FULLER
THEOLOGICAL SEMINARY

Annual Security Report

Northwest Campus

September 27, 2018

9725 Third Avenue NE, Suite 110, Seattle, WA 98115

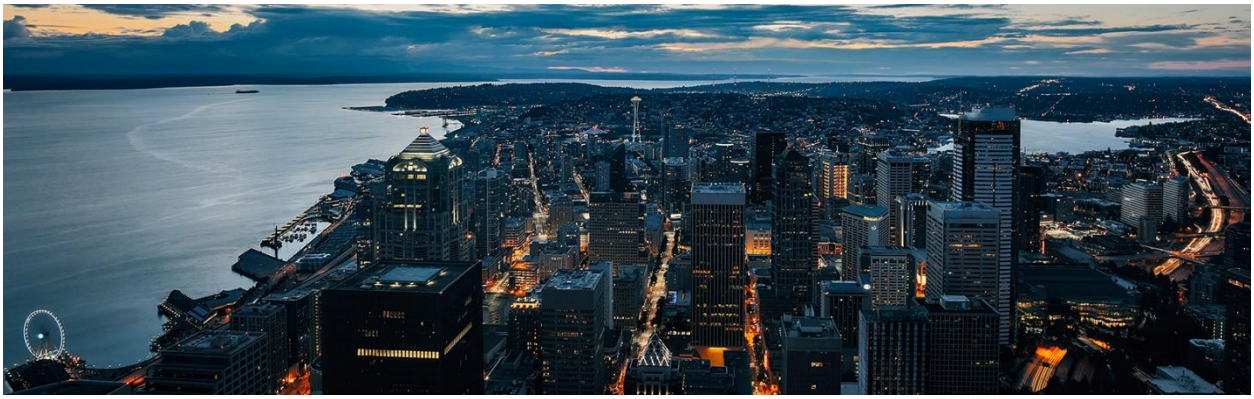


TABLE OF CONTENTS

WELCOME FROM THE CHIEF OF CAMPUS SAFETY 4
ANNUAL SECURITY REPORT – HOW PREPARED AND PURPOSE 6
IMPORTANT TELEPHONE NUMBERS FOR NORTHWEST CAMPUS EMERGENCIES: 7
WORKING RELATIONSHIP WITH LAW ENFORCEMENT AGENCIES 7
ACCESS TO CAMPUS 8
ACCESS TO CAMPUS RESIDENCES 8
HOW YOU CAN LEARN ABOUT CAMPUS SAFETY 8
POLICIES AND PROCEDURES 8
CRIME AND EMERGENCY REPORTING POLICY, PROCEDURES, AND REPONSES 9
TO REPORT A CRIME IN PROGRESS 9
TO REPORT A CRIME WHICH HAS OCCURRED 9
LIST OF ORGANIZATIONS OR TITLES TO WHOM STUDENTS AND EMPLOYEES SHOULD REPORT CLERY CRIMES 10
PROCEDURES FOR REPORTING CRIMES ON VOLUNTARY, CONFIDENTIAL BASIS FOR INCLUSION IN ANNUAL SECURITY REPORT 10
CONFIDENTIAL FULLER REPORTING OPTIONS: EXEMPT FROM REPORTING 10
TIMELY WARNING POLICY STATEMENT 11
EMERGENCY RESPONSE AND EVACUATION PROCEDURES 12
Notification Procedures 12
Description of Process 12
How the Fuller Community Receives Emergency Information 13
Information Dissemination Procedure to the Larger Community 14
Members of Fuller's Emergency Management Team 15
Testing and Announcing Everbridge Mass Notification 15
CRIME STATISTICS 16
DAILY CRIME LOG 17
SECURITY AWARENESS PROGRAM POLICY STATEMENT 17
STUDENT SAFETY & SECURITY 18
TIPS FOR A SAFE AND SECURE CAMPUS 19
CRIME PREVENTION PROGRAMS POLICY STATEMENT 21
CRISIS MANAGER APP 21
ALCOHOL AND DRUG POLICIES 21
DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING 23
VAWA DEFINITIONS OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING 23
JURISDICTIONAL DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING 25
JURISDICTIONAL & INSTITUTIONAL DEFINITIONS OF CONSENT 27

BYSTANDER INTERVENTION 29
How to Be an Active Bystander 29
RISK REDUCTION 30
Risk Reduction for Intimate Partner/Dating Violence, Stalking, Sexual Harassment, and Sexual Violence 30
Reducing the Risk of Victimization 30
Reducing the Risk of Being Accused of Sexual Misconduct 30
DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING: PREVENTION PROGRAMS 31
Primary Prevention and Awareness Programs 31
Description of Primary Prevention and Awareness Programs 32
ONGOING PREVENTION AND AWARENESS CAMPAIGNS 33
PROCEDURES VICTIMS SHOULD FOLLOW IF A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING OCCURS 33
Confidential Reporting 35
Mandated Reporting 36
Rights of Victims and the Institution's Responsibilities Relating to Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution 36
PROCEDURES THE SEMINARY WILL FOLLOW IN THE CASE OF ALLEGED DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING 39
Confidentiality 39
Accommodations and Protective Measures Available for Victims 39
THE SEMINARY'S PROCURES FOR INSTITUTIONAL DISCIPLINARY ACTION IN CASES OF ALLEGED DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING 42
How to Report 42
Procedures 43
SANCTIONS 45
RANGE OF PROTECTIVE MEASURES THAT MAY BE OFFERED OR REQUESTED FOLLOWING AN ALLEGATION OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING 48
PROMPT, FAIR AND IMPARTIAL PROCESS 49
ASSISTANCE FOR VICTIMS: RIGHTS & OPTIONS 50
NOTIFICATION TO VICTIMS OF CRIMES OF VIOLENCE 52
REGISTERED SEX OFFENDER INFORMATION 52

WELCOME FROM THE CHIEF OF CAMPUS SAFETY

Gary Mejia
Chief of Campus Safety
626-584-5440

garymejia@fuller.edu

Welcome to Fuller Theological Seminary's Annual Security Report. It's our goal that by reviewing the information within this report you will gain the knowledge needed to assess the safety and security of one of our many campuses*.

The Department of Campus Safety strives to create and provide a safe and secure environment that encourages academic excellence and learning to the Fuller Theological Seminary community.

Every member of the Fuller Theological Seminary community shares in the responsibility of helping to provide a safe and secure campus for its faculty, staff, students, and visitors. Campus Safety works together with the Seattle Police Department and other local emergency providers in a collaborative effort to ensure a safe and secure campus while located at our Pasadena Main campus.

If you have questions or concerns, please contact the Department of Campus Safety at 626-584-5444.

Sincerely,

Gary L. Mejia
Chief, Department of Campus Safety

*See the annual security reports for all our campuses at the links below:

- **2018 Annual Security and Fire Safety Report – Pasadena (Main) Campus - includes statistics for the Colorado and Sacramento campuses, which are now closed**
  https://www.fuller.edu/wp-content/uploads/2018/09/2018_security_report_pasadena.pdf

- **2018 Annual Security Report – Arizona**
  https://www.fuller.edu/wp-content/uploads/2018/09/2018_security_report_arizona.pdf

- **2018 Annual Security Report – Bay Area**
  https://www.fuller.edu/wp-content/uploads/2018/09/2018_security_report_bay_area.pdf

- **2018 Annual Security Report – Northwest**
  https://www.fuller.edu/wp-content/uploads/2018/09/2018_security_report_nw.pdf

- **2018 Annual Security Report – Orange County**
  https://www.fuller.edu/wp-content/uploads/2018/09/2018_security_report_oc.pdf

- **2018 Annual Security Report – Texas**
  https://www.fuller.edu/wp-content/uploads/2018/09/2018_security_report_texas.pdf

ANNUAL SECURITY REPORT – HOW PREPARED AND PURPOSE

This Annual Security (ASR) is prepared annually by the Clery Compliance Committee (Clery Team), a committee chaired by the Director of Compliance & Risk Management, and consisting of members from the Department of Campus Safety, Auxiliary Services, Human Resources, Student Engagement & Success, Compliance & Risk Management, Office of Student Concerns, and Housing Services & Residential Community. The information presented in the report was collected by the joint efforts of the following departments: Auxiliary Services, Communications & Marketing, Department of Campus Safety, Information Technology Services, Social Media and Public Relations, the Regional Campuses, Student Financial Services, Human Resources, Legal, Housing Services & Residential Community, Office of Student Concerns, and Student Engagement & Success. This includes reviewing and updating relevant policies to reflect current practices, soliciting, gathering, and analyzing statistics and information so that it can be accurately reported, and obtaining approval for policy updates as required. The report includes crime and fire safety data, along with policies pertaining to campus safety, crime, and fire safety.

The Department of Campus Safety works closely with the regional campus director/manager or designee to solicit crime statistics from local law enforcement jurisdictions. In addition, crimes are reported by employees, students, and Campus Security Authorities to the Department of Campus Safety for the purpose of inclusion in the annual disclosure of crime statistics (ASR).

This Annual Security Report is published prior to October 1st of each year and distributed to all students and employees via the seminary's website at:

https://www.fuller.edu/About/Institutional-Reports-and-Documents/Student-Right-to-Know-and-Consumer-Information/

Click on the **Security Report** tab at the above url for links to each campus' security report.

Current students and employees will be notified via Fuller email or the student's preferred email of the Annual Security Report's publication. In addition, all applicants for admission or employment are provided upon request, a full copy of this report.

To obtain a printed copy of the report, please contact the Department of Campus Safety at 626-584-5450.

IMPORTANT TELEPHONE NUMBERS FOR NORTHWEST CAMPUS EMERGENCIES:

To contact Police, Fire Department, and Ambulance or Paramedics	dial 911

PERSONNEL OR STUDENT EMERGENCIES

Northwest Campus Main Phone	Daytime 206-284-9000
Northwest Campus Director Cellphone	206-909-8810
Office of Student Concerns (Pasadena Campus)	Daytime 626-584-5678
Human Resources (Pasadena Campus)	Daytime 626-584-5454

CRIME PREVENTION/REPORTING AND COUNSELING

NORTHWEST CAMPUS

Crime Prevention/Reporting Seattle Police Department	206-684-0850
Counseling Services Seattle Crisis Connections https://www.crisisconnections.org/	206-461-3222

WORKING RELATIONSHIP WITH LAW ENFORCEMENT AGENCIES

The Northwest Campus does not have any security personnel. Therefore, all crimes should be reported directly to the Seattle police department.

