

2026

Security Report



Fort Wayne Location

Statistics are for a period between

1/1/2023 and 12/31/2025



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September 1, 2026

Dear Reader,

Manchester University is committed to respecting the infinite worth of every individual and maintaining a safe campus environment in which all members of its community can work, live and study while growing intellectually and socially.

The Office of University Safety works year-round and collaboratively with other members of the University community to create that environment. To further that goal, this publication is intended to provide you with information about educational programs, safety practices, crime statistics and policies regarding the reporting of emergencies and campus crime rates.

Of particular interest are the easy-to-read tables, which contain three years of crime statistics, starting on page 43 of this document. We are pleased that for the three years of data provided our campus remains a safe place to learn and work. Although we realize crime is a regretful part of our society, we strive to keep these incidents to a minimum and are encouraged by these efforts on our campus.

Should you have questions, comments or suggestions regarding the information in this publication or any related public safety policies, procedures or operations, please feel free to contact me at 260-982-5256 or by email at tledwards@manchester.edu.

Stay safe and well,

A handwritten signature in black ink, appearing to read 'Tina L. Edwards'.

Tina L. Edwards, MPA
Director of University Safety
Manchester University

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SECURITY

Manchester University safety and security is a shared responsibility. Clearly, the best protection against campus crime is an aware, informed and alert campus community; students, faculty and staff who use caution; and a visible safety presence.

The vast majority of our students, faculty, staff and visitors never experience crime at Manchester University. However, despite our best efforts, crimes do occur. The men and women of the Manchester University Safety Department in conjunction with Parkview Police and Public Safety are committed to maintaining a safe and secure campus, by providing a contemporary and professional public safety service with a strong emphasis on customer service. The hallmark of our service is a commitment to the principles of honor, integrity, discipline, trust and dedication. Concerns, questions, or comments about our department, federal or state law, or Manchester University's compliance with these laws, can be addressed by contacting the Director of University Safety at 260-982-5256.

The information contained in this Annual Security Report is available to new and prospective students and employees, as well as their families, all current members of the campus community and to the general public. We are committed to campus safety and security in compliance with the Jeanne Clery Campus Safety Act (The Clery Act).

In compliance with these requirements, Manchester University offers the following information to all current and prospective students, employees and applicants. The annual report containing crime statistics and policy statements can be obtained for either the North Manchester campus or Ft. Wayne location by:

- MAIL REQUEST TO: Manchester University, Director of University Safety, 604 College Ave., North Manchester IN, 46962.
- PHONE: 260-982-5256
- E-MAIL: CampusSafety@manchester.edu
- ONLINE: A link to this report can be found on our website: Manchester.edu



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INTRODUCTION

At Manchester University, you will never have to go it alone. This is a place where you will learn and grow as a community. You will be accepted for who you are and become who you want to be. You'll get support and draw inspiration from a tight-knit community of faculty, staff, and fellow students, and you'll make friends for life.

Manchester is a place of affordable excellence. We're included in U.S. News & World Report's "Social Mobility" and "Regional Universities Midwest" ranking because our students find success on campus and off – and 96 percent of our graduates are employed or in graduate school or join full-time voluntary service within six months of graduation!

MANCHESTER UNIVERSITY MISSION STATEMENT

Manchester University respects the infinite worth of every individual and graduates persons of ability and conviction who draw upon their education and faith to lead principled, productive, and compassionate lives that improve the human condition.

UNIVERSITY SAFETY AND SECURITY

The safety and security of the Manchester University community and their guests are a primary concern of the University. For this reason, the University has contracted with Parkview Police and Public Safety to provide security patrols, and to respond to all emergencies on the Fort Wayne campus. Though the officers are not on the premises of the College of Health Professions, Nursing & Pharmacy 24/7, Parkview Security officers may be contacted at any time of the day, by calling their dispatcher at 260-266-1800.

AUTHORITY OF CAMPUS OFFICERS AND RELATIONSHIP WITH LAW ENFORCEMENT

Although the non-sworn Parkview officers do not make arrests, (sworn Parkview Police officer do have arrest powers), they do maintain a very close working relationship with the Allen County Sheriff's Department and other state and local law enforcement agencies. The University does have a written memoranda of understanding with local law enforcement agencies for the investigation of alleged criminal offenses. Local law enforcement agencies are quick to respond to calls for assistance from crime victims and University staff alike.

COLLECTION AND ANALYSIS OF CRIME INFORMATION

Campus incident reports are reviewed by the Director of University Safety, who in turn, makes the final determination regarding Clery crime classification. A record of the classification process is maintained in the University Safety Office as well as at the Office of Graduate Admissions. The University formally solicits crime report information from appropriate external agencies for the Fort Wayne Campus to include Parkview Health Police Dept., Allen County Sheriff's Dept., Indiana State Police as well as the Indiana State Excise Police. The Director of University Safety contacts local law enforcement throughout the year to obtain timely updates that may assist in campus investigations and prevention programming.

CAMPUS SECURITY AUTHORITIES (CSAs)

CSAs are required to immediately report any information related to potential criminal activity to University Safety. Campus Security Authorities include, but are not limited to, Manchester University employees with significant responsibility for students or campus activities to include but not limited to all Student Life personnel and student organization leaders. The University Safety Office surveys University Security Authorities at least once a year, to collect unreported data. The Director of University Safety has created an online form for all CSAs to use on the Manchester University website via ChetNet>Forms>Clery CSA Crime Reporting Form. CSA training is provided during all new employee orientations. All CSAs are required to complete annual training via the Safe Colleges learning platform.

CRIME REPORTING

Students, faculty, staff and guests of the University are encouraged to report emergencies and criminal activities to the Parkview Police and Public Safety dispatcher. Telephones are available in most classrooms and major hallways, or you may call from your cell phone. To report an emergency or criminal activity, dial 260-266-1800, and a Parkview officer will take a report and follow up on your information. You may also call University Safety at 260-982-5999, and the information will be passed on to the appropriate law enforcement agency. Crimes and emergencies may also be reported to the Dean(s) of the Fort Wayne location or the Director of Student Life, Fort Wayne.

Parkview officers work closely with professional counselors, to assist victims in reporting crimes, and to ensure the accurate disclosure of all crime statistics. At Manchester University we prefer all criminal activity to be immediately reported to Parkview Police and Public Safety, 260-266-1800, or to the above listed persons, and not through any indirect means. For this reason, we do not have a confidential reporting process; however, professional counselors work closely with clients who have self-disclosed being victimized, encouraging them to promptly report all crimes. Victims desiring criminal prosecution are encouraged and assisted by University officials, including the Dean(s) and the Director of Student Life, Fort Wayne. From the filing of the initial report, through the follow-up investigation, University officials work closely with local police agencies and the Prosecutor's Office.

OFF-CAMPUS CRIME

If any off-campus police departments are contacted about criminal activity off-campus involving Manchester University students, the police may notify university authorities. Students in these cases may be subject to arrest by the local police and University disciplinary proceedings through the University Conduct System.

DISPOSITIONS OF DISCIPLINARY PROCEEDINGS

The Department of University Safety works collaboratively with the Conduct System to uphold the University's policy and procedures found in *The Source*. University jurisdiction relative to the enforcement of the policies and procedures includes: 1) incidents that occur on college premises and at locations leased or controlled by the University; 2) at University sponsored or University-supervised programs and events regardless of location including but not limited to internships, field study, community-based learning or service, athletic events, and study abroad; 3) at off-campus premises when the behavior may adversely affect the Manchester University community or its reputation, including but not limited to violations of *The Source*; 4) which relate to any facet of the relationship between Manchester University and the student. The University may pursue disciplinary action against a student at the same time as the student is facing criminal charges even if the criminal prosecution is pending, has been dismissed, or the charges have been reduced. The policy and procedures shall apply when the conduct occurs, before classes begin, during breaks and when student conduct is discovered after the degree is awarded.

The University may release publicly the name, nature of the violation and the sanction for any student, faculty or staff who is found in violation of a University policy that is a "crime of violence", including: arson, burglary, robbery, criminal homicide, sex offenses, assault, destruction/damage/vandalism of property and kidnapping/abduction or a non-forcible sex offense. Upon request, the University will release this information to the alleged complainant, or next of kin if the victim is deceased, in any of these offenses regardless of the outcome.

To view *The Source* please use the following link: [The Source](#)

ACCESS TO CAMPUS FACILITIES

Manchester University Fort Wayne location is an open campus and is accessible to the general public. During the academic year, the building is unlocked between the hours of 8 a.m. to 5 p.m., Monday through Friday. Proxy card access is granted to Student/staff/faculty after hours till 12 midnight.

MAINTENANCE AND SECURITY OF CAMPUS FACILITIES

Members of the University community may report safety and security problems by contacting the Parkview Police and Public Safety 260-266-1800 or the on duty Manchester University Safety officer at 260-982-5999.

The Director of University Safety, in conjunction with maintenance staff and with consultation from Parkview Police and Public Safety, maintains buildings and grounds with a concern for safety and security. Staff members inspect campus facilities, making repairs and responding to reports of potential safety and security hazards.

SECURITY AWARENESS PROGRAMS

Members of the Manchester University campus community are encouraged to be responsible for their own personal safety and security, and the personal safety and security of other members of the community. At new student orientation, all incoming students are required to complete multiple modules on the Safe Colleges learning platform pertaining to campus security, fire safety, crime prevention and enforcement procedures with an introductory presentation by the Director of University Safety. Members of the University Safety team conduct crime prevention and general security and safety awareness presentations when requested. Manchester University sponsors a variety of educational programs that seek to raise awareness of personal



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safety and crime prevention strategies.

- University Safety offers SPEAR Personal Protection training to all safety officers as well as to all students/faculty and staff per request.
- The Intoxicated Student Guidelines provides for a concentrated effort and joint response to all drug and alcohol cases, where a student's well-being is in question. On duty personnel, including the University Nurse, if available is consulted as needed, per policy. If needed, off-campus EMS personnel are summoned.

Counseling/Intervention Services:

It is the goal of the University to offer pathways to repair harm when students are found in violation of the University's drug and alcohol policies. These pathways typically involve education, awareness, and an opportunity to explore their choices through Motivational Interviewing. The University recognizes our limitations in terms of services and/or the ability to inspire a student to acknowledge drug or alcohol abuse or addiction problems; however, we do seek to make students aware and assist those who desire additional services.

A student referred through our Restorative Justice program meets one-to-one with a member of the counseling staff for a structured interview. A contract is signed which explains expectations and consequences if expectations are not fulfilled. The student also talks about the situation which generated the referral and is instructed how to access and complete the online course. This course is purchased through 3rd Millennium Classrooms and was created for college students and recommended through NASPA. After completion of the on-line course and Personal Reflection questions, the student meets again with the staff person to process reactions to the course and responses to the questions.

Students at any time may self-refer to counseling services to receive counseling and/or a referral to community counseling services to address drug and/or alcohol services. Information is available to students, faculty and staff regarding local AA meetings and Al-Anon meetings.

For a full account regarding Manchester University's commitment to Prevention and Education strategies please see the Drug-Free Schools and Communities Regulations Biennial Review Report at <https://chetnet.manchester.edu/dept/studentlife/Shared%20Documents/Counseling%20Services/Counseling%20Services/2024%20Biennial%20Review.pdf>

SAFETY TIPS

There are a number of simple and effective actions that everyone can take to minimize their risk of becoming a victim. These include: (please note, it is not the University's intent to suggest that the lack of following any of the below is in any way blaming the victim for their victimization. The below are merely being offered for consideration).

- Don't walk alone at night and avoid shortcuts or remote areas.
- Have your keys ready as you approach your car or residence.
- If you believe you are being followed, call 911.
- Use the buddy system at parties and events.
- Always be aware of your surroundings and follow your instincts.

CRIME ALERTS

As required by the Clery Act, the Department of University Safety posts crime alerts following the reporting of all serious crimes, when there exists a continued threat to students, employees or others. These alerts may be posted in prominent locations campus-wide and/or distributed to students, staff and faculty via email/text announcements. This is done in a manner that is both timely and informative, to aid in the prevention of similar crimes. Information may be temporarily withheld if the release of such information would jeopardize an ongoing investigation or a person's safety, cause a suspect to flee or evade detection, or result in the destruction of evidence.

PUBLIC CRIME LOG

In accordance with the provisions of the Clery Act, the University Safety Department, in consultation with the Parkview Police and Public Safety will maintain a public crime log containing the following information for each crime reported within Manchester University geography: crime classification, date and time of offense, location of offense, and the disposition of

the complaint. As per the federal requirement, this information will be made available within two (2) business days from the date of occurrence/report. The crime log contains information related to crimes reported during the most recent 60-day period. Any portion of the log older than 60 days will be made available within two business days of a request for public inspection. To review the log, go to the Office of Graduate Admissions at the Fort Wayne location between the hours of 8 a.m. and 5 p.m., Monday through Friday and ask the on-duty staff member for the report. You may also call the Director of University Safety at 260-982-5256 for assistance. These statistics reflect all reported allegations of criminal activity, regardless of the outcome of any conduct/criminal proceeding.

TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS

NOTIFYING THE CAMPUS COMMUNITY OF CRIMES AND EMERGENCIES - InformaCast



InformaCast is Manchester University's communication system for sharing important information about situations that affect the safety of our university community.

Spartan Alert (MU Alert) messages may be sent to campus e-mail addresses, external e-mail addresses, and text-enabled devices. If you have any concerns about the validity of a MU Alert message, call University Safety, 260-982-5999 or Parkview Police and Public Safety at 260-266-1800.

This contact information is automatically loaded for students upon enrollment with the university. For faculty/staff, mobile phone numbers and contact information for their emergency contacts will be collected by going to ChetNet via the University Website>Spartan Alert Sign-up for messages. New faculty/staff at new employee orientation will be instructed on how to sign up.

In accordance with the Higher Education Opportunity Act, on an annual basis, the University Emergency Management and Safety Committee will coordinate, plan, and conduct at least one test of the emergency response and evacuation procedures, including a test of the mass emergency notification system. The test may involve all portions of the campus or a segment thereof. The intent of the drill is to assess and evaluate the effectiveness of the University's emergency plan and capabilities. Some drills will be announced and well publicized to the campus community prior to the event, while others may be unannounced.

1. Emergency Notification (using InformaCast alert system)

Scope:

An emergency notification will be issued in the event of a significant emergency or dangerous situation currently occurring on campus which poses an immediate threat to the health or safety of students or employees. The University will immediately notify the campus community.

Examples may possibly include:

- Outbreak of infectious disease such as meningitis, norovirus or other serious illness
- Tornado Warning, or other extreme weather conditions
- Earthquake
- Significant gas leak or chemical spill
- Terrorist incident
- Armed intruder/Active shooter
- Bomb threat
- Civil unrest, rioting or campus protest
- Explosion or campus wide/residential fire
- Homicide/Rape/Sexual Assault/Assault when perpetrator is not apprehended

When:

Emergency Notification is issued without delay and immediately upon confirmation by university safety, university authorities, local police, local fire, or other first responder agency that a dangerous situation or emergency exists or threatens.



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How:

- InformaCast emergency alert system – use of message templates which are populated with incident specific information. Email, and text messages are automatically generated
- Website Updates – information will be posted to the University's website

Who:

The President or their designee, or University Safety is responsible for determining the deployment of the Spartan Alert System (MU Alert) for use in disseminating emergency notification information.

2. Timely Warning

Scope:

A timely warning is triggered when certain crimes have occurred and represent an ongoing threat. The timely warning is issued in an effort to aid in the prevention of similar crimes. As the timely warning is meant to increase awareness of criminal activity, the names of victims will not be disclosed in a timely warning message, but a known perpetrator's name may be used.

The Clery Act specifies that "an institution that issues an emergency notification is NOT required to issue a timely warning based on the same circumstance; however, the institution must provide adequate follow-up information to the campus community as needed."

Examples:

Clery Act-defined crime such as rape, sexual assault, burglary, homicide, and other violent crimes that impact people or assets (buildings, cars, personal possessions) where the perpetrator no longer remains at large and for which an immediate dangerous condition no longer exists for students or employees. (For example, the University notifies the community about a rash of motor vehicle thefts which occurred in the parking lot on the previous day.)

When:

A timely warning will be issued as soon as the pertinent information is available.

How:

Text messages and/or email, using InformaCast with information template as required by the Clery Act.

Who:

The President or their designee, or the Director of University Safety (In consultation with local law enforcement), are responsible for determining if a timely warning is to be issued.

Tracking the Communication Process

The incident will be tracked, from initial reporting to full conclusion, inclusive of time-stamped phone calls and electronic communications in order to assess the timeliness of decision-making and communication for post-event evaluation.

Closing the Communication Loop

In both the Emergency Alert and Timely Warning scenarios outlined above, the University will issue a "wrap-up" communication, which will serve to close the communication loop for each incident. The campus community deserves the reassurance that law enforcement and/or university safety have investigated and brought the incident to a satisfactory conclusion.

CRISIS COMMUNICATION PLAN

When conditions are present that meet the definition of an emergency, the Director of University Safety and the Asst. VP for Facilities and Auxiliary Operations shall place into immediate effect appropriate procedures necessary and possible to meet the emergency, safeguard persons and property, and maintain educational facilities. The Director of University Safety and the Asst.

VP for Facilities and Auxiliary Operations shall immediately consult with the President or their designated alternate regarding the emergency and follow directions as set forth in this response plan.

When a declaration of a campus State of Emergency is made, only registered students, faculty, staff and affiliates (i.e., persons required by employment, including first responders) are authorized to be present on campus. Those who cannot present proper identification (registration or employee identification card, or other ID) showing their legitimate business on campus will be asked to leave. Unauthorized people remaining on campus may be subject to arrest in accordance with applicable Indiana codes.

In addition, only those faculty and staff members who have been assigned emergency operations team duties or issued an emergency pass by the Chief of Parkview Police and Public Safety, Asst. VP for Facilities and Auxiliary Operations and the Director of University Safety will be allowed to enter the immediate disaster site.

Declaration of a campus State of Emergency rests solely with the President or their designee in consultation with the Vice President for Student Life, local law enforcement and the Executive Director of Allen County Emergency Management. The Allen County official can provide Manchester University with assistance in obtaining outside resources required to mitigate the human and financial impact of disasters and emergencies.

Definition and Assignment of Emergency Status

The President, the Vice President for Student Life or their designee shall direct all emergency operations during any major emergency or disaster. The following definitions are provided as guidelines to assist the Emergency Operations Team in determining the appropriate response:

- A. Normal Conditions - No Emergency: Conditions are normal, campus-wide notification is not required.
- B. Minor Emergency: Any incident, potential or actual, which will not seriously affect the overall functional capacity of the University. Campus-wide notification may be carried out. Emergency Operations Team members may not meet as a group but will be apprised of conditions.
- C. Major Emergency: Any incident, potential or actual, which affects an entire building or buildings, and which will disrupt the overall operations of the University. Outside emergency services will probably be required, as well as major efforts from available campus services. A major emergency on campus may require establishing a General Emergency Command Post (GECF).

Major policy considerations and decisions will usually be considered by the University Administration during times of crisis. Campus-wide notification will be carried out. The Emergency Operations Team and Emergency Operations Support Team members will report as directed by the President, Vice President for Student Life or their designees.

General Emergency Command Post may be in the Fort Wayne Campus room 105. If the Fort Wayne Campus building is not accessible the Parkview Regional Medical Center (Mirro) will be utilized as backup or both depending on the nature of the event and/or accessibility to campus. Virtual reporting is also available via the Teams meeting platform. Field Emergency Command Post (FECF) may be established in conjunction with the Incident Command Post established by civil authorities.

- D. Disaster: Any event or occurrence that has seriously impaired or halted operations of the campus. A coordinated effort of all campus-wide resources is required to effectively control the situation. Outside emergency services will be essential. In all cases of disaster, a General Emergency Command Post will be activated, and the appropriate support and operational plans will be executed. Campus-wide notification will be carried out. All Emergency Operations Team members will report to General Emergency Command Post in the Fort Wayne Campus room 105, If the Fort Wayne Campus room 105 is not accessible the Parkview Regional Medical Center (Mirro) will be utilized as backup, or both depending on the nature of the event and/or accessibility to campus. Virtual reporting is also available via the Teams meeting platform. All Emergency Operations Support Team members shall report as requested and bring the following items with them:



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- Their Manchester University-issued keys
 - Cellular phones
 - Laptop PCs or tablets as issued
 - Two-way radio, if issued
- E. Weather Emergency: Any weather-related event which has the capacity to seriously impair or halt operations of the campus. In addition, the event has the capacity to cause serious property damage or injury and may limit safe travel. A coordinated effort of all campus-wide resources is required. Outside services or resources may be essential. A weather-related emergency may require establishment of a General Emergency Command Post.
- F. Campus Emergency: Any on- or off-campus event, accident or situation that involves a member of the Manchester University community that results or may result in injury, death, or serious property damage, or presents an imminent threat to the safety and well-being of the University community. An immediate and appropriate response will be required. Further, a coordinated effort of University officials may be necessary in an effort to answer questions, assist in contacting and informing family members, and to assist with any official investigation. Campus-wide notification will be carried out. All Emergency Operations Team members will report to the General Emergency Command Post in the Fort Wayne Campus room 105. If the Fort Wayne Campus room 105 is not accessible the Parkview Regional Medical Center (Mirro) will be utilized as backup, or both depending on the event and/or accessibility to campus. Virtual reporting is also available via the Teams meeting platform. Emergency Operations Support Team members shall report as requested and bring the following items with them:
- Their Manchester University issued keys
 - Cellular phones
 - Laptop PCs or tablets as issued
 - Two-way radio, if issued

Definition and Assignment of Emergency Status, Continued

- Parkview Police and Public Safety will immediately contact the Director of University Safety.
- Campus-wide notification will be carried out
- Faculty and staff shall secure all interior doors immediately
- Parkview Police and Public Safety will block streets accessing the campus, allowing only emergency personnel through and shall remain at those locations until relieved by University Safety/University Physical Plant or a University official.
- University Safety shall assist police as may be required. This may include:
 - o Liaison with emergency response personnel and university officials
 - o Liaison with Office of Strategic Communications or designee with updates every half hour
 - o Liaison with Emergency Operations Team
 - o Any other assigned tasks

Incident Preparedness Drills and Table-Top Exercises

Campus Safety and other University officials undergo crisis training, including drills and table-top exercises, to ensure plans are properly followed. In conjunction with this plan, students and employees can access the Manchester University Campus Emergency Guidelines, which is located in multiple areas on campus.

The guide consists of the following:

- Crisis Communication
- Blood Borne Pathogens
- Weather Emergencies
- Fire
- Medical Emergencies
- Utilities
- Violent or Criminal Behavior
- Lock Down Shelter in Place

- Bomb Threat
- Chemical Spill or Radiation Release
- Earthquake
- Suspicious Package/Mail

DRUG AND ALCOHOL POLICIES

While the position to use or not use alcohol and other drugs is a matter of personal choice, the position of an institution to prohibit such possession and use and to enforce that decision is a right of the institution. Manchester University believes that the unsafe use of alcohol and other drugs is detrimental to the educational environment and objectives of the University, and is, therefore, prohibited in all spaces unless specifically stated.

Manchester University is committed to providing a drug-free environment. It is widely recognized by health professionals that alcoholic beverages, tobacco and other drugs have a profound effect on the health and behavior, both social and personal, of users. On a college campus, alcohol and other drugs invariably interfere with the student's academic work. And a student's behavior while under the influence can lead to interpersonal conflicts, violations of civil law, and actions endangering health, life, safety and property.

NOTE: If a student's health, academic performance, or continuation at the University appears to be jeopardized by use/abuse of alcohol or other drugs, the University may require an assessment, with the results being made a matter of confidential record. Continued abuse of alcohol or other drugs could result in the University requiring treatment as a condition of enrollment.

Education

The University takes seriously its responsibility to educate students regarding the effects, uses, and abuses of alcohol or other drugs. The University offers programs and services intended to help students make healthy decisions.

Alcoholic Beverages:

Note: The University reserves the right to use a breathalyzer to determine if alcohol has been consumed.

Policy 14a. Known Presence: If a student is present when others violate an alcohol policy.

Policy 14b. Possession/Consumption: Possession, consumption, sale, or transfer of alcoholic beverages, their containers, or alcohol paraphernalia (including but not limited to cartons, bottle caps, labels, etc.) on University property or in University owned vehicles.

Policy 14c. Minor in Possession/Consumption: It is a violation of Indiana State law and this policy for a person under the age of 21 to consume and/or be in possession of alcohol or alcohol paraphernalia (including but not limited to cartons, bottle caps, labels, etc.) on University property or in University-owned vehicles.

Policy 14d. Distribution to Minors: It is illegal to provide alcohol to a person under the age of 21, and/or to induce the minor to consume/possess alcohol.

Policy 14e. Public Intoxication: It is a violation of State of Indiana law for a person to be in a public place or a place of public resort in a state of intoxication caused by the person's use of alcohol or a controlled substance. In the absence of detection devices, such as breathalyzer, etc., observation of behavior by those bringing the charges will be considered grounds for charges.

DRUGS

Policy 15a. Known Presence: If a student is present when others violate a drug policy.

