



2018

**Annual Security and
Fire Safety Report**

**Lawrenceville and
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 086540
609-921-7100
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 College of Business Administration; the College of Education and Human Services; the College of Liberal Arts and Sciences; the College of Continuing Studies; and Westminster College of the Arts. 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, Haddonfield, New Jersey; and the Bank of America campus in Pennington, New Jersey. Criminal offense statistics for these locations are 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,

James G. Waldon
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 Captain James Flatley at jflatley@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 Department is located in West House on the Lawrenceville campus, and in Bristol Chapel on the Princeton campus. The Department is staffed by a director, captain, coordinator of public safety, and public safety officers who patrol the Lawrenceville campus on foot, in vehicles, and on bicycle 24 hours a day, 365 days a year. The Princeton campus has public safety officers who patrol on foot and via a golf cart.

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 or Princeton 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, as are dispatch transmissions and patrol responses. In addition, there are 49 code-blue emergency phones on the Lawrenceville campus and seven code-blue emergency phones on the Princeton campus that provide direct connection to the Department.

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 and participate in ongoing training throughout the year.

The Department's Communications Desk is staffed with trained 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.

The Department also employs students on the Lawrenceville campus who assist with student escorts and patrol the parking lots and academic and residence quads for suspicious activity or problems that they then report immediately to Public Safety staff for response.

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. Lawrence Township Police and Princeton Police have appointed Liaison Officers who meet regularly with the Director of Public Safety to discuss crime and other serious incidents, as well as crime prevention, in and around the University community. 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*.

Rider University contracts with the Lawrence Township Police Department to provide on-site police patrol coverage on the Lawrenceville campus several nights a week. Also, 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://www.rider.edu/sites/default/files/docs/student_code_of_social_conduct.pdf) 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 Associate Vice President for Student Affairs and 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 Personae Non Grata. Violations of the University's Student Code of Social Conduct are adjudicated through the Office of Community Standards as outlined in The Source. 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. A silent witness form is available via the Department's Web site (www.rider.edu/info/publicsafety/witness.htm). It allows individuals to notify the Department anonymously of any crime or other serious incident that occurs on campus.

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 take action 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 Vice President for Planning, and the Associate Vice President for Student Affairs and Dean of Students 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 Vice President for Planning and the Associate Vice President for Student Affairs and Dean of Students 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 Rider Alert, 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 and hotline 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 and Princeton campuses are open campuses 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 Residence Advisor or House Manager on duty for the respective residential building.

Access to exterior doors of most 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 the Rider Pub (Lawrenceville campus) and coffeehouse (Princeton campus) and 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.

Access to remaining residential facilities is controlled by issued keys. Facilities Management is responsible for maintenance of the campus key lock system. The Department of Public Safety should be contacted in the event of an ID card, key or lock problem after normal business hours.

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. Sodium vapor 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 and on the Princeton campus at 609-921-7100 x8272. 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. Public Safety officers performed 2,194 hours of Park, Walk, and Talk in 2018.
3. **Buddy Program:** A Public Safety officer is assigned to each residence hall and Greek house to serve as a liaison to the Department. These "buddies" meet regularly with their assigned building to discuss quality of life issues as they relate to personal safety and crime prevention.
4. **Operation Identification:** The Department tags personal or University property free of charge. This on-going service aids in deterring theft and helps law enforcement officials trace stolen property. The Rider community is urged to take advantage of this fast, easy way to protect personal belongings and University property.
5. **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. The Lawrenceville campus has trained student employees or Public Safety officers who will provide such services on foot or in a vehicle when available. On the Princeton campus a Public Safety officer will provide such services on foot. Community members are encouraged to contact the Department at 609-896-5050 to request this service. Public Safety personnel provided 14,786 escorts in 2018.

6. **Educational Programs:** Programs such as fire safety demonstrations, crime prevention programs, 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.
7. **Crime Prevention Brochures:** A series of brochures is available from the Department free of charge and are made available to new students and employees during orientation. Topics include home and office security, personal safety and security, operation identification, and credit card safety.
8. **New Student Orientation:** Public Safety officers meet with new students and their parents during orientation to provide an overview of the Department's programs and services and basic safety tips.
9. **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/sites/default/files/docs/student_code_of_social_conduct.pdf.

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/sites/default/files/docs/student_code_of_social_conduct.pdf.

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 the University's full-time Alcohol/Drug and Sexual Assault Prevention Education Coordinator and supported by various 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. Rider's University Drug and Alcohol Abuse Prevention Program can be accessed at the following web address: <http://www.rider.edu/student-life/health-wellness/alcoholdrug-sexual-assault-prevention-education-program/annual-notification>.

- 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, during freshman seminar, at Greek 101 programs and academic classes. Weekly wellness event tables in the dining hall.
- Campus-wide events such as Octsoberfest, Rider Cash Cab, Alcohol Awareness Week, LaLaNoBooza, Student Health and Awareness Fair, and Safer Spring Break Awareness Event.
- 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 with Rider's Prevention Education Coordinator.
- 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 Office. 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 https://www.rider.edu/sites/default/files/docs/student_code_of_social_conduct.pdf. 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 https://www.rider.edu/sites/default/files/docs/student_code_of_social_conduct.pdf. 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:

Robert Stoto
Vice President for Human Resources/Title IX Coordinator
Moore Library, Room 108
(609) 895-5683
rstoto@rider.edu

Cindy Threatt
Associate Vice President for Student Affairs and Dean of Students
Bart Luedeke Center, Room 110
(609) 896-5101
cthreatt@rider.edu

Department of Public Safety
West House, Lawrenceville campus
Bristol Chapel, Princeton campus
Both campuses: (609) 896-5029 (non-emergency)
(609) 896-7777 (emergency)

Silent Witness Form (anonymous reporting) is available via Rider's Web site at www.rider.edu/info/publicsafety/witness.htm.

- **Contact your local rape crisis program, Rider's Counseling Center** (Lawrenceville campus: 609-896-5157; Princeton campus: 609-921-7100 x8275) 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 Womanspace** 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 (SART) if you desire. The SART consists of a Sexual Assault Advocate and a Sexual Assault Nurse Examiner (SANE). **You do not have to reveal your identity to the counselor.**

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) 896-6000
- **Capital Health**
1 Capital Way, Pennington, NJ 08534; (609) 303-4000
- **Penn Medicine Princeton Medical Center**
1 Plainsboro Rd., Plainsboro, NJ 08536; 1(609) 853-7000
- **Robert Wood Johnson University Hospital**
1 Hamilton Health Place, Hamilton, NJ 08690; (609) 584-6666

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 on Poyda C 1st floor or by calling 896-5060 weekdays. On the Princeton campus it is located in Taylor Hall or by calling 609-921-7100 x8222 weekdays. The nurse provides a safe and supportive environment and immediate medical attention for any physical injury. The nurse will also call Womanspace at the victim's request.

Counseling Center: on the Lawrenceville campus is located in Zoerner House or by calling 609-896-5157 weekdays. On the Princeton campus it is located in Williamson Hall or by calling 609-

921-7100 x8275 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 on the Lawrenceville campus or by calling 609-896-5101 weekdays. On the Princeton campus it is located in Scheide Student Center or by calling 609-921-7100 x8263 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.

Womanspace: is a 24-hour crisis and information hotline available at (609) 394-9000. 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 Womanspace 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 harmfulness 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.

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, the Bank of America campus located in Pennington, New Jersey; and the Education Center located in Edison, 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.

Rider University did not have any reported hate crimes in calendar years 2016, 2017 and 2018 related to its Lawrenceville or Princeton campuses in any of the following geographies: on-campus, residential facilities, non-campus building or property and public property.

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 2016-2018	Criminal Homicide						Sex Offenses					
	Murder & Non-Negligent Manslaughter			Manslaughter by Negligence			Rape			Statutory Rape		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
On-Campus	0	0	0	0	0	0	1	2	1	0	0	0
Residential Facility	0	0	0	0	0	0	0	2	1	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	1	0	0	0

Rider University Lawrenceville Campus Criminal Offenses 2016-2018	Sex Offenses											
	Fondling			Incest			Dating Violence			Domestic Violence		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
On-Campus	4	3	7	0	0	0	0	0	0	11	7	9
Residential Facility	2	2	6	0	0	0	0	0	0	7	5	5
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	1	0
Unfounded	0	0	0	0	0	0	0	0	0	0	1	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 2016-2018	Stalking			Robbery			Aggravated Assault			Burglary		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
	On-Campus	3	2	2	2	0	0	1	1	1	16	8
Residential Facility	2	1	1	0	0	0	1	1	1	15	7	7
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	1	0	0	0

Rider University Lawrenceville Campus Criminal Offenses 2016-2018	Motor Vehicle Theft			Arson		
	2018	2017	2016	2018	2017	2016
On-Campus	0	1	8*	2	8^	1
Residential Facility	0	0	0	2	8^	1
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

* These incidents involved the unauthorized use of golf carts.

^ These incidents occurred in a 2-week period in a single residence hall and involved flyers being set on fire.

Criminal Offenses – Princeton Campus

Rider University Princeton Campus Criminal Offenses 2016-2018	Criminal Homicide						Sex Offenses					
	Murder & Non-Negligent Manslaughter			Manslaughter by Negligence			Rape			Statutory Rape		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
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 2016-2018	Sex Offenses											
	Fondling			Incest			Dating Violence			Domestic Violence		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
On-Campus	0	1	0	0	0	0	0	0	0	1	2	0
Residential Facility	0	1	0	0	0	0	0	0	0	1	2	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 2016-2018	Stalking			Robbery			Aggravated Assault			Burglary		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
On-Campus	0	0	0	0	0	0	1	0	0	0	1	1
Residential Facility	0	0	0	0	0	0	1	0	0	0	1	1
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 2016-2018	Motor Vehicle Theft			Arson		
	2018	2017	2016	2018	2017	2016
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 2016-2018	Liquor Law Violations						Drug Law Violations					
	Arrests			Disciplinary Actions / Judicial Referrals			Arrests			Disciplinary Actions / Judicial Referrals		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
On-Campus	0	0	0	92	112	88	18	16	19	14	13	2
Residential Facility	0	0	0	88	107	75	17	12	17	14	12	2
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	8	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 2016-2018	Weapon Law Violations					
	Arrests			Disciplinary Actions / Judicial Referrals		
	2018	2017	2016	2018	2017	2016
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.

Liquor, Drug, Weapon Violations – Princeton Campus

Rider University Princeton Campus Liquor, Drug, Weapon Violations 2016-2018	Liquor Law Violations						Drug Law Violations					
	Arrests			Disciplinary Actions / Judicial Referrals			Arrests			Disciplinary Actions / Judicial Referrals		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
On-Campus	0	0	0	3	0	15	0	1	2	0	0	1
Residential Facility	0	0	0	2	0	15	0	1	1	0	0	1
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	8	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 2016-2018	Weapon Law Violations					
	Arrests			Disciplinary Actions / Judicial Referrals		
	2018	2017	2016	2018	2017	2016
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.

SECTION TWO: FIRE SAFETY REPORT

Lawrenceville Campus

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

Princeton Campus

101 Walnut Lane
Princeton, NJ 086540
609-921-7100
www.rider.edu

Emergency (either campus):

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

From the Rider University Director of Public Safety

President George W. Bush signed legislation on August 14, 2008 to renew the Higher Education Act. 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 www.rider.edu. Paper copies are available via the Department by calling (609) 896-5029 or by emailing Coordinator Mike Yeh at myeh@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 Coordinator at (609) 895-5724 or by emailing Coordinator Mike Yeh at myeh@rider.edu.