ACCESS TO CAMPUS

Any outside groups seeking access to any regional campus must submit proper application materials to the regional campus director, who will forward his/her recommendation regarding the group's requested access to the Vice President for Communications for approval. On-campus groups and co-sponsored requests must also be recommended by the regional campus director and be approved by the Vice President for Communications. Security considerations are reviewed prior to the approval of any request.

Seminary policy prescribes that all persons must report any occupancy in administrative buildings after 11 p.m. to the regional campus director. All employees and faculty when on campus must show identification at any time upon request.

Visitors, as a general rule, are not authorized in buildings after normal business hours unless faculty, employees, or a seminary official escorts them. Students are admitted into buildings after normal business hours only when there is an authorized access list from the department head or his/her designee on file with the regional campus director.

ACCESS TO CAMPUS RESIDENCES

The Northwest regional campus does not have any campus residences.

HOW YOU CAN LEARN ABOUT CAMPUS SAFETY

The Student Handbook, available from the registrar's page on the Fuller website (http://fuller.edu/registrar/), includes official statements of Fuller, and information regarding campus safety, student resources, campus services, etc.

POLICIES AND PROCEDURES

A SAFE CAMPUS IS EVERYONE'S RESPONSIBILITY

Report Crime Promptly! "If you See something, Say something."

FULLER'S security policies and procedures are aimed at your safety and welfare. You help maintain your own safety on campus by following all security policies, and by using common sense safety practices, such as walking in groups; reporting suspicious activities; not leaving books, computers, or backpacks unattended; etc. The following will provide you with an

overview of security facts that will be helpful to you. Everyone on campus should be safety conscious and follow security procedures.

Remember: A Safe Campus is Everyone's Responsibility; Report all crimes promptly!

CRIME AND EMERGENCY REPORTING POLICY, PROCEDURES, AND REPONSES

When a criminal action or emergency occurs on-campus, faculty, staff, students or guests to Fuller should immediately report the incident to the Seattle Police Department. "If you See something, Say something."

It is Fuller's policy to encourage accurate and prompt reporting of all crimes to appropriate police agencies when the victim of crime elects to or is unable to make such a report.

TO REPORT A CRIME IN PROGRESS

To report a crime, dial 911. State "This is an emergency." Give the dispatcher:

- The nature of the crime/emergency
- Your name
- The phone number from which you are calling
- Your location

Do not hang up until you are sure no further information is required, unless there is an immediate threat to your safety.

After calling 911, notify the regional campus director. Watch for the arrival of emergency personnel and assist in directing them to the appropriate location.

TO REPORT A CRIME WHICH HAS OCCURRED

Northwest Campus: During campus hours (11 am – 6:30 pm, M-Th), call the Seattle Police Department, North Precinct, at 206-684-0850. Supply the following information to the police department:

- The nature of the crime
- Your name
- The phone number from which you are calling
- Your location

The seminary will cooperate fully with law enforcement agencies in the investigation and enforcement of applicable criminal laws on campus. Refer to the "CONFIDENTIAL FULLER REPORTING OPTIONS: EXEMPT FROM REPORTING," for details on those who may not need to report a criminal act.

LIST OF ORGANIZATIONS OR TITLES TO WHOM STUDENTS AND EMPLOYEES SHOULD REPORT CLERY CRIMES

For the purpose of making timely warning reports and the annual statistical disclosure, students and employees should report Clery Act crimes to the following Campus Security Authorities:

- Chief of Campus Safety, 626-584-5440
- Department of Campus Safety, 626-584-5444
- Director of Fuller Seminary Northwest, 206-284-9000 (office); 206-909-8810 (cell)
- Executive Director of Human Resources and Organizational Development, 626-584-5238
- Executive Director of the Office of Student Concerns, 626-584-5678

PROCEDURES FOR REPORTING CRIMES ON VOLUNTARY, CONFIDENTIAL BASIS FOR INCLUSION IN ANNUAL SECURITY REPORT

Victims or witnesses may voluntarily report crimes to a recognized Campus Security Authority (CSA), such as the Executive Director of the Office of Student Concerns or the Executive Director of Human Resources, and request that a report be submitted to the Department of Campus Safety on a confidential or anonymous basis for inclusion in the annual disclosure of crime statistics (ASR). Based on the nature of the crime, or if act of violence, repeat behavior, or a weapon was involved, the report may not be able to be kept confidential (e.g., institutional action may need to be taken to stop, prevent, and/or remedy the behavior). However, the incident will be noted in the daily crime log and crime stats, and if applicable, any timely warning if needed. The timely warning or crime logs will not include any information that would identify the victim. A Confidential Fuller Reporting Option may report crime stats in aggregate without providing any identifying information. There currently is no procedure in place for a Confidential Reporting Option (pastoral, if applicable, or professional counselor) to inform those they counsel of procedures for reporting crimes voluntarily and confidentially for inclusion in the institution's annual security report.

CONFIDENTIAL FULLER REPORTING OPTIONS: EXEMPT FROM REPORTING

By law, schools may identify confidential on-campus reporting options, which are exempt from mandated reporting, such as licensed clinicians or recognized pastoral counselors operating in

that role. This allows an option for employees and students to report any instances of sexual assault, domestic violence, dating violence, and/or stalking in a completely confidential way, and which will not be reported to anyone else on campus unless requested by the victim. Any reporting required by the Clery Act for the Annual Security Report would only be aggregate, and would not identify any particular individual.
While the Northwest Campus does not currently have anyone in this capacity located on the Northwest Campus, students and employees may connect by telephone with the confidential reporting options who are located at the Pasadena Campus and listed below:

- Director of Training, Fuller Psychological & Family Services, Irene Rapp, MS, LMFT, 626-584-5569

- Seminary Chaplain(s), as recognized pastoral counselors or ordained clergy, maintain confidentiality in conjunction with their pastoral counseling duties, 626-584-5273.

Fuller currently does not have any ordained clergy who are designated as Confidential Fuller Reporting Options outside of the Seminary Chaplain(s).

TIMELY WARNING POLICY STATEMENT

The Chief, Department of Campus Safety or a designee will develop timely warning notices to notify members of the seminary community about Clery crimes (e.g., arson, non-negligent manslaughter, and robbery) that occur on campus (including non-campus buildings and public property as defined by Clery), in instances where a Campus Security Authority (CSA) submits a crime report or a crime is reported by local law enforcement, where it is determined that the incident may pose a serious or continuing threat to students, employees, or other members of the campus community, including guests.

Fuller is not required to issue a timely warning for crimes only reported to a Confidential Fuller Reporting Option, such as a Seminary Chaplain or Fuller Psychological & Family Services (FPFS) professional counselor acting in that capacity. In addition, if the information is shared in an emergency notification under Fuller's Emergency Response and Evacuation Procedures because the threat is immediate, then a duplicate timely warning will not be issued.

As soon as pertinent information is available, the Chief of Campus Safety or a designee will develop timely warning notices for the seminary community to notify members of the community about Clery crimes that occur on campus, where it is determined that the incident may pose a serious or continuing threat to members of the seminary community. All of the facts surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts, are considered on a case-by-case based when determining whether a timely warning will be issued. The timely warning notice shall be provided to students and employees in a manner that is timely,

that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences.

In an effort to provide timely notice to the seminary community, and in the event of an incident which may pose a serious or ongoing threat to members of the seminary community, a blast email, SMS or text message Timely Warning Notice is sent to all students and employees on campus. The alerts are generally written by the Chief of Campus Safety or a designee, and they are reviewed by the Chief Storyteller & Vice President for Communications or a designee, or at least one additional member of the Clery Compliance Committee (Clery Team) from a department other than Campus Safety, before being distributed to the community by Campus Safety or another member of the Clery Team or designee, as is practical based on the circumstances. At the discretion of the Chief of Campus Safety or a designee, and in light of the time sensitive nature of the timely warning, if other members of this process are unavailable, the Chief of Campus Safety or a designee may create and then send out a timely warning alert without prior review.

The entire policy is contained within the Department of Campus Safety, *Standard Operating Procedures*, under Timely Warnings.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Notification Procedures

It is crucial that emergency situations involving the Fuller community be reported in an accurate and timely manner to both emergency responders and members of the Fuller community. During an emergency, please keep phone lines clear except when necessary to report serious hazards or injuries.

Fuller will immediately notify the campus community 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 the campus.

Description of Process

1. **Reporting an Emergency:** If you are at Fuller when an emergency occurs, call 911. Notify the director of the regional campus immediately after you have called 911. If the director is not available, then contact the Department of Campus Safety on the main Pasadena

Campus at 626-584-5444. They will then respond to and contact the necessary members of the Fuller Emergency Management Team (EMT).

2. **Determining an Emergency:** When the regional campus director, Chief of Campus Safety, or Fuller's Emergency Management Team is made aware of a significant emergency or danger to the Fuller community, notification will immediately be sent out. If the reported emergency is either not immediately identifiable as significant or not readily confirmed, Campus Safety will contact the Emergency Management Team and will first confirm the nature and details of the event before notifying the Fuller community. The Chief of Campus Safety has the discretion to immediately send out notices to the Fuller community without prior review of the Emergency Management Team, when the situation warrants.
3. **Determining Segment or Segments of Campus to Receive Notification and Content of Notification:** The regional campus director, Department of Campus Safety, or Fuller's Emergency Management Team, as appropriate to the situation, will notify all members of the Fuller community that could be affected by the emergency. If, for example, an emergency is happening near the Seattle campus, the situation may or may not require notifying students and employees at other campuses as well, or a police/fire emergency near the Pasadena campus may require a notification to the Pasadena campus. Or, in the case of a gas leak, it may be decided to only notify those individuals in the building that has the gas leak if it is not impacting other operations of the seminary. The regional campus director, Director of Campus Safety, or the Emergency Management Team, as appropriate to the situation, will determine the scope the emergency and content of the emergency communication before sending out notification. There will be a continuing assessment of the situation and additional segments of the campus community may be notified if a situation warrants such action. In addition, emergency communication will have as much pertinent information as is known at the time and as much as can be communicated to a particular device (some, like SMS, are limited by character length). Because priority is given to notifying the Fuller community as quickly as possible, subsequent communication will have additional information beyond the initial contact.
4. **Initiation of Notification System:** The Department of Campus Safety or regional campus director will log into the Everbridge Mass Notification, the company that manages the emergency notification system, to initiate the emergency notification process.

