reasonable person to engage in unwelcome sexual activity against their will.

Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation and coercion that is intended to overcome resistance or produce consent. Sexual activity that is forced is, by definition, non-consensual. Silence or the absence of resistance alone is not consent.

Consent may be withdrawn by any Party at any time. An individual who seeks to withdraw consent must communicate, through clear words or actions, a decision to cease the sexual activity. Once consent is withdrawn, the sexual activity must cease immediately. Consent must be reestablished before resuming any sexual activity. Consent is automatically withdrawn when one Party is no longer capable of consenting.

Consent to one form of sexual activity does not, by itself, constitute consent to another form of sexual activity. Consent to sexual activity on one occasion does not constitute consent to sexual activity on other occasions. An individual's use of alcohol or drugs does not diminish that individual's responsibility to obtain consent.

Consent and Incapacitation

Consent cannot be obtained from an individual who is incapacitated, where a reasonable, sober person initiating sexual activity would have known or reasonably should have known that the individual was incapacitated. An individual who is under the influence of alcohol and/or other drugs may be incapacitated, and therefore unable to consent. However, consumption of alcohol or other drugs alone is insufficient to establish incapacitation.

Incapacitation is a state beyond drunkenness or intoxication, where an individual cannot make a knowing and deliberate choice to engage in the sexual activity. Individuals who are asleep, unresponsive or unconscious are incapacitated. Other indicators that an individual may be incapacitated include, but are not limited to, the inability to communicate coherently, inability to dress/undress without assistance, inability to walk without assistance, slurred speech, loss of coordination, vomiting, or inability to perform other physical or cognitive tasks without assistance. An individual also may be incapacitated due to a temporary or permanent physical or mental health condition.

In accordance with federal guidelines and applicable state law, any individual who has not reached the legally defined age of consent is considered a minor and is inherently and absolutely incapacitated due to age. Consequently, any verbal or physical agreement by a minor is invalid, and a respondent's lack of awareness regarding the minor's age does not negate a policy violation.

8. Reporting Policy Violations

Any person may report conduct constituting an alleged violation of the Policy to the Title IX Coordinator or any member of the Title IX and Equal Opportunity Compliance Team in person, by mail, by phone, by email or via Rider's Report and Support webpage (https://www.rider.edu/about/consumer-information/report-and-support). A report may also be made via the Department of Public Safety at 609-896-5029 or via the Department's Office at West House located at the south entrance to campus.

There is no time limitation on making reports or filing Formal Complaints. If the Respondent is no longer subject to the University's jurisdiction and/or significant time has passed, the ability to investigate, respond and/or provide remedies may be more limited or impossible.

Acting on reports/complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of Policy) is at the discretion of the Title IX Coordinator (or designee), who may, by way of example only, document allegations for future reference, offer Supportive Measures and/or remedies and/or engage in informal or formal action as appropriate.

To make informed choices, it is important to be aware of anonymity, confidentiality and mandated reporting requirements when consulting campus and other resources as discussed below.

Anonymous Reporting

With the exception of Officials with Authority and Mandated Reporters, discussed below, any individual may anonymously report alleged violations of the Policy via Rider's Report and Support webpage (https://www.rider.edu/about/consumer-information/report-and-support). Depending on the information provided, the University's ability to act in response to an anonymous report may be limited.

Confidential Reporting / Resources

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with the following:

- Rider University Counseling Center staff.
- Rider University Student Health Center staff.
- Clergy affiliated with the University.
- Any off-campus resources such as licensed professional counselors and medical providers, sexual assault crisis counselors, domestic violence resources, clergy/chaplains or attorneys.

Confidential Resources may offer options and resources without any obligation to report actual or suspected discrimination, harassment, or retaliation unless a Complainant requests that information be shared. If a Complainant expects formal action in response to their disclosure, reporting to a Mandated Reporter should connect them with the resources to report crimes and/or violations of the Policy.

Mandated Reporters

All Rider University employees (faculty, administrators and staff) are considered Mandated Reporters except for the following:

- Contracted food service, custodial, bookstore, OIT and printing/copying staff are *NOT* Rider employees and are therefore *NOT* considered Mandated Reporters.
- Counseling and Student Health Center staff

Student-employees who are employed as Residence Life staff (Residence Assistants and Residence Directors) *are* Mandated Reporters.

All students and employees, even if not Mandated Reporters, are encouraged to report instances of harassment, discrimination and sexual harassment to the Title IX Coordinator (or designee).

Mandated Reporters must promptly share with the Title IX Coordinator (or designee) all known details of a report or disclosure of harassment, discrimination and/or retaliation (including sexual harassment, sexual assault, dating violence, domestic violence and stalking) made to them by a Complainant or third-party in the course of their employment. Mandated Reporters must also promptly share all details of harassment, discrimination and/or retaliation (including sexual harassment, sexual assault, dating violence, domestic violence and stalking) that they observe or have knowledge of, even if not reported to them by a Complainant or third-party.

Failure to report disclosures of harassment, discrimination, sexual violence and/or retaliation to the Title IX Coordinator (or designee) is a violation of the Policy and employees may be subject to disciplinary action for failure to comply.

Complainants may want to consider whether they share personally identifiable details with Mandated Reporters as those details must be shared with the Title IX Coordinator (or designee).

Mandated Reporters who themselves are a target of discrimination, harassment, and/or retaliation are not required to report their own experience though they are encouraged to do so.

In general, information obtained through climate surveys, classroom assignments, human subject research or prevention programs/events does not need to be reported unless the Complainant clearly indicates they desire a report to be made or they seek a specific response from the University.

Officials with Authority

In addition to their Mandated Reporter responsibilities as discussed above, the following individuals are considered Officials with Authority at Rider University. Officials with Authority, meaning that they have the authority to address and correct harassment, discrimination and/or retaliation, working in conjunction with the Title IX Coordinator (or designee).

A disclosure or report of such harassment, discrimination and/or retaliation made to these individuals (regardless of whether the disclosure is made by the Complainant or a third-party) constitutes a report to Rider University, triggering a response under the Policy.

- The Title IX and Equal Opportunity Compliance Team
- President
- Cabinet members including academic deans
- Director of Public Safety
- Director of Residence Life

False Reports and Other False Information

The submission of knowingly false information is prohibited and is addressed under Rider University's Student Code of Social Conduct (students) and Employee Handbook (employees). This provision does not apply to reports made and other information submitted in good faith, even if the facts alleged are not substantiated by an investigation and/or hearing decision.

Rider University operates with the presumption that a report is made in good faith until evidence demonstrates otherwise. Additionally, Parties and Witnesses who knowingly provide false evidence, who tamper with or destroy evidence after being directed to preserve such evidence, or deliberately mislead an official investigating under the Policy can be subject to discipline under the Student Code of Social Conduct.

9. Amnesty and the Good Samaritan Policy

Rider University prioritizes the reporting of misconduct and the safety of our campus community above all else. The University recognizes that Complainants, Witnesses, or Respondents may hesitate to report incidents, participate in grievance processes, or be fully forthcoming because they fear disciplinary action for minor policy violations (such as underage drinking or illicit drug use) occurring at the time of the incident.

Student Amnesty

To encourage reporting and participation in the process, Rider University may offer student

Parties and Witnesses amnesty from more minor violations of the Student Code of Social Conduct – such as underage consumption of alcohol or the use of illicit drugs – related to the reported violation of the Policy. Amnesty is offered at the discretion of the Title IX Coordinator (or designee) and does not apply to more serious allegations such as physical abuse of another or illicit drug distribution. It is rarely applicable to a Respondent with respect to a Complainant.

Good Samaritan Policy

Further, the following Good Samaritan Policy is designed to encourage reporting when students find themselves in positions where medical or other assistance is needed to ensure the proper care of an intoxicated person.

The Good Samaritan Policy is copied here from the Student Code of Social Conduct:

Members of Rider's community have an obligation to contact the Department of Public Safety or a Residence Life staff member when they believe an intoxicated person may need assistance. No intoxicated community member seeking and/or receiving assistance for themselves or others will be subject to sanctions by the University under Rider's Alcohol Policy. Intoxicated individuals seeking and/or receiving assistance will be required to complete educational or counseling initiatives which are intervention and prevention based and will be subject to action under the Student Code of Social Conduct for failure to complete those initiatives.

This Policy does not preclude other appropriate authorities from acting for violations which may be associated with the illegal possession or consumption of alcoholic beverages, or the University from taking action for violations associated with vandalism, theft, physical assault, sexual assault or harassment, hazing or other Policy violations. Furthermore, community members who demonstrate a consistent and repeated pattern of behavior, after appropriate intervention and education have been provided, will not be considered under this Policy. Repeated incidents will require alcohol consultation and may necessitate the imposition of involuntary medical withdrawal from the University.

Employee Amnesty

Rider University may, at its discretion, offer employee Complainants amnesty from Policy violations (typically more minor Policy violations) related to the incident.

10. Privacy and Confidentiality

Privacy

Rider University respects the privacy of individuals involved in any report of a possible violation of the Policy, meaning the Title IX Coordinator and others responsible for carrying out the Policy will disclose information only as required to carry out the Policy or by law. The University reserves the right to determine which University officials have a legitimate educational interest in being informed about incidents that fall within the Policy pursuant to the Family Educational Rights and Privacy Act (FERPA).
Rider University may contact parents/guardians of students to inform them of situations in which there is a significant and articulable health and/or safety risk but will usually consult with the student before doing so.
All proceedings under the Policy, whether Informal, Formal or Administrative, are private. All persons present at any time during the resolution process are expected to maintain the privacy of the proceedings in accordance with the Policy. Although there is an expectation of privacy around what is discussed during interviews, the Parties have discretion to share their own experiences with others if they so choose but are encouraged to discuss with their Advisors first before doing so.

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the Investigator(s) elect to audio and/or video record interviews, all involved Parties should be made aware of [and consent to] audio and/or video recording.

Confidentiality

If a Complainant requests that a report of a possible violation remain confidential (i.e., with the Complainant's identity not being disclosed to the Respondent and/or an investigation not being commenced), the Title IX Coordinator (or designee) will evaluate that request in the context of the University's responsibility to provide a safe and nondiscriminatory environment for all members of its community.
A Complainant is not required to file a Formal Complaint to receive Supportive Measures, but there may be instances when disclosing the Complainant's identity is necessary to provide certain Supportive Measures (e.g., where the Respondent would need to know the identity of the Complainant to comply with a no-contact order). Rider University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair its ability to provide the Supportive Measures.
Only certain individuals are considered Confidential Resources who can keep truly confidential information shared by an individual without being reported to the Title IX Coordinator (or designee).

11. Supportive Measures

Supportive Measures are non-disciplinary, non-punitive individualized services, offered at no cost, that may be provided to Complainants or Respondents upon request, when deemed by the Title IX Coordinator (or designee) to be appropriate and reasonably available. Supportive Measures may also be imposed by the Title IX Coordinator (or designee) at their initiative and in their sole discretion. Supportive Measures are available beginning at any time after the submission of a report of an alleged violation of the Policy.

A Complainant may seek and be provided Supportive Measures prior to or without ever filing a Formal Complaint.

Supportive Measures are designed to restore or preserve equal access to the University's educational programs and activities, without unreasonably burdening the other Party. Supportive
Measures may be of any duration and may be modified at the discretion of the Title IX Coordinator (or designee), as circumstances warrant. Supportive Measures will be kept confidential to the extent doing so does not impair the University's ability to provide them.

Supportive Measures may include, but are not limited to, the following:

- Referral to counseling, medical, healthcare or community-based services;
- Referral to the Employee Assistance Program;
- Academic-related accommodations;
- Modification of work or class schedules;

- Mutual restrictions on contact between the Parties (*i.e.*, "No Contact" orders);
- Changes in work or housing locations;
- Transportation accommodations;
- Leaves of absence;
- Increased security and monitoring of certain areas;
- Campus safety escort; or
- Any other measures deemed appropriate by the Title IX Coordinator (or designee) to preserve equal access to the University's programs and activities

A student's or employee's failure to abide by the terms of any Supportive Measure may result in discipline and, depending on the circumstances, could be deemed to constitute Retaliation.

12. Advisors

The Complainant and Respondent each have a right to identify an Advisor of their choice, who may accompany them to all investigative interviews, hearings and other meetings or proceedings held in connection with implementation of the Policy. An Advisor is a person who has agreed to provide support and advice to a Complainant or Respondent. The Parties are responsible for identifying their own Advisor, if they wish to have one. Rider University will maintain a list of trained Advisors whom the Complainant or Respondent may, but are not required, to contact to determine whether they are available for that purpose.

The Advisor may be a friend, mentor, family member, attorney or any other individual a Party chooses to advise, support and/or consult with them throughout the resolution process. They may be from inside or outside the Rider community. Parties may elect to change Advisors during the process and are not obligated to use the same Advisor throughout. The Parties are expected to provide timely notice to the Title IX Coordinator (or designee) of the identity of their Advisor and/or if their Advisor changes.

Rider University cannot guarantee equal advisory rights meaning that if one Party selects an Advisor who is an attorney, but the other Party does not or cannot afford an attorney, Rider University is not obligated to provide an attorney as Advisor.

The Parties *must* have an Advisor for purposes of conducting cross-examination at a hearing under Process A. If a Party has not identified an Advisor to accompany them to the Process A Hearing for purposes of conducting cross-examination, the University will provide one, free of charge, for that limited purpose. Cross-examination is only allowed under Process A.