Sincerely,

James G. Waldon
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 (https://www.rider.edu/sites/default/files/docs/student_code_of_social_conduct.pdf). 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, West 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 2018				
Lawrenceville Campus Residential Facilities	Fire Alarm Monitoring Done On Site (by Rider Dispatch)	Full Sprinkler System	Smoke Detection	Carbon Monoxide Detectors
Centennial House	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
Olson	X	X	X	X
Omega House	X	X	X	X
Poyda	X	X	X	X
Ridge House	X	X	X	X
Switlik	X	X	X	X
University House	X	X	X	X
West Village (Buildings A & B)	X	X	X	X
Wright	X	X	X	X
Ziegler/Moore	X	X	X	X

Residential Fire Safety Systems – Calendar Year 2018				
Lawrenceville Campus Residential Facilities	Fire Extinguisher Devices	Cooking Suppression System	Evacuation Policies in Place	Number of Evacuation (Fire) Drills Each Calendar Year
Centennial House	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
Olson	X	NA	X	4
Omega House	X	NA	X	4
Poyda	X	NA	X	4
Ridge House	X	X	X	4
Switlik	X	NA	X	4

University House	X	X	X	4
West Village (Buildings A & B)	X	NA	X	4
Wright	X	NA	X	4
Ziegler/Moore	X	NA	X	4

Residential Fire Safety Systems – Calendar Year 2018				
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 2018				
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	4
Ithaca	X	NA	X	4
Seabrook	X	NA	X	4

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 for 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 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.

Four fire drills for all residential facilities and one fire drill for all academic buildings were conducted in 2017 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.

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.

Reported Fires in Residential Facilities – Calendar Year 2018						
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
Centennial House	0	-	-	-	-	-
Conover	1	4/8/2018 2:22 PM	Intentional	0	0	\$1.00
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	1	12/17/2018 8:40 PM	Intentional	0	0	\$25.00
Ridge House	0	-	-	-	-	-
Switlik	0	-	-	-	-	-
University House	0	-	-	-	-	-
West Village (Buildings A & B)	0	-	-	-	-	-
Wright	0	-	-	-	-	-
Ziegler/Moore	0	-	-	-	-	-
YEARLY TOTALS	9	-	-	0	0	\$108.00

NOTE: This report reflects Calendar Year 2018 (January 1 – December 31).
The street address for all Lawrenceville campus residential facilities is
2083 Lawrenceville Road, Lawrenceville, NJ 08648-3099.

Reported Fires in Residential Facilities – Calendar Year 2018						
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
Dayton	0	-	-	-	-	-
Ithaca	0	-	-	-	-	-
Seabrook	0	-	-	-	-	-
YEARLY TOTALS	0	-	-	-	-	-

NOTE: This report reflects Calendar Year 2018 (January 1 – December 31).
The street address for all Princeton campus residential facilities is
101 Walnut Lane, Princeton, NJ 08540.

- 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. **Centennial House** — across the roadway to the Fine Arts patio (Chapel)
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 9 (Centennial)** — across the roadway to the Fine Arts patio (Chapel)
9. **House 10 (Delta Phi Epsilon)** — across the roadway to the Fine Arts patio (Chapel)
10. **Kroner** — behind Wright Hall (Wright B Lounge)
11. **Lake House** — grassy area in front of House 5 near Centennial Lake (House 3 Lounge)
12. **Lincoln** — across the residential roadway at the volleyball court (Gee A 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. **Ridge House** — across the roadway in the grassy area at the rear of University House (House 4 Lounge)
17. **Switlik** — by Hill Hall, A wing side (Olson B Lounge)
18. **University House** — grassy area in front of University House near Centennial Lake (House 5 Lounge)
19. **West Village (Bldgs. A & B)** — grassy area between Poyda and House 5
20. **Wright** — in the grassy area by the volleyball court (Kroner A Lounge)
21. **Ziegler/Moore** — in the grassy area behind Ziegler (Wright A Lounge)

Inside assembly points are indicated in parenthesis

Princeton Campus

FOR PRINCETON CAMPUS RESIDENTS, THE DESIGNATED ASSEMBLY POINT IS THE GREAT PLAINS (the large grassy area between the residence halls). The Dining Commons is the alternate assembly point.

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 stairs or need further assistance.

SECTION THREE:
ANTI-HARRASSMENT AND
NON-DISCRIMINATION POLICY

Title IX

Discrimination

Harassment

Non-Consensual Sexual Contact

Non-Consensual Sexual Penetration

Sexual Harassment

Intimate Partner Violence

Stalking

Notice of the Title IX Coordinator

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, Anti-Harassment and Non-Discrimination Policy and Title IX. 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 Anti-Harassment and Non-Discrimination Policy, the University prohibits all forms of discrimination, harassment, sexual assault, sexual misconduct, sexual harassment, dating violence, domestic violence and stalking.

Rider University is an Equal Opportunity and Affirmative Action Employer. No one will be denied employment at, admission to, or the opportunity to participate in educational programs and activities at the University on the basis of race, creed, color, religion, handicap/disability, gender, sex, age, marital status, sexual orientation, gender identity, gender expression, national origin, ethnicity, status as a Vietnam-era qualified disabled veteran or other protected veteran, or status as a member of any other protected class under federal or state law. The University does not discriminate on the basis of any of the aforementioned protected bases in the recruitment and admission of students, the recruitment and employment of faculty, administrators and staff, and the operation of any of its programs and activities.

The Senior Associate Vice President for Human Resources and Affirmative Action serves as both the Affirmative Action Officer and the Title IX Coordinator for the University, and is the resource available to anyone seeking additional information or wishing to file a report related to Affirmative Action and discrimination on the basis of race, creed, color, religion, handicap/disability, gender, sex, age, marital status, sexual orientation, gender identity, gender expression, national origin, ethnicity, status as a Vietnam-era, qualified disabled veteran or other protected veteran, or status as a member of any other protected class under federal or state law.

The Affirmative Action Officer and the Title IX Coordinator for the University may be contacted as follows:

Robert Stoto
Vice President for Human Resources & Affirmative Action/Title IX Coordinator/ADA &504C
Coordinator and Affirmative Action Officer
Moore Library, Room 108
609-895-5683
rstoto@rider.edu

University Anti-Harassment and Non-Discrimination Policy

Rider 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 (the "Policy") governs the treatment of harassment and discrimination cases at Rider University including sexual harassment, sexual assault, sexual misconduct, domestic violence, dating violence and stalking. To the extent this policy conflicts with provisions found in the University Student Code of Conduct or the University Employee Handbook, the terms of this Policy shall apply.

The Policy applies to conduct described above that occurs on University premises, at University sponsored activities, and off-campus conduct engaged in by a student or employee of the University that is violative of 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 Senior Associate Vice President for Human Resources is the University's Title IX and Affirmative Action Officer and the designated coordinator for compliance with this policy. The Title IX Coordinator may be contacted as follows:

Robert Stoto
Vice President for Human Resources & Affirmative Action
Title IX and ADA/504C Coordinator and Affirmative Action Officer
Moore Library, Room 108
609-895-5683, rstoto@rider.edu

The University's Title IX Coordinator is the resource available to anyone seeking additional information on the University's Anti-Harassment and Non-Discrimination Policy or wishing to file a report related to Affirmative Action and discrimination. The U.S. Department of Education, Office for Civil Rights (OCR), is the federal agency charged with enforcing compliance with Title IX. Information regarding OCR can be found at: www.ed.gov/ocr.

Retaliation Prohibition

Rider University prohibits retaliation (including, but not limited to, intimidation, threats, coercion or discrimination) against any individual who reports a potential a violation of the Policy or assists in providing information related to a report of a potential violation or violation of the Policy.

Prohibited Conduct

Discrimination involves unfair treatment of a person or group based on prejudice regarding their personal characteristics. Rider University does not discriminate on the basis of race, creed, color, religion, gender, sex, sexual orientation, gender identity, gender expression, handicap/disability, age, marital status, national origin, ethnicity, status as a Vietnam-era, qualified disabled veteran or other protected veteran, or status as a member of any other protected class under federal or state law, in employment or in the application, admission, operation, participation, access and treatment of employees and students, in any of the University's programs and activities as specified by federal law and regulations. Additionally, it is the policy of Rider University to provide an environment for prospective and current students, job applicants, employees and other third parties that is free from harassment and intimidation on account of an individual's race, creed, color, religion, gender, sex, sexual orientation, gender identity, handicap/disability, age, marital status, national origin, ethnicity, status as a Vietnam era, qualified disabled veteran or other protected veteran, or status as a member of any other protected class under federal or state law.

Harassment occurs when an individual engages in conduct directed at an individual or group of individuals that is sufficiently severe, persistent, or pervasive, and objectively offensive to limit or deny a member of the University community the ability to participate in or benefit from the University's educational or employment programs or activities. Nothing contained in this policy shall be construed either to (1) limit the legitimate exercise of free speech, including but not limited to written, graphic, electronic or verbal expression that can reasonably be demonstrated to serve legitimate education, artistic, or political purposes, or (2) infringe upon the academic freedom of any member of the University community.

Intimate Partner Violence includes dating violence, domestic violence and relationship violence and occurs when an individual(s) threatens, intimidates, harms, or commits an act of violence against a current or former intimate partner. Dating violence means violence 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 will be determined based on the Complainant's statement, taking into consideration, (i) the length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship. Domestic violence is committed by a current or former spouse, a sexual or intimate partner, a person who is living as a spouse or who lived as a spouse with the alleged victim, parents or children, other persons related by blood or marriage, or a person with whom the alleged victim shares a child in

common. For purposes of clarity, to constitute Intimate Partner Violence, the relationship must be more than just two people living together as roommates.

For the purposes of this policy, violence is defined under charged 2.2. and/or 2.4 of the Student Code of Social Conduct

Non-Consensual Sexual Contact is defined as actual or attempted non-consensual, intentional sexual touching with an object or body part by a person upon another person that is without consent and/or by force. Sexual Touching means intentional contact directly or through clothing with the breasts, groin, or genitals, mouth or touching another with any of these body parts, or making another touch you, themselves, or a third-party with or any of these body parts; or any other bodily contact with the intent to sexually arouse or gratify the actor.

Non-Consensual Sexual Penetration is defined as any sexual penetration, however slight, with any object by a person upon another person that is without consent. Penetration includes vaginal or anal penetration by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

Sexual Exploitation is any act committed by an individual(s) that violates the sexual privacy of another or takes unjust or abusive sexual advantage of another who has not provided consent, and that does not constitute sexual harassment, non-consensual sexual contact, or non-consensual sexual penetration. Examples include, but are not limited to, the following: voyeurism, recording, photographing, transmitting, viewing, or distributing intimate or sexual image or sexual information without the knowledge and consent of all parties involved.

Sexual Harassment is defined as unwelcome sexual advances (including, but not limited to, sexual assault and sexual misconduct), requests for sexual favors, and/or physical, verbal, electronic*, written conduct of a sexual nature when:

- Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment, education, or participation in University programs or activities, or
- Submission to or rejection of such conduct by an individual is used as a basis for decisions pertaining to an individual's employment, education, or participation in University programs or activities, or
- Such speech or conduct is directed against another and is abusive or humiliating and persists after the objection of the person targeted by the speech or conduct, or
- Such conduct would be regarded by a reasonable person as creating an intimidating, hostile or offensive environment that substantially interferes with an individual's work, education, or participation in University programs or activities.

* Electronic refers to communication using/including the Internet, email, text messages, instant messages, photo messages, discussion boards, digital images/ video/audio, blogs or social networking sites.

In the educational setting within the University, as distinct from other work places within the University, wide latitude for professional judgment in determining the appropriate content and presentation of academic material is required. Conduct, including pedagogical techniques, that serves a legitimate educational purpose does not constitute sexual harassment. Those participating in the educational setting bear a responsibility to balance their rights of free expression with a consideration of the reasonable sensitivities of other participants.

Stalking occurs when an individual engages 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. "Substantial emotional distress" under this policy is defined as significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. A "course of conduct" under this policy is defined as two or more acts including, but not limited to, acts in which the stalker 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.

In addition to the conduct described in the above section, any conduct that is prohibited by the university that may be based on the perceived or actual membership of an individual or group of individuals in a protected class may be investigated under this policy. "Protected Class" under this policy includes race, creed, color, religion, handicap/disability, gender, sex, age, marital status, sexual orientation, gender identity, gender expression, national origin, ethnicity, status as a Vietnam-era qualified disabled veteran or other protected veteran, or status as a member of any other protected class under federal or state law.