How the Fuller Community Receives Emergency Information

In appropriate circumstances, faculty, staff, and students will receive information sent directly to them via Everbridge Mass Notification, e-mail, or communication from coworkers, supervisors, or Emergency Management Team members.

- **Everbridge Mass Notification:** The Everbridge Mass Notification emergency communication system allows Fuller to send messages directly to community members through e-mail, mobile phone, office phone, home telephone, and SMS/text message. Students provide this information through the "Personal Information" section of Fuller's student information system, which feeds into Banner. Employees provide this information through ADP Employee Self Service. Everbridge Mass Notification is only used for testing and emergency communications, and is not used for faculty, staff or student outreach marketing. Specific instructions for updating personal contact information for Everbridge Mass Notification are available here.

- **Emergency Information Web page:** Fuller's emergency information webpage functions as an informational blog for Fuller during emergencies. Emergency Management Team posts information and decisions affecting Fuller's community on this site in real time.

Upon confirmation that a significant emergency or dangerous situation exists, Fuller will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the regional campus director, Chief of Campus Safety, or the Emergency Management Team, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Based on the nature of the event, the need to shelter in place or begin a systematic evacuation of the affected campus or certain areas of campus will be assessed prior to a notification being issued. Appropriate instructions or information about how the campus will be secured, if applicable, will be communicated in the emergency notification.

Information Dissemination Procedure to the Larger Community

Immediately following a disaster, Fuller Seminary will be in contact with appropriate persons and offices in the City of Seattle to seek help as needed, and to make a situation report regarding any deaths or injuries to persons; the level and extent of destruction or major damages to buildings and other structures; and existing and potential problems with utilities. A primary and initial contact at this point will be the City of Seattle's Emergency Management Coordinator, in the City of Seattle's Fire Department. Additional contacts may be appropriate with other City offices, including the Police Department.

Secondly, we will communicate with our institutional neighbors to help coordinate a neighborhood response. This will be especially important if the level of disaster were to overwhelm the response capacities of our City's services--including fire and police departments, hospitals, and other organizations. Anticipating the possibility of such a situation, our neighborhood's major institutions are coordinated to provide emergency services and response

assistance, both for our own staffs as well as neighborhood residents who may come to our various campuses and offices for assistance.

Third, we will also provide, in quick fashion, accurate information and communication with the media. Further, we will closely monitor all communications to ensure the accuracy of information presented to the public as well as our Fuller community. Also, through the Fuller emergency webpage at http://www.fuller.edu/emergency we will provide rapid and frequently updated disaster situation reports and updates, which will be immediately available to the public and to our Fuller community including students, staff, faculty, alumni, and friends.

Recognizing that rapid changes are endemic to disaster situations, we will be in ongoing communication with the City, our neighboring institutions, the media, the public, and the Fuller community to keep them accurately informed of activities, progress, and needs.

Members of Fuller's Emergency Management Team

1. Sam Bang, Executive Director of Student Engagement & Success
2. Bernadette J. Barber, Executive Director of Human Resources & Organizational Development
3. Nicole Boymook, Executive Director of the Office of Student Concerns
4. Ted Cosse, Executive Director of Fuller Psychological & Family Services
5. Lauralee Farrer, Chief Storyteller & Vice President of Communications
6. Jeanne Handojo, Director of Auxiliary Services
7. Jeff Harwell, Chief Technology Officer, Information Technology Services
8. Brent Kampe, General Counsel, Legal Department
9. Teresa Lewis, Director of Compliance & Risk Management
10. Gary Mejia, Chief, Department of Campus Safety (Chair)
11. Anna Merritt, Director of Fuller Guest & Conference Center
12. Nate Merritt, Facilities Director, Building Services
13. Lenny Moon, Chief Financial Officer
14. Daniel Scott , Assistant Director of Campus Safety
15. Cynthia Tupas, Manager of Housing Services & Rescom

Testing and Announcing Everbridge Mass Notification

The Everbridge Mass Notification system is tested each quarter on the Friday of week two. This ensures all students (even those who registered late) are included in that quarter's test but are not interrupted during class. The test goes to all methods of communication that Fuller has on record for each student in Banner and for each employee in Employee Self Service. These tests are announced in advance on Fuller's student information system. The announcement includes

links to Fuller's emergency response and evacuation procedures. These tests are documented by the Department of Campus Safety and include a description of the exercise, date, time, and whether the test was announced.

The foregoing information is contained within the Department of Campus Safety, *Standard Operating Procedures*, under Emergency Response and Evacuation Procedures. The procedures can also be found on Fuller's emergency webpage at https://www.fuller.edu/Emergency-Communication/.

CRIME STATISTICS

In accordance with the Clery Act, Fuller Theological Seminary provides mandatory crime statistics as part of this Annual Report. The web site to access this report is provided annually to all enrolled students, staff, and faculty via Fuller email or the student's preferred email. The following table shows reported crimes from Campus Security Authorities and local law enforcement agencies in the specified categories for the preceding three years. The Department of Campus Safety, with the assistance of the regional campus director or designee, have requested crime statistics from law enforcement agencies with jurisdiction for all of Fuller's reportable locations (e.g., on-campus, public property, noncampus, if applicable) each year prior to the completion of this Annual Report. The Department of Campus Safety, with the assistance of the Clery Compliance Officer, then evaluates which crimes provide are considered Clery reportable crimes, and then includes them in the following table, along with Clery crime statistics already collected by Campus Safety.

These statistics reflect crimes that occurred on the Northwest campus and all additional eligible locations, if applicable, in 2017, plus the previous two years.

Fuller Northwest, 9725 3rd Ave. NE, Ste. 110, Seattle WA. 98115

Director: John C. Bangs Email: jcbangs@fuller.edu Office (206) 284-9000

		ON-CAMPUS PROPERTY			ON-CAMPUS STUDENT HOUSING FACILITIES *			NONCAMPUS PROPERTY **			PUBLIC PROPERTY		
		2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
	CRIMINAL OFFENSES												
1	Murder/Non-Negligent Manslaughter	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
2	Manslaughter by Negligence	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
3	Rape	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
4	Fondling	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
5	Incest	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
6	Statutory Rape	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
7	Robbery	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
8	Aggravated Assault	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
9	Burglary	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
10	Motor Vehicle Theft	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
11	Arson	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
12	Domestic Violence	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
13	Dating Violence	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
14	Stalking	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
	ARRESTS												
1	Weapons:Carrying,Possessing, ETC	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
2	Drug Abuse Violations	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
3	Liquor Law Violations	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
	DISCIPLINARY REFERRALS												
1	Weapons:Carrying,Possessing, ETC	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
2	Drug Abuse Violations	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
3	Liquor Law Violations	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0

HATE CRIME REPORTING:
Ex.) There were no hate-crimes reported for 2015, 2016, or 2017

UNFOUNDED CRIME REPORTING:
Ex.) There were no unfounded crimes for 2015, 2016, or 2017

* There is no student housing at this campus.
** There were no non-campus properties at this campus.

Fuller Seminary officially recognized student organizations do not maintain off-campus locations or housing facilities. As such, there is no ongoing monitoring or recording by the Seminary through local police agencies of criminal activity associated with these types of facilities. The Northwest campus also does not have any residential facilities.

DAILY CRIME LOG

Because the Northwest Campus does not have any on-campus security personnel and all crimes are reported directly to the Seattle police department, a daily crime log is not administered by this campus.

SECURITY AWARENESS PROGRAM POLICY STATEMENT

New employees are provided safety & wellness training during new employee orientation which generally occurs on a weekly basis and through follow-up emails. New students are also provided safety training during quarterly new student orientation. Current employees

and students are provided security awareness tips at least on a quarterly basis throughout the year via the Employee Site and the Quad. These security awareness programs and practices have an emphasis on encouraging students and employees to be responsible for their own security and the security of others. The Department of Campus Safety encourages students and employees that "If you See something, Say something." See examples of some of the training resources below.

STUDENT SAFETY & SECURITY

THE FOUR "RISKS" OF PERSONAL SAFETY

RISK AWARENESS

RISK REDUCTION

RISK RECOGNITION

RISK AVOIDANCE

THIS IS 90% OF SELF DEFENSE EDUCATION

The following risk reduction strategies are offered, not as "parental sounding" demands, but as considerations. Evaluate each strategy independently as to whether or not it may apply to you and your specific circumstances. The bottom line is: you are ultimately responsible for your safety.

Elevator-When in an elevator, be aware of other people. Stand close to important buttons and/or telephone. If a suspicious person gets off on your floor, be sure that you are not followed.

Cell Phones- Consider obtaining a cell phone first and foremost for safety reasons. Ensure that you program emergency numbers for quick access (e.g., Police Department @ 911). Cell phone can also serve as deterrence.

YOUR VEHICLE-

Vehicle Keys- Being ready for an encounter is to your advantage! Try to have your keys in your hand. This provides you with a device that can be used for self defense and allows for quicker access once you arrive at your vehicle. If used for defense, poke eyes and soft tissue. Avoid the practice of lacing keys between fingers, as this not very effective and may hurt your hands.

Approaching Your Vehicle-Before getting into your vehicle, give it a quick visual check from a safe distance. Glance under the vehicle during approach. If you notice anything suspicious retreat immediately and notify your local police department. After scanning the vehicle and it appears safe, unlock the door and check the back seat area.

Once Inside- Remember to lock all doors in case someone attempts to enter your vehicle. Consider keeping the windows rolled up as far as the weather permits. Place your carry bag or valuables out of sight to reduce "smash and grab" type theft.

Being Followed- If you think you are being followed, instead of going directly to your office, make a few extra turns, but only if familiar with the area you are in. When convinced that you are being followed, drive to the nearest police or fire station for assistance. Avoid stopping in isolated areas and try not to become separated from populated areas.

Parking- When driving into a parking lot or structure, try to park in a well-lit area. Also consider backing into the space. A lighted area should keep vandals away from your vehicle. Also try to avoid parking next to vans or large trucks, and be cautious when returning to a vehicle parked next to a van or large truck. When walking back to your car, try not to walk close to other parked cars, stay in the center of the access way if traffic permits. This will give you more reaction time. When in an angled parking lot, walk with the direction of traffic flow in the lot, enabling you to see between parked vehicles.