While Rider University may consider short delays in scheduling to reasonably accommodate an Advisor's availability, whether to grant such a request is in the sole discretion of the University representative responsible for the event in question (i.e., Title IX Coordinator (or designee) or Hearing Officer). The Title IX Coordinator (or designee) may also make reasonable provisions to allow an Advisor who cannot be present in person to still participate in a meeting.

Expectations of Advisors

The primary role of an advisor is to provide support, guidance, and procedural assistance to a Complainant or Respondent throughout the grievance process.

During a Title IX investigatory interview, the advisor acts strictly as a silent, non-participatory support person. An advisor has the right to accompany their advisee to the interview, but they are strictly prohibited from speaking on behalf of the Party, interrupting the investigator, or answering questions. Advisors are expected to follow the rules of decorum.

Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third parties, disclosed publicly or used for purposes not explicitly authorized by Rider University. The University may seek to restrict the role of an Advisor who does not respect the sensitive nature of the process or who fails to abide by the University's privacy expectations.

An Advisor may be removed or replaced if their presence is disruptive, obstructive, or unreasonably interferes with the University's ability to address the complaint. In such a case, the Complainant or Respondent may seek another Advisor.

13. Emergency Removal

If at any point following the receipt of a report of an alleged violation of the Policy, Rider University determines that the Respondent poses an immediate threat to the health or safety of the Complainant or any other person(s), including the Respondent, the University may remove the Respondent from any or all its educational programs or activities. This also includes consideration of the Respondent's reported post-incident action or behavior. The imposition of an Emergency Removal does not suggest a finding of responsibility for a violation of the Policy. An Emergency Removal may be implemented without a Formal Complaint.

Before imposing an Emergency Removal, the Title IX Coordinator (or designee), in consultation with the Title IX and Equal Opportunity Compliance Team and other individuals as appropriate, will undertake an individualized safety and risk analysis concerning the Respondent. An Emergency Removal will be imposed only if the Title IX Coordinator (or designee) concludes that the threat to health or safety arises from the allegations of the Policy violation and warrants the removal.

An Emergency Removal may involve the denial of access to some or all the University's campus facilities, academic program, or other programs or activities. While the University may provide alternative academic or employment opportunities during an Emergency Removal, it is not required to do so. Non-punitive actions taken as Supportive Measures (*e.g.*, changes in housing or No Contact Orders) do not constitute Emergency Removals.

The Title IX Coordinator (or designee) has sole discretion under the Policy to implement, modify, or stay an Emergency Removal and to determine the conditions and duration. Violation of an Emergency Removal under the Policy is grounds for discipline under the student or employee conduct processes and may include expulsion or termination.

The Title IX Coordinator (or designee) will implement the least restrictive emergency actions possible considering the circumstances and safety concerns. As determined by the Title IX Coordinator (or designee), these actions could include, but are not limited to: removing a student from a residence hall, temporarily re-assigning an employee, restricting a student's or employee's access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, authorizing an administrative leave, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, intercollegiate/intramural athletics or club sports.

Separate from the Emergency Removal process, the Title IX Coordinator (or designee) may request that Rider University place an employee-Respondent on an administrative leave, with or without pay, and consistent with the employee-Respondent's rights under Title VII and other applicable employment laws.

The Title IX Coordinator (or designee) will notify the Respondent in writing of the terms imposed in connection with an Emergency Removal along with an explanation of their right to challenge the Emergency Removal.

Challenging an Emergency Removal

The Respondent can challenge the Emergency Removal by submitting a written appeal to the Title IX Coordinator (or designee) within two (2) business days from the date of the notice of the Emergency Removal, explaining why the Emergency Removal is not appropriate and requesting a meeting to discuss. The Respondent may be accompanied by their Advisor when meeting with the Title IX Coordinator (or designee).

The meeting is not a hearing on the merits of the allegation(s) but rather is an administrative process intended to determine whether the Emergency Removal is appropriate. The Emergency Removal will remain in place while the appeal is pending. The Title IX Coordinator (or designee) shall issue a decision as soon as possible under the circumstances. The decision is final and not subject to further appeal.

In evaluating the appeal, the Title IX Coordinator (or designee) may seek additional information from the Respondent or any other individual.

14. Formal Complaint

A Formal Complaint is a written document signed by the Complainant or the Title IX Coordinator (or designee) that alleges a violation of the Policy by a Respondent and requesting that Rider University respond via the Policy.

Complainants are encouraged, but not required, to proceed with a Formal Complaint. If the Complainant desires to proceed with a Formal Complaint, the Title IX Coordinator (or designee) will assist the Complainant to file a Formal Complaint.

There is no time limit within which a Complainant must file a Formal Complaint. If the Respondent is no longer subject to Rider University's jurisdiction and/or significant time has passed, the ability to investigate, respond, and/or provide remedies may be more limited or impossible.

It should be noted that the Respondent must be a member of Rider University's community for the Policy to apply. If the Respondent is unknown or is not a member of the Rider University community, the Title IX Coordinator (or designee) will assist the Complainant in identifying appropriate on and/or off campus resources and support options. If criminal conduct is alleged, Rider can assist in contacting local law enforcement if the Complainant wants to file a police report.

Pursuing a Formal Complaint does not preclude a Complainant from pursuing the filing of criminal charges. However, it is important to understand that the standard for criminal prosecution is different from that used in student and employee conduct proceedings. As a result, decisions rendered in either forum are not determinative of what will happen in the other.

A Complainant who decides to withdraw a Formal Complaint may later request to reinstate or refile it.

If the Title IX Coordinator (or designee) receives Formal Complaints against more than one Respondent or by more than one Complainant against one or more Respondents, or by one Party against the other Party (i.e., "counterclaims"), where the allegations of Sexual Harassment arise out of the same facts or circumstances and are so intertwined that the allegations directly relate to all of the Parties, the Title IX Coordinator (or designee) has the discretion to consolidate the Formal Complaints. If Formal Complaints are consolidated, all Parties must receive the same version of the written determination.

When a Complainant Does Not Wish to Proceed with a Formal Complaint

If the Complainant does not wish for their name to be shared, does not wish for an investigation to take place, or does not want to proceed with a Formal Complaint, they may make such a request to the Title IX Coordinator (or designee) who will evaluate that request in light of the duty to ensure a safe and nondiscriminatory environment for all members of the campus community and to comply with state or federal law. The Title IX Coordinator (or designee) has ultimate discretion over whether the University proceeds when the Complainant does not wish to do so and may themselves sign a Formal Complaint upon completion of a risk assessment. Such an assessment would show a compelling risk to health and/or safety that requires the University to pursue formal action to protect the community. A compelling risk to health and/or safety may result from evidence of patterns of misconduct, predatory conduct, threats, abuse of minors, use of weapons and/or violence. The University may be compelled to act on alleged employee misconduct irrespective of a Complainant's wishes.

The Title IX Coordinator (or designee) also considers the effect that non-participation by the Complainant may have on the availability of evidence and the University's ability to pursue formal action fairly and effectively. Additionally, the University's ability to remedy and respond to notice may be limited if the Complainant does not want the University to proceed with formal action. The goal is to provide the Complainant with as much control over the process as possible while balancing the University's obligation to protect the campus community.

In signing a Formal Complaint, the Title IX Coordinator does not become the Complainant. The Complainant is the individual who is alleged to have experienced the conduct that could constitute a violation of the Policy. The Complainant may have as much or as little involvement in the process as they wish when the Title IX Coordinator signs the Formal Complaint.

Notice of Dismissal for Purposes of Title IX Sexual Harassment

If the alleged violation does not fall under the jurisdiction of the 2020 Federal Title IX Regulations (34 CFR Part 106.45), as determined by the Title IX Coordinator (or designee) at the time a Formal Complaint is submitted, the Title IX Coordinator (or designee) will dismiss the Formal Complaint. The Title IX Coordinator will promptly provide written notice of the dismissal, including the reasons for dismissal, to the Complainant and Respondent.

Both the Complainant and Respondent may appeal any adverse decision to dismiss the Formal Complaint for purposes of Title IX Sexual Harassment by submitting a written request for appeal to the Title IX Coordinator (or designee) within three (3) business days of the date of the notice of dismissal.

Dismissing a Formal Complaint under the 2020 Federal Title IX Regulations is solely a procedural requirement under the federal regulations and does not limit the University's authority to address the Formal Complaint with an appropriate process and remedies. The Title IX Coordinator (or designee), in their sole discretion, can choose to pursue the Formal Complaint as per Process B of the Policy. When that is the case, the notice of dismissal will inform the Parties of this decision which is not subject to appeal under the Policy.

15. Process A and Process B

Alleged violations of the Policy that fall within the scope of the 2020 Federal Title IX regulations (34 CFR Part 106.45) will be pursued via Process A of the Policy. Alleged violations of the Policy that fall outside of that scope may be pursued via Process B of the Policy. The determination of the jurisdiction is made by the Title IX Coordinator (or designee) at the time a Formal Complaint is filed.

Should the Title IX Coordinator (or designee) determine that the jurisdiction falls outside the scope of the Title IX regulations, the University *must* dismiss the Formal Complaint. This is solely a procedural requirement under the federal regulations. Dismissing a Formal Complaint under the 2020 Title IX regulations (34 CFR Part 106.45) does not limit the University's authority to address the Formal Complaint with an appropriate process and remedies. The Title IX Coordinator (or designee), in their sole discretion, can choose to address the Formal Complaint via Process B of the Policy.

If any of the following circumstances are met, the Title IX Coordinator (or designee) *WILL* dismiss the Formal Complaint for purposes of any form of Title IX Sexual Harassment:

- The conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved, as defined by the 2020 Federal Title IX Regulations (and as defined in the Policy);
- The conduct alleged in the Formal Complaint did not occur in the University's education program or activity, which is defined as locations, events or circumstances over which the University exercised substantial control over both Respondent and the context in which the misconduct occurred, or any building owned or controlled by a student organization officially recognized by the University; and/or
- The alleged conduct occurred outside of the United States (e.g., during an un-affiliated or independent study abroad trip).

Further, if any of the following circumstances are met, the Title IX Coordinator (or designee) *may* dismiss the Formal Complaint for purposes of any form of Title IX Sexual Harassment, in the Title IX Coordinator's sole discretion:

- The Complainant notifies the Title IX Coordinator in writing that the Complainant wishes to withdraw the Formal Complaint or any allegation in it; or
- The Respondent is no longer enrolled or employed at the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegation.

The Title IX Coordinator will promptly provide written notice of the dismissal, including the reasons for dismissal, to the Complainant and Respondent following submission of a Formal Complaint.

Both the Complainant and Respondent may appeal any adverse decision to dismiss the Formal Complaint for purposes of Title IX Sexual Harassment by submitting a written request for appeal to the Title IX Coordinator (or designee) within three (3) business days of the date of the notice of dismissal.

The decision of the Title IX Coordinator (or designee) to pursue the Formal Complaint as per Process B of the Policy will be provided in writing in the notice of the dismissal and is not subject to appeal under the Policy.

Please note: Title IX Sexual Harassment does not apply to organizations. Allegations of Policy violations pursued against a student organization will be addressed via Process B.

PROCESS A

16. Process A Introduction

Process A of Rider University's Anti-Harassment and Non-Discrimination Policy applies to allegations of sexual harassment, including sexual assault, dating violence, domestic violence and stalking, involving students or employees of the University that fall within the scope of the 2020 Federal Title IX regulations.
Formal Complaints pursued through Process A will be resolved as promptly as reasonably possible. The Title IX Coordinator (or designee) will balance the desire to achieve a prompt resolution with the need to conduct a thorough and complete investigation, which may delay that timeframe. Delays might also result from several factors, including but not limited to, the appeal of a dismissal, impacts of concurrent criminal processes, an attempt at Informal Resolution, the absence of Parties or Witnesses, accommodations for disabilities or health conditions, emergencies and unforeseen events. The Title IX Coordinator (or designee) may, in their sole discretion, extend the time for completion of the process for good cause, and will provide written notice to the Parties of the reason for an extension or delay.

17. Process A Initial Assessment

Upon receipt of a report or disclosure to the Title IX Coordinator (or designee) of an alleged violation of the Policy, the Title IX Coordinator (or designee) will initiate a prompt assessment to determine the steps the University should take. This includes an initial meeting with the Complainant to determine their interest in pursuing Supportive Measures and/or Informal or Formal Resolution and to aid the Complainant should they wish to file a Formal Complaint or to make a report to local law enforcement.

In some cases, the Title IX Coordinator (or designee) will conduct a risk assessment with the assistance of the Title IX and Equal Opportunity Compliance Team to determine any risks to the wider Rider community, whether Emergency Removal of the Respondent should be considered, and/or whether other measures should be considered or taken related to the initial report of an alleged Policy violation.

18. Process A Informal Resolution

Informal Resolution is available only when a Formal Complaint has been filed and both Parties agree to Informal Resolution in writing. Informal Resolution requires the approval of the Title IX Coordinator (or designee), who may deem its use inappropriate based on the specific allegations involved or other factors.

Please note: Informal Resolution is not available to resolve a student-Complainant's allegation that an employee has engaged in Title IX Sexual Harassment.

Informal Resolution under Process A may be considered when:

- The Title IX Coordinator (or designee) can remedy the situation by providing Supportive Measures without engaging in additional action;
- The Parties agree in writing to resolve the matter through an Alternative Resolution mechanism, typically before a formal investigation takes place; or

- The Respondent accepts responsibility for violating the Policy and agrees to accept a sanction to end the resolution process, typically after a formal investigation takes place.

It is not necessary to pursue Informal Resolution first to pursue Formal Resolution. Any Party participating in Informal Resolution can stop the process at any time and begin or resume Formal Resolution.

