



## **Annual Security Report**



10200 Richmond Ave., Ste. 170, Houston, TX 77042

**Covers Information for the 2020-2021 Academic Year**

**&**

**Crime Statistics for Calendar Years 2017, 2018, and 2019**

## TABLE OF CONTENTS

|   |    |
|---|----|
| INTRODUCTION .....  | 4  |
| ANNUAL SECURITY REPORT – HOW PREPARED AND PURPOSE .....   | 5  |
| IMPORTANT TELEPHONE NUMBERS FOR TEXAS CAMPUS EMERGENCIES:.....  | 6  |
| SECURITY PERSONNEL .....  | 7  |
| WORKING RELATIONSHIP WITH LAW ENFORCEMENT AGENCIES .....  | 7  |
| SECURITY OF CAMPUS FACILITIES .....   | 7  |
| ACCESS TO CAMPUS .....  | 7  |
| ACCESS TO CAMPUS RESIDENCES.....  | 7  |
| SECURITY CONSIDERATIONS USED IN MAINTENANCE.....  | 8  |
| POLICIES AND PROCEDURES .....   | 8  |
| CRIME AND EMERGENCY REPORTING POLICY, PROCEDURES, AND REPONSES.....   | 8  |
| TO REPORT A CRIME IN PROGRESS.....  | 9  |
| TO REPORT A CRIME WHICH HAS OCCURRED .....  | 9  |
| INSTITUTIONAL RESPONSE TO A CRIME OR EMERGENCY REPORT .....   | 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<br>SECURITY REPORT ..... | 10 |
| CONFIDENTIAL FULLER RESOURCES: EXEMPT FROM REPORTING .....  | 10 |
| TIMELY WARNING POLICY STATEMENT.....  | 11 |
| EMERGENCY RESPONSE AND EVACUATION PROCEDURES .....  | 13 |
| Notification Procedures.....  | 13 |
| Description of Process .....  | 13 |
| How the Fuller Community Receives Emergency Information .....   | 14 |
| Evacuation Information and Procedures .....   | 15 |
| Information Dissemination Procedure to the Larger Community .....   | 16 |
| Testing and Announcing Everbridge Mass Notification .....   | 16 |
| CRIME STATISTICS.....   | 17 |
| DAILY CRIME LOG .....   | 18 |
| SECURITY AWARENESS PROGRAM POLICY STATEMENT .....   | 18 |
| CRIME PREVENTION PROGRAMS POLICY STATEMENT.....   | 19 |
| TIPS FOR A SAFE AND SECURE CAMPUS .....   | 19 |
| ALCOHOL AND DRUG POLICIES.....  | 21 |
| DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING.....   | 22 |
| FEDERAL CLERY ACT DEFINITIONS OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING<br>.....        | 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 Fuller Resources .....  | 36 |
| Responsible Employees .....  | 36 |
| PROCEDURES THE SEMINARY WILL FOLLOW IN THE CASE OF ALLEGED DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING .....  | 37 |
| ASSISTANCE FOR VICTIMS: RIGHTS & OPTIONS .....   | 40 |
| 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 .. | 40 |
| Confidentiality .....  | 43 |
| Supportive Measures Available for Victims .....  | 43 |
| On and Off Campus Services for Victims .....   | 45 |
| THE SEMINARY'S PROCEDURES FOR INSTITUTIONAL DISCIPLINARY ACTION IN CASES OF ALLEGED DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING .....  | 47 |
| How to Report .....  | 47 |
| Institutional Procedures .....   | 48 |
| SANCTIONS .....  | 51 |
| RANGE OF PROTECTIVE/SUPPORTIVE MEASURES THAT MAY BE OFFERED OR REQUESTED FOLLOWING AN ALLEGATION OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING .....  | 53 |
| PROMPT, FAIR AND IMPARTIAL PROCESS .....   | 54 |
| NOTIFICATION TO VICTIMS OF CRIMES OF VIOLENCE .....  | 55 |
| REGISTERED SEX OFFENDER INFORMATION .....  | 55 |

## INTRODUCTION

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 campuses\*. Much of the information in this report is also relevant to online students and remote employees.

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

Every member of the Fuller Theological Seminary community shares the responsibility of helping to provide a safe and secure campus for its faculty, staff, students, and visitors.

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

- **2020 Annual Security and Fire Safety Report – Pasadena (Main) Campus**  
[https://www.fuller.edu/wp-content/uploads/2020/09/2020\\_security\\_report\\_pasadena.pdf](https://www.fuller.edu/wp-content/uploads/2020/09/2020_security_report_pasadena.pdf)
- **2020 Annual Security Report – Arizona**  
[https://www.fuller.edu/wp-content/uploads/2020/09/2020\\_security\\_report\\_arizona.pdf](https://www.fuller.edu/wp-content/uploads/2020/09/2020_security_report_arizona.pdf)
- **2020 Annual Security Report – Texas**  
[https://www.fuller.edu/wp-content/uploads/2020/09/2020\\_security\\_report\\_texas.pdf](https://www.fuller.edu/wp-content/uploads/2020/09/2020_security_report_texas.pdf)
-

## ANNUAL SECURITY REPORT – HOW PREPARED AND PURPOSE

This Annual Security and Fire Safety Report (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, Human Resources, Compliance & Risk Management, Office of Student Concerns, and Housing and Residential Services. The information presented in the report was collected by the joint efforts of the following departments: Auxiliary Services, Communications, Campus Safety, Information Technology Services, the Regional Campuses, Welcome Center, Human Resources, Legal, Housing and Residential Services, Office of Student Concerns, and Student Engagement. 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 Director of Fuller Texas 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 1<sup>st</sup> 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 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 TEXAS CAMPUS EMERGENCIES:

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

### PERSONNEL OR STUDENT EMERGENCIES

Texas Campus Main Phone Daytime  
713-360-3400

Office of Student Concerns (Pasadena Campus) Daytime  
626-584-5678

Human Resources (Pasadena Campus) Daytime  
626-584-5454

Manager of Campus Safety (Pasadena Campus) Daytime  
626-584-5440

### CRIME PREVENTION/REPORTING AND COUNSELING

#### TEXAS CAMPUS

Crime Prevention/Reporting  
Houston Police Department 713-884-3131

Counseling Services  
Crisis Intervention of Houston 832-416-1177  
<http://www.crisishotline.org>

## SECURITY PERSONNEL

The Texas Campus currently does not have any security personnel located at its campus. However, Fuller is evaluating whether to add security personnel to its Houston location.