Disabled Vehicle- If you become stranded on the highway, think safety, and consider staying in your vehicle. Turn on the four-way flashers, and then wait for the police or road service to arrive. Cellular phones can be tremendous help in these situations. If you have a flat tire, and you know how to repair it, then attempt to do so. If you are interrupted during the changing process, pick up your tools and get in the vehicle. Be wary of vehicles bumping into you to simulate an accident. If it is only a bump and not an accident, consider continuing to your destination and calling the police when you arrive there.

Flyer on Your Window-Be cautious about Flyers left on your front windshield. Do not remove immediately if it does not obstruct you view. Rather, drive to a safer location and then remove. Criminals can sometimes use flyers as a means to distract people.

Retreating from Danger- If you find yourself in a situation that may jeopardize your safety, retreat to a safe location immediately and contact your local police department.

Your overall awareness will increase reaction time, however, placing obstacles between you and the attacker will force the attacker to negotiate the obstacle before the attacker can get to you.

All of the above mentioned strategies are mostly common sense and do not require extensive preparation to implement, just forethought and an alert mind. Use these basic risk reducing steps to reduce the chances of becoming victimized but understand fully that they are not "foolproof."

(Remove the Foundation of Opportunity)

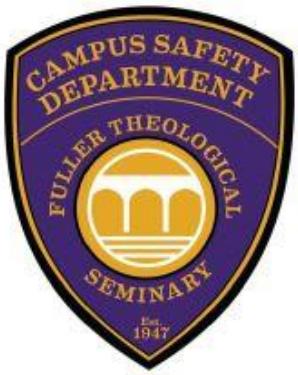
For more information contact:

Fuller Theological Seminary
Department of Campus Safety

135 N Oakland Ave.
Pasadena CA, 91182
(626) 584-5444

Visit our website at:

http://fuller.edu/emergency/



Safety Tips for Students

Created For:
STUDENT ENGAGEMENT
Regional & Online Campus Students

TIPS FOR A SAFE AND SECURE CAMPUS

Learn and follow all seminary safety policies. These policies were created out of a concern for your welfare and consideration for the rights of others.

When walking or jogging:

- Go with someone.
- Stay away from isolated areas.
- Try and stay near street lights.
- Hold your purse or briefcase tightly, close to your body.
- A front pocket is safer for a wallet than a back one.

If you're being followed:

- Cross the street or change directions.
- Keep looking back so the person knows you can't be surprised.

- Go to a well-lit area. Enter a store, house or apartment, classroom, or library - anywhere there are people.
- Notice and remember as much as possible about the person so you can give a good description later.
- Contact the Seattle Police Department to report the incident.

If you're held up:

- Don't resist. No amount of money is worth taking chances with your life.
- Notify local police immediately.

Where you live:

- Keep your doors and windows locked day and night.
- Don't let strangers in.
- Don't leave a door unlocked for someone planning to come back later.

Protect personal and seminary property:

- Lock your door every time you leave.
- Don't store your purse in an unlocked desk drawer.
- Don't leave your belongings unattended in libraries, hallways, or classrooms.

If you are working late:

- Keep your office door locked.
- Lock all doors behind you when entering or exiting at night.

In a car:

- Keep doors locked while driving.
- Don't pick up hitchhikers.
- Check the backseat before getting into a car.

Protect your car:

- Always lock your car and take the keys.
- Lock valuables in the trunk.
- Park in well lighted areas.
- Never warm up your car on a cold day by letting it idle unattended or unlocked.

Report suspicious activity and vandalism immediately.

CRIME PREVENTION PROGRAMS POLICY STATEMENT

The Department of Campus Safety has incorporated the Crisis Manager app (see below) to assist the Fuller community (students and employees) in disaster preparedness and emergency response preparation.

CRISIS MANAGER APP

ALCOHOL AND DRUG POLICIES

Fuller Theological Seminary is committed to maintaining an alcohol and drug-free environment, one conducive to the promotion of wellness and positive self-development of all members of its community. In keeping with this objective, the seminary will ensure that all of its campuses, workplaces, and activities are safe and free from the problems and risks associated with the unauthorized use and abuse of alcohol and the illegal use and abuse of drugs.

Out of respect for our bodies as temples of the Holy Spirit, as good stewards of our relationships with one another, and in relation to our individual and communal fitness for ministry, the unlawful manufacture, distribution, dispensing, possession or use of alcohol or illicit drugs by any member of the Fuller community on Fuller property or as part of any of its activities is prohibited. While the use of alcohol by adults is lawful, alcohol use by adults is prohibited on the Fuller campuses, outside of the privacy of an individual's Fuller provided housing.

Drug abuse has spread to every level of society in the United States. All drugs are toxic or poisonous if abused. Health risks of drug abuse include, but are not limited to, sleep disorders, confusion, hallucinations, paranoia, depression, impotence, liver damage, cardiac irregularities, hepatitis, and neurological damage. Abuse of either alcohol or drugs during pregnancy increases the risk of birth defects, spontaneous abortion, and stillbirths.

Alcohol is a depressant. It depresses the central nervous system and can cause serious, irreversible physical damage. Excessive drinking damages the liver, resulting in cirrhosis. Chronic alcohol abuse also causes hypertension, cardiac irregularities, ulcers, pancreatitis, kidney disease, and cancer of the esophagus, liver, bladder, and lungs.

The good news is that alcoholism and drug abuse and addiction are treatable. Generally, a recovering alcoholic or drug abuser may never safely drink or use drugs again, but can lead a normal, productive life as long as he or she maintains total abstinence. Confidential limited counseling and referral to treatment programs may be available to Fuller students and employees from the Fuller Psychological & Family Services. Eligible employees may also contact their Employee Assistance Program for referrals. The costs of these programs are dependent upon the type of treatment desired. Students and faculty should consult with their insurance carriers with individual questions regarding coverage of treatment

Incidents on the Fuller campus or incidents involving members of the Fuller community may be reported to civil authorities for legal action. Local, state, and federal laws establish a variety of penalties for the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance, which includes alcohol as well as illicit drugs. These legal sanctions, upon conviction, may range from the payment of a small fine and probation to imprisonment for up to one year or a $5,000 fine, or both. Federal laws have increased the penalties for the illegal distribution of drugs to include life imprisonment and fines in excess of $1,000,000.

In addition, corrective action for students may include disciplinary action up to and including immediate termination of student status. Corrective action for employees may include disciplinary action up to and including immediate termination from employment. (Community Standard: Substance Abuse)

The seminary's Community Standard: Substance Abuse (see above), as supplemented by the seminary's Drug and Alcohol Abuse Prevention Program (DAAPP), clarify that the unlawful possession, use, and sale of alcoholic beverages is prohibited, as is the unlawful possession, use and sale of illegal drugs. As described above and in the seminary's DAAPP, the seminary enforces federal and state alcohol and drug laws. Even though the seminary is a graduate school with students over the age of 21, it will enforce underage drinking laws if the situation ever arises. See the DAAPP for a description of drug and alcohol abuse education programs available to employees and students. The DAAPP may be accessed from the Employee Site at http://employee.fuller.edu/drug-and-alcohol-abuse-prevention-program-daapp/ and The Quad at http://quad.fuller.edu/studentlife/. In addition, it is posted on the Fuller website at https://www.fuller.edu/wp-content/uploads/2018/09/DAAPP-FTS.pdf.

DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

Fuller Theological Seminary is committed to providing and modeling a learning, working, living, and community environment free of discrimination on the basis of sex, which includes all forms of sexual misconduct. Sexual misconduct includes sexual harassment, sexual assault, dating violence, domestic violence, stalking, and all forms of sexual violence.

The seminary, therefore, prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking, as defined in its Policy Against Sexual Misconduct and as those terms are defined by the Violence Against Women Act (VAWA) as they relate to the Clery Act. Fuller Theological Seminary issues this statement of policy to inform the seminary community of its programs to address domestic violence, dating violence, sexual assault, and stalking as well as the procedures for institutional investigatory and disciplinary action, if warranted, in cases of alleged dating violence, domestic violence, sexual assault, or stalking which will be followed regardless of whether the incident occurs on or off campus when it is reported to a seminary official, such as a Title IX Coordinator or other employee identified as a mandatory reporter, including supervisors and managers/administrators.

VAWA DEFINITIONS OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

The Violence Against Women Act (VAWA) defines the crimes of dating violence, domestic violence, sexual assault, and stalking as follows:

- **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.
    i. The existence of such a relationship shall be 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.
    ii. For the purposes of this definition—
        - Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
        - Dating violence does not include acts covered under the definition of domestic violence.
    iii. For the purposes of complying with the requirements of this section, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Domestic Violence:**
    i. A Felony or misdemeanor crime of violence committed—
        A) By a current or former spouse or intimate partner of the victim;
        B) By a person with whom the victim shares a child in common;
        C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
        D) 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
        E) 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.

- **Sexual Assault:** An offense that meets the definition of Rape, Fondling, Incest, or Statutory Rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent."

    - **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.

    - **Fondling:** The touching of the private parts of another person for the purposes 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.

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

    - **Statutory Rape:** is defined as sexual intercourse with a person who is under the statutory age of consent.

- **Stalking:**
    i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
        A) Fear for the person's safety or the safety of others; or
        B) Suffer substantial emotional distress.
    ii. For the purposes of this definition—
        A) *Course of conduct* means two or more acts, including, but not limited to, acts 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.

B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.

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

JURISDICTIONAL DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING

The primary prevention and awareness program for all incoming students and new students, currently provided by Workplace Answers (Everfi), provides the definitions of domestic violence, dating violence, sexual assault, and stalking for local jurisdictions for community and awareness purposes.

The definitions that pertain to the Seattle Campus in Washington follow:

- **Domestic Violence:** The state of Washington defines domestic violence as follows:

    1. Physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury or assault, between family or household members; .
    2. Sexual assault of one family or household member by another; or
    3. Stalking of one family or household member by another family or household member.

    "Family or household members" include spouses or domestic partners, former spouses or former domestic partners, people who have a child in common, adults related by blood or marriage, adults who are presently residing together or who have resided together in the past, people sixteen years of age or older who are presently residing together or who have resided together in the past and who have or have had a dating relationship, people sixteen years of age or older with whom a person sixteen years of age or older has or has had a dating relationship, and anyone that has a biological or legal parent-child relationship, including stepparents and stepchildren and grandparents and grandchildren.

- **Dating Violence:**

    The term "dating violence" is not specifically defined under Washington Law. However, the concept of dating violence means **violence committed by a person against a victim who is or has been in a social relationship of a romantic or intimate nature with the**

perpetrator.