Statements made and evidence shared during Informal Resolution will not be considered in Formal Resolution. The outcome of Informal Resolution will not constitute a disciplinary outcome to be reported to third parties (e.g., in connection with graduate school applications, transfer documents, reference checks). Additionally, the outcome of Informal Resolution will be taken into consideration in the event of future findings of responsibility for misconduct under the Policy or the Student Code of Social Conduct.

Written Notice of Informal Resolution

The Title IX Coordinator (or designee) will provide written notice to the Complainant and Respondent prior to initiating Informal Resolution. Such written notice will include the following:

- A copy of the Policy. (This can include a link to the Policy on the University's website).
- Notice of the allegations of conduct that may constitute an alleged Policy violation, with sufficient detail for the Respondent to prepare a response before any initial meeting, including, if known, the identities of the Parties involved and the date and location of the incident.
- A description of the type of Informal Resolution to be pursued.
- Notice of their right to an Advisor of choice at any meeting or other proceeding related to the Formal Complaint, as discussed below.
- Notice of the right to withdraw from Informal Resolution to pursue Formal Resolution, and any consequences of participation (*e.g.*, as it relates to any subsequent Formal Resolution if Informal Resolution is not achieved).

Alternative Resolutions

Alternative Resolutions provide a mechanism by which the Parties reach a mutually agreed upon resolution. The willingness of the Parties to engage authentically is critical to success. Therefore, all Parties must willingly agree in writing to participate and can choose to withdraw at any time.
The Respondent's agreement to undertake an Alternative Resolution shall not constitute, shall not be used as, and shall not be construed as an admission that the Respondent has violated University Policy. Likewise, the Complainant's agreement to undertake an Alternative Resolution shall not constitute, shall not be used as, and shall not be construed as an admission that the Respondent has not violated University Policy.
Alternative Resolutions are made available at the discretion of the Title IX Coordinator (or designee). The Title IX Coordinator (or designee) may consider any suggestions or terms that the Parties believe would be necessary for effective participation. The Title IX Coordinator (or designee) may look to the factors below to assess whether an Alternative Resolution is appropriate and which form may be most successful for the Parties.

- The Parties' amenability to an Alternative Resolution;
- Likelihood of potential resolution, considering any power dynamics between the Parties;
- The Parties' motivation to participate;
- Civility of the Parties;
- Results of a violence risk assessment/ongoing risk analysis;
- Disciplinary history;
- Whether an emergency removal is needed;
- Skill of the alternate resolution facilitator with this type of allegation;
- Complaint complexity;
- Emotional investment/capability of the Parties;
- Rationality of the Parties;
- Goals of the Parties;
- Adequate resources to invest in an alternate resolution (time, staff, etc.).

Alternative Resolutions are not typically the primary resolution mechanism used to address reports of violent behavior of any kind or in other cases of serious violations of the Policy.

Alternative Resolutions may result in mutually agreed-upon outcomes, including, but not limited to, mediated terms or agreements, accommodations including but not limited to new or continued support measures, reassignments or relocations, and/or educational outcomes including but not limited to training or coaching. The result is not subject to appeal once all Parties indicate their written assent to all agreed upon terms of resolution.

The ultimate determination of whether an Alternative Resolution has been successful is to be made by the Title IX Coordinator (or designee). The Title IX Coordinator (or designee) maintains records of any resolution. Failure to abide by the resolution agreement may result in appropriate disciplinary/responsive actions. Alternative Resolution is not an Informal Resolution as discussed on Page 30.

Alternative Resolution Options

In various ways and with different levels of facilitation and contact between the Parties, Alternative Resolution processes can allow for an exchange of perceptions, for the building of common ground, for recognition and repair of harm, for resolution of misunderstanding, and/or for the development of a pathway forward. Alternative Resolution can be an effective choice to both correct behavior and restore relationships in the workplace/campus community. The availability of any Alternative Resolution will be based on circumstances at the time.

Resolution options can include, but are not limited to:

- Conflict coaching,
- Shuttle negotiation,
- Facilitated dialogue,
- Mediation, and
- Negotiated resolution.

Respondent Accepts Responsibility for Alleged Violation(s)

The Respondent may accept responsibility for all or part of the alleged violation of Policy at any point during the resolution process.

If the Respondent indicates an intent to accept responsibility for all the alleged misconduct during the resolution process, the Formal Resolution will be paused and the Title IX Coordinator (or designee) will determine whether Informal Resolution can be used.

If Informal Resolution is applicable, the Title IX Coordinator (or designee) will determine whether all Parties and the University are able to agree on responsibility, sanctions/corrective actions, and/or remedies. If so, the Title IX Coordinator (or designee) implements a finding that the Respondent is in violation of the Policy and implements agreed-upon sanctions, corrective actions, and/or remedies, in coordination with other appropriate administrator(s), as necessary. This result is not subject to appeal once all Parties indicate their written assent to the agreed upon terms of resolution.

When a resolution is accomplished, the appropriate sanction/corrective actions are promptly implemented to effectively stop the harassment, discrimination, or retaliation; prevent its recurrence; and remedy its effects on the Complainant and campus community. Conversely, when the Parties cannot agree on all terms of resolution, Formal Resolution will resume at the same point where it was paused.

19. Process A Formal Resolution

Formal Resolution involves an Investigation and Hearing through which an objective evaluation of all relevant evidence obtained, including evidence that supports that the Respondent engaged in a Policy violation (inculpatory) and evidence that supports that the Respondent did not engage in a Policy violation (exculpatory). Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or Witness.

Rider University operates with the presumption that the Respondent is not responsible for the reported misconduct unless and until the Respondent is determined to be responsible for a Policy violation by a preponderance of the evidence. It is also presumed that a report is made in good faith until evidence demonstrates otherwise.

At the discretion of the Title IX Coordinator (or designee), violations of the Student Code of Social Conduct or other policies that occurred directly in connection with the alleged violation of Policy may, but are not required to, be addressed under Formal Resolution in lieu of engaging in a separate decision-making process for those potential violations.

Should a Respondent decide not to participate in Formal Resolution, the process proceeds absent their participation to a reasonable resolution.

Notice of Investigation and Allegation (NOIA)

A Notice of Investigation and Allegation (NOIA) will be provided in writing to the Complainant and Respondent as the first step in Formal Resolution. The NOIA will include the following:

- A copy of the Policy. (This can include a link to the Policy on the University website.)
- Notice of the allegations of conduct that may constitute a violation of the Policy, with sufficient detail for the Respondent to prepare a response before any initial interview, including, if known, the identities of the Parties involved and the date and location of the incident.
- The presumption that the Respondent is not responsible for the alleged violation unless a determination of responsibility is reached at the conclusion of Formal Resolution.
- Potential sanctions/responsive actions that could result with a finding of responsibility.
- Notice of each Party's right to an Advisor of choice at any meeting, interview or other proceeding related to the Formal Complaint.
- Notice of the privacy of the process.
- The identity of the Investigator.
- Instructions to preserve any evidence that is directly related to the allegations.
- Notice that the Parties may inspect and review evidence gathered during the investigation, including a copy of the draft investigation report before it is finalized.
- Information regarding how the Parties may request disability accommodations during the process.
- Notice of the University's prohibition regarding retaliation and that Rider University's Student Code of Social Conduct prohibits knowingly making false statements or knowingly submitting false information during Informal or Formal Resolution.

If additional allegations of violations of the Policy and/or the Student Code of Social Conduct are identified during the investigation and will be included in the Formal Complaint, the Title IX Coordinator (or designee) will issue an updated NOIA to both Parties.

Investigation

The Notice of Investigation and Allegation (NOIA) will identify the Investigator(s) appointed by the Title IX Coordinator (or designee). Either Party may object to the Investigator(s) on the grounds of conflict of interest or bias for or against Complainants or Respondents generally, or the individual Complainant or Respondent, by submitting an objection to the Title IX Coordinator (or designee) in writing within three (3) business days of receipt of the issuance of the NOIA. The Title IX Coordinator (or designee), in their sole discretion, shall determine whether a different Investigator(s) should be appointed.

The Investigator(s) will investigate the allegations in the Formal Complaint, and is responsible for interviewing the Parties and Witnesses, and gathering relevant inculpatory and exculpatory evidence, which will be evaluated objectively. The Investigator(s) may not access, consider, disclose or otherwise use records that are made or maintained by a physician, psychiatrist, psychologist or other recognized professional or paraprofessional in connection with the provision of treatment to the Complainant or Respondent, unless the Investigator(s) obtains the Complainant's or Respondent's, as appropriate, voluntary, written consent to do so.

All Parties will have an equal opportunity to identify Witnesses, including fact and expert Witnesses, and to provide other inculpatory and exculpatory evidence to the Investigator(s).

Parties will be provided with written notice of the date, time, location, participants, and purpose of all investigative interviews in which they are expected to participate. Parties may be accompanied by an Advisor of their choice at any investigative interview.

Investigative interviews will be held in-person or via Zoom or other electronic means at the discretion of the Investigator(s). Parties will be made aware by the Investigator(s) of audio and/or video recording of interviews. Witnesses may provide written statements in lieu of interviews or choose to respond to written questions if deemed appropriate by the Investigator(s), though this is not preferred. If a Witness submits a written statement but does not intend to be and is not present for questioning at a hearing, their written statement may still be used as evidence.

Witnesses who are Rider University employees are expected to cooperate with and participate in the Investigation and Hearing. Failure of such Witnesses to cooperate with and/or participate in the Investigation or Hearing constitutes a violation of the Policy and may warrant discipline.

Evidentiary Considerations in the Investigation

The Investigation does NOT consider the following:

1. Incidents not directly related to the possible violation unless they evidence a pattern; or
2. Questions and evidence about the Complainant's sexual predisposition; or
3. Questions and evidence about the Complainant's prior sexual behavior unless such questions and evidence are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Within the boundaries stated above, the Investigator(s) can consider character evidence generally, if offered, but that evidence is unlikely to be relevant unless it is fact evidence or relates to a pattern of conduct.

Investigation Report

The Investigator(s) will prepare an Investigation Report summarizing all relevant evidence. The report will exclude all non-relevant evidence, as well as any evidence not subject to disclosure (*e.g.*, medical records regarding which the Party has not authorized disclosure).

Prior to the completion of the Investigation Report, a copy of the draft report and all evidence obtained as part of the Investigation that is directly related to the allegations raised in the Formal Complaint, regardless of whether it is anticipated that the evidence will be used at the Hearing or in connection with any decision on responsibility, will be sent to both the Complainant and Respondent and their Advisors. The draft investigation report and associated evidence are provided solely for the purpose of the Title IX grievance process. Unauthorized distribution, duplication, or public dissemination of these materials by any party or advisor is strictly prohibited and may be adjudicated as a separate violation under the Student Code of Conduct (e.g., retaliation, harassment, or non-compliance). The Complainant and Respondent will each have ten (10) business days to provide a written response concerning the evidence to the Investigator(s), including identifying additional evidence for the Investigator's consideration prior to completing the Investigation Report. The response must be by the Party, not the Party's Advisor.

The Investigator(s) may choose to respond in writing in the report to the responses of the Parties and/or to share the responses between the Parties for their responses while also ensuring that they do not create a never-ending feedback loop. The Investigator(s) may also conduct additional interviews and evidence collection as they deem necessary based on the responses of the Parties.

Once finalized by the Investigator(s), the final Investigation Report is shared with the Parties and their Advisors no less than ten (10) business days before the Hearing for review and any written comment.

Hearing

Provided that the Formal Complaint is not resolved through Informal Resolution, the Title IX Coordinator (or designee) may refer the matter for a hearing. The Hearing will be scheduled no fewer than ten (10) business days after the final Investigation Report is shared with the Parties and their Advisors. The Title IX Coordinator (or designee) will issue a Notice of Hearing in writing to the Parties and their Advisors.

Notice of Hearing

The Notice of Hearing will be sent in writing no less than ten (10) business days prior to the Hearing to both Parties and their Advisors and will include the following:

- The date, time and location of the Hearing, including any technology that will be used to facilitate and/or record the Hearing;
- The specific charges related to the alleged violation of Policy subject to disposition at the Hearing and a brief description of the conduct resulting in the charges;
- The individual(s) serving as Decision-Maker(s) including the Hearing Officer;
- A list of all individuals invited to attend the Hearing, including Witnesses called by the Hearing Officer to provide testimony;
- Any technology that will be used to facilitate the Hearing.
- A date and time for pre-hearing meetings to be held with each Party and their Advisor; and
- The various rights of the Parties.

Hearing Participants include only the following:

Advisors: The individuals who provide support and/or advice to a Complainant or Respondent. The Parties shall inform the Title IX Coordinator (or designee) whether they will be accompanied at the Hearing by their Advisor of choice no later than five (5) business days before the Hearing. If a Party has not identified an Advisor, the University will provide one, free of charge, for the sole purpose of conducting cross-examination in a Hearing.

Hearing Officer / Decision-Maker(s): The Title IX Coordinator (or designee) will designate either a single Decision-Maker or a panel of three (3) Decision-Makers to conduct the Hearing. Decision-Makers are responsible for reaching a decision on responsibility and assigning sanctions if appropriate. They are impartial, trained individuals designated by the Title IX Coordinator to preside over the live grievance hearing. They may be Rider University employees or external contractors. Decision-Maker(s) receive a copy of the Investigation Report, hear testimony and consider evidence as part of their role. Individuals who served as Investigator(s) for the case at hand may not serve as a Decision-Maker. The Title IX Coordinator may not serve as a Decision-Maker but may serve as Hearing Facilitator.