Policy 15b. Drugs: The use or possession of any narcotic, hallucinogen, or other drug, except as permitted by law.



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Policy 15c. Drug Paraphernalia: The use or possession of any drug paraphernalia, except as permitted by law.

Policy 15d. Dealing Drugs: The manufacture, sale, delivery, or transfer of any narcotic, hallucinogen, or other drug, or financing the above, except as permitted by law.

Policy 15e. Dealing Drug Paraphernalia: The manufacture, sale, delivery or transfer of any drug paraphernalia, or financing the above, except as permitted by law.

Policy 15f. Public Intoxication: It is a violation of State of Indiana law for a person to be in a public place or a place of public resort in a state of intoxication caused by the person's use of alcohol or a controlled substance.

Education

Regulation Statement

"The Drug-Free Schools and Campuses Regulation" require an Institution of Higher Education (IHE) to certify it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. Failure to comply with the Drug-Free Schools and Campuses Regulations may forfeit an institution's eligibility for federal funding." –The U.S. Department of Education High Education Center for Alcohol and Other Drug Abuse and Violence Prevention.

Report Created and Reviewed by the following:

This review is completed by Alcohol and Drug Prevention Coordinator at Manchester University and reviewed with the help of the VP of Student Life, University Safety, Residential Life, Counseling Services, and Health Services.

Alcohol and Drug Prevention efforts

Manchester University communicates expectations regarding drug and alcohol use through *The Source* for students, education for staff and students, and programming throughout the academic year.

The "Alcohol and Drug Prevention Committee" was formed in 2006 after first applying for and not receiving the NCAA CHOICES grant. The University sought to have a common message on the campus regarding drug and alcohol use and prevention of abuse. In addition, the goal was to assure that the efforts for the prevention were broader than one particular department. The committee currently has representation from Student Life. The following specific areas are represented: Counseling Services, Student Success, Student Career leadership, Student Conduct staff, University Safety, and an athletic liaison. The chair of this committee is the Alcohol and Drug Prevention Coordinator.

The committee meets monthly during the academic year and discusses drug and alcohol issues such as current trends, specific concerns at Manchester University, and effective intervention to assure the safety and success of Manchester University students.

Counseling/Intervention Services:

It is the goal of the University to offer pathways to repair harm when found in violation of the University's drug and alcohol policies. These pathways typically involve education, awareness, and an opportunity to explore their choices through Motivational Interviewing. The University recognizes our limitations in terms of services and/or the ability to inspire a student to acknowledge drug or alcohol abuse or addiction problems; however, we do seek to make students aware and assist those who desire additional services.

A student referred through our Restorative Justice program meets one-to-one with a member of the counseling staff for a structured interview. A contract is signed which explains expectations and consequences if expectations are not fulfilled. The student also talks about the situation which generated the referral and is instructed how to access and complete the on-line course. This course is purchased through 3rd Millennium Classrooms and was created for college students and recommended through NASPA. After completion of the on-line course and Personal Reflection questions, the student meets again with the staff person to process reactions to the course and responses to the questions.

Students at any time may self-refer to counseling services to receive counseling and/or a referral to community counseling services to address drug and/or alcohol services. Information is available to students, faculty and staff regarding local AA meetings and Al-Anon meetings.

Medical Amnesty

Individuals seeking medical attention for themselves or those students who assist in obtaining medical attention for another person due to their own level of intoxication that reasonably appears to create serious and immediate risk to the individual will not have disciplinary charges pursued against them for violations of the Alcohol Policy of the Code of Conduct.

The University policy regarding Medical Amnesty can be found here; <https://www.manchester.edu/student-life/campus-life/health-well-being/health-services/medical-amnesty-policy/>

Appropriate procedures must be followed in order to qualify for this exemption on the state and local level.

Indiana Lifeline Law-IC 7.1-5-1-6.5

Sec. 6.5. (a) A law enforcement officer may not take a person into custody based solely on the commission of an offense involving alcohol described in subsection (b) if the law enforcement officer, after making a reasonable determination and considering the facts and surrounding circumstances, reasonably believes that all of the following apply:

- (1) The law enforcement officer has contact with the person because the person:
 - a. Either:
 - i. Requested emergency medical assistance; or
 - ii. Acted in concert with another person who requested emergency medical assistance; for an individual who reasonably appeared to be in need of medical assistance;
 - b. Is the victim of a reported sex offense (as defined in IC 11-8-8-5.2); or
 - c. Witnessed and reported what the person reasonably believed to be a crime.
- (2) The person described in subdivision (1)(A), (1)(B), or (1)(C):
 - a. Provided:
 - i. The person's full name; and
 - ii. Any other relevant information requested by the law enforcement officer; and
 - b. In the case of a person described in subdivision (1)(A):
 - i. Remained at the scene with the individual who reasonably appeared to be in need of medical assistance until emergency medical assistance arrived; and
 - ii. Cooperated with emergency medical assistance personnel and law enforcement officers at the scene.
- (3) A person who meets the criteria of subsection (a)(1) and (a)(2) is immune from criminal prosecution for an offense under:
 - a. Section 3 of this chapter if the offense involved a state of intoxication caused by the person's use of alcohol;
 - b. Section 6 of this chapter if the offense involved the person being, or becoming, intoxicated as a result of the person's use of alcohol; and
 - c. IC 7.1-5-7-7.
- (4) A person may not initiate or maintain an action against a law enforcement officer based on the officer's compliance or failure to comply with this section.

MU STANDARD Manchester University expects students to show, such respect for order, morality, personal integrity and the rights of others as is identified of good citizens both within and outside the University. Failure to do this may be sufficient cause for removal from the University.

WHAT IS THE MU STANDARD? The MU Standard is an aspirational statement of Manchester's ideal of moral and civic community. Manchester translates the core values into aspirational learning goals for all Spartans: Integrity, Faith, Learning, Diversity, Community, and Service. Students will respect and uphold the rights and dignity of others regardless of race, color, national or ethnic origin, sex, age, disability, religion, sexual orientation, gender identity and expression, or socioeconomic status. Students will uphold the integrity of the university as a community of scholars in which free speech is available to all and intellectual honesty is demanded of all. Students will comply with University policies and state and federal law. For the purposes



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of clarity, students should be aware and are subject to restorative justice at Manchester University for acts of misconduct including but not limited to:

- Violation of University policy
- Violation of a specific University directive
- Violation of an applicable state or federal law
- Physical assault
- Theft of property or services
- Vandalism/Destruction of property
- Threats (verbal or online)
- Hazing
- Hate crimes
- Alcohol- and drug-related violations, including driving under the influence
- Intentional or reckless property damage
- Seeking a University benefit to which a student is not entitled
- Falsifying a document
- Impersonating another
- Computer violations
- Knowingly or recklessly exposing others to significant danger
- Upholding the University values and mission

CONDUCT DURING OFF-CAMPUS CLASSES AND EVENTS

Participants in off-campus classes and events must:

- Conduct themselves appropriately and respectfully at all times;
- Abide by the policies, procedures and rules set forth by Manchester University in The Source and by event leaders;
- Abide by the policies, procedures and rules set forth by Manchester University in program specific student handbooks.
- Cooperate with peers and event leaders; and,
- Respect and abide by the laws and customs of the state(s) and/or country(s) in which the off-campus event(s) takes place.

The consequences of misconduct and/or policy or law violations during an off-campus event may include (but are not limited to) the following:

- Criminal/civil charges;
- Dismissal from the event and sent home at own expense;
- Disciplinary hearings;
- Reduced or failing grade;
- Restrictions on freedoms and/or activities.
- The need to repeat a clinical placement, an alteration of progression through a program or dismissal from a program.

RESTORATIVE JUSTICE PROCESS

Manchester University believes in the infinite worth of each individual and the improvement of the human condition.

Restorative Justice allows for fair process with engagement, explanation, and expectation of clarity, which allows growth in mindset, and maturity of a student while provided with the opportunity to learn from mistakes. It will encourage students to take responsibility by holding them accountable for their actions including repairing harm. Finally, it will enable the restoration of an individual in the community.

The restorative justice approach supports each member(s) of the community while they repair harm. At times, it becomes necessary for the University to intervene. In the event that an individual or group of community members chooses to violate University standards, values, or behavioral expectations, they can expect to participate in a restorative justice process. This process may include one of the following possibilities:

Administrative Hearing

In the event of minor behavior violations, Student Life designee(s) may meet with the individual(s) involved and attempt to resolve the

situation. This may result in an agreement, a mediation, referral for counseling, or creative sanction.

The University Hearing Panel

The University Hearing Panel (UHP) will hear cases when the content of the behavior is such that it is prudent for university officials to hear the complaint. Panels are appointed to hear specific cases by Director of residential life or Vice president for student life.

Platforms: Manchester University reserves the right to hold hearings virtually.

Standard of Proof: Manchester University uses a preponderance of the evidence standard when determining responsibility in MU Standard violations. A preponderance of the evidence means that the evidence shows that it is more likely than not that, the accused individual(s) violated a University standard. The accused individual will be found responsible for alleged violation if the administrative hearing or UHP concludes that a violation is more likely than not occurred based upon careful review of all evidence presented.

Note: Student hearing notices are delivered by university email and students are expected to regularly check their Manchester email.

PATHWAYS TO REPAIRING HARM

Upon the determination of a violation, each student participates in the development of an Outcome Letter with steps to repair harm for the individual in the community. Pathways may include but are not limited to those listed below. Pathways are developed with each hearing body. Each pathway is developed to ensure an understanding of the impact of violating the MU Standard and the willingness of an individual to accept responsibility for actions. Each Outcome Letter is monitored by the Director of residential life for compliance. Non-compliance will result in student determined to be not in good judicial standing.

***** Should the behavior of a student be deemed counter to the education process, and/or harmful or dangerous to other students/ faculty/staff, the University reserves the right to remove that student from University settings (i.e. the institution, a class, a team, or a residence or social participation) pending the outcome of the disciplinary process.*****

Advisor/Coach Notification/Meeting alerts the student that their Coach, Academic advisor, Success advisor or other appropriate staff member will be notified of the conduct outcome. Generally, the Advisor/Coach will be copied on the Outcome Letter. The student may have pathways to meet with the Advisor/Coach.

Counseling Services will provide the student with support to address drug/alcohol use and behavioral needs. A representative from Student Life will make a referral and provide case information. The student is required to set up the initial meeting. Missed appointments will result in assessed fines. At the end of each term unpaid fines may result in a change in student judicial status. Student Conduct will receive notification of completion.

Deferred Suspension is a period of review during which the student, organization or group is not in good judicial standing. The student, organization or group must demonstrate an ability to comply with University rules, regulations, and all sanctions. Deferred Suspension may negatively impact the student's ability to participate in university housing, campus positions, leadership programs and employment opportunities. Notification may be made to parent(s)/guardian(s), coaches and some academic or cocurricular program advisors, as appropriate.

Disciplinary Probation is a period of review during which the student, organization or group remains in good judicial standing but must demonstrate the ability to comply with University policies and any sanction(s) assigned. Notification is generally made to parent(s)/guardian(s).

Disciplinary Suspension is a written notice to the student that they are separated from the University for a designated period of time. The student will receive "W's" in current courses and the "W's" will appear on the student's transcript. During the suspension period, a Judicial Hold is active on the student's account. The student is not permitted to register for classes and is not permitted to attend any University sponsored events, on or off-campus, without permission from the Vice president for student life and Director of residential life, or designee. A student is not eligible for any financial refund. For permission to return to the University, the student must petition the Vice president for student life and Director of residential life, or designee, in writing, displaying completion of any sanction(s). The student should contact the Vice president for student life and



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Director of residential life, or designee, at least three weeks in advance of the start of the new semester.

Educational Sanctions include discussions with hearing official(s), service hours, attendance at a workshop, writing a paper, or other appropriate assignment.

Expulsion is the permanent separation of the student or organization from the University. This sanction may include restriction(s) on the use of University facilities. Notification of expulsion will appear on the student's transcript.

Fines may be imposed for violations of specific policies and procedures.

Formal Warning is a written notice that the student has violated University policy. Continuation or repetition of prohibited conduct may result in more serious disciplinary action.

Loss of Privileges is the denial of specified privileges for a period of time. These may include, but are not limited to:

- exclusion from certain University buildings or areas;
- denial or revocation of automobile registration privileges;
- prohibition from holding office in any student group or organization;
- denial of the opportunity to participate in certain University activities;
- denial of eligibility to represent the University in any cocurricular activity;
- suspension, disassociation, loss of status or termination as a recognized student organization.

Mediation involves a referral to the University provider for mediation services; a plan will be created to identify timeline and outcomes.