## WORKING RELATIONSHIP WITH LAW ENFORCEMENT AGENCIES

Because the Texas Campus does not have any security personnel, all crimes should be reported directly to the Houston police department. Fuller requests crime statistics from the Houston police department for the purpose of crime statistics reporting. At this time, Fuller does not have a memorandum of understanding (MOU) with the Houston police department regarding the investigation of alleged criminal offenses.

## SECURITY OF CAMPUS FACILITIES

The Texas Campus, which is housed in an office complex shared with other tenants, is open to the public during business hours.

## ACCESS TO CAMPUS

Any outside groups seeking access to any regional campus must submit proper application materials to the Director of Fuller Texas, who will forward his/her recommendation regarding the group's requested access to the Communications Department for approval. On-campus groups and co-sponsored requests must also be recommended by the Director of Fuller Texas and be approved by the Communications Department. 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 Director of Fuller Texas. 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 or communicated with the Director of Fuller Texas.

## ACCESS TO CAMPUS RESIDENCES

The Texas regional campus does not have any campus residences.

## SECURITY CONSIDERATIONS USED IN MAINTENANCE

Anyone concerned about security issues related to on-campus facilities or grounds, such as lighting issues, visibility issues related to trees or foliage, etc., should contact the Director of Fuller Texas.

## 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 Houston Police Department, in addition to the Director of Fuller Texas. "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.*

Campus community members--students, faculty, staff, and guests--are encouraged to report all criminal acts (such as murder, sex offenses, burglary, aggravated assault, robbery, arson, and auto theft), emergencies, or other public safety related incidents occurring on or immediately adjacent to campus to the Houston Police Department, as well as the Director of Fuller Texas, in an accurate, prompt, and timely manner.

See Timely Warning Policy Statement and Emergency Response & Evacuation Procedures below.



## **TO REPORT A CRIME IN PROGRESS**

To report a crime, dial 911. State "This is an emergency." Follow the prompts of the police dispatcher. They may ask for the following:

- 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 Director of Fuller Texas. Watch for the arrival of emergency personnel and assist in directing them to the appropriate location.

## **TO REPORT A CRIME WHICH HAS OCCURRED**

Texas Campus: During campus hours (8 am – 5 pm), call the Houston Police Department at 713-884-3131. 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

In addition, notify the Director of Fuller Texas. 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 RESOURCES: EXEMPT FROM REPORTING," for details on those who may not need to report a criminal act to the Director of Fuller Texas.

## **INSTITUTIONAL RESPONSE TO A CRIME OR EMERGENCY REPORT**

Upon receiving a report of a crime or emergency at Fuller Texas, the Director of Fuller Texas, or designee, will contact Fuller's Department of Campus Safety at the Pasadena Campus to determine if a Timely Warning, Emergency Notification, or Security Alert should be issued. See Timely Warning Policy Statement and Emergency Response & Evacuation Procedures below. In addition, the Director of Fuller Texas, or designee, will report the crime to the Houston police department, unless it is clear that the Houston police department has already been notified of the crime.

## 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:

- Director of Fuller Texas, 713-360-3412
- Manager of Campus Safety, 626-584-5440
- Department of Campus Safety, 626-584-5444
- Executive Director of Human Resources and Organizational Development, 626-584-5238
- Executive Director 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 Director of Fuller Texas, the Executive Director 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 evaluated for timely warning notification purposes. The timely warning will not include any information that would identify the victim. A Confidential Fuller Resource may report crime stats in aggregate without providing any identifying information. There currently is no procedure in place for a Confidential Fuller Resource (pastoral 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 RESOURCES: EXEMPT FROM REPORTING

By law, schools may identify confidential resources within the institution, such as licensed clinicians or recognized pastoral counselors operating in that role, who are exempt from reporting to the Title IX Coordinator. 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 within the institution unless requested by the victim.

While the Texas Campus does not currently have anyone in this capacity located on the Texas Campus, students and employees may connect with the confidential resources who are located at the Pasadena Campus and listed below:

- FPFS Director of Training, Fuller Psychological & Family Services, Joy Velarde, PsyD, 626-584-5528.
- Seminary Chaplain(s), as recognized pastoral counselors or ordained clergy, maintain confidentiality in conjunction with their pastoral counseling duties, [chaplains@fuller.edu](mailto:chaplains@fuller.edu).

## TIMELY WARNING POLICY STATEMENT

The Manager of Campus Safety or a designee, with input from the Director of Fuller Texas, when possible, and in cooperation with the Communications Department, will develop timely warning notices to notify members of the seminary community about Clery crimes (e.g., major incident of arson, murder/non-negligent manslaughter, or 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 Resource, such as a Seminary Chaplain 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, and if the emergency notification is distributed to the entire campus, then a duplicate timely warning will not be issued.

As soon as pertinent information is available, the Manager of Campus Safety or a designee, with input from the Director of Fuller Texas when possible, will develop timely warning notices for the Fuller Texas seminary community to notify members of the community about Clery crimes that occur on the Fuller Texas 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 basis 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 and other identifying information 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 Timely Warning Notice is distributed campus-wide to all students and employees connected with the applicable campus (e.g., Pasadena Campus, Fuller Texas Campus, or Fuller Arizona Campus). The blast emails will typically be sent via the Emergency Notification System to the student's or employee's Fuller email address at @fuller.edu, in addition to any

emergency contact emails identified in the Emergency Notification System. An SMS may also be sent out in conjunction with the blast email, either with the content of the Timely Warning Notice or referring to the blast email.

For the Fuller Texas Campus, a Timely Warning Notice poster, when deemed appropriate, and as a way to notify guests and visitors to the campus, will typically be posted at the main entrance or lobby by the Director of Fuller Texas or designee. The Timely Warning Notice posters will typically be printed on 8x11 paper and removed after a 14-day period.