This concept is covered by the state's domestic violence statute.

- **Sexual Assault:**

  Sexual assault is not specifically defined separately under Washington Law, however, the following Washington definitions are generally included under the umbrella term 'sexual assault.'

  - **Rape**

    A person is guilty of rape when such person engages in sexual intercourse with another person by forcible compulsion where the perpetrator or an accessory uses or threatens to use a deadly weapon or what appears to be a deadly weapon; or kidnaps the victim; or inflicts serious physical injury; or feloniously enters into the building or vehicle where the victim is situated.

    Rape includes when the person engages in sexual intercourse by forcible compulsion, the victim is incapable of consent due to physical helplessness or mental incapacity, or the victim is a person with a developmental disability and the perpetrator is a person who is not married to the victim and who has supervisory authority over the victim; or was providing transportation, within the course of his or her employment, to the victim at the time of the offense.

    Rape includes when the perpetrator is a health care provider, the victim is a client or patient, and the sexual intercourse occurs during a treatment session, consultation, interview, or examination (unless the client or patient consented to the sexual intercourse with the knowledge that the sexual intercourse was not for the purpose of treatment).

    Rape also applies when the victim is a resident of a facility for persons with a mental disorder or chemical dependency and the perpetrator is a person who is not married to the victim and has supervisory authority over the victim. There are also special provisions when the victim is a frail elder or vulnerable adult.

    Rape also occurs when such person engages in sexual intercourse and the victim's lack of consent was clearly expressed by the victim's words or conduct or the victim engaged in sexual intercourse because of a threat of substantial unlawful harm to his or her property rights.

    The State of Washington makes **Indecent Liberties** a crime similar to rape, but the focus is on unlawful sexual contact rather than sexual intercourse.

Rape of Children is a crime that makes it unlawful to have sexual intercourse with children less than sixteen years of age in a variety of circumstances.

- **Stalking:** The state of Washington defines stalking as follows:

  A person commits the crime of stalking if, without lawful authority the person:

  1. Intentionally and repeatedly harasses or repeatedly (on more than one occasion) follows another person; and
  2. The person being harassed or followed is placed in fear that the stalker intends to injure the person, another person, or property of the person or of another person; and the stalker either:
     a. Intends to frighten, intimidate, or harass the person (even if the stalker was not given actual notice that the person did not want the stalker to contact or follow the person); or

  Knows (or reasonably should know) that the person is afraid, intimidated, or harassed (even if the stalker did not intend to place the person in fear or intimidate or harass the person).

JURISDICTIONAL & INSTITUTIONAL DEFINITIONS OF CONSENT

The primary prevention and awareness program for all incoming students and new students, currently provided by Workplace Answers (Everfi), provides the definition of consent in reference to sexual activity for local jurisdictions for community and awareness purposes. In addition, the seminary's definition of consent is provided.

The definitions that pertain to the Seattle Campus follow:

- **Consent:** The state of Washington defines consent, in relation to sexual activity, as follows:

  Consent means that at the time of a sexual act, there are actual words or conduct indicating freely given agreement to such an act. Generally, consent is a defense to a charge of sexual assault. Accordingly and as a general matter, if sexual conduct is consensual, it is not a sexual assault to engage in such conduct. However, when a person is incapable of giving consent (either because of age or incapacity), consent is not a valid defense.

- **Consent:** Fuller Theological Seminary defines consent in its Policy Against Sexual Misconduct, found at www.Fuller.edu/TitleIX, as follows:

a. Consent is knowing, voluntary, and clear permission by word or action, to engage in mutually agreed upon sexual activity or contact. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has provided ongoing, clear consent to engaging in the activity or contact. For consent to be valid there must be a clear expression in words or actions that the other individual agreed to that specific sexual conduct.

b. A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol, other drugs, including so-called "date rape" drugs, or medication. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy. The question of what the responding party (respondent) should have known is objectively based on what a reasonable person in the place of the responding party, sober and exercising good judgment, would have known about the condition of the reporting party (complainant).

c. Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the "who, what, when, where, why or how" of their sexual interaction). This policy also covers a person whose incapacity results from a mental or developmental disability, involuntary physical restraint, and/or from the taking of incapacitating drugs.

d. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. Silence or the absence of resistance alone is not consent.

e. A person can withdraw consent at any time during sexual activity by expressing in words or actions that he or she no longer wants the act to continue, and, if that happens, the other person must stop immediately.

f. A minor below the age of consent according to state law cannot consent to sexual activity. This means that sexual contact by an adult with a person below the age of consent is a crime as well as a violation of this policy, even if the minor appeared to have wanted to engage in the act.

Access your online training with Workplace Answers (Everfi) for definitions of Consent, Sexual Assault, Domestic Violence, Dating Violence, and Stalking, which apply to other

jurisdictions. Contact tlewis@fuller.edu to request your unique url to access the training.

BYSTANDER INTERVENTION

The primary prevention and awareness program for all incoming students and new students, currently provided by Workplace Answers (Everfi), provides a description of safe and positive options for bystander intervention. Bystander intervention means 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. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

The following is a sample of the type of content provided in the online training:

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it."[1] We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list[2] of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911.This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

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

[1] Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex Roles, 60*, 779-792.

[2] Bystander intervention strategies adapted from Stanford University's Office of Sexual Assault & Relationship Abuse

RISK REDUCTION

In addition to the risk reduction information provided in the online training with Workplace Answers (Everfi), additional Risk Reduction information, as outlined below, is provided in a Resource Guide on Sexual Misconduct, which is available on the seminary's Title IX website.

Risk Reduction for Intimate Partner/Dating Violence, Stalking, Sexual Harassment, and Sexual Violence

While victim-blaming is never appropriate and Fuller Theological Seminary fully recognizes that only those who commit sexual misconduct are responsible for their actions, Fuller Seminary provides the following suggestions to help individuals reduce their risk of being victimized and their risk of committing acts of sexual misconduct.

Reducing the Risk of Victimization

- Don't rely on the other person (Fuller student or employee) following the seminary's Sexual Standards Community Standard.
- Make any of your limits/boundaries known as early as possible.
- Clearly and firmly articulate consent or lack of consent.
- Remove yourself, if possible, from an aggressor's physical presence.
- Reach out for help, either from someone who is physically nearby or by calling someone. People around you may be waiting for a signal that you need help.
- Take affirmative responsibility for your alcohol and/or drug consumption. Alcohol and drugs can increase your vulnerability to sexual victimization.
- Look out for your friends, and ask them to look out for you. Respect them, and ask them to respect you, but be willing to challenge each other about high-risk choices.

Reducing the Risk of Being Accused of Sexual Misconduct

- Show your potential partner respect if you are in a position of initiating sexual behavior, including kissing, petting, touching, etc.
- If a potential partner says "no," accept it and don't push. If you want a "yes," ask for it, and don't proceed without clear permission.
- Clearly communicate your intentions to your potential sexual partners, and give them a chance to share their intentions and/or boundaries with you.
- Respect personal boundaries. If you are unsure what's OK in any interaction, ask.
- Avoid ambiguity. Don't make assumptions about consent, about whether someone is attracted to you, how far you can go with that person, or if the individual is physically and mentally able to consent. If you have questions or are unclear, you don't have consent.

- Don’t take advantage of the fact that someone may be under the influence of drugs or alcohol, even if that person chose to become that way. Others’ loss of control does not put you in control.
- Be on the lookout for mixed messages. That should be a clear indication to stop and talk about what your potential partner wants or doesn’t want to happen. That person may be undecided about how far to go with you, or you may have misread a previous signal.
- Respect the timeline for sexual behaviors with which others are comfortable, and understand that they are entitled to change their minds.
- Recognize that even if you don’t think you are intimidating in any way, your potential partner may be intimidated by or fearful of you, perhaps because of your sex, physical size, or a position of power or authority you may hold.
- Do not assume that someone’s silence or passivity is an indication of consent. Pay attention to verbal and non-verbal signals to avoid misreading intentions.
- Understand that consent to one type of sexual behavior does not automatically grant consent to other types of sexual behaviors. If you are unsure, stop and ask.
- Understand that exerting power and control over another through sex is unacceptable conduct.

DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING: PREVENTION PROGRAMS

The seminary engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that have the following goals:

A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Primary Prevention and Awareness Programs

It is the seminary’s policy to provide primary prevention and awareness programs. These programs include an online course provided by an outside vendor, Workplace Answers (Everfi), which is offered to all new students and employees. The course titles are as follows:

- Preventing Discrimination and Sexual Violence: Title IX, VAWA and Clery Act for Undergrads and Graduate Students

- Preventing Discrimination and Sexual Violence: Title IX, VAWA and Clery Act for Non-Residential Faculty and Staff

Educational materials are also distributed at new student orientation. A Resource Guide on Sexual Misconduct is available on the seminary's Title IX website at Fuller.edu/TitleIX. Seminary-specific resources and general resources on topics such as dating violence, domestic violence, sexual assault, and stalking are published throughout the year on the Quad. Other resources are also available on the Title IX website.

Description of Primary Prevention and Awareness Programs

The educational programming offered by Workplace Answers (Everfi) described above consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that include:

A. A statement that Fuller prohibits the crimes of domestic violence, dating violence, sexual assault and stalking;
B. The VAWA definitions of domestic violence, dating violence, sexual assault and stalking, in addition to the applicable jurisdictional definitions of these terms (see Jurisdictional Definitions above);
C. What behavior and actions constitute consent, in reference to sexual activity, in the State of Washington and according to the seminary's definition of consent as stated in its Policy Against Sexual Misconduct (see Jurisdictional and Institutional Definitions of Consent above);
D. A description of safe and positive options for bystander intervention (see Bystander Intervention above), and information on risk reduction (see Risk Reduction above).;
E. Information regarding:
    a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in "Procedures Victims Should Follow in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault and Stalking" elsewhere in this document)
    b. how the institution will protect the confidentiality of victims and other necessary parties (as described in "Confidentiality" elsewhere in this document);
    c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in "On and Off Campus Services for Victims" elsewhere in this document);
    d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in "Accommodations and Protective Measures for Victims" elsewhere in this document); and

e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in "The Seminary's Procedures for Disciplinary Action" elsewhere in this document).