Parent/Guardian Notification alerts the student that their parent(s)/guardian(s) will be notified of the conduct decision. A copy of the Outcome Letter may be sent to parent(s)/guardian(s).

APPEAL

Students who have been found to be in violation of University standards have the opportunity to appeal the finding under the following circumstances:

1. New unexamined evidence or considerations are presented.
2. The student believes that there was undue bias present in their earlier hearing/review.
3. The student believes that the outcome of the hearing/review was too severe in relationship to the violation.

Appeals to hearings/reviews must be submitted to the Vice President for Student Life within three business days of the hearing/review. Appeals are to be in writing and are to note which of the circumstances listed above the student wishes to have considered. Appeals will be addressed by the Vice President for Student Life and/or their designee. The Vice President for Student Life may call an Appeal Board to review the appeal. The Vice President for Student Life or the Appeal Board can refer the case back to the University Hearing Panel for reconsideration with comment or they may make a final decision and no other appeal exists. There may be situations or circumstances which are too severe to warrant an appeal. The Vice President for Student life in conjunction with the President will make those determinations.

Substance Abuse Policy from the Manchester University Employee Handbook

The University has a duty to provide a safe working environment for its employees. Each employee has a corresponding duty to their co-workers and to Manchester University students to deliver services in a safe and conscientious manner. To help ensure that these responsibilities are fulfilled, employees must work free from the effects of performance-impairing substances (including illegal drugs or prescription drugs herein called "Controlled Substances" and their metabolites, and alcohol).

Any employee of Manchester University who improperly uses controlled substances or alcohol while working or while conducting business on behalf of the University, or who attempts to work while under the influence of same, potentially endangers themselves as well as co-workers. Possession, manufacture, distribution, dispensation or sale, use, consumption or being under the influence of a controlled substance while on the University campus (including parking lots) or while on University business is strictly prohibited. Possession of prescription drugs without a valid prescription for such drug is also

prohibited. Working while intoxicated or under the influence of illegal drugs or prescription drugs without a valid prescription is prohibited.

All employees must abide by the terms of the substance abuse statement and are required to notify the director of human resources of any drug- or alcohol-related conviction(s) no later than five days after such a conviction. Prescription drugs also may affect performance and behavior. Accordingly, they must be used only in the manner, combinations and quantities in which they are prescribed, and only by the individual for whom they are prescribed. Any employee using prescription drugs that may affect their job performance or behavior must discuss their job requirements with the prescribing physician, and, if advised by the physician, discuss the matter with their supervisor and the Office of Human Resources.

Violation of this policy will result in corrective action, up to and including discharge, and may result in legal prosecution. Legal prosecution for the use, possession and/or distribution of controlled substances can result in fines, probation and/or imprisonment.

Testing for Controlled Substances and/or Alcohol

Reasonable Suspicion

The University reserves the right to require an employee to undergo an immediate alcohol and/or drug test when reasonable suspicion exists that the employee is under the influence of alcohol or controlled substances when reporting to work or when acting within the scope and course of employment. Reasonable Suspicion includes, but is not limited to, the observation of an on-duty employee behaving in a manner that suggests the employee is under the influence of alcohol or a controlled substance.

Searches

When there is reasonable suspicion that an employee is in violation of the Substance Abuse Policy, the University, at its discretion, may conduct a search of the employee's office and onsite property. Such property includes, but is not limited to, University-owned vehicles, desks, containers, files or lockers. Discovery of controlled substances in violation of this policy, or a refusal to allow a search, will subject the employee to corrective action up to and including discharge.

Employee Assistance for Substance Abuse

Voluntary Referral

The University recognizes alcohol and drug dependency as major health and behavior problems and is prepared to offer assistance if requested. Any employee who suspects they have developed an addiction to, dependence upon, or a problem with alcohol or drugs (legal or illegal) is encouraged to seek assistance through their immediate supervisor, the Office of Human Resources or the Employee Assistance Plan. In-patient and out-patient programs are available, with insurance benefits in many instances. Requests for assistance will be treated confidentially.

Mandatory Referrals

Any member of the leadership team who recognizes or suspects that an employee may need professional help for substance abuse may confidentially refer the employee to the Office of Human Resources or the Employee Assistance Plan.

Terms of Assistance

Mandatory referrals to substance abuse treatment will not jeopardize an employee's position as long as the treatment plan agreed upon by the University and employee is followed. Any employee who is abusing drugs or alcohol may request outpatient treatment or, upon request, may be granted a personal leave of absence to undertake inpatient rehabilitation treatment.

The University reserves the right to require random drug and/or alcohol testing for an appropriate length of time following return to work. It is the employee's responsibility to comply and cooperate with the prescribed treatment. Refusal to accept diagnosis or treatment, or leaving a rehabilitation program before being released will be handled as any other situation that adversely affects job performance.

BIAS-RELATED INCIDENT POLICY

Manchester University seeks to provide an environment free of any behavior constituting bias as defined below as well as by civil or criminal law applicable to Manchester University. Manchester University invites students, faculty and staff to join



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together in fostering an environment of mutual respect.

Bias Incident Defined

Bias incidents are acts that do not appear to constitute crimes or actionable discrimination, but which may intimidate, mock, degrade, or threaten individuals or groups and which one could reasonably conclude targets a member or group within the University community because of that individuals or group's actual or perceived age, ancestry, or ethnicity, color, creed, disability, gender, gender identity or expression, immigration or citizenship status, marital status, national origin, race, religion, religious practice or sexual orientation. Bias incidents can cause a number of emotional responses including but not limited to anger, fear, resentment (in others) or could endanger the health, safety, or welfare of anyone in the Manchester community.

Bias incidents take many forms including words, signs, symbols, threats or actions, electronic or in person. They include acts of intimidation, vandalism, harassment, and expressions of hate or hostility; they have an adverse impact on the learning environment that is inclusive of all.

How to report a bias incident

If you have observed or experienced a bias incident, you are encouraged to report it through the ReportIt! form found here https://cm.maxient.com/reportingform.php?ManchesterUniv&layout_id=199

What happens if you report a bias incident?

Student Life will communicate and review the facts promptly with the reporter and will offer services related to safety, counseling or other support that may be appropriate.

Student Life designee will promptly document the report of the incident (i.e., who, what, when, where). Additionally, those directly concerned with the incident should take steps to retain any physical evidence.

The reporter will be assured that their physical and emotional needs are important, and appropriate actions will be taken (i.e., possible relocation, academic accommodations, counseling, etc.) by appropriate Manchester staff. Human Resources may be included when the reporter is a faculty or staff member. When appropriate, enhanced safety measures (patrols, surveillance, etc.) will be promptly initiated and directed to University Safety.

HARASSMENT

Manchester University seeks to provide an environment free of any behavior constituting harassment as defined below as well as by civil or criminal law applicable to Manchester University. The University invites students, faculty and staff to join together in fostering an environment of mutual respect.

Harassment Defined

Manchester University defines harassment as the systematic or continued unwelcome actions of one party or a group, including threats and demands, interpersonal conduct or comments-written, spoken or transmitted electronically—which would be offensive to a reasonable person, for reasons including but not limited to their race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, disability, veteran status, physical characteristics, familial status, or any other legally protected category.

Similarly, any form of intentional behavior that a reasonable person would find threatening or intimidating because they are in a protected category constitutes harassment. (Sexual harassment is specifically addressed below.) Such acts can create a hostile or intimidating work or educational environment that not only damages the process of teaching and learning but also violate the integrity of the University.

Manchester University affirms that it values both freedom of speech and appreciation of diversity. MU understands the fundamental importance of the open and free exchange of ideas and opinions and does not wish to limit or abridge those exchanges. It recognizes that conflicts may arise between freedom of speech and the right of individuals to be free from harassment and statements or dissemination of opinion will be made with a proper regard for the protection of individual rights, religious and moral convictions and academic freedom and advocacy.

SEXUAL HARASSMENT

Manchester University seeks to provide an environment free of unwanted sexual advances, requests for sexual favors and other verbal or physical conduct, intimidation, or communication constituting sexual harassment as defined below and otherwise prohibited by state and federal statutes. This policy applies to students, faculty, and staff of the University, as well as to individuals employed by contractors who provide services at the University.

Sexual Harassment Defined

Sexual harassment means unwelcome, sex-based verbal or physical conduct that is sufficiently severe or pervasive that it unreasonably interferes with an individual's work or academic performance or unreasonably creates an intimidating, hostile, or offensive working or academic environment. To constitute Sexual Harassment, the conduct must be offensive both from a subjective viewpoint (the viewpoint of the alleged victim) and an objective viewpoint (the viewpoint of a reasonable person in the alleged victim's position). Quid pro quo sexual harassment is a type of Sexual Harassment where there are unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature between persons of unequal power and submission to or rejection of such conduct results in adverse educational or employment action. An example of quid pro quo sexual harassment is a supervisor insisting that an employee have sex with them in exchange for a good evaluation.

Education

Manchester University recognizes that people must learn to address issues of harassment, sexual harassment, and discrimination. Therefore, it will:

1. Educate the community about harassment and discrimination.
2. Make all supervisors aware of their responsibilities, under University policy and federal and state law, and of the potential liabilities when violations of policy or law occur.
3. Take each claim of harassment or discrimination seriously and investigate each claim immediately.
4. Encourage members of the community to pursue appropriate redress in incidents of harassment or discrimination.

Responsibilities of Faculty, Staff and Students Regarding Harassment or Discrimination

The University will not tolerate harassment or illegal discrimination. All members of the University community have an obligation to immediately report suspected harassment or discrimination so that a full investigation may be conducted. All faculty and staff are required to immediately report harassment or discrimination when they have reason to believe it has taken place. Reports of suspected harassment or discrimination should be directed to either cabinet, human resources, or the Title IX coordinator. Reports may also be made through the ReportIt! form on the MU website.

In addition, members of the University community have an obligation to refer an individual who believes they have experienced harassment or discrimination to a senior administrator or a member of the counseling staff. To the extent practical, the confidentiality of the complainant, the person against whom the complaint is brought, and those who are asked to provide information during the investigation will be maintained. Students, faculty, and staff may raise honest concerns and make truthful reports without fear of reprisal.

Complaint Procedures

Students, faculty, staff, or other individuals who believe they have experienced harassment or discrimination within the University community are encouraged to promptly report the matter to someone in senior leadership, their supervisor, or a Title IX coordinator or any member of the human resources team.

Generally, students are referred to the vice president for student life and employees are referred to human resources. However, complaints may be directed to any member of the leadership team with whom the complainant is comfortable talking. Complaints may also be made using the ReportIt! link on the MU webpage.

Persons receiving complaints should immediately involve human resources and/or a Title IX coordinator. All complaints of harassment and/or discrimination will be investigated, and appropriate action will be taken in a timely manner. Harassing or discriminatory conduct will result in corrective action, up to and including discharge for employees and suspension for students. Bad faith reporting of harassment and/or discrimination will subject the reporting individual to corrective action.

Human resources will maintain the institutional record of incidents of harassment or discrimination and provide periodic reports to the president of the University. An accused, as a member of the University community, may obtain information about complaint procedures from a senior administrator, human resources, or a Title IX coordinator.

Outcomes

Final resolution of complaints regarding discrimination, harassment or sexual harassment will be made through the established



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procedures of the University. Any sanctions that result will be imposed through these same procedures.

Protection of Complainants Against Retaliation

Retaliatory action against anyone reporting or filing a good-faith complaint of harassment or discrimination is strictly prohibited. Regardless of the means selected for resolving the problem, the initiation of a complaint of harassment or discrimination will not reflect negatively on the complainant, nor will it affect such person's future dealing with the University. It will not affect employment, compensation, work assignments, or, in the case of students, grades, class selection or other matters pertaining to status. Likewise, the University prohibits any retaliation against persons who, in good faith, cooperate with an investigation of alleged harassment or discrimination.

Additional Assistance

Questions about interpretation of this policy or concerns related to harassment, sexual harassment or discrimination may be directed to Title IX Coordinators, the vice president for student life, the vice president and dean for academic affairs, the director of human resources, the director of counseling, or the director of multicultural services and campus diversity.

TITLE IX SEXUAL HARASSMENT POLICY

INTRODUCTION

Members of the Manchester University community have the right to be free from all forms of Sexual Harassment which impede the realization of the University's mission to respect the infinite worth of every individual and graduate persons of ability and conviction who draw upon their education and faith to lead principled, productive, and compassionate lives that improve the human condition. All members of the University Community are expected to conduct themselves in a manner that maintains an environment free from Sexual Harassment. As such, Manchester University does not discriminate based on sex and is committed to providing an educational environment free from sex discrimination.

As a recipient of federal funding, the University is required to comply with Title IX of the Higher Education Amendments of 1972, 10 U.S.C. § 1681 et seq. (Title IX). Title IX is a federal civil rights law that prohibits discrimination based on sex — including pregnancy discrimination and Sexual Harassment — in educational programs and activities.