The alerts are generally written by the Manager of Campus Safety at the Pasadena Campus or a designee with input from the Director of Fuller Texas when possible and they are reviewed by a designated member of the Communications Department, if possible, or at least one additional member of the Clery Compliance Committee (Clery Team), before being distributed to the community. Timely Warnings are distributed by a designated and trained member of Campus Safety, a designated and trained member of the Communications Department, or one of the designated and trained members of the Clery Team, as is practical based on the circumstances. At the discretion of the Manager 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 Manager of Campus Safety, or a designee may create and then send out a timely warning alert without prior review.

If considered helpful, updates to the seminary community about any particular case resulting in a Timely Warning Notice may be distributed via blast email, SMS or text message, or may be posted on the Employee Site and/or the Quad.

The Director of Fuller Texas, in consultation with the Manager of Campus Safety or designee, when possible, will assess whether to issue a Security Alert for incidents that do not rise to the level of a Timely Warning, or for nearby crimes or incidents that may pose a serious or ongoing threat to the community, but do not qualify as a Clery Crime or Clery Geography. (Clery Geography at Fuller Texas currently includes the entire building and grounds owned by Fuller at the 10200 Richmond Avenue address in Houston, as well as any immediately adjacent public property as defined by Clery) Such a Security Alert will generally be written and distributed via blast email by the Director of Fuller Texas or Fuller's Department of Campus Safety, upon review of a designated member of the Communications Department.

The entire policy is contained within Fuller's 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. Fuller will also provide follow-up information to the community after the initial notification, using the communication methods described below under [How the Fuller Community Receives Emergency Information](#).

### Description of Process

1. **Reporting an Emergency:** If you are at a Fuller campus when an emergency occurs, call 911. Notify the Director of Fuller Texas immediately after you have called 911. If the director is not available, then contact the Department of Campus Safety on the Pasadena Campus at 626-584-5444. They will then respond to and contact the necessary members of the Fuller Emergency Management Committee (EMC).
2. **Determining an Emergency:** When the Director of Fuller Texas, Manager of Campus Safety, or a designated member of Fuller's Emergency Management Committee is made aware of a significant emergency or danger to the Fuller community, upon confirmation, notification will immediately be sent out. If the reported emergency is either not immediately identifiable as significant or not readily confirmed, the Director of Fuller Texas or a designated member of the Emergency Management Committee will contact Fuller's Department of Campus Safety or another designated member of the Emergency Management Committee and will first confirm the nature and details of the event before notifying the Fuller community. Confirmation may also be obtained from sources such as a National Weather Service report, a police department of fire station announcement, or notice from a local health department. The Director of Fuller Texas, Manager of Campus Safety or designee, or a designated Emergency Committee member, as applicable, has the discretion to immediately send out notices to the Fuller community without prior review of Fuller's Department of Campus Safety or another designated member of the Emergency Management Committee, when the situation warrants.
3. **Determining Segment or Segments of Campus to Receive Notification and Content of Notification:** The Director of Fuller Texas, Manager of Campus Safety or designee, or a designated member of Fuller's Emergency Management Committee, 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 Texas 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 only 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 Director of Fuller Texas, Manager of Campus Safety or designee, or a designated member of the Emergency Management Committee, as appropriate to the situation, will determine the scope the emergency and content of the emergency communication before sending out notification. Prepared communication templates will be used when appropriate. In cooperation with the Communications Department, a continuing assessment of the situation will occur 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 Director of Fuller Texas, Manager of Campus Safety or designee, or a designated member of the Emergency Management Committee will log into the Everbridge Mass Notification System to initiate the emergency notification process. Or, in smaller-scale emergencies, members of the Emergency Management Committee, Campus Safety, supervisors, or coworkers will initiate the notification through fire alarms, the voice mail system, signs posted on building exits or entrances, targeted communications (email, phone, or text), blow horns, or other means, as appropriate. Depending on the scope of the emergency, the Communications Department, in coordination with the individual that sent out the initial communication, may prepare or send out follow-up communication using any of the above methods of communication, as appropriate.

### **How the Fuller Community Receives Emergency Information**

In appropriate circumstances, faculty, staff, and students will receive information sent directly to them via the Everbridge Mass Notification System, e-mail, or communication from coworkers, supervisors, Emergency Management Committee members, or Campus Safety. In other cases, emergency notifications will be communicated through fire alarms, the voice mail system, bulletins posted on building exits or entrances, targeted communications (email, phone, or text), blow horns, or other means as appropriate.



- **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. Therefore, it is important that personal contact information be up-to-date, and updated when no longer current. Specific instructions for updating personal contact information for Everbridge Mass Notification are [available here](#). Everbridge Mass Notification is only used for testing and emergency communications, and is not used for faculty, staff, or student outreach marketing.
- **Emergency Information Web Page and Banner:** Fuller's [emergency information webpage](#) functions as an informational blog for Fuller during emergencies. This page also includes disaster preparedness information. Ongoing updates regarding an emergency or disaster impacting Fuller may be posted on the emergency information webpage. Or, a customized banner at the top of the Fuller website may be used to share time-sensitive information or link to a dedicated emergency or disaster page for more complex or long-term emergencies or disasters. Designated members of the Emergency Management Committee post information and decisions affecting Fuller's community on the site in a timely fashion, in cooperation with the Communications Department when possible.
- 

*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 Director of Fuller Texas, Manager of Campus Safety, or a dedicated member of the Emergency Management Committee, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.*

If an emergency notification is sent out because of an immediate threat to the health or safety of students or employees due to a Clery Crime, and if the notice otherwise meets the requirements of a Timely Warning Notice, including being sent to everyone on campus, a separate Timely Warning Notice will not be issued. However, Fuller will provide adequate follow-up information to the community as needed.

### **Evacuation Information and Procedures**

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.

Fuller's evacuation procedures are based on the NIMS (National Incident Management System) model. Fuller's Emergency Management Committee meets on a regular basis, and its Training & Exercise subcommittee focuses on coordinating or facilitating emergency management preparedness-related training and exercises for the Fuller community, among other responsibilities.