ONGOING PREVENTION AND AWARENESS CAMPAIGNS

In addition to the primary prevention and awareness program outlined above, the seminary has developed an ongoing educational campaign consisting of:

Providing continuing access to the online training provided by the outside provider, Workplace Answers (Everfi), as long as the student maintains student status or the employee maintains employee status. A Refresher course on Preventing Discrimination and Sexual Violence is offered to employees periodically, which includes all of the components offered in the prevention and awareness program, and which 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. For example, employees and students and all others have access to the most up-to-date content on the Title IX website at Fuller.edu/TitleIX. From time to time, resources such as the Sexual Misconduct Reporting & Resources handout, or equivalent, and the Resource Guide on Sexual Misconduct will be posted on the Quad for students and on the Employee Site for employees. Resources on stalking, sexual assault, dating violence, and domestic violence are posted on the Employee Site and Quad when available. Targeted face to face trainings are provided to student groups or employees, including All Seminary Council leaders.

The Distressed Student Protocol is available on the Employee Site, which includes information on connecting students to resources in cases of sexual assault, interpersonal violence (dating and domestic), and stalking. Students also have access to resources throughout the year from various organizations.

PROCEDURES VICTIMS SHOULD FOLLOW IF A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING OCCURS

IF YOU HAVE EXPERIENCED DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, OR STALKING

1. Go to a safe location as soon as you are able.
2. Seek immediate medical attention if you are injured, or believe you may have been exposed to an STI/STD or potential pregnancy.
3. Contact any of the following on- and off-campus resources for immediate assistance:

a. Executive Director of the Office of Student Concerns (who is also the Title IX Coordinator and Title IX & Nondiscrimination Officer for Students), at 626-584-5678. Regular business hours, M-F
b. Executive Director of Human Resources (who is also the Title IX & Nondiscrimination Officer for Employees), at 626-584-5238. Regular business hours, M-F
c. Campus Safety, at 626-584-5444, 24 hours/7 days a week
d. Confidential Fuller Reporting Option, Irene Rapp, MS, LMFT, Fuller Psychological & Family Services, at 626-584-5569. Regular business hours, M-F*
e. Fuller Psychological & Family Services, at 626-584-5555. 8:00 a.m.-8:30 p.m., M-F*
f. Confidential Fuller Reporting Option, Seminary Chaplain(s), at 626-584-5273. Regular business hours, M-F*
g. Rape Abuse and Incest National Network (RAINN), at 800-656-HOPE, 24 hours/7 days a week*

*Denotes that this on or off campus resource is confidential.

Note that campus officials may contact on-call staff from other departments when their offices are closed or they are otherwise unavailable to assist immediately.

If you are off-campus and experiencing an emergency situation, you can call local police by dialing 911. You may also call the Seattle police department's non-emergency line at 206-684-0850.

4. It is important to preserve physical evidence that may include tissue and fluid samples, evidence of violence, sheets, towels, clothing, etc. You may choose to avoid washing, bathing, urinating, etc., until after being examined at the hospital, if possible. Because evidence of a sexual assault can deteriorate quickly, you may choose to seek a medical exam as soon as possible. Evidence collection should be completed within 120 hours of an assault, but fluids, hair samples, and DNA can be collected for a long time thereafter. Even if you have washed, evidence can often still be obtained. After 120 hours, it may still be helpful to have medical attention, even if you are not trying to obtain evidence of an assault. Sexual assault nurse examiners (SANE) are trained in the collection of forensic evidence, and can check for injuries and exposure to sexually transmitted diseases. If you are still wearing any clothes worn during the assault, wear them to the hospital, but bring a change of clothes, as the hospital will keep the clothes you are wearing as evidence. If you have changed clothes, bring the ones you were wearing during the assault to the hospital in a clean paper (not plastic) bag or a wrapped in a clean sheet. Leave sheets/towels at the scene of the assault. Police will collect them. Typically, police will be called to the hospital to take custody of the rape kit, but it is up to you whether you wish to speak with them or file a criminal complaint. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to seminary investigators

or police. Physical evidence may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protective order.

5. Choose how to proceed. You have options, and are encouraged to contact a Confidential Fuller Reporting Option (Irene Rapp, MS, LMFT, or Seminary Chaplain) to discuss your options: 1) Do nothing until you are ready; 2) Pursue resolution by the seminary; and/or 3) Initiate criminal proceedings; and/or 4) Initiate a civil process against the perpetrator. You may pursue whatever combination of options is best for you. If you wish to have an incident investigated and resolved by the seminary, contact the Executive Director of the Office of Student Concerns (who is also the seminary's Title IX Coordinator and Discrimination Officer for Students) if you are a student or the incident involves a student. If a student was not involved, then contact the Executive Director of Human Resources (who is also the Title IX & Discrimination Officer for Employees). Those who wish incidents to be handled criminally should contact local police where the assault occurred. A campus official is available to accompany students in making such reports, if desired. Contact the Executive Director of the Office of Student Concerns for more information.

   NOTE: The seminary will comply with a student's request for assistance in notifying authorities.

ABOUT CONFIDENTIALITY

To make informed choices, all parties should be aware
of confidentiality and privacy issues,
as well as institutional mandatory reporting requirements.

Confidential Reporting

Students, faculty, and staff may wish that details of an incident be kept confidential. Seminary Chaplain(s), who are available remotely, are not required to report any information regarding an alleged sexual misconduct or interpersonal conduct to the Department of Campus Safety, the Title IX Coordinator, or any other reporting body, without consent from the student or employee, provided they receive the information in performance of their pastoral counseling duties. Local resources such as crisis centers are also confidential and have no duty to report your information to the seminary. The seminary has designated the following employee(s) who can be consulted confidentially by students, faculty, and staff:

- Irene Rapp, MS, LMFT, Director of Training, FPFS, 626-584-5569, irenerapp@fuller.edu
- FPFS clinicians, operating in that capacity, 626-584-5555, www.fuller.edu/fpfs
- Seminary Chaplain(s), in conjunction with providing pastoral counseling, 626-584-5273.

Mandated Reporting

All supervisors, administrators/managers, administrative faculty, other leaders, and community coordinators, are mandated reporters. Seminary employees listed here who are not designated above as confidential, are mandated reporters for all the details of which they are aware about an incident. They share this information with the Title IX Coordinator or Title IX & Discrimination Officer. Giving a mandated reporter notice of an incident constitutes official notice to the institution. Incidents of sexual misconduct will be taken seriously when official notice is given to the institution. Such incidents of sexual misconduct will be investigated and resolved in a prompt and equitable manner under the seminary's resolution procedures.

You may request confidentiality and/or that the Title IX Coordinator or designee provide you with remedies and resources without initiating a formal resolution process. The Title IX Coordinator or designee will weigh requests for confidentiality against the institutional need to address and remedy discrimination under Title IX. Generally, the seminary will be able to respect your wishes, unless it believes there is a threat to the community based on the use of weapons, violence, pattern, predation, or threatening conduct by the person being accused.

In cases where your request for confidentiality is granted, the seminary will offer you available resources, supports, and remedies. You are not obligated to pursue formal resolution in order to access the available resources. If the seminary decides it is obligated to pursue a formal resolution based on the notice you have given, you are not obligated to participate in the resolution process. However, the ability of the seminary to enforce its policies or provide some remedies may be limited as a result of your decision not to participate.

Rights of Victims and the Institution's Responsibilities Relating to Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

Fuller Theological Seminary complies with Washington law in recognizing restraining orders or no contact orders. Any person who obtains an order of protection from Washington should provide a copy to the regional campus director who in turn will contact either the Executive Director of the Office of Student Concerns if a student is involved, or the Executive Director of the Office of Human Resources if a student is *not* involved. A complainant may then meet with the applicable Title IX & Discrimination Officer (by phone, skype, or equivalent), and in

consultation with Campus Safety and the regional campus director if appropriate, develop a Safety Action Plan, which is a plan for the local regional campus, security or law enforcement, and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: Staff safety escorts, special parking arrangements, changing classroom location, or allowing a student to complete assignments from home, etc.) The seminary cannot apply for a legal order of protection from the applicable jurisdiction, aka: Restraining order or Emergency Protective Order, which is issued by a law enforcement agency or court of law for a faculty, staff, or student. The Director of the regional campus in cooperation with the Department of Campus Safety, Pasadena main campus, may assist a Fuller community member by directing them to the appropriate agency for assistance.

Referrals from Fuller Northwest for incidents of domestic violence, sexual assaults, restraining orders or emergency protectives orders will be made to the Seattle Police Department's Domestic Violence Unit at (206) 684-0330. Victims are then referred to the Victim Support Team to provide crisis intervention, and emergency resources referrals to domestic violence and abuse victims. http://www.seattle.gov/police/need-help/domestic-violence
An advocate from the police department will walk the victim through options and assist where needed.

Type Of Order	**Rights of Victims**	**Institution's Responsibilities**
Restraining orders	The right to a restraining order	Develop a Safety Action Plan when requested by the victim
Orders of protection	Same as restraining order	Same as restraining order
No contact orders	Same as restraining order	Same as restraining order
Similar lawful orders issued by a criminal, civil, or tribal court	Same as restraining order	Same as restraining order
Orders by the Seminary	The right to request a "no contact" directive	Campus Director and/or Office of Student Concerns and/or Human Resources will evaluate and issue a "no contact" directive if necessary.

The victim is required to apply directly for these services through the police department and the Victim Advocate. Restraining orders and other protective orders may be available through the applicable jurisdiction (see chart below).

Type of Order:	Who Can File For One:	Court:	Based On:
Domestic Violence Civil Protection Order (Protective Order in Washington)	Family or household members including: •Spouses, former spouses •Parent, child, foster parent •People who have kids together •Intimate partners who lived together in the last 5 years	Domestic Relations Court –where victim lives, where abuser lives or has a business, or where incident(s) occurred	Causing or trying to cause injury or placing someone in fear of imminent serious harm (Courts use different requirements for how Recent the incident must be)
Stalking Protection Order (Protective Order in Washington)	Any person who is a victim of stalking. No relationship with stalker is required.	Common Pleas Court - Where victim lives (if family or household member, can be filed as DV Protection Order, see above)	Pattern of conduct (2 or more events), closely related in time, that cause distress or make a victim believe the stalker will cause harm
Sexually Oriented Offense Protection Order (Protective Order in Washington)	Any person who was a victim of a sexually oriented offense (see ORC 2950.01). No relationship with offender is required. Case does not have to be criminally prosecuted.	Common Pleas Court – where victim lives	Sexual assault or unwanted sexual contact (see ORC 2950.01)
Juvenile Protection Order (Protective Order in Washington)	Victim of abuse by a person who is under age 18, or the victim's parent or other household member, or other parties the Court approves.	Juvenile Court – where victim lives	Assault, stalking, sexual offenses, threats of harm or aggravated trespass

The seminary may issue an institutional no contact directive if deemed appropriate or at the request of the victim or accused. If the seminary receives a report that such an institutional no contact directive has been violated, the seminary will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact directive.