Hearing Chair: The Hearing Chair serves as the primary procedural authority during the live grievance proceeding. Responsibilities include managing the pre-hearing conference, enforcing the Rules of Decorum, rendering immediate and definitive relevancy rulings on all crossexamination questions before an answer is given, and overseeing the post-hearing deliberation process. The Hearing Chair may serve as part of a multi-member hearing panel or as a single, independent Decision-Maker.

Hearing Facilitator: The University official responsible for the logistical administration of the hearing.

Investigator(s): The individual(s) who conducted the Investigation and wrote the Investigation Report.

Parties: The Complainant and Respondent.

Witnesses: Witnesses are invited at the discretion of the Hearing Officer and must have been previously interviewed by the Investigator(s) or have proffered a written statement or answered written questions as part of the Investigation.

No later than five (5) business days after receipt of the Notice of Hearing, the Parties may request in writing to the Hearing Officer that additional Witnesses be asked to be present at the Hearing. The request must include a brief description of why the information is relevant to the determination of responsibility. Whether or not to approve such a request as potentially providing relevant information shall be in the sole discretion of the

Hearing Officer, who will advise the requesting Party of the final decision. If the request is approved, the Hearing Officer will advise the other Party.

The Parties and Witnesses have the right not to attend the Hearing. If a Party fails to attend the Hearing, the Hearing may be held in the Party's absence at the discretion of the Hearing Officer. For compelling reasons, the Hearing Officer may reschedule the Hearing in their discretion.

The Parties and their Advisors may be present throughout the Hearing, except for any recesses for which they are excused by the Hearing Officer. Witnesses are permitted to be present only when providing testimony. The Investigator and Title IX Coordinator (or designee) may be present throughout the Hearing, as may other University representatives at the discretion of the Hearing Officer.

Pre-Hearing Meeting

At the Hearing Officer's discretion or at the request of a Party, pre-hearing meetings may be scheduled with each of the Parties and their Advisors to explain the hearing process and procedures.

Challenging the Appointment of Decision-Makers or Hearing Date

Any Party may object to the Hearing date or challenge the appointment of Decision-Maker(s) for bias or conflict of interest by submitting a written objection detailing the rationale for the objection to the Title IX Coordinator (or designee) as soon as possible and no later than five (5) business days in advance of the Hearing. The Title IX Coordinator (or designee), in their sole discretion, shall determine whether the Decision-Maker(s) and/or Hearing Officer should be removed and/or the Hearing rescheduled.

Hearing Location and Disability Accommodations

At the request of either Party, the Hearing will take place with Parties located in separate rooms with technology enabling the Parties to simultaneously see and hear the Party/Witness answering questions. Requests for separate rooms must be submitted in writing to the Title IX Coordinator at least three (3) business days before the Hearing.

Each Party may contact the Title IX Coordinator in writing at least three (3) business days prior to the Hearing to arrange any disability accommodations, language assistance and/or interpretation services that may be needed at the Hearing.

Impact Statements

Each Party may submit prior to the Hearing a written impact statement via email to the Hearing Officer that the Hearing Officer will review during any sanction determination.

Documents

All documentary evidence provided to the Parties will be made available at the Hearing, as well as all evidence produced by the Parties in their response to the draft Investigation Report. The availability of such evidence does not constitute a determination of relevance, which shall be made by the Hearing Officer.

Recording

The Hearing will be recorded via audio, audiovisual recording or transcript and will be made available to the Parties upon request. Recesses taken by the Hearing Officer, including for the Hearing Officer to consult with the Title IX Coordinator (or designee), Investigator(s) or any other University representative will not be recorded.

The University's recording or transcript will serve as the sole official record of the proceeding. No other recording devices or transcriptions are permitted.

Standard of Proof

The Decision-Maker(s) will make decisions on responsibility using a preponderance of the evidence standard. Preponderance of the evidence means that it is more likely than not that the Respondent is responsible for all or part of the allegations.

Evidentiary Considerations in the Hearing

Any evidence that the Decision-Maker(s) determine(s) is relevant and credible may be considered.
The Hearing does NOT consider the following:

1. Incidents not directly related to the possible violation, unless they evidence a pattern;
2. Questions and evidence about the Complainant's sexual predisposition;
3. Questions or evidence about the Complainant's prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Any Party or Witness may choose not to offer evidence and/or answer questions at the Hearing, either because they do not attend the Hearing, or because they attend but refuse to participate in some or all questioning. The Decision-Maker(s) can only rely on whatever relevant evidence is available through the Investigation and Hearing in making the ultimate determination of responsibility if it is not otherwise subject to exclusion under the Policy. This evidence can include, but is not limited to, opinions and statements in police reports or other official reports, medical records/reports, court records and filings, emails, text messages, video, affidavits, social media postings, and other similar documents.

The Decision-Maker(s) may not draw any inference solely from a Party's or Witness's absence from the Hearing or refusal to submit to cross-examination or answer other questions. Within the boundaries stated above, the Hearing can consider character evidence generally, if offered, but that evidence is unlikely to be relevant unless it is fact evidence or relates to a pattern of conduct. Previous disciplinary action of any kind involving the Respondent may be considered in determining an appropriate sanction upon a determination of responsibility. This information is only considered at the sanction stage of the process, and is not shared until then.

Rules of Decorum

The following rules of decorum apply to all Hearing participants:

- Participants may not act abusively or disrespectfully toward anyone else.
- Participants may not applause, heckle or display other outbursts.
- Participants may not yell, scream, badger or physically invade another's personal space.
- Participants should not leave the room or the online Hearing except during breaks. Breaks will be reasonably granted when requested.
- Cell phones are to be turned off during the Hearing unless the Hearing Officer grants permission for their use.
- No Party will address the other for any reason unless given permission by the Hearing Officer.

Hearing Procedures

The procedures here provide the general framework for any hearing. The Title IX Coordinator (or designee) or Hearing Officer may alter certain procedures as deemed appropriate in their sole discretion to aid in the equitable resolution of the matter.

Introduction

The Hearing Officer explains the procedures and introduces the participants. The Hearing Officer will answer all questions of procedure.

Opening Statements

Each Party will have the opportunity to make a brief opening statement. The Parties will make their own statements themselves, not through their Advisor.

Investigator(s) Summary of the Investigation Report

The Investigator(s) will present a summary of the Investigation Report, including items that are contested and those that are not, and will be subject to questioning by the Decision-Maker(s) and the Parties (through their

Advisors). The Investigator(s) may be present during the entire Hearing but not during the deliberations of the Decision-Maker(s).
Neither the Parties nor the Decision-Maker(s) should ask the Investigator(s) their opinions on credibility, recommended findings, or determinations. The Investigator(s), Advisors and Parties will refrain from discussion of or questions for Investigator(s) about these assessments. If such information is introduced, the Hearing Officer will direct that it be disregarded.

Testimony of Parties

Following the Investigator(s)' summary of the Investigation Report, the Decision-Maker(s) will typically hear from the Complainant first, followed by the Respondent. The Hearing Officer will determine the order. Each Party will have the opportunity to provide relevant information and evidence to the Decision-Maker(s). The Decision-Maker(s) will ask relevant follow-up questions of each Party.

The Hearing Officer is responsible for making all determinations of relevance as to questions and documentary evidence presented at the Hearing. For purposes of the Policy, "relevant" means that the evidence supports or negates any material fact. The Hearing Officer will explain the rationale to exclude a question as irrelevant.

Evidence that is not relevant will be excluded at the Hearing and may not form the basis for any decision by the Decision-Maker(s). Evidence that is duplicative of evidence already in the Hearing record may be deemed not relevant. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct or if the questions and evidence concern a specific incident of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Advisors and Cross-Examination

Each Party's Advisor can ask cross-examination questions of the other Party. With respect to cross-examination, Advisors are limited to asking only relevant questions. The Hearing Officer will determine whether questions are relevant prior to the Party answering the question. The Hearing Officer will limit or disallow questions on the basis that they are irrelevant, unduly, repetitious (and thus irrelevant) or abusive. The Hearing Officer may invite explanations or persuasive statements regarding relevance with the Advisors if the Chair so chooses. If the question is deemed not relevant, the Hearing Officer will provide a brief explanation and the question will be precluded or reframed for relevance. The Hearing Officer has final say on all questions and determinations of relevance and the Chair's decision is not subject to challenge or objection during the Hearing.

Except when conducting cross-examination, Advisors may not speak aloud during the Hearing, including by addressing anyone other than the individual for whom they are an Advisor. The Advisor may confer with the individual whom they are advising quietly or by means of written notes. Parties may request a brief recess to consult with their Advisor, which may be granted at the sole discretion of the Hearing Officer.

An Advisor whose presence is deemed by the Hearing Officer to be improperly disruptive or inconsistent with the hearing procedures as outlined in the Policy will be required to leave and may be prohibited from participating in future proceedings. If an Advisor is required to leave a Hearing for failure to adhere to the Hearing Procedures or for any other reason, the Hearing Officer shall recess the Hearing until the University appoints an Advisor for purposes of cross examination.

Bias or Conflict of Interest

If the Parties raise an issue of bias or conflict of interest of an Investigator or Decision-Maker at the Hearing, the Hearing Officer may elect to address those issues, consult with legal counsel and/or refer them to the Title IX Coordinator and/or preserve them for appeal. If bias is not an issue at the Hearing, the Chair should not permit irrelevant questions that probe for bias.

Testimony of Witnesses

A similar process and the same rules that apply to Parties will apply to the testimony of Witnesses. Like the Parties, any Witness may appear remotely, with technology allowing the Hearing participants to simultaneously see and hear the Witness. The Hearing Officer will excuse Witnesses from the

Hearing following their testimony. If a Witness is not present for questioning at a hearing, their interview and/or written statement as part of the Investigation Report may still be used as evidence.

Closing Statements

Each Party will have the opportunity to make a brief closing statement. The Parties will make any statements themselves, not through their Advisor.

Decision-Maker Deliberations

The Decision-Maker(s) will deliberate in closed session to determine whether the Respondent is responsible or not for the Policy violation(s) in question. If a panel is used, a simple majority vote is required to determine the finding. The Hearing Facilitator may be invited to attend the deliberation by the Hearing Officer but is there only to facilitate procedurally, not to address the substance of the allegations.

When there is a finding of responsibility on one or more of the allegations, the DecisionMaker(s) may then consider the previously submitted impact statement(s) from the Parties. The Decision-Maker(s) may also review any pertinent conduct history provided by the Title IX Coordinator (or designee) and will evaluate the severity and egregiousness of the misconduct to determine appropriate sanction(s), in consultation as needed with other appropriate administrators.

Hearing Outcome Letter

The Title IX Coordinator (or designee) will work with the Hearing Officer to prepare the Hearing Outcome Letter which will be provided to the Parties and their Advisors.

- The Hearing Outcome Letter will include:
- A description of the allegations that led to the Hearing, as potentially constituting a violation of the Policy.
- A description of the procedural steps taken from the receipt of the Formal Complaint through the determination.
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility.
- A statement of factual findings supporting the determination.
- A statement of the conclusions regarding the application of the Policy to the facts.
- An explanation of the disciplinary sanctions imposed on the Respondent, if any.
- A statement of whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided to the Complainant. Specific remedies will be identified in the Hearing Outcome Letter only to the extent those remedies directly affect the Respondent. The Title IX Coordinator (or designee) is responsible for implementing such remedies.
- The procedures and permissible bases for the Complainant and Respondent to appeal.

The Hearing Outcome becomes final following the determination of the appeals, if any, or upon the date following the deadline for filing an appeal, if no appeal is pursued. No further appeals of any kind are permitted.

PROCESS B

20. Process B Introduction

Process B of Rider's Anti-Harassment and Non-Discrimination Policy applies to allegations of harassment and discrimination including sexual harassment (sexual assault, dating violence, domestic violence and stalking) involving students or employees of the University that fall outside the scope of the 2020 Federal Title IX Regulations (34 CFR Part 106). Process B is applicable when the Title IX Coordinator (or designee) determines that Process A is inapplicable or offenses subject to Process A have been dismissed.

Rider University operates with the presumption that the Respondent is not responsible for the reported misconduct unless and until the Respondent is determined to be responsible for a Policy violation by a preponderance of the evidence. It is also presumed that a report is made in good faith until evidence demonstrates otherwise.

Formal Complaints pursued through Process B will be resolved as promptly as reasonably possible. The Title IX Coordinator (or designee) will balance the desire to achieve a prompt resolution with the need to conduct a thorough and complete investigation, which may delay that timeframe. Delays might also result from several factors, including but not limited to, the appeal of a dismissal as discussed, impacts of concurrent criminal processes, an attempt at Informal Resolution, the absence of Parties or Witnesses; accommodations for disabilities or health conditions, emergencies and unforeseen events. The Title IX Coordinator (or designee) may, in their sole discretion, extend the time for completion of the process for good cause as determined in their sole discretion, and will provide written notice to the Parties of the reason for an extension or delay.

21. Process B Initial Assessment

Upon receipt of a report or disclosure to the Title IX Coordinator (or designee) of an alleged violation of the Policy, the Title IX Coordinator (or designee) will initiate a prompt assessment to determine the steps the University should take. This includes an initial meeting with the Complainant to determine their interest in pursuing Supportive Measures and/or Informal or Administrative Resolution and to aid the Complainant should they wish to file a Formal Complaint and/or to make a report to local law enforcement. The Title IX Coordinator (or designee) will also meet with the Respondent as part of the initial assessment process.