### **Information Dissemination Procedure to the Larger Community**

Immediately following a disaster, Fuller Seminary will be in contact with appropriate personnel and offices in the City of Houston 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 Houston's Office of Emergency Management. Additional contacts may be appropriate with other City offices, including the Police or Fire 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.

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 information webpage at <http://www.fuller.edu/emergency> or a banner link at the top of Fuller's website, 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.

### **Testing and Announcing Everbridge Mass Notification**

The Everbridge Mass Notification system is tested at least once a year, generally around the third week of Fall Quarter, by the Manager of Campus Safety or designee. This ensures all students (even those who registered late) are included in the test. The test goes to various 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 the Employee Site, the Quad, or by other appropriate methods. The announcement generally includes a link



to Fuller's emergency communication procedures at <https://www.fuller.edu/Emergency-Communication/>.

From time to time, Fuller's Emergency Management Committee, or Safety Committee, may conduct other tests, such as a test of building evacuation procedures by initiating an evacuation drill, test of the community's earthquake response typically in coordination with the Great ShakeOut!, or table talk tests on various topics such as active shooter, wildfires, etc.

These tests are documented by the Department of Campus Safety or the Training & Exercise subcommittee of the Emergency Management Committee, as applicable, 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 website to access this report is provided annually to all enrolled students, staff, and faculty via Fuller (@fuller.edu) email. In addition, Fuller submits crime statistics each year to the Department of Education via the online Campus Safety and Security Survey.

The table below shows reported Clery 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 Director of Fuller Texas or designee, requests crime statistics from law enforcement agencies with jurisdiction for all of Fuller's reportable locations 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 table below, along with Clery crime statistics already collected by Campus Safety.

See [Clery Crimes & Definitions](#) for a complete list of Clery Crimes and their applicable definitions, including Primary Crimes; Hate Crimes; VAWA Offenses; and Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws.

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 Texas campus also does not have any residential facilities.

The following statistics reflect crimes that occurred on the Texas campus and all additional eligible locations within Clery Geography in 2019, plus the previous two years.

## Fuller Seminary Texas 10200 Richmond Ave, Suite 170 Houston, TX 77042

Director: Michael Murray Email: [mdmurray@fuller.edu](mailto:mdmurray@fuller.edu) Office (713) 360-3400

|                        |                                   | ON-CAMPUS<br>PROPERTY |      |      | ON-CAMPUS<br>STUDENT HOUSING<br>FACILITIES * |      |      | NONCAMPUS<br>PROPERTY ** |      |      | PUBLIC<br>PROPERTY |      |      |
|------------------------|-----------------------------------|-----------------------|------|------|--|------|------|--------------------------|------|------|--------------------|------|------|
|                        |                                   | 2017                  | 2018 | 2019 | 2017   | 2018 | 2019 | 2017                     | 2018 | 2019 | 2017               | 2018 | 2019 |
| 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    | 1    | 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 2017, 2018, or 2019

### UNFOUNDED CRIME REPORTING:

Ex.) There were no unfounded crimes reported for 2017, 2018, or 2019

\* There is no student housing at this campus.

\*\* There were no non-campus properties at this campus.

## DAILY CRIME LOG

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

## SECURITY AWARENESS PROGRAM POLICY STATEMENT

New employees are provided safety and 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. New students and

employees are also provided Title IX training, which includes information on sexual assault awareness and healthy relationships. Additional information about campus safety is available at <https://www.fuller.edu/emergency-information/>.

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.”

## CRIME PREVENTION PROGRAMS POLICY STATEMENT

New and current students and employees are provided online Title IX training, which includes crime prevention strategies, including the use of bystander intervention. Current employees and students are provided security awareness tips, typically at least once a quarter throughout the year via the Employee Site and the Quad. See also the Tips for a Safe and Secure Campus below, which can also be applied in other settings as well.

### 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 Houston Police Department to report the incident.

If you're being robbed:

- Don't resist. No amount of money is worth taking chances with your life; ensure your safety.
- 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 or wallet in an unlocked desk drawer.
- Don't leave your belongings unattended in libraries, hallways, or classrooms.
- Secure items left in common areas like bicycles with the correct lock.

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.

## 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 <https://quad.fuller.edu/resources/#institutional-policies>. In addition, it is posted on the Fuller website at <https://www.fuller.edu/about/institutional-reports-and-documents/institutional-policies-procedures-and-resources/#drug>.

## 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 member of the senior leadership team. Employees identified as a Responsible Employee, including supervisors and managers/administrators, are required to forward reports to a Title IX & Discrimination Officer.

## FEDERAL CLERY ACT DEFINITIONS OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

The Clery Act defines the crimes of dating violence, domestic violence, sexual assault, and stalking as indicated below. Note that these Clery Act definitions are the definitions used for Clery Act Crime reporting purposes. Please refer to Fuller's [Policy Against Sexual Misconduct](#) for the definitions used by the seminary for complaint resolution procedures. However, any Fuller student or employee who becomes a victim of any of the crimes as defined below or in Fuller's policies may request support services (Supportive Measures) from the seminary as described later on in this document.

- **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 (complainant's) statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved 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.

Note that if an incident meets the definition of domestic violence below, even though someone is in a dating relationship, it will be considered domestic violence for Clery Act Crime reporting purposes rather than dating violence.

- **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.

If any Fuller student or employee experiences stalking as defined in the Clery Act definition below, he or she may request support services (Supportive Measures) from Fuller, including assistance from Campus Safety. Please refer to Fuller's [Policy Against Sexual Misconduct](#) for the definition of stalking that will be used by Fuller for disciplinary purposes.

- **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 following are the State of Texas definitions of the crimes of dating violence, domestic violence, sexual assault, and stalking used in criminal proceedings. Please refer to Fuller's [Policy Against Sexual Misconduct](#) for the definitions used by the seminary for complaint resolution procedures.

The definitions that pertain to the Texas Campus in Texas follow:

- **Domestic Violence:**

In Texas, Domestic Violence is called Family Violence. Family Violence is:

1. An act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault or sexual assault (not including defensive measures to protect oneself); or
2. Abuse by a member of a family or household toward a child of the family or household; or
3. Dating violence.