PROCEDURES THE SEMINARY WILL FOLLOW IN THE CASE OF ALLEGED DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

Confidentiality

Victims may request that directory information on file with the seminary be withheld. Submit the request to the Registrar's Office at 626-584-5408.

Regardless of whether a victim has opted out of allowing the seminary to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, or as required by law, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. The Title IX Coordinator or designee will make the decision as to what needs to be shared based on this criteria. Before sharing personally identifying information that the institution believes is necessary to provide an accommodation or protective measure, the Title IX Coordinator or designee will tell the victim which information will be shared, with whom it will be shared, and why.

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

Accommodations and Protective Measures Available for Victims

The seminary has procedures in place that serve to be sensitive to victims (reporting parties) who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals in writing about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance information, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and a respondent, such as housing (if applicable), academic, transportation, and working interim protective and supportive measures, if

reasonably available. The seminary will make such interim protective or supportive measures, if the reporting party requests them and if they are reasonably available, regardless of whether the reporting party chooses to report the crime to the Pasadena Campus Department of Campus Safety or local law enforcement.

The seminary is obligated to comply with a student's reasonable request for a living and/or academic situation change following an alleged sex offense.

In determining whether a request for accommodation or protective measure is reasonable, please be aware that some of the factors that might be considered during this process include, but are not limited to the following:

- The specific need expressed by the complainant
- The age of the students involved
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same seminary housing facility, class, transportation, or job location
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders)

To request an accommodation, interim protective, or supportive measure, students should contact the Executive Director of the Office of Student Concerns at 626-584-5678 or titleix@fuller.edu, and employees should contact the Executive Director of Human Resources at 626-584-5238 or bjbarber@fuller.edu.

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Fuller Theological Seminary will provide written notification to students and employees about interim protective or supportive measures available to them, including options for, available assistance in, and how to request changes to academic, living, transportation, and working situations (see below).

At the reporting party's request, and to the extent of the reporting party's cooperation and consent, seminary offices will work cooperatively to assist the reporting party in obtaining interim protective or supportive measures. If reasonably available, a reporting party may be offered changes to academic, living, working or transportation situations regardless of whether the reporting party chooses to report the crime to the Pasadena Campus Department of Campus Safety or local law enforcement. Note that changes to living situations typically only apply to students who live in Fuller-provided housing.

Options for a potential change to the academic situation include:

- transfer to a different section of a class,

- withdraw and take a class at another time if there is no option for moving to a different section,
- rescheduling an academic assignment or test
- accessing academic support
- arranging for incompletes, a leave of absence, or withdrawal from campus
- preserving eligibility for academic or other scholarships, financial aid, internships, study abroad, or foreign student visas

Possible changes in transportation include:

- having the student or employee park in a different location
- cab voucher or bus tokens
- assisting the student or employee with a safety escort

Possible changes to working situations at Fuller include:

- change in work hours
- change in work location

Other interim protective or supportive measures currently include:

- medical and mental health services, including counseling
- a “no contact” directive pending the outcome of the investigation
- assistance identifying an advocate to help secure additional resources or assistance

To request changes to academic, living, transportation, and/or working situations, or to request other interim protective or supportive measures, a reporting party who is a student should contact Nicole Boymook, Executive Director of the Office of Student Concerns, at 626-584-5678 or titleix@fuller.edu. Employees should contact BJ Barber, Executive Director of Human Resources at 626-584-5238 or bjbarber@fuller.edu.

THE SEMINARY'S PROCURES FOR INSTITUTIONAL DISCIPLINARY ACTION IN CASES OF ALLEGED DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING

How to Report

Complaints involving student(s) may be filed directly with the Executive Director of the Office of Student Concerns, who is also the Title IX & Discrimination Officer for Students, in-person, electronically, or by phone.

Complaints not involving student(s) may be filed directly with the Executive Director of Human Resources, who is also the Title IX & Discrimination Officer for Employees, in-person, electronically, or by phone.

Reports of sexual assault, dating violence, domestic violence, or stalking made to a mandated reporter will be forwarded to the applicable individual indicated above. All supervisors, administrators/managers, and administrative faculty are mandated reporters, including the regional campus director or designee.

The contact information for the Title IX & Discrimination Officers is included below:

Title IX Coordinator

Nicole Boymook
Executive Director of the Office of Student Concerns
Title IX & Discrimination Officer for Students
Office location:
Kreyssler Hall (Catalyst), 2nd Floor
130 N. Oakland, Pasadena, CA 91101
Phone: 626-584-5678
Email: titleix@fuller.edu

Additional Title IX Team Member

Bernadette Barber
Executive Director of Human Resources & Organizational Development
Title IX & Discrimination Officer for Employees
Office location:
Stephan Hall, 2nd Floor
114 N. Oakland, Pasadena, CA 91101
Phone: 626-584-5238
Email: bjbarber@fuller.edu

Procedures

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the seminary, below are the procedures that the seminary will follow:

INTAKE

A seminary official (a Title IX & Discrimination Officer) will assist the reporting party with making choices and accessing resources. Assuming the reporting party chooses to move forward with a campus resolution, the next step is a preliminary inquiry. The preliminary inquiry is expected to take approximately 2-5 business days.

All resolutions will be conducted by seminary officials who receive annual training on issues related to domestic violence, dating violence, sexual assault, and stalking, and on how to conduct an investigation and complaint resolution process that protects the safety of victims and promotes accountability.

The resolution process is confidential. The institution will protect the confidentiality of victims, consistent with federal and state law. Title IX-related resolutions are not subject to publicly available recordkeeping provisions. Any release of information about a resolution will be accomplished without the inclusion of identifying information about the victim, to the extent permissible by law.

PRELIMINARY INQUIRY

An initial determination is made about the allegations and whether to move them forward to a formal investigation or to seek informal resolution. This decision is made by the Title IX Coordinator or designee, taking into account the nature of the allegations and the reporting party's wishes. If the decision is made to move forward, the Title IX Coordinator or designee refers the allegations to investigators. Typically, investigators are assigned in two to three business days, once a decision is made to move forward with a formal investigation.

The disciplinary proceeding used by the institution is the same for students, faculty, residents, and staff. What differs are the decision-makers, investigators, and sanctions involved. However, the process is generally the same. For example, if an employee is involved, then the Executive Director of Human Resources or designee is typically chosen as an investigator. Likewise, if a student is involved, the Executive Director of the Office of Student Concerns or designee is typically chosen as an investigator. If both a student and employee are involved, then the process is typically co-investigated by the Executive Director of Human Resources and Executive Director of the Office of Student Concerns or their designees. However, it is possible that an outside investigator(s) is selected to conduct the investigation.

INVESTIGATIONS

An investigative model is used to resolve allegations. Trained investigators will provide an investigation that is prompt, thorough, reliable, equitable, fair, and impartial. They will interview reporting and responding parties and witnesses, and prepare reports with their findings and sanctioning recommendations. Information about all the steps in the investigative process is available at Fuller.edu/TitleIX.

BEING HEARD DURING THE COMPLAINT RESULTION PROCESS

Both the reporting and responding party will each have an opportunity to review the findings and recommendations prepared by the investigator(s) and have an opportunity to submit a written response to be included along with the findings and recommendations, to be reviewed by the seminary official making the decision as to the outcome of the resolution. The parties are each provided a minimum of five business days to submit a written response.

STANDARD OF EVIDENCE

The seminary uses a preponderance of evidence standard. Decision-makers consider whether, given the available credible evidence, it is more likely than not that a violation occurred.

PAST HISTORY

The past sexual history or character of an individual is not considered unless it is determined to be highly relevant. All such information sought to be entered for consideration by a party or the seminary will be presumed irrelevant until evidence of its relevance is offered. The existence of a pattern of behavior by a responding party may be relevant to the finding and sanction imposed. Both parties will be notified in advance if such information has been deemed relevant and will be considered during the process.

FINAL DETERMINATION

The parties will be informed in writing of the result of the complaint resolution procedure, without significant delay between the notifications to each party. This notice will include the procedures for appealing the decision, any change to the results that occurs prior to the time that such results become final, and when results are considered to be final. The results will include any sanctions imposed by the seminary, including the rationale for the result.

APPEALS

All parties involved in sexual misconduct proceedings may appeal decisions within the timeframe as set forth in the letter of decision (usually within two weeks of notice of the outcome) on the basis of the 4 purposes permitted by the seminary's policy. All parties are included in any appeal reconsideration and have equal rights of participation. See the

seminary's Complaint Resolution Procedures: Sexual Harassment, Unlawful Discrimination, Unlawful Harassment, Sexual Misconduct, Retaliation, at Fuller.edu/TitleIX, for further details.

SANCTIONS

The following is a list of possible sanctions that may be imposed upon any member of the community following the results of a disciplinary proceeding for an allegation of dating violence, domestic violence, sexual assault, or stalking, based on community role(s). The following may be imposed upon students, employees, residents, or student organizations singularly or in combination, and are not progressive:

For Students

- **Written Warning**
  Written notice that continuation or repetition of certain conduct may be cause for more severe action for the student. This may become a part of a permanent record and may be taken into account in evaluating the seriousness of any future violation.
- **Probation**
  Continuation of student status and all rights and privileges as a member of the student body subject to specific conditions. Such conditions shall be stated in the letter of probation. Student cannot register for classes without meeting prescribed requirements (i.e., one or more of the following: participate in counseling by a seminary-approved counselor/therapist and provide confirmation in writing from the seminary-approved counselor/therapist that the required number of sessions and/or time period and/or goals were satisfactorily met; authorize seminary-approved counselor/therapist to speak with seminary representative; meet with seminary-approved accountability coach for a designated period of time and submit confirmation in writing from the seminary-approved accountability coach that time obligation and/or goals were met; attend required training, education, and/or community service; comply with stay away/no contact directive; pay compensation for medical bills or related expenses of reporting party). Failure by the student to comply with the conditions may result in suspension or expulsion.
- **Suspension**
  Exclusion from student status and suspension of all rights and privileges as a member of the student body for a specified period of time (i.e., one quarter, two quarters, three quarters, one year, two years, more than two years). Conditions for reinstatement, if any, shall be stated in the letter of suspension (i.e., one or more of the following: reapply for admission; participate in a seminary-approved rehabilitation program; provide new character reference from pastor; pass threat assessment evaluation, participate in counseling by a seminary-approved counselor/therapist and provide confirmation in writing from the seminary-approved counselor/therapist that the required number of sessions and/or time period and/or goals were satisfactorily met;

authorize seminary-approved counselor/therapist to speak with seminary representative; meet with seminary-approved accountability coach for a designated period of time and submit confirmation in writing from the seminary-approved accountability coach that time obligation and/or goals were met; attend required training; comply with stay away/no contact directive; pay compensation for medical bills or related expenses of reporting party).