In some cases, the Title IX Coordinator (or designee) will conduct a risk assessment with the assistance of the Title IX and Equal Opportunity Compliance Team or others to determine any risks to the wider Rider community, whether Emergency Removal of the Respondent should be considered, and/or whether other measures should be considered or taken related to the initial report of an alleged Policy violation.

Reasonable Cause Determination

Whether Informal or Administrative Resolution is pursued under Process B considers the preferences of the Parties but is ultimately determined at the discretion of the Title IX Coordinator (or designee). At any point during the initial assessment or Informal or Administrative Resolution, if the Title IX Coordinator (or designee) determines that reasonable cause does not support the conclusion that the Policy has been violated, the process will end and the Parties will be notified.

The Complainant may request that the Title IX Coordinator (or designee) review the reasonable cause determination and/or re-open the investigation. This decision lies in the sole discretion of the Title IX Coordinator (or designee) but the request is usually only granted in extraordinary circumstances.

22. Process B Informal Resolution

Informal Resolution is available only when a Formal Complaint has been filed and both Parties agree to Informal Resolution in writing. Informal Resolution may be used only with the approval of the Title IX Coordinator (or designee), who may deem its use inappropriate based on the specific allegations involved or other factors.

Informal Resolution is applicable when:

- The Parties voluntarily agree to resolve the matter through an Alternative Resolution mechanism;
- The Respondent accepts responsibility for violating the Policy, typically after a formal investigation takes place; or
- The Title IX Coordinator (or designee) can resolve the matter informally by providing remedies to resolve the situation.

It is not necessary to pursue Informal Resolution first to pursue Administrative Resolution and any Party participating in Informal Resolution can stop the process at any time and begin or resume Administrative

Resolution. Further, if Informal Resolution fails after the resolution is finalized, Administrative Resolution may be pursued.

Statements made and evidence shared during Informal Resolution will not be considered in Administrative Resolution. The outcome of Informal Resolution will not constitute a disciplinary outcome to be reported to third parties (e.g., in connection with graduate school applications, transfer documents, reference checks). Additionally, the outcome of Informal Resolution will be taken into consideration in the event of future findings of responsibility for misconduct under the Policy or the Student Code of Social Conduct.

Written Notice of Informal Resolution

The Title IX Coordinator (or designee) will provide written notice to the Complainant and Respondent prior to initiating Informal Resolution. Such written notice will include the following:

- A copy of the Policy. (This can include a link to the Policy on the University's website).
- Notice of the allegations of conduct that may constitute an alleged Policy violation, with sufficient detail for the Respondent to prepare a response before any initial meeting, including, if known, the identities of the Parties involved and the date and location of the incident.
- A description of the type of Informal Resolution to be pursued.
- Notice of their right to an Advisor of choice at any meeting or other proceeding related to the Formal Complaint, as discussed below.
- Notice of the right to withdraw from Informal Resolution to pursue Administrative Resolution, and any consequences of participation (*e.g.*, as it relates to any subsequent Administrative Resolution if Informal Resolution is not achieved).

Alternative Resolutions

Alternative Resolutions provide a mechanism by which the Parties reach a mutually agreed upon resolution. The willingness of the Parties to engage authentically is critical to success. Therefore, all Parties must willingly agree in writing to participate and can choose to withdraw at any time.
The Respondent's agreement to undertake an Alternative Resolution shall not constitute, shall not be used as, and shall not be construed as an admission that the Respondent has violated
University Policy. Likewise, the Complainant's agreement to undertake an Alternative Resolution shall not constitute, shall not be used as, and shall not be construed as an admission that the Respondent has not violated University Policy.
Alternative Resolutions are made available at the discretion of the Title IX Coordinator (or designee). The Title IX Coordinator (or designee) may consider any suggestions or terms that the Parties believe would be necessary for effective participation. The Title IX Coordinator (or designee) may look to the factors below to assess whether an Alternative Resolution is appropriate, and which form may be most successful for the Parties.

- The Parties' amenability to an Alternative Resolution;
- Likelihood of potential resolution, considering any power dynamics between the Parties;
- The Parties' motivation to participate;
- Civility of the Parties;
- Results of a violence risk assessment/ongoing risk analysis;
- Disciplinary history;
- Whether an emergency removal is needed;
- Skill of the alternate resolution facilitator with this type of allegation;
- Complaint complexity;
- Emotional investment/capability of the Parties;
- Rationality of the Parties;
- Goals of the Parties;
- Adequate resources to invest in an alternate resolution (time, staff, etc.).

Alternative Resolutions are not typically the primary resolution mechanism used to address reports of violent behavior of any kind or in other cases of serious violations of the Policy.

Alternative Resolutions may result in mutually agreed-upon outcomes, including, but not limited to, mediated terms or agreements, accommodations including but not limited to new or continued support measures, reassignments or relocations, and/or educational outcomes including but not limited to training or coaching. The result is not subject to appeal once all Parties indicate their written assent to all agreed upon terms of resolution.

The ultimate determination of whether an Alternative Resolution has been successful is to be made by the Title IX Coordinator (or designee). The Title IX Coordinator (or designee) maintains records of any resolution. Failure to abide by the resolution agreement may result in appropriate disciplinary/responsive actions.

Alternative Resolution Options

In various ways and with different levels of facilitation and contact between the Parties, Alternative Resolution processes can allow for an exchange of perceptions, for the building of common ground, for recognition and repair of harm, for resolution of misunderstanding, and/or for the development of a pathway forward. Alternative Resolution can be an effective choice to both correct behavior and restore relationships in the workplace/campus community. The availability of any Alternative Resolution will be based on circumstances at the time.

Resolution options can include, but are not limited to:

- Conflict coaching,
- Shuttle negotiation,
- Facilitated dialogue,
- Mediation, and
- Negotiated resolution.

Respondent Accepts Responsibility for Alleged Violation(s)

The Respondent may accept responsibility for all or part of the alleged violation of Policy at any point during the resolution process.

If the Respondent indicates an intent to accept responsibility for all the alleged misconduct, Administrative Resolution will be paused, and the Title IX Coordinator (or designee) will determine whether Informal Resolution can be used.

If Informal Resolution is applicable, the Title IX Coordinator (or designee) will determine whether all Parties and the University are able to agree on responsibility, sanctions/corrective actions, and/or remedies. If so, the Title IX Coordinator (or designee) implements a finding that the Respondent is in violation of the Policy and implements agreed-upon sanctions, corrective actions, and/or remedies, in coordination with other appropriate administrator(s), as necessary. This result is not subject to appeal once all Parties indicate their written assent to the agreed upon terms of resolution.

When a resolution is accomplished, the appropriate sanction/corrective actions are promptly implemented to effectively stop the harassment, discrimination, or retaliation; prevent its recurrence; and remedy its effects on the Complainant and campus community. Conversely, when the Parties cannot agree on all terms of resolution, Administrative Resolution will resume at the same point where it was paused.

23. Process B Administrative Resolution

Administrative Resolution begins with an Investigation through which an objective evaluation of all relevant evidence obtained, including evidence that supports that the Respondent engaged in a Policy violation (inculpatory) and evidence that supports that the Respondent did not engage in a Policy violation (exculpatory).

At the discretion of the Title IX Coordinator (or designee), violations of the Student Code of

Social Conduct or other policies that occurred directly in connection with the alleged violation of Policy may, but are not required to, be addressed under Administrative Resolution in lieu of engaging in a separate decision-making process for those potential violations.

Should a Respondent decide not to participate in Administrative Resolution, the process proceeds absent their participation to a reasonable resolution.

Notice of Investigation and Allegation (NOIA)

A Notice of Investigation and Allegation (NOIA) will be provided in writing to the Complainant and Respondent as the first step in Administrative Resolution. The NOIA will include the following:

- A copy of the Policy (This can include a link to the Policy on the University website.).
- Notice of the allegations of conduct that may constitute a violation of the Policy, with sufficient detail for the Respondent to prepare a response before any initial interview, including, if known, the identities of the Parties involved and the date and location of the incident.
- The presumption that the Respondent is not responsible for the alleged violation unless a determination of responsibility is reached at the conclusion of Formal Resolution.
- Potential sanctions/responsive actions that could result with a finding of responsibility.
- Notice of each Party's right to an Advisor of choice at any meeting, interview or other proceeding related to the Formal Complaint.
- Notice of the privacy of the process.
- The identity of the Investigator(s).
- Instructions to preserve any evidence that is directly related to the allegations.
- Notice that the Parties may inspect and review evidence gathered during the investigation, including a copy of the draft investigation report before it is finalized.
- Information regarding how the Parties may request disability accommodations during the process.
- Notice of the University's prohibition regarding retaliation and that Rider University's Student Code of Social Conduct prohibits knowingly making false statements or knowingly submitting false information during Informal or Formal Resolution.

If additional allegations of violations of the Policy and/or the Student Code of Social Conduct are identified during the investigation and will be included in the Formal Complaint, the Title IX Coordinator (or designee) will issue an updated NOIA to both Parties.

Investigation

The Notice of Investigation and Allegation (NOIA) will identify the Investigator(s) appointed by the Title IX Coordinator (or designee). Either Party may object to the Investigator(s) on the grounds of conflict of interest or bias by submitting an objection to the Title IX Coordinator (or designee) at any point during the resolution process. The Title IX Coordinator (or designee) will determine whether the concern is reasonable and supportable. If so, another Investigator will be assigned and the impact of the bias or conflict, if any, will be remedied.

The Investigator(s) will investigate the allegations in the Formal Complaint, and is responsible for interviewing the Parties and Witnesses, and gathering relevant inculpatory and exculpatory evidence which will be evaluated objectively. The Investigator(s) may not access, consider, disclose or otherwise use records that are made or maintained by a physician, psychiatrist, psychologist or other recognized professional or paraprofessional in connection with the provision of treatment to the Complainant or Respondent, unless the Investigator(s) obtains the Complainant's or Respondent's, as appropriate, voluntary, written consent to do so.

All Parties will have an equal opportunity to identify Witnesses, including fact and expert Witnesses, and other inculpatory and exculpatory evidence, for the Investigator(s).

Parties will be provided with written notice of the date, time, location, participants, and purpose of all investigative interviews in which they are expected to participate. Parties may be accompanied by an Advisor of their choice at any investigative interview.

Investigative interviews will be held in-person or via Zoom or other electronic means at the discretion of the Investigator(s). No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the Investigator(s) elect to audio and/or video record interviews, all involved Parties should be made aware of [and consent to] audio and/or video recording.

Witnesses may provide written statements in lieu of interviews or choose to respond to written questions if deemed appropriate by the Investigator(s), though this is not preferred.

Witnesses who are Rider University employees are expected to cooperate with and participate in the Investigation and Hearing. Failure of such Witnesses to cooperate with and/or participate in the Investigation or Hearing constitutes a violation of the Policy and may warrant discipline.

Investigation Report

The Investigator(s) will prepare an Investigation Report summarizing all relevant evidence. The report will exclude all non-relevant evidence, as well as any evidence not subject to disclosure (*e.g.*, medical records regarding which the Party has not authorized disclosure).

Prior to the completion of the Investigation Report, a copy of the draft report and all evidence obtained as part of the Investigation that is directly related to the allegations raised in the Formal Complaint, regardless of whether it is anticipated that the evidence will be used at the Hearing or in connection with any decision on responsibility, will be sent to both the Complainant and Respondent and their Advisors. The Parties are strictly prohibited from disclosing or disseminating the draft report and evidence to any third parties and from using it for purposes other than carrying out Administrative Resolution. The Complainant and Respondent will each have ten (10) business days to provide a written response concerning the evidence to the Investigator(s), including identifying additional evidence for the Investigator's consideration prior to completing the Investigation Report. The response must be by the Party, not the Party's Advisor.

The Investigator(s) may choose to respond in writing in the report to the responses of the Parties and/or to share the responses between the Parties for their responses while also ensuring that they do not create a never-ending feedback loop. The Investigator(s) may also conduct additional interviews and evidence collection as they deem necessary based on the responses of the Parties.

Once finalized by the Investigator(s), the final Investigation Report is shared with the Parties and their Advisors.

Reasonable Cause Determination

Provided that the Formal Complaint is not resolved through Informal Resolution, the Title IX Coordinator (or designee) will review the Investigation Report to determine if there is reasonable cause to believe that the Respondent may have violated the Policy.

- If reasonable cause does NOT exist to believe a violation of the Policy has occurred by a student-Respondent, the matter may be referred to the Office of Community Standards to review for potential violation(s) of the Student Code of Social Conduct. If the matter is not referred to the Office of Community Standards, the process will end and the Title IX Coordinator (or designee) will inform the Parties of such.
- If reasonable cause does NOT exist to believe a violation of the Policy has occurred by an employee-Respondent, the matter may be referred to the Vice President for Human Resources and the appropriate department head for potential other action. If the matter is not referred, the process will end and the Title IX Coordinator (or designee) will inform the Parties of such.
- If reasonable cause does exist to believe a violation of the Policy has occurred by a student-Respondent, the Title IX Coordinator (or designee) will refer the matter for a Hearing. The Hearing may also address potential violations of the Student Code of Social Conduct.
- If reasonable cause does exist to believe a violation of the Policy has occurred by an employee-Respondent, the employee process will be followed.

Hearing

The Hearing will be scheduled no fewer than ten (10) business days after the final Investigation

Report is shared with the Parties and their Advisors unless all Parties and the Title IX Coordinator (or designee) agree to an expedited timeframe. The Title IX Coordinator (or designee) will issue a Notice of Hearing in writing to the Parties and their Advisors.