- **Dating Violence:** The state of Texas defines dating violence as follows:

Dating violence is an act committed against a victim (other than a defensive measure to protect oneself) intended to result in physical harm, bodily injury, assault or sexual assault or a threat that reasonably places the victim in fear of imminent physical harm, bodily injury, assault or sexual assault committed by an actor when any of the following apply:

1. The act or threat is against a victim with whom the actor has or has had a dating relationship; or
2. The act or threat is committed against a victim because of the victim's marriage to, or dating relationship with, an individual with whom the actor is in a dating relationship or marriage, or with whom the actor has formerly been in a dating relationship or marriage.

Dating relationship means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of (1) the length of the relationship; (2) the nature of the relationship; and (3) the frequency and type of interaction between the persons involved in the relationship.

A casual acquaintanceship or ordinary fraternization in a business or social context does not constitute a dating relationship.

- **Sexual Assault:** The state of Texas defines sexual assault as follows:

A person commits sexual assault if the person intentionally or knowingly does any of the following:

1. Causes the penetration of the anus or sexual organ of another person by any means, without that person's consent;
2. Causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent;
3. Causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus or sexual organ of another person, including the actor;
4. Causes the penetration of the anus or sexual organ of a child by any means;
5. Causes the penetration of the mouth of a child by the sexual organ of the actor;
6. Causes the sexual organ of a child to contact or penetrate the mouth, anus or sexual organ of another person, including the actor;
7. Causes the anus of a child to contact the mouth, anus or sexual organ of another person, including the actor; or
8. Causes the mouth of a child to contact the anus or sexual organ of another person, including the actor.

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

A person commits the crime of stalking if the person, on more than one occasion and pursuant to the same scheme or course of conduct that is directed specifically at another person, knowingly engages in conduct that:

1. Causes the other person, a member of the other person's family or household or an individual with whom the other person has a dating relationship to:
  - a. fear of bodily injury or death or
  - b. fear that an offense will be committed against the other person's property, or
  - c. to feel harassed, annoyed, alarmed, abused, tormented, embarrassed or offended; AND
2. Would cause a reasonable person to
  - a. fear bodily injury or death for himself or herself;
  - b. fear bodily injury or death for a member of the person's family or household or for an individual with whom the person has a dating relationship;
  - c. fear that an offense will be committed against the person's property; or

- d. feel harassed, annoyed, alarmed, abused, tormented, embarrassed or offended; AND EITHER
3. Constitutes an offense under Texas Penal Code Section 42.07 (Criminal Harassment), or
4. The actor knows or reasonably should know the other person will regard the conduct as threatening any of the following:
  - a. Bodily injury or death for the other person;
  - b. Bodily injury or death for a member of the other person's family or household or for an individual with whom the other person has a dating relationship; or
  - c. That an offense will be committed against the other person's property.

## JURISDICTIONAL & INSTITUTIONAL DEFINITIONS OF CONSENT

It is important for seminary community members to be familiar with both the jurisdictional and seminary definitions of consent. Note that the seminary's definition of consent will be used for processing complaints under Fuller's [Policy Against Sexual Misconduct](#). Both the applicable state and Fuller's definitions are included below.

The definitions that pertain to the Texas Campus follow:

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

Consent means assent in fact, whether express or apparent. In any event, if there is no assent in fact, there can be no consent. Also, consent is not effective if it is induced by force, threat, or fraud; or if given by a person who by reason of youth, mental disease or defect, or intoxication is known by the actor to be unable to make reasonable decisions. Also, consent is not effective where the victim is a minor.

In addition, the following list of conduct satisfies the "without the consent" requirement of sexual assault:

1. The other person has not consented and the actor knows the other person is unconscious or physically unable to resist;
2. The other person has not consented and the actor knows the other person is unaware that the sexual assault is occurring;
3. The actor is a public servant who coerces the other person to submit or participate;
4. The actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person's emotional dependency on the actor;

5. The actor is a clergyman who causes the other person to submit or participate by exploiting the other person's emotional dependency on the clergyman in the clergyman's professional character as spiritual adviser; or
  6. The actor is an employee of a facility where the other person is a resident (unless the employee and resident are formally or informally married).
- **Consent:** Fuller Theological Seminary defines consent in its Policy Against Sexual Misconduct, found at <https://www.fuller.edu/about/institutional-reports-and-documents/institutional-policies-procedures-and-resources/#misconduct>, as follows:

Statement on Consent:

- 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 respondent, sober and exercising good judgment, would have known about the condition of the 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.

## BYSTANDER INTERVENTION

The primary prevention and awareness program for all incoming students and new students, 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.

Additional information on how to be an active bystander is provided below.

### 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.”<sup>1</sup> 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<sup>2</sup> 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.

---

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

<sup>2</sup> Bystander intervention strategies adapted from Stanford University's Office of Sexual Assault & Relationship Abuse

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.

## RISK REDUCTION

The primary prevention and awareness program for all incoming students and new employees includes risk reduction tips. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. See below for additional information on risk reduction.

### **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, which is offered to all new students and employees. The course titles are as follows:

- Title IX: Preventing Sexual Misconduct for Students
- Title IX: Preventing Sexual Misconduct for Faculty and Staff
- Title IX: Preventing Sexual Misconduct for Faculty and Staff – “Responsible Employee” Edition

Educational materials are also distributed at new student orientation. A Resource Guide on Sexual Misconduct is available on the seminary’s website at <https://www.fuller.edu/about/institutional-reports-and-documents/institutional-policies-procedures-and-resources/#guide>. 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 and through the Office of Student Concerns.

### **Description of Primary Prevention and Awareness Programs**

The educational programming offered by the outside vendor described above, in conjunction with other print and online resources including this Annual Security Report, 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 (as defined by the Clery Act);
- B. The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms;
- C. What behavior and actions constitute consent, in reference to sexual activity, in the State of Texas and according to the seminary’s definition of consent for the purpose of and 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 if a Crime of Domestic Violence, Dating Violence, Sexual Assault or Stalking Occurs” 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 “Supportive 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, as long as the student maintains student status or the employee maintains employee status. Refresher courses may be offered to employees and students periodically, which include 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](https://Fuller.edu/TitleIX). From time to time, resources such as the Policy Against Sexual Misconduct or the Resource Guide on Sexual Misconduct will be posted on the Quad for students and on the Employee Site for employees. Events such as Denim Day and various awareness weeks or months that address issues around sexual misconduct are promoted. Resources on stalking, sexual assault, dating violence, and domestic violence are posted on the Employee Site and Quad when available. Targeted face to face training is provided to student groups or employees, including Fuller Seminary Council leaders.