Definitions

Advisor is a person chosen by each of the Complainant and Responding Party who is permitted to accompany the Complainant and Responding Party respectively to any meeting or disciplinary proceeding (including, but not limited to, fact finding investigations, formal or informal meetings, hearings and/or mediation sessions). An advisor is an individual (friend, parent, attorney or anyone else) who provides the Complainant and Responding Party respectively with support, guidance or advice. The advisor is not permitted to be an active participant in meetings or disciplinary proceedings. It is the responsibility of the Complainant and Responding Party to provide notice of meetings or disciplinary proceedings to their respective advisor. Meetings and/or disciplinary proceedings generally will not be canceled or delayed because an advisor could not be present. However, reasonable requests to reschedule based on compelling circumstances may be considered.

Consent is an understandable exchange of affirmative words or actions that indicate a willingness to participate in mutually agreed upon sexually explicit touching or sexual penetration. Consent is active, not passive, and must be informed and freely and actively given. Coercion, force or threat of coercion or force invalidates consent.

It is incumbent upon the individuals involved in the activity to obtain consent prior to any sexual activity, and again, prior to sexual penetration. If at any time during the sexual interaction any confusion or ambiguity should arise on the issue of consent, it is incumbent upon the individuals involved in the activity to stop and clarify, verbally, the other's willingness to continue.

- A verbal "no," even if it may sound indecisive or insincere, constitutes lack of consent.
- When consent is requested verbally, absence of any explicit verbal response constitutes lack of consent.
- Consent can be withdrawn at any time. But it is expected that, after consent has been established, a person who changes their mind during the sexual activity will communicate through words or actions, their decision to no longer proceed.
- Consent can be conditional. For example, a person may consent to sexual activity only if a safer sex product (i.e. internal or external condom) is used. If the other person removes the safer sex product and wishes to continue the sexual activity, they would need to ask before continuing since consent was only previously given for sexual activity with a safer sex product
- Past consent to sexual activity does not imply future ongoing consent, and the fact that two persons reside together or are in an on-going relationship does not preclude the possibility that sexual misconduct or sexual assault might occur within that relationship.
- A person who is asleep, incapacitated, or is not reasonably capable of assessing the situation and surrounding circumstances, whether due to the effect of drugs, alcohol, or for any other reason, is not capable of giving valid consent. Consent is not valid if a reasonable person would understand that such a person is incapable of giving consent.
- A person's use of alcohol, other drugs, and/or other intoxicants does not diminish their responsibility to obtain informed and freely given consent.

Complainant is anyone who submits a report alleging that an individual violated the Policy and/or anyone who is alleged to have been the subject of a violation of the Policy. Oftentimes the individual submitting the report and the individual who is the subject of the violation are the same. In instances where the subject of the violation is different from the individual submitting the charge, both individuals will have the same rights afforded to the Complainant under the Policy. The University may initiate an investigation in cases where a Complainant chooses not to move forward or participate in the process, but the University decides to move forward with an investigation and/or disciplinary action because it has information that raises concerns regarding the safety and welfare of the Complainant and/or campus communities. Factors that may be considered but are not limited to, the following: the increased risk that the Responding Party will commit additional acts of sexual or other violence; whether a weapon is involved; whether the individual(s) targeted by the alleged behavior is a minor; and/or whether the Complainant's report reveals a pattern of perpetration by the Responding Party. Both the Complainant and Responding Party will be notified of such a decision by the University.

Gender expression refers to the way an individual communicates gender identity to others through outward presentation and behavior. This includes, but is not limited to: clothing, hairstyle, voice, and body characteristics.

Gender identity refers to an individual's internal personal sense of gender. A person's gender identity may be different from or the same as the person's sex assigned at birth.

Hostile Environment exists when sexual harassment (including all forms of sexual violence) is sufficiently severe, or persistent, or pervasive, and objectively offensive to limit or deny a member of the University community the ability to participate in or benefit from the University's educational or employment programs or activities.

Responding Party is anyone who is alleged to have violated the Policy.

Third Party is anyone who is not a student or employee of the University (e.g., vendors, alumni/ae, guests, contracted employees).

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, is 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 into 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 in light of 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.

Reporting and Confidentiality

Members of the University community are strongly encouraged to promptly report all experienced or observed incidents of discrimination and harassment, including non-consensual sexual contact, non-consensual sexual penetration, sexual harassment, intimate partner violence, sexual exploitation, and stalking. Prompt reporting allows individuals to get the support they need and enhances the ability of the University to respond appropriately.

Reporting Allegations of a Policy Violations

Reports alleging that a student, employee or (non-student) third party violated the Policy, whether filed by an employee, a student, or a third party, should be reported to the Associate Vice President for Human Resources who is the University's Title IX Coordinator, Affirmative Action Officer and the designated coordinator for compliance with this Policy.

Robert Stoto
**Vice President for Human Resources & Affirmative Action/
Title IX Coordinator**
Moore Library, Room 108
609-895-5683, rstoto@rider.edu

The Title IX Coordinator (or designee) will notify the relevant vice-president/division head and the president of the union (if the Responding Party is a bargaining unit member) as soon as possible after receiving the report and provide the Complainant, Responding Party, the relevant vice-president/division head and the union president (when appropriate) with a copy of the report and this Policy.

Reports may also be made to the individuals and offices below:

Tom Johnson
Title IX Compliance Officer
Bart Luedeke Center, Room 113B
609-896-5000 ext 7309, tjohnson@rider.edu

Cindy Threatt
Associate Vice President for Student Affairs & Dean of Students
Bart Luedeke Center, Room 110
609-896-5101, cthreatt@rider.edu

Christopher Botti
Associate Dean of Students, Westminster Choir College
Student Center, Dean of Students Suite
609-921-7100 ext 8232, cbotti@rider.edu

Department of Public Safety
West House, Lawrenceville campus
Bristol Chapel, Princeton campus
Both campuses: 609-896-5029 (non-emergency)
609-896-7777 (emergency)

Silent Witness Form (anonymous reporting) is available via Rider's Web site at www.rider.edu/info/publicsafety/witness.htm.

Amnesty Provision Regarding Alcohol Policy and/or Student Code of Social Conduct Violations

The health and safety of the University community is of paramount concern to all members of Rider University. The University recognizes that an individual who has been drinking or using illegal substances at the time of an incident may be hesitant to file a report of an alleged violation of the Policy for fear that they may face Alcohol Policy or Student Code of Conduct sanctions for their drinking or use of illegal substances.

An individual who reports an alleged violation of the Policy will not be subject to sanctions by the University under the Alcohol Policy or Student Code of Conduct for their own consumption of alcohol or illegal substances at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. In addition, the Title IX Coordinator (or designee) shall have discretion to grant amnesty from an alcohol or substance abuse violation to any witness to an alleged violation of the Policy upon a showing of good cause. The University may, however, initiate an educational discussion or pursue other educational remedies regarding the use or abuse of alcohol or other illegal substances if applicable.

Reporting and Confidentially Disclosing Sexual Violence: Know the Options

University employees have different abilities to maintain a Complainant's confidentiality.

- Disclosing an allegation or incident to the Title IX Coordinator, Associate Vice President for Student Affairs, Department of Public Safety or any other responsible employee (described in the section that follows) constitutes a report to the University and generally obligates the University to investigate the incident and take appropriate steps to address the situation. Responsible employees are required to report information concerning an incident to the Title IX Coordinator.
- A Complainant is free to discuss an incident or allegation, in confidence, with Counseling Center. These staff are not required to report any information about an incident to the Title IX Coordinator or Associate Vice President for Student Affairs without a Complainant's permission.
- A Complainant is also free to discuss an incident or allegation, in confidence, with Student Health Services staff. These staff are required to only report to the Title IX Coordinator, the Associate Vice President for Student Affairs, or Department of Public Safety that an incident occurred without revealing any personally identifying information. Disclosures to these staff will not trigger a University investigation into an incident against the Complainant's wishes.

PLEASE NOTE: A Complainant who speaks to Counseling Center or Student Health Services staff and who wants to maintain confidentiality should understand that the University will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the Responding Party. A Complainant who at first requests confidentiality may later decide to file a report with the University or law enforcement authorities and thus have the incident fully investigated. Assistance in that regard will be provided if the Complainant chooses to do so.

Responsible Employees

Responsible employees are University employees who have the authority to redress sexual violence, who have the duty to promptly report incidents of sexual violence or other student misconduct, or who a student could reasonably believe have this authority or duty. When a Complainant tells a responsible employee about an alleged violation of the Policy, the responsible employee shall report the incident to the Title IX Coordinator, who shall take immediate and appropriate steps to investigate what happened and to resolve the matter promptly, fairly and impartially.

To the extent possible, information reported to responsible employees will be shared only with people responsible for handling the University's response to the report.

Responsible employees will not pressure a Complainant to request confidentiality and will not pressure a Complainant to make a full report if the Complainant is not ready to do so.

All Rider University employees (faculty, administrators and staff) are considered responsible employees EXCEPT for those listed below. Responsible employees also include students who are employed by Residence Life as Community Assistants and Community Directors.

- Counseling Center and Student Health Center professional and non-professional staff (to whom a Complainant can report confidentially). The Alcohol/Drug & Sexual Assault

Prevention Education Coordinator (ASAP), who works in the Student Health Center, is not included in this exemption.

- Facilities (non-management) staff
- Contracted food, custodial, bookstore, SRC fitness center, credit union and printing/copying staff are NOT Rider employees and are therefore NOT considered responsible employees.

Requesting Confidentiality from the University

If a Complainant discloses an incident to the Title IX Coordinator, Associate Vice President for Student Affairs, the Department of Public Safety or a responsible employee but also wants to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action be taken, the University will weigh that request against its obligation to provide a safe, non-discriminatory environment for all students, faculty and staff, including the Complainant. The Title IX Coordinator (or designee) is responsible for evaluating requests for confidentiality.

If the University honors the request for confidentiality, a Complainant must understand that the University's ability to meaningfully investigate the allegation and pursue disciplinary action against the Responding Party may be limited. Additionally, the level of appropriate action the University can take in response to the allegation depends on the Complainant's participation in the process.

There may be times, however, when the University may not be able to honor a Complainant's request for confidentiality in order to provide a safe, non-discriminatory environment for all students, faculty and staff. Factors that will be considered when weighing such requests include, but are not limited to, the following: the increased risk that the Responding Party will commit additional acts of sexual or other violence; whether a weapon is involved; whether the Complainant is a minor; whether the Complainant's report reveals a pattern of perpetration by the Responding Party; and/or whether the University has other means to obtain relevant evidence (security cameras, physical evidence, etc.). The presence of one or more of these factors could lead the University to investigate and, if appropriate, to pursue disciplinary action. Both the Complainant and Responding Party will be notified of such a decision by the University.

If the Title IX Coordinator (or designee) determines that the Complainant's confidentiality cannot be maintained, the Title IX Coordinator (or designee) will inform the Complainant prior to starting an investigation and will, to the extent possible, share information only with people responsible for handling the University's response.

Additionally, if the University determines that the reported incident poses a serious or continuing threat to students and/or employees, it will issue a timely warning. As per the Clery Act, a timely warning, communicated via email, RiderAlert (the University's mass electronic notification system), website, and/or building signage, is used to notify the University community of Clery Act crimes committed on campus or in the surrounding area. Any such warning will not include any information that identifies the Complainant.

As per the New Jersey Campus Sexual Assault Victim's Bill of Rights (provided at the end of this booklet), the University may choose to contact law enforcement authorities directly following a report of a violation of this Policy if force or violence is involved or there is concern regarding the safety or welfare of the Complainant and/or campus communities even if the Complainant chooses not to do so. The Complainant will be informed of this decision.

Providing False Information

A report that is ultimately unsubstantiated after a formal investigation or hearing process generally will not be considered a false report. However, any individual who knowingly provides false information while filing a report, providing information during an investigation, or participating in a hearing setting may face disciplinary action.