- **Expulsion**
  Termination of student status and of all rights and privileges as a member of the student body for an indefinite period of time.

For Employees

- Written Warning
- Performance Improvement Plan
- Required Training or Education
- Suspension without Pay (typically up to two weeks)
- Suspension with Pay (typically up to two weeks)
- **Administrative Leave**
  Conditions for reinstatement, if any, shall be stated in the administrative leave letter (i.e., one or more of the following: participate in a seminary-approved rehabilitation program; pass threat assessment evaluation; participate in counseling by a seminary-approved counselor/therapist and provide confirmation in writing from the seminary-approved counselor/therapist that the required number of sessions and/or time period and/or goals were satisfactorily met; authorize seminary-approved counselor/therapist to speak with seminary representative; meet with seminary-approved accountability coach for a designated period of time and submit confirmation in writing from the seminary-approved accountability coach that time obligation and/or goals were met; attend required training, education, and/or community service; comply with stay away/no contact directive; pay compensation for medical bills or related expenses of reporting party).
- Revocation of Tenure
- Termination of Employment

For Campus Organizations

- Written Warning
- **Withholding of Privileges**
  The seminary reserves the right to withhold some or all campus privileges for a specific period of time.

- **Suspension**
  Exclusion from campus and suspension of all rights and privileges as a campus organization for a specific period of time. Conditions of reinstatement, if any, shall be stated in the letter of suspension (i.e., members of organization participate in required training, campus organization facilitates seminary-approved training program on relevant topic for seminary community, payment of compensation for medical bills or related expenses of reporting party).
- **Expulsion**
  Termination of official status, exclusion from campus, and termination of all rights and privileges as a campus organization for an indefinite period of time.

SEXUAL MISCONDUCT VIOLATIONS

The following are the definitions of conduct prohibited by the sexual misconduct policy.

SEXUAL HARASSMENT
Sexual harassment is:

- unwelcome,
- sexual, sex-based, and/or gender-based verbal, written, online, and/or physical conduct.

HOSTILE ENVIRONMENT
A hostile environment is created when sexual harassment is:

- sufficiently severe, or
- persistent or pervasive, and
- objectively offensive that it:
  - unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the seminary's educational or employment, social, and/or residential program.

Sanctions range from warning through expulsion/termination.

NON-CONSENSUAL SEXUAL CONTACT
Non-consensual sexual contact is:

- any intentional sexual touching,
- however slight,
- with any object,
- by a person upon another person,
- that is without consent and/or by force.

Sanctions range from warning through expulsion/termination.

NON-CONSENSUAL SEXUAL INTERCOURSE
Non-consensual sexual intercourse is:

- any sexual intercourse
- however slight,
- with any object,
- by a person upon another person,
- that is without consent and/or by force.

Sanctions typically result in suspension or expulsion/termination.

SEXUAL EXPLOITATION

- Occurs when one person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and
- that behavior does not otherwise constitute one of other sexual misconduct offenses.

Sanctions range from warning through expulsion/termination.

INTIMATE PARTNER VIOLENCE (includes dating & domestic violence)
Intimate partner violence is:

- any instance of violence or abuse—verbal, physical, or psychological—that occurs between those who are in or have been in an intimate relationship with each other.

Sanctions range from warning through expulsion/termination.

STALKING

- repetitive and menacing
- pursuit, following, harassing, and/or interfering with the peace and/or safety of another.

Sanctions typically result in suspension or expulsion/termination.

RETALIATION
Retaliation is:

- any adverse action,
- taken against a person participating in a protected activity,
- because of that person's participation in that protected activity
  - Subject to limitations imposed by academic freedom.

Sanctions range from warning through expulsion/termination.

RANGE OF PROTECTIVE MEASURES THAT MAY BE OFFERED OR REQUESTED FOLLOWING AN ALLEGATION OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING

The seminary may take whatever steps are deemed necessary to appropriately respond to allegations of sexual misconduct, protect students' rights, and keep members of the seminary community safe from further harm. Measures include, but are not limited to:

- Issuing interim suspensions pending completion of the complaint resolution process.

- Reporting incidents to local police and/or prosecutors.
- Referring to counseling and health services.
- Referring to the Employee Assistance Program.
- Providing education to the community.
- Altering the housing situation of the reporting or responding party, if applicable.
- Altering work arrangements for employees.
- Providing campus escorts.
- Providing transportation assistance.
- Implementing contact limitations between the parties.
- Offering adjustments to academic deadlines, course schedules, etc.

These measures are available regardless of whether a reporting party seeks formal resolution or makes a crime report. A responding party may also request and be provided interim protective or supportive measures, if determined to be reasonable.

To request an accommodation, interim protective, or supportive measure, students should contact the Executive Director of the Office of Student Concerns at 626-584-5678 or titleix@fuller.edu, and employees should contact the Executive Director of Human Resources at 626-584-5238 or bjbarber@fuller.edu.

PROMPT, FAIR AND IMPARTIAL PROCESS

The seminary's disciplinary process includes a prompt, fair, and impartial investigation and resolution process from the initial investigation to the final result. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the reporting party and the responding party. Usually, the resolution of dating violence, domestic violence, sexual assault, and stalking complaints are completed within 60 calendar days of the report. However, each stage of the investigation process allows for extensions of timeframes for good cause with written notice to the reporting party and the responding party of the delay and the reason for the delay. The seminary's Policy Against Sexual Misconduct provides that:

1. The reporting party and the responding party will have timely notice for meetings at which the reporting party or responding party, or both, may be present;
2. The reporting party, the responding party, and appropriate officials will have timely and equal access to any information that will be used during formal and informal investigatory meetings;
3. The seminary's complaint resolution procedures will not be conducted by officials who have a conflict of interest or bias for or against the reporting party or the responding party;
4. The reporting party and the responding party will have the same opportunities to have others present during any institutional disciplinary proceeding. The reporting party and

the responding party each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The seminary will not limit the choice of advisor or presence for either the reporting party or the responding party in any meeting or institutional disciplinary proceeding. However, the role of the advisor is limited to the following:

- an advisor may only consult and advise his or her advisee, but not speak for the advisee at any meeting or proceeding.

Additional information regarding the seminary' complaint resolution procedures for violations of the Policy Against Sexual Misconduct is available in the Student Handbook, the HR Policy Manual, and the Faculty Handbook, and on the Title IX page of the website at Fuller.edu/TitleIX.

ASSISTANCE FOR VICTIMS: RIGHTS & OPTIONS

Regardless of whether a victim (reporting party) elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the seminary will assist reporting parties of sexual assault, domestic violence, dating violence, and stalking and will provide each reporting party with a written explanation of their rights and options. Such written information will include:

- the procedures reporting parties should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred (see Procedures Victims Should Follow above);
- information about how the institution will protect the confidentiality of reporting parties and other necessary parties (see Confidentiality above);
- a statement that the institution will provide written notification to students and employees about resources available for victims within the institution and within the larger community, including the following:
    - counseling,
    - health,
    - mental health,
    - victim advocacy,
    - legal assistance,
    - visa & immigration assistance,
    - student financial aid, and
    - other services available for victims;
- a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures (see Accommodations and Protective Measures above); and
- an explanation of the procedures for institutional disciplinary action

This information, which is currently in the format of the Resource Guide on Sexual Misconduct, also includes the following information on rights:

YOUR RIGHTS

Fuller Theological Seminary strives to provide members of the seminary community with fair and equitable resolution processes that include both formal and informal options.

REPORTING

- Reporting parties have the right to notify law enforcement of incidents and to receive assistance from seminary personnel in doing so.
- Reporting parties may decline to report to law enforcement if they so wish.
- Reporting parties have the right to have their allegations investigated and resolved internally by the seminary.

FAIRNESS

- All members of the seminary community have the right to have reported incidents addressed according to the published seminary complaint resolution procedures.
- All parties have equal opportunities to have a support person of their choosing or offered by the institution present throughout all resolution proceedings (including intake, interviews, investigation meetings, etc.). This person can be an advisor, advocate, attorney, family member, friend, faculty member, etc.
- All parties have the right to written notice of the outcome of sexual misconduct resolution proceedings.
- Reporting parties and witnesses will receive amnesty minor infractions (e.g., alcohol and drug violations) that are secondary to incidents of sexual misconduct.
- Reporting parties, their supporters, and witnesses have a right to be free from retaliation.

SUPPORT

- Students have a right to be notified of their ability to access campus counseling services, if applicable.
- Students and employees have a right to be notified of on- and off-campus supportive resources.
- All parties involved in sexual misconduct allegations will receive the information and assistance needed to effectively participate in all proceedings.
- Reporting parties have the right to seek orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by criminal, civil, or tribal courts, and may seek the help of Campus Safety in requesting and/or enforcing.

NOTIFICATION TO VICTIMS OF CRIMES OF VIOLENCE

The seminary will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

REGISTERED SEX OFFENDER INFORMATION

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

Listed below is local law enforcement agency contact information for campus community members who wish to obtain information concerning registered sex offenders located in the general areas in which Fuller classes are held. This information is being provided by Fuller Theological Seminary in accordance with the Higher Education Act of 1965, as amended, the Campus Sex Crimes Prevention Act and the Family Educational Rights and Privacy Act of 1974, as amended, and section 121 of the Adam Walsh Child Protection and Safety Act of 2006.

Northwest Campus

Seattle Police Department
10049 College Way North
Seattle, WA 98133
(206) 684-0850

Megan's Law
Seattle Police Department
610 Fifth Ave.
Seattle, WA 98124
(206) 684-5332
http://www.kingcounty.gov/depts/sheriff/sex-offender-search.aspx
http://www.communitynotification.com/cap_main.php?office=54473