Notice of Hearing

The Notice of Hearing will be sent in writing no less than ten (10) business days prior to the Hearing to both Parties and their Advisors (unless all Parties and the Title IX Coordinator agree to an expedited timeframe) and will include the following:

- The date, time and location of the Hearing, including any technology that will be used to facilitate and/or record the Hearing;
- The specific charges related to the alleged violation of Policy subject to disposition at the Hearing and a brief description of the conduct resulting in the charges;
- The individual(s) serving as Decision-Maker(s) including the Hearing Officer;
- A list of all those invited to attend the Hearing, including Witnesses called by the Hearing Officer who will provide testimony;
- Any technology that will be used to facilitate the Hearing.
- A date and time for pre-hearing meetings to be held with each Party and their Advisor; and
- The various rights of the Parties.

Hearing participants include only the following:

Advisors: The individuals who provide support and/or advice to a Complainant or Respondent. The Parties shall inform the Title IX Coordinator (or designee) whether they will be accompanied at the Hearing by their Advisor of choice no later than five (5) business days before the Hearing.

Hearing Officer / Decision-Maker(s): The Title IX Coordinator (or designee) will designate either a single Decision-Maker or a panel of three (3) Decision-Makers to conduct the Hearing. Decision-Makers are responsible for reaching a decision on responsibility and assigning sanctions if appropriate. They are impartial, trained individuals designated by the Title IX Coordinator to preside over the live grievance hearing. They may be Rider University employees or external contractors. Decision-Maker(s) receive a copy of the Investigation Report, hear testimony and consider evidence as part of their role. Individuals who served as Investigator(s) for the case at hand may not serve as a Decision-Maker. The Title IX Coordinator may not serve as a Decision-Maker but may serve as Hearing Facilitator.

Hearing Chair: The Hearing Chair serves as the primary procedural authority during the live grievance proceeding. Responsibilities include managing the pre-hearing conference, enforcing the Rules of Decorum, rendering immediate and definitive relevancy rulings on all cross examination questions before an answer is given, and overseeing the post-hearing deliberation process. The Hearing Chair may serve as part of a multi-member hearing panel or as a single, independent Decision-Maker.

Hearing Facilitator: The University official responsible for the logistical administration of the hearing.

Investigator(s): The individual(s) who conducted the Investigation and wrote the Investigation Report.

Parties: The Complainant and Respondent.

Witnesses: Witnesses are invited at the discretion of the Hearing Officer and must have been previously interviewed by the Investigator(s) or have proffered a written statement or answered written questions as part of the Investigation.

The Parties and their Advisors may be present throughout the Hearing, except for any recesses for which they are excused by the Hearing Officer. Witnesses are permitted to be present only when providing testimony. The

Investigator and Title IX Coordinator may be present throughout the Hearing, as may other University representatives at the discretion of the Hearing Officer.

The Complainant and Respondent are not required to be present at the Hearing. If a Party fails to attend the Hearing, the Hearing may be held in the Party's absence at the discretion of the Hearing Officer. For compelling reasons, the Hearing Officer may reschedule the Hearing in their discretion.

Pre-Hearing Meeting

At the Hearing Officer's discretion or at the request of a Party, pre-hearing meetings may be scheduled with each of the Parties and their Advisors to explain the hearing process and procedures.
In the absence of good cause as determined by the Hearing Officer in their sole discretion, the Parties may not introduce Witnesses, document or other evidence at the Hearing that were not provided during the Investigation and response process.

Challenging the Appointment of Decision-Makers or Hearing Date

Any Party may object to the Hearing date or challenge the appointment of Decision-Maker(s) for bias or conflict of interest by submitting a written objection detailing the rationale for the objection to the Title IX Coordinator (or designee) as soon as possible and no later than five (5) business days in advance of the Hearing. The Title IX Coordinator (or designee), in their sole discretion, shall determine whether the Decision-Maker(s) and/or Hearing Officer should be removed and/or the Hearing rescheduled.

Hearing Location and Disability Accommodations

At the request of either Party, the Hearing will take place with Parties located in separate rooms with technology enabling the Parties to simultaneously see and hear the Party/Witness answering questions. Requests for separate rooms must be submitted in writing to the Title IX Coordinator at least three (3) business days before the Hearing.

Each Party may contact the Title IX Coordinator in writing at least three (3) business days prior to the Hearing to arrange any disability accommodations, language assistance and/or interpretation services that may be needed at the Hearing.

Impact Statements

Each Party may submit prior to the Hearing a written impact statement via email to the Hearing Officer that the Hearing Officer will review during any sanction determination.

Documents

All documentary evidence provided to the Parties will be made available at the Hearing, as well as all evidence produced by the Parties in their response to the draft Investigation Report. The availability of such evidence does not suggest a determination on relevance, which shall be made by the Hearing Officer.

Recording

The Hearing will be recorded via audio, audiovisual recording or transcript and will be made available to the Parties upon request. Recesses taken by the Hearing Officer, including for the Hearing Officer to consult with the Title IX Coordinator (or designee), Investigator(s) or any other University representative will not be recorded.

Standard of Proof

The Decision-Maker(s) will make decisions on responsibility using a preponderance of the evidence standard. Preponderance of the evidence means that it is more likely than not that the Respondent is responsible.

Evidentiary Considerations in the Hearing

Unless the Title IX Coordinator or Decision-Maker(s) determine it is appropriate, the Hearing does NOT consider:

1. Incidents not directly related to the alleged violation unless they evidence a pattern;

2. The irrelevant sexual history of the Parties (though there may be a limited exception made regarding the sexual history between the Parties); or
3. Irrelevant character evidence.

While previous conduct violations by the Respondent are not generally admissible as information supporting the current allegation, the Investigator(s) may supply the Title IX Coordinator or Decision-Maker(s) with information about previous good faith allegations and/or findings when that information suggests potential pattern and/or predatory conduct.

Rules of Decorum

The following rules of decorum apply to all Hearing participants:

- Participants may not act abusively or disrespectfully toward anyone else.
- Participants may not applaud, heckle or display other outbursts.
- Participants may not yell, scream, badger or physically invade another's personal space.
- Participants should not leave the room or the online Hearing except during breaks. Breaks will be reasonably granted when requested.
- Cell phones are to be turned off during the Hearing unless the Hearing Officer grants permission for their use.
- No Party will address the other for any reason unless given permission by the Hearing Officer.

Hearing Procedures

The procedures here provide the general framework for any hearing. The Title IX Coordinator (or designee) or Hearing Officer may alter certain procedures as deemed appropriate in their sole discretion to aid in the equitable resolution of the matter.

Introduction

The Hearing Officer explains the procedures and introduces the participants. The Hearing Officer will answer all questions of procedure.

Opening Statements

Each Party will have the opportunity to make a brief opening statement. The Parties will make any statements themselves, not through their Advisor.

Investigator(s) Summary of the Investigation Report

The Investigator(s) will present a summary of the Investigation Report, including items that are contested and those that are not, and will be subject to questioning by the Decision-Maker(s) and the Parties (through their Advisors). The Investigator(s) may be present during the entire Hearing but not during the deliberations of the Decision-Maker(s).

Neither the Parties nor the Decision-Maker(s) should ask the Investigator(s) their opinions on credibility, recommended findings, or determinations. The Investigator(s), Advisors and Parties will refrain from discussion of or questions for Investigator(s) about these assessments. If such information is introduced, the Hearing Officer will direct that it be disregarded.

Testimony of Parties

Following the Investigator(s)' summary of the Investigation Report, the Decision-Maker(s) will typically hear from the Complainant first, followed by the Respondent. The Hearing Officer will determine the order. Each Party will have the opportunity to provide relevant information and evidence to the Decision-Maker(s). The Decision-Maker(s) will ask relevant follow-up questions of each Party.

The Hearing Officer is responsible for making all determinations of relevance as to questions and documentary evidence presented at the Hearing. For purposes of the Policy, "relevant" means that the evidence supports or negates any material fact.

Evidence that is not relevant will be excluded at the Hearing and may not form the basis for any decision by the Decision-Maker(s). Evidence that is duplicative of evidence already in the Hearing record may be deemed not relevant. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct or if the questions and evidence concern a specific incident of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Questions

Decision-Makers are the only individuals who may question the Parties or Witnesses during the Hearing. The Parties may ask the Hearing Officer to pose questions or inquire further into specific matters by submitting these in writing. A brief recess may be granted to allow the Parties an opportunity to prepare and submit such requests. The Hearing Officer is empowered to disallow any questions that are irrelevant or redundant.

Advisors

Advisors are not permitted to address the Decision-Maker(s), examine Witnesses or otherwise directly participate in the Hearing on behalf of either Party. Advisors may confer with the individual whom they are advising quietly or by means of written notes. Parties may request a brief recess to consult with their Advisor, which may be granted at the sole discretion of the Hearing Officer.

An Advisor whose presence is deemed by the Hearing Officer to be improperly disruptive or inconsistent with the hearing procedures as outlined in the Policy will be required to leave and may be prohibited from participating in future proceedings. If an Advisor is required to leave a Hearing for failure to adhere to the Hearing Procedures for any other reason, the Hearing Officer shall recess the Hearing until the University appoints an Advisor for purposes of cross examination.

Testimony of Witnesses

A similar process and the same rules that apply to Parties will apply to the testimony of

Witnesses. Like the Parties, any Witness may appear remotely, with technology allowing the Hearing participants to simultaneously see and hear the Witness. The Hearing Officer will excuse Witnesses from the Hearing following their testimony. If a Witness is not present for questioning at a hearing, their interview and/or written statement as part of the Investigation Report may still be used as evidence.

Closing Statements

Each Party will have the opportunity to make a brief closing statement. The Parties will make any statements themselves, not through their Advisor.

Decision-Maker Deliberations

The Decision-Maker(s) will have up to ten (10) business days to deliberate in closed session to determine whether the Respondent is responsible or not for the Policy violation(s) in question. If a panel is used, a simple majority vote is required to determine the finding. The Hearing Facilitator may be invited to attend the deliberation by the Hearing Officer but is there only to facilitate procedurally, not to address the substance of the allegations.

When there is a finding of responsibility on one or more of the allegations, the DecisionMaker(s) may then consider the previously submitted impact statement(s) from the Parties. The
Decision-Maker(s) may also review any pertinent conduct history provided by the Title IX Coordinator (or designee) and will evaluate the severity and egregiousness of the misconduct to determine appropriate sanction(s), in consultation as needed with other appropriate administrators.

Hearing Outcome Letter

The Title IX Coordinator (or designee) will work with the Hearing Officer to prepare the Hearing Outcome Letter which will be provided to the Parties and their Advisors.

The Hearing Outcome Letter will include:

- A description of the allegations that led to the Hearing, as potentially constituting a violation of the Policy.
- A description of the procedural steps taken from the receipt of the Formal Complaint through the determination.
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility.
- A statement of factual findings supporting the determination.
- An explanation of the disciplinary sanctions imposed on the Respondent, if any.
- A statement of whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided to the Complainant. Specific remedies will be identified in the Hearing Outcome Letter only to the extent those remedies directly affect the Respondent. The Title IX Coordinator (or designee) is responsible for implementing such remedies.
- The procedures and permissible basis for the Complainant and Respondent to appeal.

The Hearing Outcome becomes final following the determination of the appeals, if any, or upon the date following the deadline for filing an appeal, if no appeal is pursued. No further appeals of any kind are permitted.

Process B Administrative Resolution for Employee Respondents

Upon completion of the Investigation Report, the Investigator(s) will provide the final report to the Title IX Coordinator (or designee). The Title IX Coordinator (or designee) will designate a Decision-Maker to review the Investigation Report and all relevant evidence. If the Decision Maker deems it necessary to speak with either the Complainant or Respondent regarding the report to ask clarifying questions, they may do so, but then must offer the same opportunity to both Parties equally. The Decision-Maker may also consult with the Investigator(s) about the content of the report and information collected.

After a review of all necessary information, the Decision-Maker will draft a letter regarding whether there exists violation(s) of the Policy or other relevant policies that were listed in the Notice of Allegations and Investigation (NOIA) using the preponderance of evidence standard.

The letter will include the rationale for all decisions and will be provided to the Title IX Coordinator, Vice President for Human Resources and the appropriate Vice-President/Division Head.

The Vice President for Human Resources and the Vice-President/Division Head will decide appropriate sanctions if appropriate. The determination letter, appeal instructions, sanction letter, and the Investigation Report will be provided to both the Complainant and Respondent.

The Title IX Coordinator (or designee) will determine whether allegations involving student employees will follow the student or employee process as outlined above, depending on the context of the alleged misconduct.

PROVISIONS APPLICABLE TO PROCESSES A AND B

24. Appeals

Either Party may appeal a determination of responsibility (or non-responsibility) as set forth in the Hearing Outcome Letter by submitting a written appeal to the Title IX Coordinator within five (5) business days of the delivery of the Hearing Outcome Letter. Each Party may also appeal the dismissal of a Formal Complaint alleging Title IX Sexual Harassment.

Appeals are limited to the following grounds:

- A procedural irregularity that significantly impacted the outcome of the matter.
- New evidence that was not reasonably available at the time the determination regarding responsibility was made, that could affect the outcome of the matter. A summary of the new evidence and its potential impact must be included in the written appeal.