Requesting Accommodations

Rider University is committed to providing qualified students, employees or others with disabilities with reasonable accommodations and support needed to ensure equal access to the resolution processes within this policy.

Any student needing such accommodations or support should contact the Director of Student Accessibility and Support Services, who will review the request and, in consultation with the person requesting the accommodation, and the Title IX Coordinator (or designee), determine which accommodations are appropriate and necessary for full participation.

Any employee needing such accommodations or support should contact the Vice President of Human Resources/Title IX Coordinator who will determine which accommodations are appropriate and necessary for full participation.

Assistance and Support

If You Have Experienced a Sexual Violence or Intimate Partner Violence: Getting Help as Soon as Possible

The University encourages individuals who may have experienced sexual violence or intimate partner violence to talk to someone about what happened so that they can get the support they need, and the University can respond appropriately. A person has the right to simultaneously file a criminal complaint and report to the University under this Policy.

Individuals are encouraged to seek medical attention and preserve evidence that may assist in proving that the alleged violation occurred (i.e. do not bathe, shower or change clothes) or may be helpful in obtaining a protection order regardless of whether or not a person decides to pursue criminal prosecution at any point. Other evidence that should be preserved includes text and email messages, bedding and clothing.

In the case of sexual violence, a sexual assault response team (SART) will be activated by the hospital should a person seek medical attention and/or wish to have evidence collected. A specially trained sexual assault nurse examiner (SANE) will respond as part of the team to perform the examination. The evidence will be secured whether or not a person decides to pursue criminal prosecution. If a person chooses not to pursue criminal prosecution, the evidence will not be tested and will be held for at least five (5) years as per NJ State Attorney General directive. A sexual assault care advocate will be available to assist a person through the process.

University Assistance for a Complainant

A Complainant can expect the following assistance from the University when an allegation of a policy violation is made, whether the alleged violation occurred on or off campus. The University will:

- Provide a written explanation regarding the Complainant's rights and options as outlined in the New Jersey Campus Sexual Assault Victim's Bill of Rights (provided at the end of this booklet), the Anti-Harassment and Non-Discrimination Policy and related procedures.
- Provide or assist in obtaining University and/or community-based services for health, mental health, counseling, legal, victim advocacy, visa and immigration assistance, student financial aid and other support services.
- Provide notification about and assistance with protective measures and/or options for accommodations/changes to academic, living, transportation or work situations (see "Protective Measures and Accommodations" section that follows), provided that reasonable alternatives are available, regardless of whether the Complainant chooses to report the alleged incident to the University or law enforcement authorities. This includes student financial aid information related to withdrawing from a class or the University, loan repayment terms and other related information.

- Provide information about options regarding reporting the incident to law enforcement and/or University authorities, including that the Complainant can decline to notify such authorities. The University will comply with a Complainant's request for assistance in notifying law enforcement authorities and/or moving forward with University disciplinary proceedings.
- The University will also support a Complainant who chooses to pursue with law enforcement authorities orders of protection, restraining orders or similar lawful orders, which the University itself cannot provide (other than no contact orders). The University is responsible for complying with and enforcing orders of protection, restraining orders or similar lawful orders.
- Provide information about how the University will protect the confidentiality of the Complainant and other necessary parties, to the extent permissible by law, including how the University will meet its public record-keeping obligation regarding the incident, including Clery Act reporting and disclosures, without disclosing personally identifying information about the Complainant. Personally identifying information includes first and last name; a home or other physical address; contact information (including a postal or email address or phone number), social security, driver's license, passport and or student ID numbers; and any other information, including date of birth, racial or ethnic background, or religious affiliation that would serve to identify any individual.

The ultimate decision regarding whether the Complainant wants to proceed with health, mental health, legal and/or counseling services belongs to the Complainant. Complainants are free from any pressure from University personnel to report an incident to law enforcement authorities if they do not wish to do so, report an incident as a lesser offense than a Complainant perceives the crime to be, refrain from reporting an incident, and/or refrain from reporting an incident to avoid unwanted personal publicity.

Protective Measures and Accommodations

The University is obligated to comply with a Complainant's reasonable request for a living and/or academic situation change following an alleged sexual offense. The Title IX Coordinator and/or the Associate Vice President for Student Affairs (or designee) has the authority to take reasonable and prudent measures to protect the Complainant pending completion of any of the procedures outlined in the Policy and following a finding of responsibility. Protective measures and accommodations, where reasonably available, can be made regardless of whether the Complainant chooses to report the alleged incident to the University or law enforcement authorities. Protective measures and accommodations are designed to minimize the burden on the Complainant.

Protective measures and accommodations may include, where reasonably available,

- administrative directives (i.e. no contact orders, removal from residence halls, or suspension of participation in extra-curricular activities)
- interim suspensions
- transportation assistance or security escorts
- changes to academic, work, and/or dining schedules, housing, transportation
- withdrawal or retaking of a class without penalty
- access to academic support such as tutoring
- a delay/suspension in the awarding of a degree and/or certifying graduation

Factors that may be considered in providing protective measures and accommodations include, but are not limited to, the specific need expressed by the Complainant; the ages of the students involved; the severity or pervasiveness of the allegations; any continuing effects on the Complainant; whether the Complainant and Responding Party share the same residence hall, class, transportation or job location; and/or whether other

judicial measures have been taken to protect the Complainant (i.e. civil protection orders).

The University will maintain as confidential any protective measures or accommodations provided to the Complainant, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the protective measures or accommodations.

The University will notify the Complainant in advance if personally identifying information about the Complainant is necessary to obtain an accommodation or protective measure. The Complainant will be told what information will be shared, with whom and why.

The decision to disclose personally identifying information, when necessary, is the responsibility of the Title IX Coordinator and/or the Associate Vice President for Student Affairs (or designee). Only that information necessary to provide the accommodation or protective measures in a timely manner will be disclosed when necessary. Every effort will be made to limit access to this information in order to minimize the risk to a Complainant's confidentiality.

Employees may request protective measures and/or accommodations by contacting:

Robert Stoto
**Vice President for Human Resources & Affirmative Action/
Title IX Coordinator**
Moore Library, Room 108
609-895-5683, rstoto@rider.edu

Tom Johnson
Title IX Compliance Officer
Bart Luedeke Center, Room 113B
609-896-5000 ext 7309, tjohnson@rider.edu

Students may request protective measures and/or accommodations by contacting

Tom Johnson
Title IX Compliance Officer
Bart Luedeke Center, Room 113B
609-896-5000 ext 7309, tjohnson@rider.edu

Cindy Threatt
Associate Vice President for Student Affairs & Dean of Students
Bart Luedeke Center, Room 110
609-896-5101, cthreatt@rider.edu

Christopher Botti
Associate Dean of Students, Westminster Choir College
Student Center, Dean of Students Suite
609-921-7100 ext 8232, cbotti@rider.edu

Department of Public Safety
West House, Lawrenceville campus
Bristol Chapel, Princeton campus
Both campuses: 609-896-5029 (non-emergency)
609-896-7777 (emergency)

Protective Measures Pending Resolution of a Report of a Student Violation of the Policy

No-Contact Orders

The Associate Vice President for Student Affairs (or designee) may issue an administrative directive in the form of a no-contact order if deemed appropriate. The no contact order may include a directive that the Complainant and Responding Party refrain from contacting each other through direct, indirect, electronic or other means or engage in any disruptive conduct pending resolution of

the report. The Associate Vice President for Student Affairs (or designee) may also take any further protective action deemed appropriate, in their sole discretion, concerning the interaction of the Complainant and Responding Party pending resolution of the report.

Interim Suspension

When immediate action is necessary to protect the health or safety of any community member or to prevent disruption to the University's learning environment, including students presenting evidence of self-harm, the president or Dean of Students or his/her designee may temporarily suspend a student. (In rare circumstances, a hearing authority may also suspend a student.) The attempted/actual physical abuse or restraint of University personnel or contractors, while acting within the scope of their duties, will also serve as a justification for an interim suspension to be imposed. Within five academic days of the invocation of this suspension, a community standards panel must determine whether grounds still exist to warrant continuation of the suspension. If there is a reasonable basis to conclude that the student may be responsible for the activity in question, and there is a possible threat to health and safety, or a threat of disruption of the normal operating procedures, the suspension may be continued. The existence of criminal charges levied by public authorities would, in itself, provide a reasonable basis for continuation. In addition, the hearing authority may review disciplinary history or other relevant information in determining whether to continue a suspension. The "suspension hearing" before the panel does not constitute the original hearing on the merits of the incident in question. However, any evidence presented at the hearing authority may be considered by Investigators or a Hearing Panel in determining whether an AHND Policy violation has occurred. This process may be altered when medical factors are claimed to be associated with the behavior in question. Note: Administrative removal from residency does not require a community standard review hearing.

While under an interim suspension, students are not permitted on either campus for any reason without the express permission of the Associate Vice President for Student Affairs (or designee). Students who have been placed on interim suspension may not participate in co-curricular activities either on or off campus. For the purposes of this provision, co-curricular activities include, but are not limited to, performances, rehearsals, practices, competitions, and club/organization meetings.

When the Interim Suspension has been invoked as a result of a potential violation of the University's policy on Anti-Harassment and Non-Discrimination, Section 2.10, both the Complainant and respondent will be invited to attend the hearing and offer statements. Once the hearing has been scheduled, it will not be delayed due to extenuating circumstances. All parties can also issue statements through the Department of Public Safety or the Title IX Compliance Officer. All decisions pertaining to modifications will be subject to a review by the Director of Community Standards or his or her designee. This may result in further modifications to ensure the feasibility of the University to ensure compliance with any modifications.

When the Interim Suspension Policy has been invoked and there is reason to believe that the behavior is related to a medical (physical/psychological condition), a hearing will be held as soon as reasonably possible with the Dean of Students, or the Dean's designee, or a panel appointed by the Dean which may include health professionals. If there is a reasonable basis to conclude that the student may be responsible for the activity in question, and there is a direct threat to the health and safety of others, or the student's behavior is disruptive to the University's learning environment, the suspension may be continued. Discontinuance of the suspension, if warranted, may be conditioned on the application of medical treatment or reasonable accommodations agreed upon by the University in consultation with the student, parents/guardians and/or health professionals. If the hearing authority does not remove the suspension, the suspension will be continued indefinitely pending presentation of new information indicating that the threat to the health and safety of others has been removed, that there is no longer a risk the student will be disruptive to the University's learning environment, and/or there are reasonable accommodations or treatment is available.

Protective Measures and Assistance Following a Finding of Responsibility of a Student Violation of the Policy

When a Responding Party is found responsible for a violation of this Policy, a no contact order may be issued to the Responding Party that may include a directive that the Responding Party refrain from contacting the Complainant and/or any witnesses through direct, indirect, electronic or other

means or engage in any disruptive conduct. The Associate Vice President for Student Affairs (or designee) may also take any further protective action deemed appropriate, in their sole discretion, concerning the interaction of the Complainant and Responding Party.

The Associate Vice President for Student Affairs (or designee) has the authority to take reasonable and prudent measures to protect the Complainant following a finding of responsibility. In addition to a no contact order issued to the Responding Party, protective measures and accommodations may include, where reasonably available:

- changes to academic, work and dining schedules, housing, and transportation
- withdrawal or retaking of a class without penalty
- access to academic support such as tutoring

Protective measures and accommodations are designed to minimize the burden on the Complainant following a finding of responsibility.

Initial Assessment of a Report

The investigative process is initiated when the Title IX Coordinator (or designee) receives a report of an alleged violation of this policy. Upon reviewing the report, the Title IX Coordinator (or designee) will respond to any immediate health or safety concerns raised by the report. The Title IX Coordinator (or designee) will conduct an assessment to determine the appropriate action necessary.