Sexual Harassment is defined broadly under this Sexual Harassment Policy. Sexual Harassment includes Sexual Assault, Sexual Harassment, Non-Consensual Sexual Contact, Non-Consensual Sexual Intercourse, Sexual Exploitation, and Sexual Misconduct with a Minor, Child Molesting, and sex discrimination, as defined below. Sexual Harassment is a violation of University policy, state and federal civil rights laws, and may violate state and federal criminal laws. When an allegation of Sexual Harassment is brought to an appropriate individual's attention, and a Respondent is found to have violated this policy, the University will issue appropriate sanctions to prevent future misconduct.

Manchester University reserves the right to take whatever measures it deems necessary in response to an allegation of Sexual Harassment in order to protect the rights and personal safety of Students, employees, and other members of the University Community. Such measures include, but are not limited to, modification of living arrangements, interim suspension from campus pending a hearing, and reporting the matter to local police. Not all forms of Sexual Harassment will be deemed equally serious offenses, and the University reserves the right to impose different sanctions, ranging from verbal warning to expulsion, depending on the severity of the offense. The University will consider the concerns and rights of both the Complainant and the Respondent.

DEFINITIONS

The following terms and definitions apply to this Policy.

Actual Knowledge

Notice of Sexual Harassment or allegations of Sexual Harassment to a University's Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the University. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute Actual Knowledge. This standard is not met when the only official of the University with Actual Knowledge is the Respondent. The mere ability or obligation to report Sexual Harassment or to inform a Student about how to report Sexual Harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the University. "Notice" includes, but is not limited to, a report of Sexual Harassment to the Title IX Coordinator.

Examples of an Employee with authority to institute corrective measures on behalf of the University include the following identified members of the Manchester University Community: President, Vice Presidents, and Vice President for facilities and axillary services, Dean for Pharmacy, Director of Athletics, Director of Human Resources and Title IX Coordinator.

Appointee

An individual deemed to have an affiliation with the university in a non-compensatory capacity as designated in the applicable Human Resources Information System.

Child Molesting

A person at least 18 years of age who, with a child under 14 years of age, performs or submits to sexual intercourse or sexual conduct, or performs or submits to any fondling or touching for sexually gratifying either person.

Complainant

Any person who is reported to have experienced conduct prohibited by this policy, regardless of whether that individual makes a report or participates in the review of that report by the university, and regardless of whether that person is a member of the University community.

Consent

Permission that is clear, knowing, voluntary, and expressed prior to engaging in and during an act. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as Consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity.

- A. Consent to any one form of sexual activity cannot automatically imply Consent to any other forms of sexual activity.
- B. Consent may be withdrawn at any time.
- C. Previous relationships or prior Consent cannot imply Consent to future sexual acts; this includes “blanket” Consent (i.e., permission in advance for any/all actions at a later time/place).
- D. Consent cannot be given by an individual who one knows to be – or based on the circumstances should reasonably have known to be – substantially impaired (e.g., by alcohol or other drug use, unconsciousness, etc.).
 - i. Substantial impairment is a state when an individual 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).
 - ii. This also covers individuals whose substantial impairment results from other physical or mental conditions including mental disability, sleep, involuntary physical restraint, or from the consumption of alcohol or other drugs.
 - iii. Being impaired by alcohol or other drugs will never function as a defense for any behavior that violates this policy.
- E. It is the obligation of the person initiating the sexual activity to obtain Consent.
- F. An individual cannot Consent who has been coerced, including being compelled by force, threat of force, or deception; who is unaware that the act is being committed; or whom a supervisory or disciplinary authority coerces.
 - i. Force: violence, compulsion, or constraint; physically exerted by any means upon or against a person.
 - ii. Coercion: the application of pressure by the Respondent that unreasonably interferes with the Complainant’s ability to exercise free will. Factors to be considered include, but are not limited to, the intensity and duration of the conduct.
- G. A person who does not want to Consent to sex is not required to resist or verbally object.
- H. Withdrawal of Consent can be manifested through conduct and need not be a verbal withdrawal of Consent (i.e., crying, pulling away, and pushing away, not actively participating, laying there, uncomfortable or upset facial expression).
- I. An individual who has not reached the legal age of Consent under applicable law may not give consent.

Dating Violence

Violence committed by a person—

- A. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- B. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. The length of the relationship
 - ii. The type of relationship
 - iii. The frequency of interaction between the persons involved in the relationship



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Decision Maker

The administrator(s) who oversee(s) any hearing or appeal, which takes place as part of the formal resolution process.

Domestic Violence

Conduct that would meet the definition of a felony or misdemeanor crime of violence committed by the Complainant's current or former spouse or intimate partner, a person with whom the Complainant shares a child in common, a person who is or has cohabitated with the Complainant as a spouse or intimate partner, or individual similarly situated to a spouse under domestic or family violence law, or anyone else protected under the domestic or family violence law of the jurisdiction in which the offense occurred. An individual need not be charged with or convicted of a criminal offense to be found responsible for Domestic Violence pursuant to this policy.

Formal Complaint

A complaint filed by the Complainant or the University that triggers the University's full investigation and hearing process under Title IX.

Investigator

An individual assigned by the Title IX Coordinator to investigate the alleged Sexual Harassment and oversee the investigative hearing.

Mandated Reporter

Mandated Reporter identifies any Manchester University employee who has a mandate to report incidents of Sexual Harassment to the Title IX Coordinator. Examples of Mandated Reporters include deans, associate deans, vice presidents, coaches, Title IX coordinator and deputy coordinators, hall directors, resident assistants, human resources staff, campus safety officers, staff, faculty members, and administrators.

Respondent

Any member of the University Community who is reported to have engaged in conduct prohibited by this policy.

Retaliation

Any adverse employment or educational action taken against a person because of the person's participation in a complaint or investigation of discrimination or Sexual Harassment.

Sexual Harassment

- A. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
- C. "Sexual assault" as defined in 20 U.S.C.1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

All such acts constitute of Sexual Harassment under this policy.

Sexual Violence

Sexual acts perpetrated without Consent.

Sexual Assault

Non-Consensual Sexual Contact and Non-Consensual Sexual Penetration

Non-Consensual Sexual Contact

Any intentional sexual touching, however slight, with any body part or object, by any individual upon another that is without Consent and/or by force or coercion.

Sexual contact includes: intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts or object, or making another touch you or themselves with or on any of these body parts; any intentional bodily

contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth, or other orifice.

Non-Consensual Sexual penetration

Any sexual penetration, however slight, with any body part or object, by any individual upon another that is without Consent and/or by force or coercion.

Sexual penetration includes vaginal penetration by a penis, object, tongue, or finger; anal penetration by a penis, object, tongue, or finger; and oral copulation (mouth to genital contact or genital to mouth contact); no matter how slight the penetration or contact.

Sexual Exploitation(s)

Occurs when an individual takes non-consensual or abusive sexual advantage of another for that individual's own advantage or benefit, or to benefit or advantage anyone other than the individual being exploited. Examples of Sexual Exploitation include, but are not limited to:

- A. Engaging in voyeurism;
- B. Exposing one's genitals in non-consensual circumstances; inducing another to expose their genitals;
- C. Going beyond the boundaries of Consent (e.g., letting others hide in a closet to watch you having consensual sex);
- D. Invasion of sexual privacy;
- E. Knowingly transmitting a sexually transmitted infection (STI) to another;
- F. Non-consensual pictures, video-, or audio-recording of sexual activity, or the nonconsensual distribution of such material;
- G. Possession, use, and/or distribution of alcohol or other drug (e.g., Xanax, Ambien, Benadryl, Rohypnol ("Roofies"), Ketamine, GHB, etc.) for the purpose of engaging in or facilitating any activity prohibited under this policy;
- H. Prostituting another.

Sexual Misconduct with a Minor

A person at least 18 years of age who, with a child at least 14 years of age but less than 16 years of age, performs or submits to sexual intercourse or sexual conduct, or performs or submits to any fondling or touching for the purpose of sexually gratifying either person.

Stalking

A course of conduct directed at a specific individual that would cause a reasonable person under similar circumstances and with similar identities to the Complainant to fear for their own or others' safety, or to suffer substantial emotional distress.

A course of conduct includes two or more acts, including but not limited to, those in which the alleged perpetrator directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about the Complainant, or interferes with the Complainant's property.

Student

An individual to whom an offer of admission has been extended, paid an acceptance fee, registered for classes, or otherwise entered into another agreement with the university to take instruction. Student status lasts until an individual graduates, is permanently dismissed, or is not in attendance for two complete, consecutive terms, and includes those with a continuing educational relationship with the university; "Student" also includes registered Student organizations. A Student organization remains a "Student" for purposes of this policy for one calendar year following the expiration of the organization's most recent registration.

- i. The university reserves the right to administer this policy and proceed with any process provided by this policy even if the Student withdraws from the university, is no longer enrolled in classes, or subsequently fails to meet the definition of a Student while a disciplinary matter is pending.

Title IX Coordinator

The designated university official with primary responsibility for coordinating the university's compliance with Title IX. This individual provides leadership for Title IX activities; offers consultation, education, and training; and helps to ensure that the university responds appropriately, effectively, and equitably to all Title IX issues.

University Community

Manchester University faculty, staff, Students, student employees, graduate associates, Appointees, volunteers, suppliers/contractors, and visitors.



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POLICY

I. SCOPE

A. Medium

- i. This policy applies to alleged Sexual Harassment in any medium. Sexual Harassment may manifest in many evolving forms including, but not limited to: physical, verbal, and visual, whether in person or online in any format.

B. Jurisdiction

- i. Manchester University has a compelling obligation to address allegations and suspected instances of Sexual Harassment when it has Actual Knowledge that this policy has been violated. The University must inform the Respondent of the allegations and may take any further action it deems appropriate, including pursuing an investigation even in cases when the Complainant is reluctant to proceed. The Complainant will be notified in advance when such action is necessary.
- ii. The University's disciplinary response may be limited if the Respondent is a visitor or other third party or is not subject to the University's jurisdiction.

C. Location

- i. This policy applies to alleged Sexual Harassment that takes place in a University's educational program or activity, against a person in the United States. This includes locations, events, or circumstances over which the University exercised significant control over both the Respondent and the context in which the Sexual Harassment occurred.
- ii. This policy also applies to alleged Sexual Harassment that occurs off-campus, including virtual spaces, in any building owned or controlled by a Student organization that is officially recognized by the University.
- iii. This policy applies to alleged Sexual Harassment that occurs during off-campus, Study Abroad, Study-away, May or January Session travel programming outside of the United States.
- iv. In situations not covered above, but where the Sexual Harassment undermines the security of the University Community or the integrity of the educational process or poses a serious threat to self or others, other applicable University procedures for general misconduct may be applied.

D. This policy is not intended for, and will not be used to, infringe on academic freedom or to censor or punish members of Manchester University who exercise their legitimate First Amendment rights.

E. Policy Maintenance

- i. Manchester University and the Title IX Coordinator manage this policy.
- ii. This policy and the associated procedures will be revised by Manchester University.

II. RECEIVING SUPPORTIVE MEASURES

- A. Members of the Manchester University Community impacted by Sexual Harassment are encouraged to request supportive measures. Upon submission of a report to the Title IX Coordinator, supportive measures will be utilized.

III. EMPLOYEES WITH AUTHORITY TO INSTITUTE CORRECTIVE MEASURES

- A. Manchester University designates certain employees who have the authority to institute corrective measures on its behalf. Under this policy, their knowledge of Sexual Harassment conveys Actual Knowledge to the University.
- B. The following employees have been designated by the University as having the authority to initiate corrective measure on its behalf:
 - i. Title IX Coordinator
 - ii. President of University
 - iii. Vice Presidents
 - iv. Assistant Vice President for Facilities and Auxiliary Services
 - v. Dean of Pharmacy Program
 - vi. Director of Human Resources
 - vii. Director of Athletics
- C. When one of the above employees learns of alleged sexual harassment, that employee should contact the Title IX Coordinator in the student life division as soon as possible. Submission can be made through the Report IT button located on the bottom of Manchester University Webpages or by contacting the Title IX Coordinator directly.
- D. Employees may have additional reporting obligations provided by law and/or other University policies.

- E. Corrective action may be taken against any individual who has a duty to report and who fails to respond in a manner consistent with the provisions of applicable laws, regulations, policies, and procedures.

IV. EMPLOYEE DUTY TO REPORT

All University employees have reporting responsibilities to ensure the University can take appropriate action.