A comprehensive [Resource List](#) is available on the Employee Site and the Quad, which includes resources for students and employees to access 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 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. Director of Fuller Texas at 713-360-3412. Regular business hours, M-F
  - d. Fuller Campus Safety, at 626-584-5444, 24 hours/7 days a week
  - e. Confidential Fuller Resource, Joy Velarde, PsyD, Fuller Psychological & Family Services, at 626-584-5528. Regular business hours, M-F\*
  - f. Fuller Psychological & Family Services, at 626-584-5555. Regular business hours, M-F\*
  - g. Fuller Psychological & Family Services, at 626-584-5555. 8:00 a.m.-8:30 p.m., M-F\*
  - h. Confidential Fuller Resource, Seminary Chaplain(s), at chaplains@fuller.edu. Regular business hours, M-F\*
  - i. 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 Houston police department's non-emergency line at 713-884-3131.

#### 4. Preserve Evidence.

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 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 Resource (Joy Velarde, PsyD, or a 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 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). Seminary procedures will be explained. Fuller Texas students and employees may contact the Director of Fuller Texas (who is also the Deputy Title IX Coordinator for the Texas Campus). Seminary procedures will be explained.

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 reporting requirements.*

### Confidential Fuller Resources

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 seminary 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:

- Joy Velarde, PsyD, FPFS Director of Training, FPFS, 626-584-5528, [JoyVelarde@fuller.edu](mailto:JoyVelarde@fuller.edu)
- Seminary Chaplain(s), in conjunction with providing pastoral counseling, [chaplains@fuller.edu](mailto:chaplains@fuller.edu).

### Responsible Employees

All supervisors, administrators/managers, faculty, and other leaders, unless designated as a Confidential Fuller Resource, are considered Responsible Employees and are required to report 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, but otherwise keep the information private. Incidents of sexual misconduct will be taken seriously. Such incidents of sexual misconduct that are shared with the Title IX Coordinator or Title IX & Discrimination Officer 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 Supportive Measures 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 Supportive Measures. 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.

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

The seminary has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, 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, academic, transportation and working accommodations, if reasonably available. The seminary will make such Supportive Measures, if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to Campus Safety or local law enforcement. Students should contact Nicole Boymook, Executive Director of Student Concerns, 626-584-5678, [titleix@fuller.edu](mailto:titleix@fuller.edu). Employees should contact BJ Barber, Executive Director of Human Resources, 626-584-5238, [bjbarber@fuller.edu](mailto:bjbarber@fuller.edu).

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:

| Incident Being Reported | Procedure the Seminary Will Follow  |
|-------------------------|---|
| Sexual Assault          | <ol style="list-style-type: none"> <li>1. Depending on when reported (immediate vs past incident), the Seminary will provide the reporting party (complainant) with resources on how and where to seek medical care.</li> <li>2. The Seminary will assess the immediate safety needs of the complainant</li> <li>3. The Seminary (Campus Safety or Title IX Coordinator) will assist the complainant with contacting local police if the complainant requests AND provide the complainant with contact information for the local police department</li> <li>4. The Seminary will provide the complainant with referrals to on and off campus mental health providers</li> <li>5. The Seminary will assess need to implement Supportive Measures, if appropriate</li> <li>6. The Seminary will provide the complainant with a written explanation of their rights and options</li> <li>7. The Seminary will provide a “no contact” order to the responding party (respondent) if deemed appropriate</li> <li>8. The Seminary will provide written instructions on how to apply for a Restraining Order</li> <li>9. The Seminary will provide a copy of the Policy Against Sexual Misconduct to the complainant and inform the complainant regarding the Complaint Resolution Procedures timeline</li> <li>10. The Seminary will inform the complainant of the outcome of the investigation, whether the respondent will be held responsible, and what the outcome of the complaint resolution process is</li> <li>11. The Seminary will enforce the Retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation</li> </ol> |

|                 |  |
|-----------------|--|
| Stalking        | <ol style="list-style-type: none"> <li>1. The Seminary will assess immediate safety needs of the complainant</li> <li>2. The Seminary (Campus Safety or Title IX Coordinator) will assist the complainant with contacting local police if the complainant requests AND provide the complainant with contact information for the local police department</li> <li>3. The Seminary will provide written instructions on how to apply for a Protective Order</li> <li>4. The Seminary will provide written information to the complainant on how to preserve evidence</li> <li>5. The Seminary will assess need to implement Supportive Measures to protect the complainant, if appropriate</li> <li>6. The Seminary will provide the complainant with a written explanation of their rights and options</li> <li>7. The Seminary will provide a “no contact” order to the respondent if deemed appropriate</li> </ol>                  |
| Dating Violence | <ol style="list-style-type: none"> <li>1. The Seminary will assess the immediate safety needs of the complainant</li> <li>2. The Seminary (Campus Safety or Title IX Coordinator) will assist the complainant with contacting local police if the complainant requests AND provide the complainant with contact information for the local police department</li> <li>3. The Seminary will provide written instructions on how to apply for a Protective Order</li> <li>4. The Seminary will provide written information to the complainant on how to preserve evidence</li> <li>5. The Seminary will assess the need to implement Supportive Measures to protect the complainant, if appropriate</li> <li>6. The Seminary will provide the complainant with a written explanation of their victim’s rights and options</li> <li>7. The Seminary will provide a “no contact” order to the respondent if deemed appropriate</li> </ol> |

|                   |   |
|-------------------|---|
| Domestic Violence | <ol style="list-style-type: none"> <li>1. The Seminary will assess immediate safety needs of the complainant</li> <li>2. The Seminary (Campus Safety or Title IX Coordinator) will assist the complainant with contacting the local police if the complainant requests AND will provide the complainant with contact information for the local police department</li> <li>3. The Seminary will provide written instructions on how to apply for a Protective Order</li> <li>4. The Seminary will provide written information to the complainant on how to preserve evidence</li> <li>5. The Seminary will assess the need to implement Supportive Measures to protect the complainant, if appropriate</li> <li>6. The Seminary will provide the complainant with a written explanation of the victim's rights and options</li> <li>7. The Seminary will provide a "no contact" order to the respondent if deemed appropriate</li> </ol> |
|-------------------|---|