Following the initial assessment, the Title IX Coordinator may take any of the following actions:

- If the Title IX Coordinator (or designee) determines that the report, even if substantiated, would not rise to the level of a policy violation; the nature and circumstances of the report do not make it appropriate for an investigation; or, after consultation with the complainant about the complainant's preferences regarding participation, the Title IX Coordinator determines that there will be insufficient information to investigate the matter, the Title IX Coordinator (or designee) may dismiss the complaint.
- If the Title IX Coordinator (or designee) determines that the complaint is outside the scope of this policy and/or most appropriately handled by another office, the Title IX Coordinator (or designee) may refer the complaint to another office for review.
- If the Title IX Coordinator (or designee) determines that the report would, if substantiated, constitute a violation of this policy, the Title IX Coordinator (or designee) will determine appropriate interim measures and initiate an investigation or mediation process.

Investigating and Resolving Allegations of Employee Violations of the Policy

The University offers both informal and formal procedures for promptly, fairly and impartially investigating and resolving reports of employee violations of the Policy. Informal and formal procedures will be initiated as soon as possible and within five (5) calendar days of the filing of the report, absent any unusual circumstances.

Depending on the nature of the report, the Title IX Coordinator (or designee) will either assign a mediator or investigator as described below. The Title IX Coordinator (or designee) will notify the Responding Party that a report has been filed against them and provide the Responding Party a copy of the report. The Title IX Coordinator (or designee) will explain to both the Complainant and Responding Party the avenues for informal and formal action as appropriate, including a description of the process and the relevant avenues of redress to the Complainant and Responding Party and provide them a written summary of the process. The Title IX Coordinator (or designee) will notify the relevant vice-president/division head and the president of the union (if the

Responding Party is a bargaining unit member) as soon as possible after receiving the report and provide the Responding Party, Complainant, the relevant vice president/division head and the union president (when appropriate) with a copy of the report.

All investigations, whether resolved by informal or formal means, will be conducted as expeditiously as possible and normally will be completed within sixty (60) calendar days after receipt of the report, except where other circumstances require it. If and when an extension of the timeframe is required for good cause, written notice will be provided to the Complainant and Responding Party of the delay and the reason for the delay. If a Complainant and/or Responding Party withdraws from the University at any stage of the formal investigation, the University will continue its process as per this Policy.

Informal Procedures for Employee Violations of the Policy

Mediation is an informal, voluntary process that allows the Complainant and Responding Party involved in an alleged report of discrimination or harassment to discuss their respective understandings of the incident with each other through the assistance of a trained mediator. Mediation is designed to encourage each person to be honest and direct with the other and to accept personal responsibility where appropriate. Mediation is only offered as an option if both the Complainant and Responding Party are employees of Rider University. Mediation is not appropriate for certain cases, such as alleged sexual assaults, even on a voluntary basis.

Upon the consent of all parties to the report, the Title IX Coordinator (or designee), with relevant supervisors when appropriate, will seek an outcome through mediation to be conducted by University staff or an external professional engaged by the University. Any resolution through mediation also must be mutually agreed upon by all parties to the report. Both the Complainant and Responding Party have the right to bypass or end the informal report process at any time in order to begin the formal stage of the report process.

Records arising from informal procedures will not be used for any purpose other than those described above unless a report subsequently results in a formal hearing or otherwise becomes part of a legal action. Since informal level records represent allegations not supported by formal findings of fact, they will be maintained in a confidential manner separate from any other records for four (4) years. They will be destroyed after that period if no further allegations or formal reports have been received concerning the same individual. Such records shall not be used as evidence of guilt or innocence in any investigation or hearing involving a future report involving the same Responding Party. The Responding Party is entitled to include a response to documents contained in the confidential personnel file(s).

Formal Procedures for Employee Violations of the Policy

If the allegation of harassment has not been resolved as a result of the informal procedures or is of the kind, in the Title IX Coordinator's (or designee) opinion, that is not suitable to informal resolution, or if either the Complainant or Responding Party request to begin the formal report process, a formal investigation will be initiated.

The Responding Party will be afforded fourteen (14) calendar days from the date that the formal investigation was initiated to provide a written response to the allegations. A copy of any response will be provided to the Complainant.

The Title IX Coordinator (or designee) will either investigate the matter or assign the matter to an investigator (in either instance the "Investigator") to promptly, fairly and impartially investigate the report. An investigator is a trained professional staff member of the University community or an external professional. Training for professional staff members are provided at least annually on issues including, but not limited to, intimate partner violence, sexual assault and stalking; how to conduct investigations; safety and promoting accountability.

The investigation of all formal reports will include, when appropriate, interviews of the (1) Complainant, (2) the Responding Party, and (3) any witnesses and other persons who are identified as having relevant information and who agree to be interviewed. The Complainant and Responding Party will have the opportunity to identify witnesses and other evidence for consideration. If the Responding Party is represented by a bargaining agent, the Responding Party may have that agent present at any interview with the Investigator.

The Investigator will investigate the allegations and report the results, conclusions and recommended actions, if any, in writing to the Title IX Coordinator (or designee) and the appropriate vice-president/division head. A summary of the report will also be provided to the Complainant and Responding Party. After consulting with the Title IX Coordinator (or designee), the appropriate vice-president/division head will initiate disciplinary action as soon as reasonably practicable, when in their judgment it is appropriate, and will attempt to take whatever steps are necessary to prevent recurrence of the offending behavior and to correct its discriminatory effects on the Complainant and others, if appropriate. The Complainant, Responding Party, and the union president (when appropriate) will be informed of the final decision and any actions to be taken. Disciplinary action may include, but is not limited to, additional mandatory training, documented warning, suspension with or without pay, and termination.

The Responding Party is entitled to include a response to allegations, investigative findings, and documents included in the confidential personnel or student file(s), as the case may be. Implementation of, and challenge to, any disciplinary action will be handled according to applicable procedures, as provided by the relevant collective bargaining agreement.

Appeals of Resolution of Employee Violations

Both the Complainant and Responding Party may appeal the final decision. Either party may appeal by notifying the Title IX Coordinator (or designee) in writing of the specific grounds for the appeal within seven (7) calendar days of the date of the final decision. The non-appealing party has seven (7) calendar days to respond to any written appeal. A non-appealing party is under no obligation to respond to any appeal.

Appeals are limited to the following grounds:

- 1) There were procedural defects or procedural omissions that significantly impacted the outcome of the investigation and final decision. When an appeal alleges a procedural defect or procedural omission in either the investigation process or final decision making process, the appeal will be shared with the investigator and/or final decision maker so they may provide a written response for the Appellate Officer to review.
- 2) There exists new evidence which could significantly impact the original finding or sanction that was not known and could not have been known at the time of the original hearing. Minimally, a summary of this new information and its potential impact must be included.
- 3) The sanction was clearly disproportionate to the conduct for which the person was found responsible

All appeals are reviewed by an appellate officer (the "Appellate Officer") who is a University official designated by the Title IX Coordinator (or designee). The Appellate Officer reviews the record with respect to the grounds for the appeal.

The decision of the Appellate Officer is final. The Appellate Officer's decision will be issued in writing and simultaneously shared with the Complainant's and the Responding Party's with a copy provided to the Title IX Coordinator.

Investigating and Resolving Reports of Student Violations of the Policy

The University offers both informal (mediation) and formal (formal adjudication) procedures for promptly investigating and resolving reports of student violations of the Policy in a fair, unbiased and impartial manner. Mediation is not appropriate for certain cases, such as alleged sexual assaults, even on a voluntary basis.

All investigations, whether resolved by informal or formal means, will be conducted as expeditiously as possible and normally will be completed within sixty (60) calendar days after receipt of the report, except where the Complainant agrees that a longer period of time would be appropriate, or circumstances require it. If and when an extension of the timeframe is required for good cause,

written notice will be provided to the Complainant and Responding Party of the delay and the reason for the delay. If a Complainant and/or Responding Party withdraws from the University at any stage of the formal investigation, the University will continue its process as outlined in this Policy.

Mediation is an informal, voluntary process that allows the Complainant and Responding Party involved in an alleged report of discrimination or harassment to discuss their respective understandings of the incident with each other through the assistance of a trained mediator. Mediation is designed to encourage each person to be honest and direct with the other and to accept personal responsibility where appropriate. Mediation is only offered as an option if both the Complainant and Responding Party are students at Rider University. If either student is less than 18 years of age, the University may require that the minor student's parent consent in writing to the student's participation in the mediation. **Mediation is not appropriate for certain cases, such as alleged sexual assaults, even on a voluntary basis.**

Formal Adjudication is the formal process for investigating reports of student violations of the Policy. A report is formally adjudicated when it involves sexual assault, when the discrimination or harassment report has not been addressed as a result of mediation, or if either the Complainant or Responding Party requests referral to Formal Adjudication as described below. Formal adjudication involves a fact-finding investigation along with a hearing or other related decision-making process to determine if the alleged incident occurred and what actions the University must take in response. A formal investigation is initiated by the Title IX Coordinator (or designee) as the first step in the process.

Mediation

(Informal Procedures for Investigating and Resolving Complaints of Student Violations of the Policy)

Confidentiality of the Mediation Process

In order to promote honest, direct communication and a resolution through mediation, information disclosed in Mediation must remain confidential, except where disclosure may be required as set forth in this Policy, under law or as may be authorized by the Title IX Coordinator (or designee) in connection with responsibilities of the University.

Mediation Process

The mediation process will proceed as follows:

1. **Initiating Mediation:** In cases where Mediation is appropriate, the Title IX Coordinator (or designee) will discuss with the Complainant and Responding Party whether or not they are willing to participate in Mediation. In addition, the mediation process can be initiated any time prior to the formal adjudication of the case. Both the Complainant and Responding Party must agree to the Mediation in writing.
2. **Assignment of a Mediator:** Once the Complainant and Responding Party have agreed to Mediation in writing, the Title IX Coordinator (or designee) will appoint a trained and impartial mediator (the "Mediator") who will mediate the case. The Mediator will be appointed within fourteen (14) calendar days of the agreement of the Complainant and Responding Party to participate in Mediation. The Mediator will contact the Complainant and Responding Party to set the date, time, and location of the mediation session(s).

Mediation Procedures

1. **Persons Participating:** Typically, only the Mediator and the Complainant and Responding Party will be participants in the mediation session(s). The Complainant and Responding Party may have an advisor of their choice be present at the mediation session(s) and any related meetings. The advisor may not be an active participant in the mediation session(s). The University may remove or dismiss advisors who become disruptive or who do not abide by the restrictions on their participation. See definition of advisor for more information.

- 2. Mediation Process:** During the mediation process, the Mediator normally will: (1) ask the Complainant and Responding Party to give their versions of the incident, including both factual information and their feelings; (2) identify key issues; (3) seek the agreement of both the Complainant and Responding Party on the issues; (4) facilitate discussion; and (5) work with both the Complainant and Responding Party to develop a written document that will include a statement of agreement. No offers of apology or concessions are required to be made during the mediation.

Mediation Outcomes

- 1. Mediation Resolution:** Any statement of resolution by mediation will be incorporated into an agreement (the "Mediation Agreement"), to be signed by both the Complainant and Responding Party, the Mediator, and will be approved by the Title IX Coordinator (or designee) before it takes effect. Any activity or behavior, or prohibition thereof, to which either the Complainant or Responding Party has agreed in the mediation will be included in the Mediation Agreement. Since an individual's entry into a Mediation Agreement is voluntary, there is no right to appeal by either the Complainant or Responding Party from the terms of the Mediation Agreement once it has been signed by the Complainant and Responding Party, the Mediator, and approved by the Title IX Coordinator (or designee). The approval of the Mediation Agreement by the Title IX Coordinator (or designee) constitutes a directive of the Title IX Coordinator requiring both the Complainant and Responding Party to fully comply with all the terms of the Mediation Agreement. The Mediation Agreement will be kept on file at the Office of the Associate Vice President for Student Affairs. If either the Complainant or Responding Party believes the terms of the Mediation Agreement have not been met by the other individual, they may contact the Title IX Coordinator, who will ask the Mediator or other designated person to investigate the allegation of noncompliance. The Title IX Coordinator (or designee) may take such action as deemed appropriate in response to the investigation of noncompliance with the Mediation Agreement, or at their sole discretion, the matter may be referred to an Investigator, followed by a hearing before a Board, if such further investigation and/or sanctions are warranted.
- 2. Non-Resolution and Referral to Formal Adjudication:** If either the Complainant or Responding Party is dissatisfied with the mediation process at any time prior to the signing of a Mediation Agreement, that party may request that the mediation process cease. In such a case, absent an express determination to the contrary by the Title IX Coordinator (whose discretion in such determination is exclusive and final), Formal Adjudication may only be pursued if the request is initiated within one (1) calendar year of the termination of the mediation process provided, however, that for good cause shown as determined in the sole discretion of the Title IX Coordinator, this period of time may be extended. In the event that Formal Adjudication occurs after some part of the mediation process has taken place but prior to any resolution at mediation, only the report form will be forwarded by the Title IX Coordinator (or designee) to the assigned Investigator.