- A. All University employees, except those exempted by legal privilege of confidentiality or expressly identified as a confidential reporter, have an obligation to report incidents of Sexual Assault. Any employee who receives a disclosure of Sexual Assault or becomes aware of information that would lead a reasonable person to believe that a Sexual Assault may have occurred involving anyone covered under this policy, must report all known information immediately.
- B. In addition to the requirement of reporting incidents of Sexual Assault, the following members of the University Community have an additional obligation to report all other incidents of Sexual Harassment, when they receive a disclosure of Sexual Harassment or become aware of information that would lead a reasonable person to believe that Sexual Harassment may have occurred involving anyone covered under this policy. These individuals must report the incident within five workdays of becoming aware of such information:
 - i. Executive officers;
 - ii. Deans, directors, department heads/chairs (including those serving in assistant or associate roles);
 - iii. Graduate and undergraduate chairs;
 - iv. Supervisors who have hiring or firing power over at least three employees who are not Student or post-doc employees;
 - v. Faculty and staff who serve as advisors to or coaches of University-recognized Student groups;
 - vi. Any individual, whether an employee or not, who serves as a coach of a club sports team;
 - vii. All individuals, including Student-employees (such as Resident Advisors) working in Student Life, the Division of Public Safety and Security, Intercollegiate Athletics, and Office of Equity, except those who serve in non-supervisory positions in dining services, clerical, or custodial/maintenance capacities;
 - viii. Campus Security Authorities designed by the University under the Celery Act not otherwise specified in this provision; and
 - ix. Individuals serving in any of the positions described above on an acting or interim basis.
- C. Employees are not required to report disclosures of information regarding Sexual Harassment pursuant to this policy in the following circumstances, unless an individual covered under this policy is implicated or the individual is explicitly seeking assistance from the University:
 - x. At public survivor support events including, but not limited to: "Take Back the Night," candlelight vigils, protests, and survivor speak-outs;
 - xi. To Student-employees when they are operating outside of their official work capacity; or
 - xii. During an individual's participation as a subject in an Institutional Review Board (IRB)-approved human subjects research protocol.
- D. Employees with a duty to report should refer to the chart in Reporting Allegations of Sexual Harassment. Contacting the Title IX Coordinator in the Student Life Division to share all known information will satisfy the employee's duty to report.
- E. Employees may have additional reporting obligations provided by law and/or other University policies.
- F. The following categories of employees are exempt from the duty to report Sexual Assault and other Sexual Harassment, due to their legal or professional privilege of confidentiality or their designation by the University as a confidential reporter:
 - xiii. Professional and pastoral counselors
 - a) A professional counselor is a person whose official responsibilities include providing mental health counseling to members of the University Community and who is functioning within the scope of that license or certification and their university employment.
 - 1. This definition applies even to professional counselors who are not employees of the university but are under contract to provide counseling at the university.
 - 2. This also includes an individual who is not yet licensed or certified as a counselor but is acting in that role under the supervision of an individual who is licensed or certified (e.g., a Ph.D. counselor-trainee acting under the supervision of a professional counselor at the university).
 - b) A pastoral counselor is a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition and their role at the university.
 - 1. In this context, a pastor or priest who is functioning as an athletic director or as a Student advocate would not be exempt from the reporting obligations.



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- xiv. Other employees with a professional license requiring confidentiality who are functioning within the scope of that license or certification and their university employment.
 - a) For example, a physician with a dual appointment as a clinician and professor would be required to report instances of Sexual Harassment of which they become aware in the scope of their employment as a professor but must keep such information confidential and privileged if learned in the scope of their duties as a physician unless there is a mandatory reporting requirement under state law.
- G. Corrective action may be taken against any individual who has a duty to report and who fails to respond in a manner consistent with the provisions of applicable laws, regulations, policies, and procedures.

V. REPORTING ALLEGATIONS OF SEXUAL HARASSMENT

- A. Any person may report sexual harassment. By way of example, this includes:
 - i. Students
 - ii. Employees
 - iii. Parents
 - iv. Any University Community member or other individual who is directly involved in, observes, or reasonably believes that Sexual Harassment may have occurred.
- B. Reports can be made to the Title IX Coordinator in the following ways:
 - i. In-Person: Chinworth Building, Student Life Office
 - ii. Virtually: Manchester University Microsoft Teams
 - iii. ReportIT <http://forms.manchester.edu/title9>
 - iv. Phone: 260-982-5417
 - v. Email: ejwebb@manchester.edu
- C. Making a report to Manchester University and to law enforcement are mutually exclusive events. Making a report to the University does not preclude the individual from filing a report of a crime with law enforcement nor does it extend time limits that may apply in criminal processes. Filing a report with law enforcement is not a prerequisite of making a report with the University. However, individuals may request assistance from the Title IX Coordinator or designee to notify law enforcement.

Agency

University Safety North Manchester Campus

Fort Wayne Campus/Parkview Security
Allen County Sheriff's Department

Contact Information

Ext. 5999
260-982-5999
Address: Clark Computer Center
260-266-1800
911
715 South Calhoun Street, Room 101,
Courthouse, Fort Wayne, IN 46802
Non-Emergency-Phone: (260) 449-3000

VI. CONFIDENTIALITY AND PRIVACY

- A. Manchester University recognizes the importance of confidentiality and privacy. See the Resources section for a list of confidential support, non-confidential support, and medical resources. Information received in connection with the reporting, investigation, and resolution of allegations will be treated as private and will only involve individuals whom the University determines are necessary to conduct an appropriate investigation, to provide assistance and resources to parties, to perform other appropriate University functions, or when the University is required to provide information under the law.
- B. If an incident is disclosed or reported to the University and the individual requests that no investigation be conducted or disciplinary action be taken, the Title IX Coordinator or designee will explain that the University prohibits Retaliation and explain the steps the University will take to prevent and respond to Retaliation if the individual participates in a resolution process. The Title IX Coordinator or designee will evaluate the request to determine whether the University can honor the request while still providing a safe and nondiscriminatory environment.
- C. A decision to proceed despite an individual's request will be made on a case-by-case basis after an individualized review, and the Complainant will be notified if such a decision is made. If the University proceeds with an investigation, the Complainant is under no obligation to proceed as a part of the investigation.
- D. All individuals involved in the process should observe the same standard of discretion and respect for everyone involved in the process.

VII. RETALIATION

- A. University policy and law prohibit retaliation. Manchester University will not tolerate Retaliation in any form against any individual who makes an allegation, files a report, serves as a witness, assists a Complainant, or participates in an investigation of discrimination or harassment.
- B. Retaliation is a serious violation that can subject the offender to discipline, up to and including termination of employment and/or suspension or dismissal of a Student, independent of the merits of the underlying allegation.
- C. Allegations of Retaliation should be reported to the Title IX Coordinator.

VIII. INVESTIGATION AND RESOLUTION OPTIONS

- A. Initial Assessment
 - i. The Student Life Division reviews all reports of Sexual Harassment under this policy under the direction of the Title IX Coordinator or designee for an initial assessment of the reported information. The available resolution options will be guided by the availability of information or evidence suggesting that a policy violation may have occurred; the University's obligation to investigate and provide appropriate remedies to eliminate, prevent, and address the effects of the prohibited conduct; and the desire of the Complainant to participate in an investigation or other resolution.
 - ii. Upon completion of an initial assessment, the Title IX Coordinator or designee will determine the available options for resolution and will communicate the options to the parties.
- B. Informal Resolution
 - i. Informal resolution may be utilized in some circumstances if the University deems appropriate and both parties agree to it.
- C. Investigative Resolution

The Student Life Division, Title IX Team may resolve a report of Sexual Harassment through investigative resolution when the alleged Sexual Harassment, if true, would be prohibited under applicable University policy. In instances when informal resolution is inappropriate, when the party requests, or when the University requires formal investigation, the University will consider the concerns and rights of all parties and provide a prompt, fair, impartial, and equitable process.

IX. REMEDIES

- A. When the University makes a finding of a policy violation, it will take steps, whether individual or systemic, to stop the alleged Sexual Harassment, prevent its recurrence, and remedy the discriminatory effects on the Complainant and others, as appropriate.
- B. Corrective Actions/Sanctions
 - i. When the Respondent is a Student, potential sanctions include formal reprimand, disciplinary probation, suspension, dismissal, and other appropriate educational sanctions.
 - ii. When the Respondent is an employee, corrective actions may be taken pursuant to the [Corrective Action/Termination Policy], [Student Employment Policy], and/or [Faculty Rules]. Disciplinary corrective actions include coaching, development plans, reduction in supervisory duties and leadership responsibilities, changes in salary, termination, and other appropriate corrective actions.
 - iii. Student employees may be subject to corrective action and sanctions under Student and/or employee policies depending on the nature of the case. For instance, a Student employee who is dismissed from the university may also be subject to termination or other corrective actions.
- C. Any corrective actions or sanctions will not take effect until any appeals have been completed.
- D. Interim Supportive Measures
 - i. Supportive measures will be made available to both the Complainant and Respondent whether or not a Formal Complaint is filed to ensure equal access to the University's education and employment programs and activities. The Title IX Coordinator or designee will conduct an individualized assessment and will review requests from Complainant and Respondent to determine supportive measures that are appropriate and reasonably available at no cost to the Complainant or Respondent. Supportive measures may include, but are not limited to:
 - a. No contact directives;
 - b. Referral to campus and community resources for victim advocacy, counseling, health services, legal assistance, immigration assistance, disability services;
 - c. Referral to campus safety for increased safety measures, safety escorts, timely warnings;
 - d. Academic support including extensions of time and other course-related adjustments;
 - e. Modification of work or class schedules;



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- f. Change in work or housing locations;
 - g. Change in reporting relationship;
 - h. Consideration of leave requests;
 - i. Assistance with academic petitions; and
 - j. Any other measure deemed applicable by Title IX Coordinator
 - ii. During the period of any investigation, a Respondent can be put on administrative leave if they are an employee of the University. If the Respondent is a Student of the University, they may be removed from educational activities following an individualized safety and risk analysis which determines that the Respondent poses an imminent threat to the physical health or safety of anyone due to the allegations made. If a Student is removed from educational activities in this way, they have the right to challenge the determination of the safety and risk analysis.
 - iii. The Title IX Coordinator or designee will coordinate the provision of interim supportive measures. Parties will not be required to arrange such measures by themselves but may need to participate in communication with supervisors, faculty, and other University employees with a need to know.
 - iv. The University will maintain as confidential any supportive measures provided to the Complainant or Respondent to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures.
- E. Other Remedial Measures
- i. When the university is unable to proceed with investigative resolution, such as lack of information in the report or request by the Complainant that an investigation not move forward, the university may take other remedial measures as appropriate to remedy the effects of the alleged Sexual Harassment and/or prevent its recurrence. Remedial measures may also be implemented when it is determined that inappropriate behavior occurred, but that the behavior did not rise to the level of a policy violation.
 - ii. Remedial measures may include and are not limited to:
 - a. Providing training on Sexual Harassment;
 - b. Increasing security in a designated space;
 - c. Changing policy or procedure; and
 - d. Conducting climate checks.
- X. FALSE ALLEGATIONS
- A. It is a violation of this policy for anyone to make a false allegation of Sexual Harassment in bad faith. Corrective actions or sanctions may be imposed on individuals who in bad faith make false allegations of Sexual Harassment.
 - B. The absence of a finding of a policy violation is not equivalent to finding that the Complainant acted in bad faith.
- XI. PROCESS ABUSE
- A. No member of Manchester University Community may:
 - i. Obstruct, prohibit, exert improper influence over, or interfere with any individual making a report, participating in a process, or carrying out a responsibility covered by this policy;
 - ii. Make, in bad faith, materially false statements in or related to a process covered by this policy;
 - iii. Disrupt or interfere with the orderly conduct of any proceeding conducted under this policy; or
 - iv. Fail to comply with any directive, sanction, or corrective action issued pursuant to this policy.
- XII. TRAINING
- A. All faculty, staff, Student employees, graduate associates, and Students are required to take annual Sexual Harassment training as directed by the university. Manchester University monitors compliance, and records completion.
 - B. Non-Compliance for Employees in Sexual Harassment training may result in corrective action.
 - C. Non-compliance for Students in Sexual Harassment training will be submitted to the restorative justice team for conduct intervention.

PROCEDURE

- I. INITIAL ASSESSMENT
 - A. Upon receiving a report, the Title IX Coordinator will provide information to the Complainant on the availability of supportive measures, the right to file a Formal Complaint, and how to file a Formal Complaint.
 - B. The Student Life Division, Title IX team reviews all reports of Sexual Harassment under this policy under the

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direction of the Title IX Coordinator or designee for an initial assessment of the reported information. Available resolution options will be guided by the availability of information and evidence suggesting that a policy violation may have occurred; the University's obligation to investigate and provide appropriate remedies to eliminate, prevent, and address the effects of the prohibited conduct; and the availability or desire of the Complainant to participate in an investigation or other resolution.