- The Title IX Coordinator, Investigator(s) or Decision-Maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

The appeal must be in writing and clearly explain the basis for the appeal. The Parties shall have access to the record of the Hearing to prepare their appeal on such terms as the Title IX Coordinator (or designee) provides. Upon receipt of an appeal, the Title IX Coordinator will notify the other Party that an appeal has been filed, permitting the Party three (3) business days to provide a response, and providing the Parties with the identity of the Appellate Officer(s). The Party's response will be provided to the appealing Party, but no further exchange of positions is permitted. The other Party may also bring their own appeal on separate grounds.

The Title IX Coordinator (or designee) will designate an Appellate Officer or a three-member appeals panel to consider the appeal. Appellate Officer(s) cannot have been involved in the process previously. One member of the panel will be designated by the Title IX Coordinator (or designee) as the Appeals Chair.

The Title IX Coordinator will forward the appeal and the other Party's response to the Appellate Officer(s) who will evaluate the appeal on the written record and recording of the Hearing, and may seek input from the Title IX Coordinator, Investigator(s) and/or Hearing Officer as deemed appropriate in the Appeal Chair's sole discretion. The Appellate Officer(s) will review the appeal within five (5) business days of completing the pre-appeal exchange of materials and will issue a written decision on the appeal, including the result and a brief rationale. If grounds are not sufficient for an appeal or the appeal is not timely, the Appeal Chair will dismiss the appeal.

When the Appellate Officer(s) finds that at least one of the grounds is met by at least one Party, additional principles governing the review of appeals include the following:

- Decisions by the Appellate Officer(s) are to be deferential to the original decision, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is compelling justification to do so.
- Appeals are not intended to be full re-hearings (de novo) of the allegation(s). In most cases, appeals are confined to a review of the written documentation or record of the investigation and pertinent documentation regarding the grounds for appeal.
- An appeal is not an opportunity for the Appellate Officer(s) to substitute their judgment for that of the original Investigator(s) or Title IX Coordinator/Decision-Maker(s) merely because they disagree with the finding and/or sanction(s).
- Appeals granted based on new evidence should normally be remanded to the Investigator(s) for reconsideration. Other appeals should be remanded at the discretion of the Appeals Chair.

Sanctions imposed as the result of a Formal or Administrative Resolution are stayed until the appeal process concludes unless the Appellate Officer(s) determines a sanction must be implemented immediately for the health and safety of the Complainant and/or campus community.

Once an appeal is decided, the outcome is final. Further appeals are not permitted even if a decision or sanction is changed on remand.

In rare cases when a procedural or substantive error cannot be cured by the original Investigator(s) and/or Title IX Coordinator/Decision-Maker (as in the case of bias), the Appeals Chair may recommend a new investigation and/or Formal or Administrative Resolution process including a new resolution administrator. The results of a new process can be appealed once on any of the three applicable grounds for appeals as previously discussed in this section.

In cases in which the appeal results in the Respondent's reinstatement to Rider University or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that this may not be possible in all cases.

25. Sanctions and Remedies

Rider University reserves the right to impose any level of sanction, ranging from a reprimand up to and including suspension or expulsion/termination, for any offense under the Policy.

When applying sanctions, the imposition of a higher-level sanction does not preclude sanctions for any lower level violation.

If the Respondent is found responsible for a violation of the Policy, the Title IX Coordinator (or designee) will provide the Decision-Maker(s) with the Respondent's prior conduct record for consideration in the Decision-Maker(s)' assignment of a sanction or sanctions.

The Title IX Coordinator (or designee) is responsible for the implementation of remedies designed to restore or preserve equal access to the University's education program or activity. While remedies might constitute Supportive Measures, they may also be in the form of Sanctions.

Sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested. Sanctions described in the Policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s).
- The Respondent's disciplinary history.
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation.
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation.
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community.
- The impact on the Parties.
- Any other information deemed relevant by the Decision-Maker(s).

Failure to Complete Sanctions

Respondents are expected to comply with conduct sanction(s) within the timeframe specified by the Title IX Coordinator (or designee). Failure to abide by the sanction(s) imposed by the date specified, whether by refusal, neglect or any other reason, may result in additional sanction(s), including suspension, expulsion and/or termination from Rider University and may be noted on a student's official transcript or employee's personnel file.

A suspension will only be lifted when compliance is achieved to the satisfaction of the Title IX Coordinator and the Dean of Students Office. A student must reapply for admission.

Long-Term Remedies

Following the conclusion of the resolution process and in addition to any sanctions implemented, the Title IX Coordinator (or designee) may implement additional long-term remedies or actions with respect to the Parties and/or campus community that are intended to stop the harassment, discrimination and/or retaliation, remedy the effects (including restoring or preserving equal access to an education program or activity) and prevent recurrence.
These can include, but are not limited to:

- Referral to counseling and health services.
- Referral to the Employee Assistance program.
- Education to the individual and/or community.
- Permanent alteration of housing assignments (for students) or work arrangements (for employees).
- Provision of campus safety escorts and/or transportation accommodations.
- Climate surveys.
- Policy modification and/or training.
- Implementation of long-term communication and/or contact limitations between the Parties.
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX Coordinator (or designee), certain long-term measures may also be provided to the Parties even if no Policy violation is found.

Student Sanctions

a. Discrimination (Level 1 to 4)

b. Discriminatory Harassment (Level 1 to 4)

c. Sexual Harassment (Level 1 to Level 4)

d. Sex Assault (Level 1 to Level 3)

e. Sex Offenses, Non-Forcible (Level 1 to Level 3)

f. Dating Violence (Level 1 to Level 3)

g. Domestic Violence (Level 1 to Level 3)

h. Stalking (Level 1 to Level 3)

Level 1

1. The student may be expelled from the University indefinitely and possibly permanently.
2. The student must be dismissed for a minimum of one year.
3. As with any other separation from the University, students wishing to return to Rider must re-apply for admission to the Dean of Students. Students found responsible at this level are not entitled to a refund of tuition or housing costs.

Level 2

1. The student may be dismissed from the University for a period not to exceed one year.
2. If the option in “a” above is not warranted, then the hearing authority must remove the student from residency on campus and impose restrictions on that student’s access to campus areas. In the case of a commuter, the student shall be restricted from entry into non-academic buildings.
3. As with any other separation from the University, suspended students wishing to return to Rider must re-apply for admission to the Dean of Students. In the case of removal from residency, students must apply for housing to the director of residence life. Students found responsible at this level are not entitled to a refund of tuition or housing costs.
4. The student may be put on disciplinary probation for a specific time period. The hearing authority may impose any other consequence(s), other than dismissal, which it considers applicable including but not limited to, delay of diploma, non-attendance at commencement ceremonies, disallowance from entry to campus buildings or areas, loss of group recognition, recommended loss of Greek charter, personal counseling, community restitution, financial restitution, assigned tasks, etc.
5. In every case at this level, except when dismissal is mandated, a fine of not less than $75 but not greater than $200 must be imposed. The fine may be per person when appropriate.

Level 3

1. The student’s residency status may be terminated or altered, and they may be restricted from areas on campus. A commuter student may be restricted from some campus buildings or areas. In the case of removal from residency, the student(s) must apply for housing to the director of residence life. In the case of a commuter student, they shall be restricted from non-academic areas and unable to attend campus-wide events.
2. Students found responsible at this level are not entitled to a refund of housing costs.
3. In addition to option “a,” a student may be put on disciplinary probation for a period of time.
4. If the options in “a” and “b” above are not warranted, then the hearing authority shall impose a consequence of community restitution hours, or social restrictions for a specified time, during which certain privileges may be revoked including, but not limited to, ability to participate in extracurricular activities, ability to attend or sponsor events such as intramurals or Greek Week, ability to use campus facilities, etc. It may also impose any other consequence(s) which it considers applicable including, but not limited to, non- attendance at commencement ceremonies, assigned tasks,
5. participation in counseling, etc. Note: A violation of the Alcohol Policy at this level requires participation in the Alcohol Education Program.

6. In every case, at this level a fine of not less than $30 but not greater than $100 must be imposed. The fine may be per person when appropriate.

Level 4

1. The student may have social restrictions imposed for a specified period during which certain privileges may be revoked which include, but are not limited to, participation in intramurals, Greek Week, or other social events, ability to visit other buildings or use certain facilities, etc.
2. If the options in "a" above are not warranted, then the hearing authority must include a warning to the student regarding future violations. It may also impose any other consequence(s), excluding those in "a" above, which it considers applicable, including, but not limited to, restitution, assigned tasks, community restitution hours, participation in counseling. Note: A violation of the Alcohol Policy at this level requires participation in Alcohol Education Program.
3. In every case at this level, a fine of not less than $20 but not greater than $50 must be imposed. The fine may be per person when appropriate.

Employee Sanctions

Responsive actions for an employee who has been found responsible for a violation of the Policy include:

- Warning – verbal or written
- Performance improvement/management process
- Required counseling
- Required training or education
- Probation
- Demotion
- Suspension without pay
- Termination
- Other Actions: In addition to or in place of the above sanctions, Rider University may assign any other sanctions as deemed appropriate.

26. Withdrawal or Resignation with Unresolved Allegations

Students

If a Respondent withdraws or takes a leave for a specified period of time (e.g. one semester or term) prior to the completion of the resolution process, Rider may place a hold, bar access to an official transcript, bar access to campus, prohibit participation in Commencement, or prohibit that a student be reinstated to take classes until the process is completed. Informal or Formal/Administrative Resolution may continue remotely. Should the Respondent be found responsible and sanctions imposed, the Respondent is not permitted to return to Rider University unless and until all sanctions have been satisfied.

Should the Respondent permanently withdraw from the University prior to the completion of Informal or Formal/Administrative Resolution, the resolution process ends with a dismissal, as Rider University no longer has disciplinary jurisdiction over the withdrawn student.

Rider University will continue to address and remedy any systemic issues that may have contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination and/or retaliation. The Respondent who withdraws or leaves while the process is pending may not return to Rider University in any capacity. They may also be barred from Rider University property and/or events.

Employees

Should the Respondent resign from the University prior to the completion of Informal or Formal/Administrative Resolution, the resolution process ends with dismissal as Rider University no longer has disciplinary jurisdiction over the resigned employee. The records of the Title IX Coordinator will reflect that status. The University reserves the right to place a letter in the personnel file of the individual indicating they are not to be rehired.

Any Rider University responses to future inquiries regarding employment references for that individual may include the former employee's unresolved status. The Respondent who resigns while the process is pending may not return to Rider University in any capacity. They may also be barred from Rider University property and/or events.

Rider University will continue to address and remedy any systemic issues that may have contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination and/or retaliation.

27. Recordkeeping

Rider University will retain records created in connection with a Formal Complaint for seven (7) years or longer at the discretion of the University. Such records include those relating to any Informal Resolution, the Investigation, any determination regarding responsibility (including any audio or audiovisual recording or transcript), any disciplinary sanction imposed, any appeal and any remedies provided to the Complainant designed to restore or preserve equal access to the University's education program or activity.

Rider University will also document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the education program or activity. If the University provides no Supportive Measures to the Complainant, it will additionally document why such a response was not clearly unreasonable considering all the known circumstances.

28. Training

Any individual serving as Rider University's Title IX Coordinator, Investigator, Informal

Resolution Facilitator, Hearing Decision-Maker or Appellate Officer will receive training on the

Policy, the scope of Rider University's education program or activity, how to conduct an Investigation and Formal Resolution (including hearings, appeals and Informal Resolution, as applicable), and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest and bias. Further, they will receive training on questions of relevance, and on preparing an Investigative Report, Hearing Outcome Letter or Appeal decision, as appropriate.

29. Revision of the Policy and Procedures

Rider University reserves the right to make changes to the Policy as necessary. Once changes are posted online, they are in effect.

During the resolution process, the Title IX Coordinator (or designee) may make minor modifications to procedures that do not materially jeopardize the fairness owed to any Party such as to accommodate summer schedules. The Title IX Coordinator (or designee) may also vary procedures materially with notice (on the University's website with the appropriate effective date identified) upon determining that changes to law or regulation require Policy or procedural alterations not reflected in the Policy and procedures.

If government laws or regulations change or court decision alter the requirements in a way that impacts this document, the document will be construed to comply with the most recent government regulations or holdings.

This document does not create legally enforceable protections beyond the protection of the background state and federal laws which frame such policies and codes generally.

30. Statement on Consensual Relations Between Faculty and Students, Athletic Staff and Student-Athletes and Employees and Subordinates

Consensual romantic and/or sexual relationships between employees (including faculty and athletic staff) and students with whom they also have an academic, supervisory or evaluative relationship, or between an employee and their subordinate, are fraught with the potential for exploitation and may compromise the University's ability to enforce its Policy against sexual harassment. Employees must be mindful that the authority that they exercise in their interactions with students and subordinates may affect the decision of a student or a subordinate to enter or end a romantic or sexual relationship. Even when both Parties initially have consented, the development of a sexual relationship renders both the employee and the institution vulnerable to possible later allegations of sexual harassment considering the significant power differential that exists between faculty members and students, athletic staff members and student athletes or supervisors and subordinates.

In their relationships with students and subordinates, faculty, athletic staff and supervisors are expected to be aware of their professional responsibilities and to avoid apparent or actual conflict of interest, favoritism, or bias. When a sexual or romantic relationship exists, effective steps should be taken to ensure unbiased evaluation or supervision of the student or subordinate.

Please note: Violation of this Statement is a Human Resources matter and will not be addressed under the Policy unless the elements of the definition of harassment are met.