Formal Adjudication

(Formal Procedures for Investigating and Resolving Reports of Student Violations of the Policy)

Timeframe for Formal Adjudication Process

The formal adjudication process for investigating and resolving reports of student violations of the Policy will be conducted as expeditiously as possible and normally will be completed within sixty (60) calendar days after receipt of the report, except where the Complainant agrees that a longer period of time would be appropriate, or circumstances require it. For the purposes of this Policy, the formal adjudication process includes the fact-finding investigation along with a hearing or other related decision-making process to determine if the alleged incident occurred and what actions the University must take in response. If and when an extension of the timeframe is required for good cause, written notice will be provided to the Complainant and Responding Party of the delay and the reason for the delay. If a Complainant and/or Responding Party withdraws from the University

at any stage of the formal investigation, the University will continue its process as outlined in this Policy.

The University may need to delay temporarily the fact-finding portion of the investigation if and when law enforcement authorities are gathering evidence. The length of time for evidence gathering by law enforcement authorities will vary depending on the specific circumstances of each case. Protective measures can be pursued during this time. Both the Complainant and Responding Party will be updated on the status of the investigation, including when it is resumed.

Advisors

The Complainant and Responding Party are each permitted to be accompanied by an advisor of their choice to any meeting or disciplinary proceeding (including, but not limited to, fact finding investigations, formal or informal meetings, hearings and/or mediations sessions). An advisor is an individual (friend, parent, attorney or anyone else) who provides the Complainant and Responding Party respectively with support, guidance or advice. The advisor is not permitted to be an active participant in meetings or disciplinary proceedings. The University may remove or dismiss advisors who become disruptive or who do not abide by the restrictions on their participation. It is the responsibility of the Complainant and Responding Party to provide notice of meetings or disciplinary proceedings to their respective advisor. Meetings and/or disciplinary proceedings generally will not be canceled or delayed because an advisor could not be present. However, reasonable requests to reschedule based on compelling circumstances may be considered.

Investigation

Confidentiality of the Investigation

In order to comply with laws and regulations protecting education records of students and to provide an orderly process for the determination and consideration of relevant evidence without undue intimidation or pressure, the investigation findings are confidential. Investigation findings may not be disclosed except as described below or as required or authorized by law or as may be authorized by the Title IX Coordinator (or designee) in connection with responsibilities of the University.

Investigation Process

The investigation process will proceed as follows:

- 1. Assignment of Investigator:** The Title IX Coordinator (or designee) will assign the matter to a trained investigator or investigators (the "Investigator") to promptly, fairly and impartially investigate the report. Investigator training is provided at least annually on issues including, but not limited to, dating violence, domestic violence, sexual assault and stalking; how to conduct investigations; protecting safety of all individuals involved, and promoting accountability.
- 2. Conduct of the Investigator:** The Investigator will promptly, fairly and impartially investigate the report. The Investigator may not privately discuss the facts or merits of the case with the Complainant or Responding Party or with anyone acting on behalf of the Complainant or Responding Party. The Title IX Coordinator (or designee) will provide the Investigator with a written copy of the report and any other supporting material.

Investigation Procedures

- 1. Initiation of the Investigation:** The Title IX Coordinator (or designee) will notify the Complainant and Responding Party, in writing, of the commencement of an investigation under the AHND Policy. Such Notice shall (1) identify the Complainant(s), when the Complainant is otherwise not anonymous, and the Responding Party(ies); (2) specify the date(s)(if known), time(s) (if known), location(s), and nature of the alleged violation(s); (3) identify potential Policy violation(s); (4) identify the Investigator(s); (5) inform the parties of the right to choose and consult with an advisor, who can accompany the parties to any meeting or hearing under the Policy; (6) explain the prohibition against Retaliation; (7) instruct the parties to preserve any potentially relevant evidence in any format; and (8) provide the parties with a copy of the Policy. Note the Department of Public Safety's

contemporaneous response to an incident and any information or statements collected by the Department of Public Safety in response to an incident shall be considered by the Title IX Coordinator (or designee) as part of a determination to initiate an investigation. Both parties will be afforded seven (7) calendar days in which to provide a written response to the Notice of Investigation. A copy of this response will be provided to investigators and will be included in the final investigation report. During this seven (7) day period, the investigation may proceed forward.

2. **Interviews:** The investigation will include, where permissible, interviews of (1) the Complainant, (2) the Responding Party, and (3) any witnesses and other persons who are identified as possibly having relevant information related to the allegation, and who agree to be interviewed. The investigation also will include a review of relevant documentation and other information the Investigator deems relevant.

Investigation Outcomes

1. **Investigation Report:** The Investigator will prepare a written report (the "Investigation Report") concerning the results of the investigation. The Investigation Report will be distributed to the Complainant, the Responding Party, and the Title IX Coordinator (or a designee). If a Board hearing is held, the Board will also be provided with a copy of the Investigation Report. Both parties may respond in writing to the Investigation Report within seven (7) calendar days of the delivery date of the Investigation Report. Any response will be delivered to the Title IX Coordinator (or designee) for review.
2. **Determination of Charges:** The Title IX Coordinator (or designee) reviews the Investigation Report and any response, consult with the Investigator, and make a determination of whether sufficient facts exist to warrant a Formal Hearing. The Title IX Coordinator (or designee) also will determine what charges (e.g., "Discrimination," "Non-consensual Sexual Contact," "Non-Consensual Sexual Penetration," or other forms of "Sexual Harassment" or other "Harassment," or "Intimate Partner Violence" or "Stalking"), if any, will be referred for a Formal Hearing. That determination will be communicated in writing to the Complainant and Responding Party in the form of the Notice of Charges or other written communication as appropriate.

A Complainant whose request for Formal Adjudication is denied may appeal that denial to the Title IX Coordinator (or designee) within five (5) calendar days. The Title IX Coordinator (or designee) will then review the report and the Investigator's report and all other available case material. The decision of the Title IX Coordinator (or designee) on the appeal is final and not the subject of further appeal.

3. **Notice of Charges:** If a Formal Hearing is deemed necessary, the Office of Community Standards will commence the hearing process by providing written notice to the respondent ("Notice of Charges") stating: (1) the nature of the complaint; (2) the offense alleged (including references, as applicable, to the Standards of Conduct allegedly violated); (3) the name of the Complainant; (4) the date, time and place of the Formal Hearing; (5) the date, time, and place of the pre-hearing meeting at which preliminary matters will be discussed as outlined in the "Pre-Hearing Meeting(s) and Determination of Witnesses" section that follows; and (6) the names of the Board members (the "Board"), including the presiding chair. The Notice of Charges is mailed to the respondent's current local or other address on record with the University and is considered effective three (3) calendar days after such mailing or otherwise when actually received by the respondent, whichever occurs first. The Notice of Charges is simultaneously mailed to the Complainant's current local or other address on record with the University along with the date, time, and place of a separate pre-hearing meeting at which preliminary matters will be discussed.
4. **Request to Terminate the Investigation:** Upon mutual consent, the Complainant and Responding Party may seek to terminate a formal investigation, but the Title IX Coordinator (or designee), in consultation with the Investigator, may nevertheless determine, in his judgment and discretion, that the interests of the University community require the continuation of the formal investigation.

Formal Hearing

A Formal Hearing before the Student Anti-Harassment and Non-Discrimination Board (the “Board”) results if and when charges are determined by the Title IX Coordinator (or designee) as a result of the Investigation.

The Formal Hearing must take place not more than fourteen (14) calendar days after delivery of the Notice of Charges to the Responding Party, unless the Board Chair, in their sole discretion, allows for a longer period of time.

If a report is filed within sixty (60) calendar days of the Responding Party’s intended graduation, during a University recess or Summer Session, or in other circumstances where the Title IX Coordinator (or designee) determines that the report cannot otherwise be resolved in a timely manner, procedural options may be limited. In particular, a Formal Hearing under these circumstances may instead take the form of an administrative hearing by a designated Student Affairs employee appointed by the Title IX Coordinator (or designee).

Confidentiality of the Formal Hearing Process

In order to comply with laws and regulations protecting education records of students and to provide an orderly process for the presentation and consideration of relevant evidence without undue intimidation or pressure, the hearing process before the Board is confidential and is closed to the public. Documents prepared in anticipation of the hearing (such as the Investigator’s report, the Notice of Charges, or any written pre-hearing submissions), documents, testimony, or other evidence introduced at the hearing; or any transcript of the hearing itself, may not be disclosed except as required or authorized by law or as may be authorized by the Title IX Coordinator (or designee) in connection with responsibilities of the University.

Hearing Process

The hearing process shall proceed as follows:

Composition and Purpose of the Board

- 1. Composition of the Board:** The Board will be composed of three (3) impartial and trained, professional staff members of the University community. The Title IX Coordinator (or designee) designates one Board member to serve as the presiding chair of the Board (the “Board Chair”). Board member training is provided at least annually on issues including, but not limited to, dating violence, domestic violence, sexual assault and stalking; how to conduct investigations and hearings; protecting the safety of all individuals involved, and promoting accountability.
- 2. Challenge of Board Member:** A Complainant or Responding Party wishing to challenge the participation of any Board member must notify the Board Chair and the Title IX Coordinator (or designee) in writing, stating the reason(s) for the party’s objection. Such a challenge must be made in writing and delivered to the Board Chair and the Title IX Coordinator at 2083 Lawrenceville Road, Lawrenceville, New Jersey 08648-3099, Moore Library Room 108, or by email within seven (7) calendar days of the mailing of the Notice of Charges to the Responding Party and Complainant in the manner set forth in the Notice of Charges section. Except with respect to challenges to the participation of the Board Chair, the Board Chair determines whether the challenge has merit and reserves sole discretion to make changes in the Board’s composition at all times. In the event of a challenge to the participation of the Board Chair, the Title IX Coordinator (or designee) determines whether the challenge has merit and reserves sole discretion to appoint another Board member or other person as the Board Chair for a given hearing.
- 3. Conduct of the Board:** The Board will seek to encourage an open exchange of information within the rules of confidentiality articulated in these procedures. While the Board’s procedures are designed to ensure due process for the Complainant and Responding Party, the Board is not bound by the rules of criminal or civil procedures that govern judicial proceedings in court. Board members will serve as impartial fact finders and not as advocates for either the Complainant or Responding Party. Once an individual has been named to the Board, they may not privately discuss the facts or merits of the

case with the Complainant or Responding Party or with anyone acting on behalf of either the Complainant or Responding Party. The Board Chair will provide Board members with a copy of the Notice of Charges, the Investigation Report, the incident report, written statements, and list of witnesses and documents or other evidence submitted by the Complainant and Responding Party in advance of the hearing date.