- C. Upon completion of an initial assessment, the Title IX Coordinator or designee will determine the available options for resolution and will communicate these options to the parties.
- D. If the Complainant or the University elects to file a Formal Complaint, the Title IX Coordinator will provide written notice to the Respondent within ten days including:
 - i. The actual allegations of facts that constitute Sexual Harassment and any evidence that supports this;
 - ii. That there is a presumption of innocence in their favor;
 - iii. That all parties are entitled to an advisor of their choice;
 - iv. That all parties can inspect and review evidence; and,
 - v. Information regarding any code of conduct provisions that prohibit false statements made in bad faith.

II. DISMISSAL OF A COMPLAINT

- A. In the event that prior to, or in the course of, an investigation, the University determines that the allegations fail to meet the definition of Sexual Harassment or did not occur while in the United States and under the University's educational program or activity, the investigation and Formal Complaint will be dismissed. Formal Complaints may still be resolved through an informal resolution process as outlined above or according to procedures set forth in the Student Code of Conduct.
- B. The University reserves the right to dismiss the Formal Complaint and stop the investigation if:
 - i. The Complainant notifies the Title IX Coordinator in writing that they wish to withdraw their Formal Complaint;
 - ii. The Respondent is no longer enrolled in or employed by the University; or
 - iii. Specific circumstances prevent the school from gathering sufficient evidence to reach a determination about allegations (e.g., lack of participation in the investigative process by parties or witnesses).
- C. If the University dismisses the Formal Complaint for any reason, either party may appeal the decision as outlined in this policy's appeals process.

III. INFORMAL RESOLUTION

- A. Informal resolution may be utilized in some circumstances if a Formal Complaint is filed.
- B. The usage of an informal resolution process is limited in a number of ways:
 - i. Informal resolution is unavailable if the Respondent is an employee of the school.
 - ii. Informal resolution may only be used if any and all parties of an investigation agree to it.
- C. In all cases, the University will inform the parties of the right to end the informal resolution process at any time. If a party chooses to end the informal resolution process, the University will inform the Complainant of options, including the option to begin the investigative resolution process.
- D. The University will provide a facilitator, mediator, or decision-maker that is free from conflicts of interest and has received special training in order to facilitate resolution of the Formal Complaint. Training records can be found on the Title IX webpage, Title IX Team.
- E. Informal resolution can take any form that the parties agree upon. The Title IX Coordinator or designee will work with the parties to develop a form of resolution that adequately resolves the needs of the parties. This may include:
 - i. *Facilitated Dialogue*: A structured and facilitated conversation between two or more individuals, including, but not limited to the Complainant and the Respondent, which allows for voices to be heard and perspectives to be shared. Depending on stated interests, participants may work towards the development of a shared agreement.
 - ii. *Shuttle Mediation*: An indirect version of the facilitated dialogue where the Complaint and Respondent develop options or consider alternatives and endeavors to reach an agreement.
 - iii. *Circle of Accountability*: A facilitated interaction between the Respondent and University faculty and/or staff designed to provide accountability, structured support, and the creation of an educational plan.
- F. Depending on the form chosen, it may be possible for a Complainant to maintain anonymity throughout the informal resolution process.
- G. As part of the resolution process, additional measures (including, but not limited to educational programming, training, regular meetings with an appropriate university individual or resource, extensions of no contact orders, or counseling sessions) may be agreed upon.



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IV. FORMAL RESOLUTION & HEARINGS

- A. The Student Life Division, Title IX Team may resolve a report of Sexual Harassment through its formal resolution process when the alleged Sexual Harassment, if true, would be prohibited under applicable University policy. In instances when informal resolution is inappropriate, when any party requests, or when the University requires formal investigation, the University will consider the concerns and rights of all parties and provide a prompt, fair, impartial, and equitable process.
- B. Investigation
 - i. Following the filing of a Formal Complaint, an Investigator will be assigned to the case by the Title IX Coordinator. During the investigation, the Investigator will seek to meet separately with the Complainant, Respondent, and any relevant witnesses who may have information relevant to the incident. The Investigator may also gather or request other relevant information or evidence when available and appropriate. Both the Complainant and Respondent will be asked to identify witnesses and provide other relevant information in a timely manner to facilitate prompt resolution of the case. A dedicated member of Title IX Team does all investigations.
 - ii. Although both the Complainant and Respondent are advised to participate in the investigation process to enable a fair and equitable resolution to any case, neither the Complainant nor the Respondent are required to participate in the investigation process.
 - iii. Formal Complaints of sexual harassment may be consolidated where the allegations arise out of the same facts or circumstances.
 - iv. During the investigation process, parties have an equitable right to:
 - a. Receive notice of the allegations before participating in an interview with sufficient time to prepare for meaningful participation;
 - b. A process with reasonably prompt timeframes, with extensions for good cause, as described in the Procedure section below;
 - c. Present relevant information to the Investigator, including evidence and witnesses;
 - d. Receive timely and equal access to any relevant information, documentation, and evidence gathered during the investigation;
 - e. Have an advisor of their choosing, or through appointment by the University, including an attorney, advocate, or other support person who is not a potential witness in the investigation or could otherwise compromise the investigation, who provides support throughout the formal resolution process, including being present for any meetings or hearings; and
 - f. Investigators who are adequately trained to resolve cases of alleged Sexual Harassment, are familiar with applicable policies and procedures, and who do not have a conflict of interest or bias for or against either party.
 - v. The University must provide a written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings to all parties whose participation is invited or expected with sufficient time for the party to prepare to participate.
 - vi. The University will not restrict the ability of a Complainant or Respondent to discuss the allegations under investigation or to gather and present relevant evidence.
 - vii. Credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
 - viii. Following the completion of the investigation, the Investigator will complete an investigative report on the allegations contained in the Formal Complaint. Before the report is finalized, the Investigator will send to each party and their advisors an electronic or hard copy of all evidence that is directly related to the allegations. The University must include all evidence directly related to the allegations, even if the investigator does not intend to rely on that evidence in making a determination of responsibility. The parties then have at least ten days to provide a written response, which the Investigator will consider before finalizing the investigative report. The finalized report is then circulated for no less than ten days before a hearing is held.
- C. Hearings
 - i. A Decision Maker(s) oversees all hearings. All Decision Maker(s) have received special training on how to be impartial and are assigned to cases by the Title IX Coordinator to avoid any bias and present an objective analysis of the evidence. In no case is the Investigator for a given case also the Decision Maker(s).
 - ii. The Respondent is presumed not responsible for the alleged conduct until a determination regarding

responsibility is made at the end of the investigation and hearings.

- iii. The Decision Maker(s) will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding the privilege has waived it.
- iv. Credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
- v. Hearings are not legal proceedings and do not follow courtroom procedure or the formal rules of evidence. During any hearings, each party must have an advisor present to ask questions to the other party. This advisor does not need to be licensed to practice law and may be a person of the party's choice or, if they do not have an advisor, the University will provide an advisor for them.
- vi. Questioning & Cross-Examinations
 - a. The Decision Maker(s) may question individual parties and witnesses.
 - b. Parties will have the opportunity to cross-examine the party or witness. Parties may never ask questions directly, and questions must be asked to the other party with a party's advisor. All questions asked must be relevant. Any questions determined not to be relevant by the Decision Maker(s) are not required to be answered.
 - c. If a party or witness is absent from the live hearing or refuses to answer cross-examination or other questions, the Decision Maker(s) may not rely on any statement of that person in reaching a determination of responsibility. The Decision Maker(s) may not draw an inference about the determination regarding responsibility based solely on a party or witness' absence from the live hearing or refusal to answer cross-examination or other questions.
- vii. If, at any point during the hearing, the Decision Maker(s) determines that unresolved issues exist that could be clarified through additional investigation time, the Decision Maker(s) may suspend the hearing and reconvene it in a timely manner that accommodates further investigation.
- viii. Hearings may be conducted virtually with technology at the University's discretion. However, if either the Complainant or Respondent asks to be in separate rooms, the University must grant this request and provide appropriate technology to allow for simultaneous participation.
- ix. All hearings will be memorialized through an audiovisual record and transcript of the live hearing. The recording or transcript will be made available for parties to inspect and review following their completion.

D. Resolution

- i. The Decision Maker(s) will communicate his or her decision to both parties, concurrently. The Decision Maker(s) will communicate the decision in writing and orally as soon as possible after the hearing. In all cases, the Decision Maker(s) will send the parties an outcome letter within ten days of the conclusion of the hearing.
- ii. The Decision Maker(s) base all conclusions by examining all evidence from the investigation and the hearing. Their conclusion is based on the preponderance of the evidence standard: If the evidence indicates that it is more likely than not that Respondent committed the alleged act(s), then the Respondent will be found responsible for violating this policy.
- iii. The Decision Maker(s)'s written decision must include the following information:
 - a. Identification of the allegations potentially constituting Sexual Harassment;
 - b. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
 - c. Findings of fact supporting the determination;
 - d. Conclusions regarding the application of the University's code of conduct to the fact;
 - e. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanction imposed upon the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided; and
 - f. The procedures and permissible bases for either party to appeal.
- iv. If the Respondent is found responsible for violating this policy, the Decision Maker will consult with any appropriate university officials, depending on if the respondent is a student or faculty/staff member in order to determine the corrective actions and/or sanctions to resolve the case. Any such corrective actions and/or sanctions will be outlined in the Decision Maker(s)'s written decision.



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V. APPEALS PROCESS

- A. If either party disagrees with the outcome of the Decision Maker(s)'s determination, they may file a written appeal with the Title IX Coordinator within ten days of receiving the Decision Maker(s)'s written decision.
- B. Appeals may be filed due to:
 - i. A procedural irregularity that affected the outcome.
 - ii. New evidence being discovered that was not reasonably available at the time of the determination or dismissal.
 - iii. A conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter of the Investigator or investigator(s), or decision-maker(s).
- C. The Assigned Appeal Decision Maker will examine all evidence in order to determine if the appeal has merit. The Assigned Appeal Decision Maker will make an unbiased objective conclusion as to the appeal's merit and issue a written decision describing the result of the appeal and the rationale for the result; and will provide the written decision simultaneously to both parties.

VI. RECORDKEEPING

- A. The University shall maintain all records relating to Formal Complaints of Sexual Harassment, as well as all training materials used under this Policy, for seven years.

RESOURCES:

Privacy Level

University Counseling

April White
Clark Computer Center
adwhite@manchester.edu
260-982-5888

Confidential

North Manchester
University Safety

Clark Computer Center

Non-Confidential

Off Campus Resources

Privacy Level

Sexual Assault
Center

Open 24 hours
1420 Kerrway Ct.
Fort Wayne, IN 46805
260-423-2222

Confidential

Parkview Hospital ER

Wabash: Emergency Room
(Open 24 Hours) 911
10 John Kissinger Dr.
Wabash, IN 46992
260-563-3131

Circumstantial

Parkview Regional ER

Fort Wayne: Emergency Room
(Open 24 Hours) 911
11109 Parkview Plaza Dr.
Fort Wayne, IN 46845

North Manchester
Police Dept.

911
Address: 709 W Main St
North Manchester, IN 46962
Non-Emergency-Phone: (260) 982-855

Circumstantial

Fort Wayne Police Dept.

911
Address: 1 E Main St 108
Fort Wayne, IN 46803
Non-Emergency-Phone:
(260) 427-1222

Circumstantial

TITLE IX TEAM

Manchester University receives annual training for all Title IX roles, which can be found on the University Title IX Webpage. The University reserves the right to interchange trained members of the Title IX team to meet the needs of each investigation. Manchester University reserves the right to contract with outside providers for roles as needed. The Title IX Coordinator will assign team members roles at the start of each investigation and provide written notice to all parties. Please reference the primary role of each member and contact information below:

Roles	Contact Information
Title IX Coordinator	Jane Webb ejwebb@manchester.edu 260-982-5417
Deputy Coordinator	Hanna Fisher 260-982-5713 hmfisher@manchester.edu
Investigator	Mark McCoy 260-982-5279 mgmccoy@manchester.edu
Investigator	Sarah Wehrkamp 260-470-2655 sewehrkamp@manchester.edu
Investigator	Stacy Stetzel 260-982-5421 sstetzel@manchester.edu
Investigator	Barb Burdge 260-982-5365 bjburdge@manchester.edu
Advisor	Rudy Rolle 260-982-5444 rholle@manchester.edu
Advisor	Hanna Lykins 260-297-4422 hklykins@manchester.edu
Appeals	Julie Knuth 260-982-5214

Office of Civil Rights Call the Office for Civil Rights (OCR) at 1-800-421-3481 to report any educational discrimination on the basis of race, sex, disability, etc., request information on civil rights compliance programs, procedures for filing discrimination complaints, or access to civil rights regulatory and policy documents. Contact information and inquiries may also be obtained on the OCR web page of the U.S. Department of Education. The OCR office for Indiana is located at: Denver Office, Office for Civil Rights; U.S. Department of Education; Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582. Telephone: 303-844-5695; FAX: 303-844-5756; TDD: 800-877-8339, Email: OCR.Denver@ed.gov

NON-VIOLENCE STATEMENT

The University strives to provide a safe campus for all employees, students and guests. To help ensure a safe campus and to reduce the risk of violence, all employees, students and guests should review and understand all provisions of MU's Non-Violence Policy.