## ASSISTANCE FOR VICTIMS: RIGHTS & OPTIONS

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

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties;
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures (Supportive Measures); and
- an explanation of the procedures for institutional disciplinary action

### **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 Texas law in recognizing restraining orders or no contact orders. Any person who obtains an order of protection from Texas should provide a



copy to the Director of Fuller Texas who in turn will contact either the Executive Director 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 Deputy Title IX Coordinator at the regional campus, and in cooperation with the applicable Title IX & Discrimination Officer, 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 Fuller Texas in cooperation with the Department of Campus Safety at the Pasadena campus, may assist a Fuller community member by directing them to the appropriate agency for assistance.

Referrals from Fuller Texas for incidents of domestic violence, sexual assaults, restraining orders or emergency protectives orders will be made to the Houston Police Department's Family Violence Unit, Westside Division at (832) 394-5611. An advocate from the unit 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 with the Family Violence Unit. Restraining orders and other protective orders may be available through the applicable jurisdiction (see chart below).

| <b>Type of Order:</b>   | <b>Who Can File For One:</b>   | <b>Court:</b>   | <b>Based On:</b>  |
|---|--|---|---|
| <b>Domestic Violence Civil Protection Order (Protective Order in Texas)</b>   | Family or household members including:<br><ul style="list-style-type: none"> <li>•Spouses, former spouses</li> <li>•Parent, child, foster parent</li> <li>•People who have kids together</li> <li>•Intimate partners who lived together in the last 5 years</li> </ul> | Domestic Relations Court<br>–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) |
| <b>Stalking Protection Order (Protective Order in Texas)</b>                  | 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                      |
| <b>Sexually Oriented Offense Protection Order (Protective Order in Texas)</b> | 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)   |
| <b>Juvenile Protection Order (Protective Order in Texas)</b>                  | 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.

## **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 Supportive 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, Deputy 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 a Supportive Measure, the Title IX Coordinator, Deputy 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.

## **Supportive Measures Available for Victims**

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). The written notification will include information regarding the supportive measure options, available assistance in requesting supportive measures, and how to request supportive measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the supportive measures).

At the complainant's request, and to the extent of the complainant's cooperation and consent, seminary offices will work cooperatively to assist the complainant in obtaining supportive measures. If reasonably available, a complainant may be offered changes to academic, living, working, or transportation situations regardless of whether the complainant chooses to report the crime to 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

In determining whether a request for a supportive 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 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 respondent share the same class, transportation, or job location
- Whether other judicial/legal measures have been taken to protect the complainant (e.g., civil protection orders)

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](mailto:titleix@fuller.edu). Employees should contact BJ Barber, Executive Director of Human Resources at 626-584-5238 or [bjbarber@fuller.edu](mailto:bjbarber@fuller.edu).

### On and Off Campus Services for Victims

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 existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate local law enforcement. See also the Resource List, available at <https://drive.google.com/file/d/1cLIRT-OAS9pKs9UMML3uI5qPvgfwQi2j/view>.

Please note that the On-Campus services included below are available to all students and employees, no matter where the student or employee is located. The Off-Campus Services included below are available nation-wide or near the campus location.

| ON-CAMPUS                                    | Type of Services Available  | Service Provider                     | Contact Information  |
|--|---|--------------------------------------|--|
| Safety & Law Enforcement Assistance          | Reporting emergency or need help, including assistance in notifying law enforcement | Fuller Campus Safety                 | 626-585-5444   |
| Pastoral Counseling (for students and staff) | Confidential Fuller Resource  | Seminary Chaplains                   | <a href="mailto:chaplains@fuller.edu">chaplains@fuller.edu</a>     |
| Mental Health                                | No services available   | N/A                                  | N/A  |
| Victim Advocacy                              | No services available   | N/A                                  | N/A  |
| Legal Assistance                             | No services available   | N/A                                  | N/A  |
| Visa and Immigration Assistance              | Visa and Immigration status advice help   | Senior International Student Advisor | 626-584-5484<br><a href="mailto:iso@fuller.edu">iso@fuller.edu</a> |
| Student Financial Aid                        | Help with Financial Aid awards and scholarships                                     | Student Financial Services           | 626.584.5484<br><a href="mailto:sfs@fuller.edu">sfs@fuller.edu</a> |
| Health Insurance                             | General health insurance information  | Fuller Student Health Insurance      | 626-584-5484<br><a href="mailto:shi@fuller.edu">shi@fuller.edu</a> |

| <b>OFF-CAMPUS</b>                            | <b>Type of Services Available</b>  | <b>Service Provider</b>  | <b>Contact Information</b>  |
|--|--|--|---|
| Counseling<br>(for staff)                    | Psychological and counseling support   | Employee Assistance Program                                      | 888-628-4824  |
| Health                                       | The Forensic Nurse Response Team is a specialized group of registered nurses that provides comprehensive care 24 hours a day to patients experiencing interpersonal violence issues. | Memorial Hermann Hospital<br>(Forensic Nurse Response Team info) | Memorial Hermann Hospital<br>713-704-1261   |
| Mental Health/Victim Advocacy                | The RAINN hotline offers free, confidential counseling and support 24 hours a day, from anywhere in the country.   | Rape Abuse and Incest National Network (RAINN)                   | <a href="http://www.rainn.org">www.rainn.org</a><br>800-656-HOPE (4673)   |
| Legal Assistance<br>(for students and staff) | List of Texas resources for to receive legal help with VAWA matters.   | Justia Lawyers   | <a href="https://www.justia.com/lawyers/domestic-violence/texas/dallas/legal-aid-and-pro-bono-services">https://www.justia.com/lawyers/domestic-violence/texas/dallas/legal-aid-and-pro-bono-services</a> |
| (For staff)                                  | General legal advice and assistance  | Employee Assistance Program                                      | 888-628-4824  |
| Visa and Immigration Assistance              | Information about VAWA, T, and U visas for crime victims   | US Citizenship and Immigration Services                          | <a href="https://www.uscis.gov/humanitarian/victims-human-trafficking-other-crimes">https://www.uscis.gov/humanitarian/victims-human-trafficking-other-crimes</a>   |
| Immigration Service/Legal                    | The organizations listed help victims of abuse with immigration matters, such as filing VAWA self-petitions  | WomensLaw.org<br>Texas Legal Services Center                     | 844-303-7233 Hotline<br>888-343-4414<br><a href="https://www.tlsc.org/helpines">https://www.tlsc.org/helpines</a>   |
| Student Financial Aid                        | Info on Who Gets Aid (staying and regaining eligibility)   | US Department of Education                                       | <a href="https://studentaid.ed.gov/sa/">https://studentaid.ed.gov/sa/</a>   |