31. Statement of the Rights of the Parties

- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment or discrimination made in good faith to Rider University officials.
- The right to timely written notice of all alleged violations, including the identity of the Parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated Policy violations.
- The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by Rider University officials.
- The right to have Rider University policies and procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by Rider University officials from reporting sexual harassment, discrimination, and/or retaliation to both on-campus and off-campus authorities.
- The right to be informed by Rider University officials of options to notify proper law enforcement authorities, such as the local law enforcement, and the option(s) to be assisted by Rider University authorities in notifying such authorities, if the Party so chooses. This also includes the right not to be pressured to report, as well.
- The right to have allegations of violations of the Policy responded to promptly and with sensitivity by Rider University officials.
- The right to be informed of available interim actions and Supportive Measures, such as counseling; advocacy; health care; legal, student financial aid, visa, and immigration assistance; or other services, both on campus and in the community.
- The right to a Rider University-implemented no-contact order (or Persona Non-Grata order against a non-affiliated third Party) when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct that presents a danger to the welfare of the Party or others.

- The right to be informed of available assistance in changing academic, living, and/or working situations after an alleged incident of discrimination, harassment, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either campus or criminal, needs to occur before this option is available. Such actions may include, but are not limited to:
    - Relocating an on-campus student's housing to a different on-campus location.
    - Assistance from Rider University staff in completing the relocation.
    - Changing an employee's work environment (e.g., reporting structure, office/workspace relocation).
    - Transportation accommodations.
    - Visa/immigration assistance.
    - Arranging to dissolve a housing contract and a pro-rated refund.
    - Exam, paper, and/or assignment rescheduling or adjustment.
    - Receiving an incomplete in, or a withdrawal from, a class (may be retroactive).
    - Transferring class sections.
    - Temporary withdrawal/leave of absence (may be retroactive).
    - Campus safety escorts.
    - Alternative course completion options.
- The right to have Rider University maintain such actions for as long as necessary and for Supportive Measures to remain private, provided privacy does not impair Rider University's ability to provide the Supportive Measures.
- The right to receive sufficiently advanced, written notice of any meeting or interview involving the other Party, when possible.
- The right to ask the Investigator(s) and Decision-Maker(s) to identify and question relevant Witnesses, including expert Witnesses.
- The right to provide the Investigator(s)/Decision-Maker(s) with a list of questions that, if deemed relevant by the Investigator(s)/Chair, may be asked of any Party or Witness.
- The right not to have irrelevant prior sexual history or character admitted as evidence.
- The right to know the relevant and directly related evidence obtained and to respond to that evidence.
- The right to a fair opportunity to provide the Investigator(s) with their account of the alleged misconduct and have that account be on the record.
- The right to receive a copy of the investigation report, including all factual, Policy, and/or credibility analyses performed, and all relevant and directly related evidence available and used to produce the investigation report, subject to the privacy limitations imposed by state and federal law, prior to the hearing, and the right to have at least ten (10) business days to review the report prior to the hearing.
- The right to respond to the investigation report, including comments providing any additional relevant evidence after the opportunity to review the investigation report, and to have that response on the record.
- The right to be informed of the names of all Witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- The right to regular updates on the status of the investigation and/or resolution.
- The right to have reports of alleged Policy violations addressed by Investigators, Title IX Coordinators, and Decision-Maker(s) who have received relevant annual training.
- The right to a Hearing Panel that is not single-sex in its composition, if a panel is used.
- The right to preservation of privacy, to the extent possible and permitted by law.
- The right to meetings, interviews, and/or hearings that are closed to the public.
- The right to petition that any Rider University representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
- The right to have an Advisor of their choice to accompany and assist the Party in all meetings and/or interviews associated with the resolution process.
- The right to the use of the appropriate standard of evidence, preponderance of the evidence, to make a finding after an objective evaluation of all relevant evidence.
- The right to be present, including presence via remote technology, during all testimony given and evidence presented during any formal grievance hearing.
- The right to have an impact statement considered by the Decision-Maker(s) following a determination of responsibility for any allegation, but prior to sanctioning.

- The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process and a detailed rationale of a decision (including an explanation of how credibility was assessed), delivered simultaneously (without undue delay) to the Parties.
- The right to be informed in writing of when a decision by Rider University is considered final and any changes to the sanction(s) that occur before the decision is finalized.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by Rider University.
- The right to a fundamentally fair resolution as defined in these procedures.

32. New Jersey Campus Sexual Assault Victim's Bill of Rights

N.J.S.A. 18A:61E-1 et.seq.

Introduction

A college or University in a free society must be devoted to the pursuit of truth and knowledge through reason and open communication among its members. Academic communities acknowledge the necessity of being intellectually stimulating where the diversity of ideas is valued. Its rules must be conceived for the purpose of furthering and protecting the rights of all members of the college community in achieving these ends.

The boundaries of personal freedom are limited by applicable state and federal laws and institutional rules and regulations governing interpersonal behavior. Respect for the individual and human dignity is of paramount importance in creating a community free from violence, sexual assault and non-consensual sexual contact.

The State of New Jersey recognizes that the impact of violence on its victims and the surrounding community can be severe and long lasting. Thus, it has established this Bill of Rights to articulate requirements for policies, procedures and services designed to ensure that the needs of victims are met and that the colleges and universities in New Jersey create and maintain communities that support human dignity.

Bill of Rights

The following rights shall be accorded to victims of sexual assault that occur:

- on the campus of any public or independent institution of higher education in the state of New Jersey, and
- where the Complainant or alleged Respondent is a student at that institution, and/or
- when the Complainant is a student involved in an off-campus assault.

Human Dignity Rights

- to be free from any suggestion that Complainants must report the crimes to be assured of any other right guaranteed under this Policy.
- to have any allegations of sexual assault treated seriously; the right to be treated with dignity.
- to be free from any suggestion that Complainants are responsible for the commission of crimes against them.
- to be free from pressure from campus personnel to:
    - report crimes if the Complainant does not wish to do so.
    - report crimes as lesser offenses than the Complainant perceives the crime to be.
    - refrain from reporting crime.
    - refrain from reporting crimes to avoid unwanted personal publicity.

Rights to Resources on and off Campus

- to be notified of existing campus and community based medical, counseling, mental health and student services for Complainants of sexual assault whether or not the crime is formally reported to campus or civil authorities.
- to have access to campus counseling under the same terms and conditions as apply to other students in their institution seeking such counseling

- to be informed of and assisted in exercising:
    - any rights to confidential or anonymous testing for sexually transmitted diseases, human immunodeficiency virus, and/or pregnancy
    - any rights that may be provided by law to compel and disclose the results of testing of sexual assault suspects for communicable diseases.

Campus Judicial Rights

- to be afforded the same access to legal assistance as the accused.
- to be afforded the same opportunity to have others present during any campus disciplinary proceeding that is allowed the accused.
- to be notified of the outcome of the sexual assault disciplinary proceeding against the accused.

Legal Rights

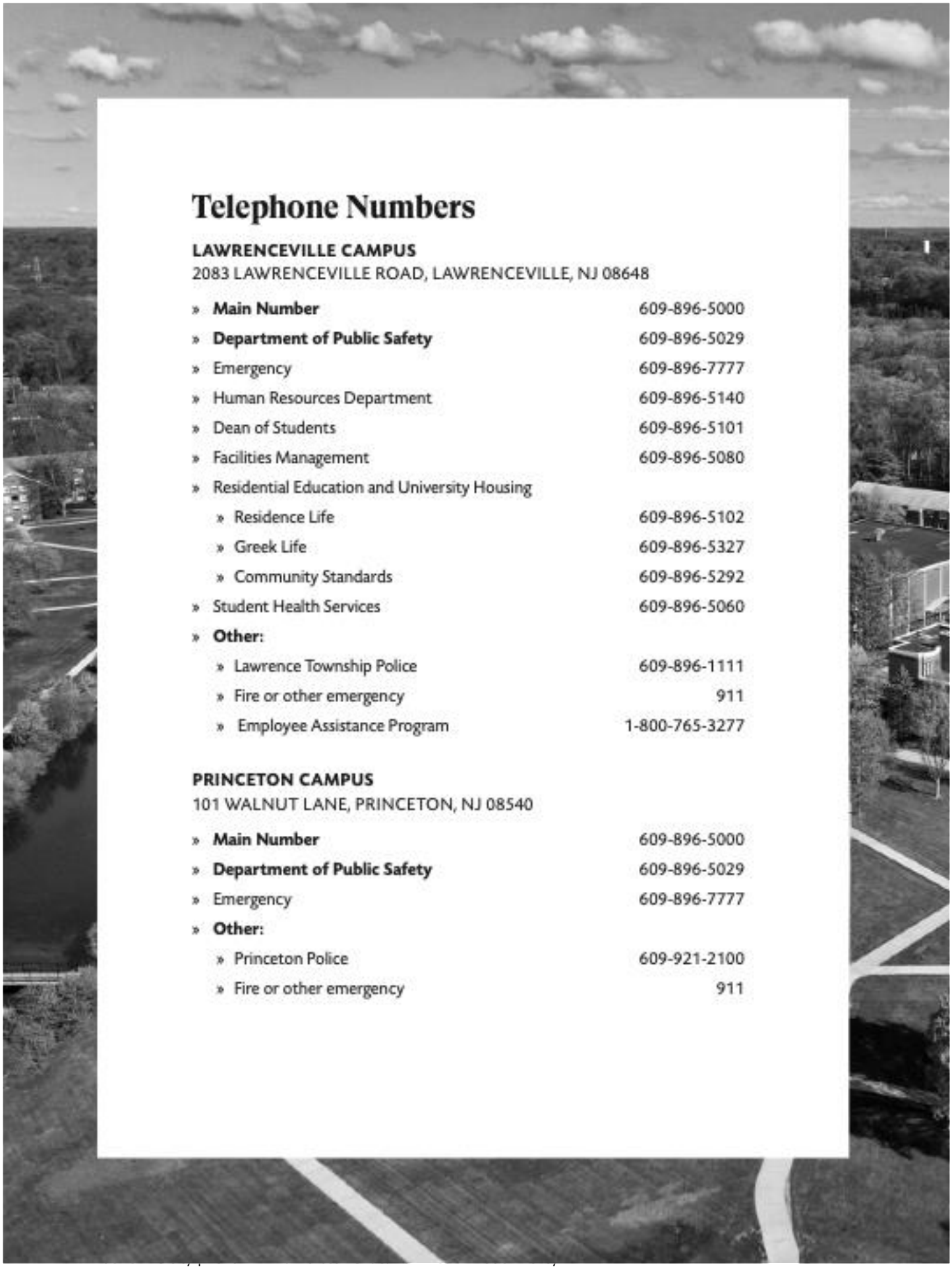
- to have any allegation of sexual assault investigated and adjudicated by the appropriate criminal and civil authorities of the jurisdiction in which the sexual assault is reported. • to receive full and prompt cooperation and assistance of campus personnel in notifying the proper authorities.
- to receive full, prompt, and Complainant-sensitive cooperation of campus personnel regarding obtaining, securing and maintaining evidence, including a medical examination when it is necessary to preserve evidence of the assault.

Campus Intervention Rights

- to require campus personnel to take reasonable and necessary actions to prevent further unwanted contact of Complainants by their alleged assailants.
- to be notified of the options for and provided assistance in changing academic and living situations if such changes are reasonably available.

Statutory Mandates

- Each campus must guarantee that this Bill of Rights is implemented. It is the obligation of the individual campus governing board to examine resources dedicated to services required and to make appropriate requests to increase or reallocate resources where necessary to ensure implementation.
- Each campus shall make every reasonable effort to ensure that every student at that institution receives a copy of this document.
- Nothing in this act or any Campus Assault Victim`s Bill of Rights developed in accordance with the provisions of this act, shall be construed to preclude or in any way restrict any public or independent institution of higher education in the State from reporting any suspected crime or offense to the appropriate law enforcement authorities.



Telephone Numbers

LAWRENCEVILLE CAMPUS
2083 LAWRENCEVILLE ROAD, LAWRENCEVILLE, NJ 08648

» **Main Number**	609-896-5000
» **Department of Public Safety**	609-896-5029
» Emergency	609-896-7777
» Human Resources Department	609-896-5140
» Dean of Students	609-896-5101
» Facilities Management	609-896-5080
» Residential Education and University Housing	
» Residence Life	609-896-5102
» Greek Life	609-896-5327
» Community Standards	609-896-5292
» Student Health Services	609-896-5060
» **Other:**	
» Lawrence Township Police	609-896-1111
» Fire or other emergency	911
» Employee Assistance Program	1-800-765-3277

PRINCETON CAMPUS
101 WALNUT LANE, PRINCETON, NJ 08540

» **Main Number**	609-896-5000
» **Department of Public Safety**	609-896-5029
» Emergency	609-896-7777
» **Other:**	
» Princeton Police	609-921-2100
» Fire or other emergency	911

Safety is everyone's responsibility. No one has to do everything, but everyone can do something.

BYSTANDER INTERVENTIONS

DIRECT: Directly placing yourself into a situation to prevent it from escalating further

DELEGATE: Getting someone to intervene for you who can better handle the situation

DISTRACT: Diffuse a situation by distracting those involved

GENERAL SAFETY TIPS – RISK REDUCTION

- Be aware of your surroundings.
- Let someone know where you are going. Make sure you have money and a charged cell phone.
- Go places with a group and be sure everyone leaves together.
- Never prop open residence hall doors. Don't allow anyone in the residence hall who you don't know.
- Keep your room doors and windows locked.
- If you engage in sexual activity, listen carefully and be sure to give and receive affirmative consent. You have the right to say NO to any unwanted sexual contact...NO means NO!
- An intoxicated/incapacitated person cannot give consent.



RIDER
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