Pre-Hearing Procedures

1. **Pre-Hearing Submissions:** No less than seven (7) calendar days prior to the hearing date, the Complainant and Responding Party must provide the Board Chair with brief written statements describing their positions, a list of witnesses they propose to call, and copies of documents and a description of any other evidence they propose to present at the hearing. The Board Chair provides a copy of such written statements and documents to the other party as set forth below. In the absence of good cause as determined by the Board Chair in their sole discretion, the Complainant and Responding Party may not introduce witnesses, documents, or other evidence at the hearing that were not timely provided to the Board Chair as set forth above. The Complainant and Responding Party are also responsible for securing the attendance of their proposed witnesses at the hearing.
2. **Pre-Hearing Meeting(s) and Determination of Witnesses:** The Board Chair (or designee) will seek to schedule one or more pre-hearing meeting(s) with the Complainant and Responding Party, either jointly or separately at the sole discretion of the Board Chair (or designee), no less than three (3) calendar days prior to the hearing date. At the meeting(s), the Board Chair (or designee) will review hearing procedures with the Complainant and Responding Party. The Board Chair (or designee) will also review the list of proposed witnesses to assist the Complainant and Responding Party in eliminating redundant testimony. At the pre-hearing meeting(s), the Board Chair (or designee) will provide the Complainant and Responding Party with a copy of the written statement, list of witnesses, and identification or copies of documents or other evidence submitted by the other individual. The Complainant and Responding Party may be accompanied by their respective advisors at any pre-hearing meeting(s).

Hearing Procedures

1. **Hearing Moderator:** The Title IX Coordinator (or designee) may designate an administrator to act as a hearing moderator to be present at a hearing to control the hearing and ensure the hearing follows procedural guidelines. The moderator will be impartial and has no interest or input in the outcome of the hearing.
2. **Persons Participating:** Typically, the Complainant and Responding Party, their respective advisors, the University's counsel, the Board members and a moderator are the only individuals present at the hearing. The Complainant and Responding Party may have an advisor of their choice present at the hearing and any related meetings. Advisors are not permitted to address the Board, examine witnesses or otherwise directly participate in the hearing on behalf of either party. The University may remove or dismiss advisors who become disruptive or who do not abide by the restrictions on their participation. See definition of advisor for more information.

Should either the Complainant or Responding Party fail to appear at the scheduled hearing, the Board Chair may postpone the proceedings or the Board may proceed and determine the report on the basis of the evidence presented, provided the absent party was duly notified in advance of the scheduled hearing date as outlined above. The Complainant and Responding Party are not required to be present at the hearing. However, the exercise of that right does not preclude the Board from proceeding and determining responsibility on the basis of the facts and circumstances presented. If requested, the University will make arrangements such that the Complainant and Responding Party are not present in the same room at the same time as part of the hearing.

3. **Recording:** The Board Chair will arrange for the hearing to be audio-recorded.

4. **Conduct of the Hearing:** The hearing before the Board will not follow a courtroom model. The Board Chair will determine the order of the witnesses and resolve any questions of procedure arising during the hearing. Absent extraordinary circumstances, the Investigator will not testify at the hearing unless approved by the Board Chair upon finding that the Investigator may have material information that cannot otherwise be provided to the Board. The Complainant and Responding Party will not be expected to repeat undisputed details or non-material circumstances that would merely duplicate the written materials. The Board, in its discretion, may seek to have other persons speak at the hearing. Only the Board Chair and the Board may question the Complainant, Responding Party, and any witnesses. However, the Complainant and Responding Party may ask the Board Chair to pose additional questions or inquire further into specific matters by submitting these requests in writing. If necessary, a brief recess may be granted to allow the Complainant and Responding Party an opportunity to prepare and submit such requests. The Board Chair is empowered to disallow any questions that are irrelevant or redundant. After all witnesses have been questioned, the Complainant and Responding Party may make a closing statement and request a short recess to prepare their statement(s). If the Board determines that unresolved issues exist that would be clarified by the presentation of additional evidence, the Board Chair may recess the Board hearing and reconvene it for the presentation of additional evidence in a timely manner. A recess may not be based on the failure of witnesses to appear without good cause or on the proposed introduction of documents or other evidence that should have been presented at the pre-hearing meeting(s).
5. **Impact Statement:** During the hearing, the Complainant may present the Board with a statement recommending a sanction ("Impact Statement"). The Responding Party will be provided an opportunity to respond to the Impact Statement. The Board is not bound by these statements in determining responsibility or the sanction. Witnesses other than the parties normally are not permitted at the Impact Statement phase of the hearing; however, the Board Chair reserves the sole discretion to authorize the presence of other persons.

Hearing Outcomes

1. **Standard for Responsibility Finding:** All decisions by the Board will be made by majority vote. The Board first determines whether the Responding Party is responsible for the alleged violation(s) of the Policy (the "Responsibility Finding"), and then, if appropriate, determine by majority vote the sanction to be imposed Responding Party (the "Sanction Finding"). A finding of responsibility must be supported by a "preponderance of the evidence." "Preponderance of the evidence" means that the University establishes that it is more likely than not that the Responding Party is responsible for committing the act or acts complained of.
2. **Sanction Findings:** After the Board has made a Responsibility Finding, the Board may impose any sanction that it finds to be fair and proportionate to the violation and in the interests of the University community, including the Responding Party and Complainant, and that is authorized for violations of the Student Code of Conduct (the "Sanction Finding"), including disciplinary probation, suspension, and expulsion. In determining an appropriate sanction, the Board may consider any record on the part of the Responding Party of past violations of the Student Code of Conduct, as well as the nature and severity of the violation(s) and any mitigating circumstances. The Board will consider as part of its deliberations whether the Responding Party poses a continuing risk to the Complainant and/or University community. The University expects all cases involving a finding of sexual assault to involve consideration of the sanctions of suspension or expulsion. Any sanction imposed is based on a majority vote of the Board. All Sanction Findings require a finding that the sanction to be imposed is warranted by a preponderance of the evidence.
3. **Sanction Levels:** In instances involving student violations of the Policy, the charge(s) will correspond with the following sanction ranges, based on the severity of the alleged violation(s):
 - a. Non-Consensual Sexual Penetration (Level 1 to Level 3)
 - b. Non-Consensual Sexual Contact (Level 1 to Level 3)

- c. Sexual Harassment (Level 1 to Level 3)
- d. Sexual Discrimination (Level 1 to Level 3)
- e. Intimate Partner Violence (Level 1 to Level 3)
- f. Stalking (Level 1 to Level 3)
- g. Sexual Exploitation (Level 1 to Level 3)
- h. Harassment/Discrimination (Level 1 to Level 4)

The above-referenced sanction ranges correspond with the sanction levels found in the University's Student Code of Social Conduct. For purposes of any sanction finding under this Policy, a preponderance of the evidence standard will be utilized.

4. **Effective Date of Sanction:** Sanctions imposed by a Board are not effective until any timely administrative appeal of the decision by the Complainant and/or Responding Party is completed. However, if advisable to protect the welfare of the Complainant or the University community, the Board may include in its Determination Letter that any probation, suspension, or expulsion is effective immediately and will continue in effect until such time as the Title IX Coordinator (or designee) may otherwise determine in their sole discretion. The Title IX Coordinator (or designee) may suspend the Board's determination pending exhaustion of an appeal or allow the Responding Party to attend classes or participate in other University activity(ies) on a supervised or monitored basis. The decision(s) of the Title IX Coordinator (or designee) in this regard is in their sole discretion and is not appealable. Any interim measures, no contact orders, or other administrative actions imposed prior to the hearing will remain in place during the appeal process unless otherwise notified.
5. **Determination Letter:** Within ten (10) calendar days following the hearing, or such longer time as the Board Chair may for good cause determine, the Board will issue its decision in writing (the "Determination Letter"). The Determination Letter will be simultaneously mailed to the Complainant's and the Responding Party's official university email address with a copy provided to the Title IX Coordinator. (Should there be any change to the hearing result prior to the time it becomes final, the Complainant and Responding Party will also be notified simultaneously in writing.) The Determination Letter will contain the following information: (1) the name of the Responding Party; (2) whether the Responding Party has been found responsible or not responsible of the charges; (3) the sanction imposed, if any; (4) the rationale for the Board's finding as to responsibility and, if appropriate, the rationale for the sanction imposed; and (5) procedures for filing an appeal. University policy neither encourages nor discourages further disclosure of the Determination Letter by either the Complainant or Responding Party. The University encourages a student who wishes to disclose the Determination Letter to any other person to consult with legal counsel before doing so.
6. **Early Resolution:** The Board Chair may propose a resolution of a report and request for Formal Hearing, with the consent of the Complainant, at any time in cases where the Responding Party wishes to acknowledge responsibility for the acts of discrimination/harassment (including, but not limited to, non-consensual sexual penetration, non-consensual sexual contact, or sexual harassment) and the Responding Party agrees to be subjected to a sanction.

Appeal

The Complainant and Responding Party each may appeal the Board's decision by notifying the Title IX Coordinator (or designee) in writing of the specific grounds for the appeal within seven (7) calendar days of the date of the Board's decision. The non-appealing party has seven (7) calendar days to respond to any written appeal. A non-appealing party is under no obligation to respond to any appeal.

Appeals are limited to the following grounds:

- 1) There were procedural defects or procedural omissions that significantly impacted the outcome of the original hearing. When an appeal alleges a procedural defect or procedural omission in either the investigation or hearing process, the appeal will be shared with the investigator(s) and/or chair of the hearing board so they may provide a written response for the appellate board to review.
- 2) There exists new evidence which could significantly impact the original finding or sanction that was not known and could not have been known at the time of the original hearing. Minimally, a summary of this new information and its potential impact must be included.
- 3) The sanctions fall outside the range of sanctions the University has designated for this offense

All appeals are reviewed by an appellate panel (the "Appellate Panel") consisting of three (3) impartial and trained University officials designated by the Title IX Coordinator (or designee). The Appellate Panel reviews the record presented to the Board with respect to the grounds for the appeal.

The decision of the Appellate Panel is based on a majority vote and that decision is final. The Panel's decision will be issued in writing and simultaneously shared with the Complainant's and the Responding Party's with a copy provided to the Title IX Coordinator.

Violation Levels and Consequences for Students

Any Rider University student who engages in any act or conduct proscribed in this Policy may, upon finding of responsibility by the appropriate hearing authority, be subject to one or more of the following consequences.

Violation Levels

For every allegation of misconduct, with the exception of the Alcohol Policy, which has its own sanctioning guidelines, the University assigns a corresponding level of violation. Levels, ranging from 1 (most serious) to 5 (least serious), indicate the alleged seriousness of a violation. Levels also dictate consequences that may be imposed if a student is found responsible for misconduct. The hearing authority ultimately determines a level of responsibility. A student may be charged at one level by the Community Standards administrator and the standards board or other hearing authority may find responsibility at a different level. Hearings are intended to allow a student to dispute the level of violation in addition to responsibility. Mitigating factors shall be taken into account by all hearing authorities, along with all relevant circumstances, in determining the appropriate consequence(s) to be assigned at that level.

Level 1:

- a. The student may be expelled from the University indefinitely and possibly permanently.
- b. The student must be dismissed for a minimum of one year.
- c. 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:

- a. The student may be dismissed from the University for a period not to exceed one year.

- b. 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.
- c. 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.
- d. 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.
- e. 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:

- a. 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.
- b. Students found responsible at this level are not entitled to a refund of housing costs.
- c. In addition to option "a," a student may be put on disciplinary probation for a period of time.
- d. 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, participation in counseling, etc. Note: A violation of the Alcohol Policy at this level requires participation in the Alcohol Education Program.
- e. 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:

- a. 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.
- b. 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.

- c. 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.

Level 5:

- a. The hearing authority must impose a consequence of a general warning in the student's file. It may also impose any other consequence(s) which it considers applicable, including but not limited to, community or financial restitution, assigned tasks, participation in the Alcohol Education Program, etc.
- b. In every case at this level, a fine not greater than \$25 must be imposed. The fine may be per person when appropriate.