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.rainn.org> – Rape, Abuse and Incest National Network

<https://www.justice.gov/ovw/sexual-assault> - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> Department of Education, Office of Civil Rights

## THE SEMINARY'S PROCEDURES 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 (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 (Title IX & Discrimination Officer for Employees), in-person, electronically, or by phone.

In the alternative, complaints may be filed directly with the Director of Fuller Texas, who is also the Deputy Title IX Coordinator for Texas Campus, in-person, electronically, or by phone.

Reports of sexual assault, dating violence, domestic violence, or stalking made to a Responsible Employee will be forwarded to the applicable individual indicated above. All supervisors, administrators/managers, and faculty are required to report to a Title IX & Discrimination officer, including the Director of Fuller Texas or designee.

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

#### ***Title IX Coordinator***

Nicole Boymook  
Executive Director 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](mailto:titleix@fuller.edu)

#### ***Additional Title IX Team Members***

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](mailto:bjbarber@fuller.edu)

Michael Murray  
Director of Fuller Texas  
*Deputy Title IX Coordinator for Texas Campus*  
Fuller Theological Seminary Texas  
*Office location:*  
10200 Richmond Ave., Suite 170  
Houston, TX 77042  
Phone: 713-360-3412  
Email: [mdmurray@fuller.edu](mailto:mdmurray@fuller.edu)

### **Institutional 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 or Deputy Title IX Coordinator) will assist the complainant with making choices and accessing resources. Assuming the complainant 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.

#### **INITIAL INQUIRY**

An initial determination is made about the allegations and whether to move them forward to a formal investigation or to resolve them informally. Or, for incidents that qualify as Title IX, formal resolution/grievance procedures will be initiated if a Formal Title IX Complaint Form, as



defined by the Policy Against Sexual Misconduct, is received by or submitted to the Title IX Coordinator or designee. This decision is made by the Title IX Coordinator or designee, taking into account the nature of the allegations, the complainant's wishes, or applicable Title IX regulations. 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. However, see the Sanctions section below for the possible sanctions applicable to each group.

## INVESTIGATIONS

An investigative model is used to resolve most allegations. However, for incidents that qualify as Title IX, the grievance procedure also involves a live hearing component. Trained internal or external investigators will provide an investigation that is prompt, thorough, reliable, equitable, fair, and impartial. They will interview the complainant and respondent, as well as witnesses, and prepare reports with their findings. Information about all the steps in the investigative process is available at [Fuller.edu/TitleIX](https://fuller.edu/TitleIX).

## BEING HEARD DURING THE COMPLAINT RESOLUTION PROCESS

Both the complainant and respondent will each have an opportunity to review the findings prepared by the investigator(s) and have an opportunity to submit a written response to be included along with the findings, to be reviewed by the seminary official making the decision as to the outcome of the resolution. For incidents that qualify as Title IX, both the complainant and respondent will also be provided time to review applicable materials prior to a live hearing. The parties are each provided a minimum of five to ten business days, as applicable, to submit a written response and/or review materials prior to a live hearing..

## 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 respondent 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 Policy Against Sexual Misconduct and the seminary's Complaint Resolution Procedures: Sexual Harassment, Unlawful Discrimination, Unlawful Harassment, Sexual Misconduct, Retaliation, at [Fuller.edu/TitleIX](http://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, 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 the complainant). 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 the complainant).

- **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 the complainant).

- 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 the complainant).
- **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.

### **RANGE OF PROTECTIVE/SUPPORTIVE 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 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 complainant seeks formal resolution or makes a crime report. A respondent 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 Student Concerns at 626-584-5678 or [titleix@fuller.edu](mailto:titleix@fuller.edu), and employees should contact the Executive Director of Human Resources at 626-584-5238 or [bjbarber@fuller.edu](mailto: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 complainant and the respondent. Usually, the resolution of dating violence, domestic violence, sexual assault, and stalking complaints are completed within 60 business days of the report. However, each stage of the investigation process allows for extensions of timeframes for good cause with written notice to the complainant and the respondent of the delay and the reason for the delay. The seminary's [Policy Against Sexual Misconduct](#) provides that:

1. The complainant and the respondent will have timely notice for meetings at which the complainant or the respondent, or both, may be present;
2. The complainant, the respondent, 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 complainant or the respondent;
4. The complainant and the respondent will have the same opportunities to have others present during any institutional disciplinary proceeding. The complainant and the respondent 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 complainant or the respondent 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.
  - An advisor also asks questions on behalf of the complainant or respondent, as applicable, in a Live Hearing.

Additional information regarding the seminary's complaint resolution procedures for violations of the Policy Against Sexual Misconduct is available on the Title IX page of the website at [Fuller.edu/TitleIX](http://Fuller.edu/TitleIX) and on the Institutional Policies, Procedures, and Resources page at

<https://www.fuller.edu/about/institutional-reports-and-documents/institutional-policies-procedures-and-resources/#resolution>. Links to the above procedures can also be found in the Student Handbook, the HR Policy Manual, and the Faculty Handbook..

## 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.

### **Texas Campus**

Houston Police Department  
1200 Travis Street  
Houston, TX 77002  
(713) 884-3131

<https://records.txdps.state.tx.us/SexOffenderRegistry>