Consequences

- **Expulsion** – Permanent termination of student status.
- **Dismissal** – Temporary separation of student from University. Such action may be deemed appropriate as a consequence for more serious or repetitious violation of campus regulations. Dismissal shall not be construed as a permanent separation from the community and conditions of readmission (if any are ordered) shall be stated in the hearing authority's decision. Students dismissed for violations of University policy are considered eligible for readmission to the University, and must apply for readmission through the Dean of Students Office prior to their anticipated return date.
- **Removal from Residence** – Requirement that the housing contract of the individual with the University be voided and that the individual be removed from the residence halls within five days of the date of the hearing. Note: Removal from residency may occur at the discretion of the Associate Dean of Residential Programs, consistent with the University Housing agreement, for failure to comply with all applicable rules and regulations of the University exclusive of any community standards process.
- **Alteration of Residence Status** – Requirement that the residence location of the student be changed by the Residence Life Office within five days of the date of the hearing.
- **Disciplinary Probation** – Time period during which any future violations will likely result in either removal from residency or suspension from the University depending on the offense and the student's community standards history.
- **Social Restrictions** – Restrictions from specific privilege(s), extracurricular activities, campus event(s), contact with person or organization, etc.
- **Campus Restrictions** – Restrictions from being present in campus buildings or areas.
- **Community Restitution** – Activities or actions designed to return to the community a portion of the goodwill that was taken away by the commission of the violation. Service to the community should be designed to better the social and/or physical environment of the University and its surrounding community.
- **Financial Restitution** – Reimbursement for damage to or misappropriation of property. Restitution may take the form of appropriate services to compensate for damages.
- **Fines** – Monetary amounts imposed within the limits defined.
- **Referral to Appropriate Counseling Services.**

- **Administrative Directive** – A statement, written, oral, or as part of a University policy, from an administrator of the University to be complied with by student(s). May require refraining from conduct or completing an act.
- **Alcohol Education Program** – Includes alcohol education class, an online program, and other educational activities to be determined by the Alcohol/Drug & Sexual Assault Prevention Education Coordinator (ASAP).
- **Warning** – Notice to the student, in writing, that continuation or repetition of the conduct found wrongful within a period of time as stated in the warning, may be cause for more severe disciplinary action.
- **Other consequences as warranted.**

Primary Prevention Programs and Ongoing Prevention and Awareness Campaigns

As defined by federal regulation, primary prevention programs are programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. Ongoing prevention and awareness campaigns are programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

The University's primary prevention programs and ongoing prevention and awareness campaigns cover the following:

- The University's prohibition of 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, including a discussion on what it covers, how it works, the definitions of consent and policy violations, and the University's obligation to promptly report, and fairly and impartially investigate and resolve all reports of that policy.
- Bystander intervention strategies which are safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking.
- Risk reduction information, which includes options designed to decrease perpetration and bystander inaction and to increase empowerment for victims/survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Provision of the University's primary and ongoing prevention and awareness programs for students and employees is the joint responsibility of the Title IX Coordinator, Associate Vice President for Student Affairs, Director of Public Safety, and the Alcohol/Drug & Sexual Assault Prevention Education Coordinator (ASAP).

Primary Prevention Programs

Rider University conducts annual primary prevention programs regarding sexual assault, domestic violence, dating violence and stalking for all new students, faculty, staff and administrators. The programs occur as follows:

- At new student orientation during the summer and fall prior to the start of the academic year. Additionally, all new first year and transfer undergraduate students complete an online education program.
- At new faculty orientation held each summer prior to the start of the academic year.
- At new employee orientation held throughout the year.

Ongoing Prevention and Awareness Campaigns

The University also conducts ongoing prevention and awareness campaigns for all students, faculty, staff and administrators as follows:

Faculty, Staff and Administrators

- Annual notification of the Policy and available resources.
- Annual training for Public Safety, Student Affairs, Residential Programs and Athletic staff.
- Annual training for University faculty and staff who serve as investigators, mediators and hearing board and Appellate Panel members for addressing allegations of violations of the University's Anti-Harassment and Non-Discrimination Policy. This training includes, but is not limited to, dating violence, domestic violence, sexual assault and stalking; how to conduct investigations and hearings; protecting individual safety and promoting accountability.
- Annual training for freshman seminar coordinators.
- Training for all other faculty and staff via regularly scheduled or special department and divisional meetings:

Students

- Annual notification of the Policy and available resources.
- Annual orientation for all new and returning student-athletes prior to the start of each academic year.
- Annual training provided to sororities and fraternities, students clubs and organizations and to resident students via residence hall and other programming on both campuses.
- Campus-wide events such as It's On Us Campaign, Stalking Awareness, The Clothesline Project, Rider Cash Cab, The Vagina Monologues, Denim Day, These Hands Don't Hurt, Sexual Assault Awareness Month (April), Domestic Violence Awareness Month (October) and Safer Spring Break Awareness Week.

New Jersey Campus Sexual Assault Victim's Bill of Rights

NJSA18A: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 victim or alleged perpetrator is a student at that institution, and/or
- when the victim is a student involved in an off-campus assault.

Human Dignity Rights:

- to be free from any suggestion that victims 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 victims are responsible for the commission of crimes against them
- to be free from pressure from campus personnel to:
 - report crimes if the victim does not wish to do so
 - report crimes as lesser offenses than the victim 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 victims 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 victim-sensitive cooperation of campus personnel with regard to 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 victims 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.

Resources

Rider University Resources

- Student Health Center (**Confidential**)
Poyda C 1st floor, Lawrenceville campus; 609-896-5060 weekdays
Taylor Hall, Princeton campus; 609-721-7100, x8222 weekdays
- Counseling Center (**Confidential**)
Zoerner House, Lawrenceville campus; 609-896-5157 weekdays
Williamson Hall, Princeton campus 609-921-7100, x8275
- Title IX Coordinator/Vice President for
Human Resources & Affirmative Action
Robert Stoto
Moore Library, Room 108; 609-895-5683; rstoto@rider.edu

- Title IX Compliance Officer
Tom Johnson
Bart Luedeke Center, Room 113B; 609-895-5000 ext 7309; tjohnson@rider.edu
- Division of Student Affairs
Cindy Threatt, Associate Vice President for Student Affairs & Dean of Students,
Bart Luedeke Center,
Lawrenceville campus; 609-896-5101
Christopher R. Botti, Associate Dean of Students, Scheide Student Center,
Princeton campus; 609-921-7100, ext 8263
- Department of Public Safety
West House, Lawrenceville campus; Bristol Chapel basement, Princeton campus
Both campuses: 609-896-5029 (non-emergency); 609-896-7777 (emergency)
- The Alcohol/Drug & Sexual Assault Prevention Education Coordinator (ASAP)
Susan Stahley, MSW
Student Health Center; 609-895-5721; sstahley@rider.edu; asap@rider.edu
www.facebook.com/RUASAP; Twitter: @RUASAP
- Student Financial Services
Bart Luedeke Center, 2nd floor, Lawrenceville campus;
Williamson Hall, lower level, Princeton campus
Both campuses: 1-800-257-9026; finaid@rider.edu

Community Resources

- Womanspace – 24-hour crisis center and information hotline
1860 Brunswick Ave., Lawrenceville, NJ 08648; 609-394-9000

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 them to the hospital, police station, or Public Safety office. All contact with Womanspace is confidential.
- NJCASA (NJ Coalition Against Sexual Assault)
3150 Brunswick Pike, Suite 230, Lawrenceville, NJ 08648
609-631-4450; info@njcasa.org, 24-hour statewide hotline: 800-601-7200
- 2NDFLOOR
www.2ndfloor.org; 1-888-222-2228 or text at 908-280-0235 (4 – 8 p.m.)
2NDFLOOR is a confidential service and hotline for New Jersey youth and young adults
- Central Jersey Legal Services (for legal, visa and immigration related assistance)
198 West State Street, Trenton, NJ 08608
609-695-6249
- CONTACT - Call/text to speak with highly trained, compassionate listeners
http://contactofmercercer.org
609-896-2120 or 609-585-2244
Suicide Prevention Lifeline: Call anytime
1 (800) 273-TALK (8255) / 1(800) 273-8255
Lifeline Crisis Chat: crisischat.org or suicidepreventionlifeline.org
6xtoday: Text 609-488-4898
Tuesday & Thursdays, 6:30-9:30pm
- Lawrence Township Police Department
2207 Lawrenceville Rd., Lawrenceville, NJ 08648
609-896-1111 or 911 in an emergency
- Princeton Police Department
1 Valley Rd., Princeton, NJ 08540; 609-921-2100 or 911 in an emergency

A uniformed officer would respond to meet with the Complainant to file a police report. At that time a determination would be made as to whether or not additional resources are needed i.e. detectives, evidence collection and the Mercer County Prosecutor's Office. A person could be transported to a medical facility for a forensic examination, at no cost to the individual, and asked to provide a typed written statement at the local police department.

Hospitals

- Capital Health, Regional (Helene Fuld)
750 Brunswick Ave., Trenton, NJ 08638; 609-896-6000
- Capital Health, 1 Capital Way, Pennington, NJ 08534; 609-303-4000
- Penn Medicine Princeton Medical Center, 1 Plainsboro Rd., Plainsboro, NJ 08536;
609-853-7000
- Robert Wood Johnson University Hospital
1 Hamilton Health Place, Hamilton, NJ 08690; 609-584-6666

Other Resources

- Employee Assistance Program at Rider University provided by Princeton Employee Assistance Program
1-800-527-0035; www.princetonhcs.org/eap
Free, confidential 24/7 telephone, online and face-to-face support for Rider employees regarding relationships, life changes and challenges, and other issues.
- FORGE
www.forge-forward.org; AskFORGE@forge-forward.org; 414-559-2123
FORGE provides support for transgender and gender non-conforming individuals.
- LIFEWIRE
www.lifewire.org; 1-800-827-8840 or 425-746-1940 (24/7 crisis lines)
LIFEWIRE addresses domestic violence issues in the LGBT community.
- Sexual Assault Support and Help for Americans Abroad
<http://pathwaystosafety.org>
- National Dating Abuse Hotline
www.loveisrespect.org; 1-866-331-9474; 1-866-331-8453 (TTY)
- National Domestic Violence Hotline (NDVH)
www.ndvh.org; 1-800-799-SAFE (7233); 1-800-787-3224 (TTY)
NDVH provides support as well to the LGBTQ community at www.thehotline.org/is-this-abuse/lgbt-abuse.
- Rape, Abuse & Incest National Network (RAINN) Hotline
www.rainn.org; 1-800-656-HOPE (4673)
RAINN offers confidential assistance 24 hours a day, 7 days/week.
RAINN also offers assistance to men at www.rainn.org/get-information/types-of-sexual-assault/male-sexual-assault.
- 1 in 6.org at <https://1in6.org> provides support to men who have had unwanted or abusive sexual experiences in childhood.
- Crisis Text Line
The Crisis Text Line is a free 24/7 support for those in crisis. Text 741741 from anywhere in the USA to text with a trained Crisis Counselor.
<http://www.crisistextline.org/how-it-works>

If you have experienced sexual, intimate partner violence or stalking, get help as soon as possible.

- **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. See page 69 of this booklet for information regarding area hospitals. Or visit Rider's Student Health Center Monday – Friday 8:30 a.m. – 4:30 p.m.
- **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, the assailant's identity if you know it, and the use of threats or force.
- **Consider reporting the assault to the University and/or 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.

See page 44 of this booklet for reporting information to the University and/or law enforcement. There you will also find important information regarding who best to speak to at the University and why, requesting confidentiality, and protective measures and accommodations.

If you consider reporting the incident to law enforcement authorities, a uniformed officer would respond to meet with you to file a police report. At that time a determination would be made as to whether or not additional resources are needed i.e. detectives, evidence collection and the Mercer County Prosecutor's Office. You could be transported to a medical facility for a forensic examination, at no cost to you, and asked to provide a typed written statement at the local police department.

- **Consider calling Womanspace** 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 (SART) if you desire. The SART consists of a Sexual Assault Advocate and a Sexual Assault Nurse Examiner (SANE). You do not have to reveal your identity to the counselor.

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 (5) years.

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.

Telephone Numbers – Lawrenceville Campus

2083 Lawrenceville Road, Lawrenceville, NJ 08648-3099

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

Telephone Numbers – Princeton Campus

101 Walnut Lane, Princeton, NJ 08540

Main Number	609-921-7100
Department of Public Safety	896-5029
Emergency	896-7777

Associate Dean of Students	921-7100 x8263
Facilities Management	921-7100 x8272
Office of Residence Life	921-7100 x8263
Student Health Services	921-7100 x8222

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.