Prohibited Conduct

Manchester University does not tolerate any type of violence (including sexual violence) involving its employees, students or guests. Employees, students and guests are prohibited from making threats or engaging in violent activities.



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The following behaviors, while not all inclusive, are examples of prohibited conduct:

- Causing physical injury to another person
- Any type of Sexual Assault or Sexual Violence (see definitions)
- Making threatening remarks or gestures
- Displaying aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress
- Intentionally damaging University property or property of another employee, student or guest
- Possessing a weapon without authorization in campus facilities

Student Education on Non-Violence Policy and Procedures Sexual assault prevention and education at Manchester University are provided within several University programs. Through incorporating information on personal security, sexual assault, and prevention of sexual assault into a variety of existing programs, it is intended that students will be exposed to such information throughout their University careers. The primary means used to convey information regarding personal security and sexual misconduct are as follows

1. **Black and Gold Days/Week of Welcome**

Prior to arrival, new students are assigned prevention education through Safe Colleges learning platform which supports the ongoing promotion of Voice and Choice. Upon arrival on campus new students are provided with access to information regarding safety and security issues on campus. Voice and Choice: is a session which provides students Title IX education, campus policies and prevention of sexual misconduct. It is completed in partnership with the YWCA survivor group. WOW Orientation leaders are provided supplemental information on personal safety tips along with prevention and reporting reminders. WOW orientation leaders are resources for students as they navigate the campus community.

2. **Campus Programs**

October Domestic Violence Awareness Month/April Sexual Assault Awareness Month activities are coordinated with Campus stakeholders and community partners to provide awareness, education and action opportunities. Outside of awareness weeks, Student Life staff members provide programs and educational opportunities in response to student needs.

VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT OF 2013

On March 7, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA), which, among other provisions, amended section 485(f) of the Higher Education Act of 1965, as amended (HEA), otherwise known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). The VAWA amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports (ASRs). The statute requires institutions to include this new information in the ASR beginning with the ASR that must be provided to students, employees, and prospective students and employees by October 1, 2014.

The HEA defines the new crime categories of domestic violence, dating violence, and stalking in accordance with section 40002(a) of the Violence Against Women Act of 1994 as follows:

“Domestic violence” means a felony or misdemeanor crime of violence committed by -

- A current or former spouse or intimate partner of the victim,
- A person with whom the victim shares a child in common.
- A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies [under VAWA], or
- 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.

“Dating violence” means violence committed by a person-

- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- Where the existence of such a relationship shall be determined based on a consideration of the following

factors:

- o The length of the relationship
- o The type of relationship; and
- o The frequency of interaction between the persons involved in the relationship

“Stalking” means “engaging in a course of conduct directed at a specific person that would cause a reasonable person to-

- Fear for his or her safety or the safety of others; or
- Suffer substantial emotional distress.”

OFF-CAMPUS PROTECTIVE ORDERS

What is a protective Order?

It is an order issued by a judge that prohibits or restricts another person from engaging in certain conduct. Protective orders can prohibit another person from:

- Threatening to commit or committing an act of violence against you;
- Abusing, harassing or contacting you or a member of your household;
- Entering your property or workplace;
- Damaging your property.

The protective order can also offer other forms of economic relief including child support, maintenance, attorney fees and other costs. The judge determines the specific relief offered.

To get a protective order, you must file a petition with the court. The County Clerk’s office must provide you with the forms and clerical assistance. You do not need an attorney and no fee is required. More information is available on the Indiana Supreme Court website at <https://www.in.gov/courts/help/efiling/protection-orders>

If you are in immediate danger, a judge can grant you an emergency *ex parte* protection order that gives you immediate protection while the order is being processed. In some cases, a hearing will be ordered within 30 days, when the judge may approve the protective order with terms necessary to stop the violence or threats of violence.

To prepare for a protective order hearing, you should, if you can, bring witnesses, pictures of your injuries, police and medical reports and any other information you have about the violence.

Frequently asked questions

- Do I need an attorney to obtain a protective order?
 - o No.
- Is there a fee to get a protective order?
 - o No.
- Can I get a protective order from any court in Indiana?
 - o In all except small claims court. The petition must be filed in the county in which you live, the abuser lives or in which the abuse occurred.
- What should I do with the order when I get it?
 - o Make copies. Keep one with you at all times. Keep a copy in your car, home, at work and at a friend’s house. Follow up with the court to make sure the abuser is served (Indiana law requires that the abuser receive a copy of it).
- What should I do if the abuser violates the order?
 - o That is a crime in Indiana and the abuser can be arrested for violating it. If you don’t feel safe call 911. When police arrive, show them the order; they should enforce it. Additionally, the violation of an order may also be considered civil contempt and you can request its enforcement by a judge.
- Why should I never invite the abuser to my home or initiate contact while the protective order is in effect?
 - o It is not against the law, but it could expose you to danger. It can also be used against you in the court of law.
- What should I do if I move to or visit another county or state?
 - o Your Indiana protective order is valid and enforceable in every other county and state. Be sure to carry a copy with you at all times.
- Can I keep my new address secret?
 - o If you move within Indiana, you can participate in the Address Confidentiality Program. It allows you to use a post office box registered to the State Attorney General as your permanent address. For more information call



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800-321- 1907, confidential@atg.in.gov.

- You have the right to have a victim advocate with you in court to offer emotional support.

NOVEMBER 2016 CARE GRANT/AND CONTINUATION GRANT CYCLE EFFECTIVE OCTOBER 2019

In November of 2016, Manchester University received a \$300,000 grant to support efforts to raise awareness about sexual assault, domestic violence, dating violence and stalking, and enhanced victim support. The three-year award allows Manchester to implement its CARE Initiative – Creating a Respectful Environment – for the North Manchester and Fort Wayne campuses. The plan dovetails with MU Title IX policies and procedures. Manchester applied for and received a continuation of the grant effective October 2019 through September 2020. In September 2021, Manchester University requested the discontinuance of the CARE Grant.

Sexual Violence/Domestic Violence/ Stalking Programming and Training: July 2021 the University Title IX team resumed coordination of prevention based training for intimate partner violence prevention as well prevention pertaining to violence against our community including sexual assault, dating/domestic violence and stalking. Trainings were provided to incoming students, resident hall assistants, and student campus leadership. Work related to supporting the LGBTQ+ community, bystander intervention and survivor assistance resources. Collaboration between campus stakeholders from Athletics, Faculty and Student Life supported Domestic Violence and Sexual Assault Awareness months. Opportunities were provided to support campus prevention awareness, education and action activities.

RESOURCES

Indiana Coalition Against Domestic Violence
Hotline 317-917-3685
www.icadvinc.org

National Domestic Violence Hotline
800-799-7233
<https://www.thehotline.org>

National Sexual Assault Hotline
800-656-4673
<https://rainn.org>

Indiana Attorney General
1-800-45-8283
<https://www.in.gov/attorneygeneral/>

Center for Victim and Human Rights
(legal assistance to file a protective order)
317-610-3427
www.cvhr.org/

Hands of Hope
24-hour domestic violence and sexual assault helpline
765-664-0701

Fort Wayne Sexual Assault Treatment Center
Fort Wayne, IN
260-423-2222

Beaman Home
Warsaw, Indiana
574-267-7701

WEAPONS POLICY

The possession on campus of any instrument that could be perceived as a dangerous and/or deadly weapon, including but not limited to knives (dagger, dirk, poniard, stiletto, switchblade, butterfly, or gravity knife) throwing stars, guns, live ammunitions, airsoft, gel soft guns, bb and pellet guns, bows and arrows, martial arts weapons, etc., is not permitted. This prohibition extends to any vehicle parked on University property and to any decor items which, though intended for display only, could be considered potentially dangerous.

Clarification A: This policy is not intended to prohibit the possession of small folding pocketknives, with a blade length of 3 inches or less, or kitchen utensils; however, if such items are used in a threatening or dangerous manner, such behavior will constitute a violation of this policy.

Note: Any exception to the above policy must be approved in advance by the Director of University Safety.

HAZING PREVENTION POLICY

Purpose: The purpose of this policy is to follow the established universal definition for hazing, provide transparency to the campus community, help educators track and intervene in harmful patterns, and educate students and campus stakeholders to be informed about hazing, know how to report it, and possess skills to help prevent it. While hazing occurs in the context of fraternity and sorority life, studies show it is more widespread including athletics, marching bands and other performing arts groups, honor societies, club sport teams, student government organizations, and others. All incidents of hazing will be included in the Manchester University Annual Security Report (ASR).

Policy Statement: It is intended that this policy prohibits harmful behavior associated with hazing and to help shape healthy group behaviors that promote inclusive campus communities to support ethical student leadership, well-being and belonging. Effective prevention of harmful behavior also includes education and skill-building strategies to help keep students safe.

Definitions:

Hazing: Any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate.

Prohibited actions, situations and activities included but are not limited to:

- Any brutality of a physical nature, such as paddling, beating, branding, or calisthenics.
- Excessive exposure to the elements.
- Consumption of any food, alcohol, drug, or other substance that puts health at risk.
- Theft of any property.
- Any activity or situations which would subject an individual to extreme mental or physical stress, such as permitting less than six (6) hours of continuous, uninterrupted sleep per night, or forced or required extended exclusion from social contact.
- Conduct which could result in extreme embarrassment, such as nudity at any time.
- Running personal errands for others such as driving them to class, cleaning their individual rooms, washing their cars, etc.
- "Road Trips" (dropping someone off to find their own way back, scavenger hunts for items not related to the proposed of mission of the organization, or kidnapping.
- "Line-ups," including but not limited to any activity where individuals are forced to answer questions or to endure any personal indignity.
- Forcing, requiring, or encouraging the violation of any University policy, or Federal, State, or local law.

Acceptable Behavior: Any new member initiation process should be conducted in a manner that respects the dignity of new members and protects their mental and physical well-being.

Procedure: All members of the campus community have a duty to promptly report good faith concerns about potential hazing impacting another member of the campus community. This reporting pertains to any knowledge about hazing, whether that hazing has already occurred or is set to occur in the future, they have a duty to immediately report hazing-related information.



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All students, faculty, and staff must take reasonable measures within the scope of their individual authority to prevent violations of this policy.

Violations of this policy or interference in an investigation under his policy by students or student organization are subject to sanctions under the University Conduct System as outlined in [The Source 2026-2027](#). Any University employee who knowingly permits, authorizes, or condones hazing activity is subject to disciplinary action as outlined in the Employee Handbook.

<https://spartansmanchester.sharepoint.com/sites/PoliciesandProcedures?siteid={DFCE5A28-79F5-4896-B220-51D28D7E2683}&webid={274DEB5D-95B6-4402-9061-2A01817862FE}&uniqueid={CD4BF851-A3B5-4A0E-B669-5F2F3D7FA95A}>

Violations of this policy by students or student organizations can be reported via the Report It! button located on the University website or making a report with any Campus Security Authority (CSA). This includes University Safety located in the Clark Computer Center, room 104. Anonymous reports can also be submitted via the University Anonymous tip line, 260-982-5995. The Conduct Coordinator will investigate the complaint in accordance with the Restorative Justice Process. The Restorative Justice Process shall govern all proceedings involving such a complaint. Sanctions, if appropriate, will be imposed in accordance with the Restorative Pathways per [The Source 2026-2027](#)

The University has established a Hazing Prevention Task Force, composed of the Vice President for Student Life, the Conduct Coordinator, and the Director of University Safety.

When a report of hazing is received, the Task Force will investigate and determine whether the organization is responsible under the University's Anti-Hazing Policy. If found responsible, the Task Force will assign appropriate consequences, which may include:

- Cease-and-desist orders
- Educational programming requirements
- Probation with conditions (e.g., no further hazing violations for one academic year)
- Temporary suspension
- Permanent disbandment

This list is not exhaustive. Additional sanctions may be applied in alignment with the University's restorative justice philosophy.

APPEALS

Organizations who have been found to be in violation of University Anti Hazing Policy have the opportunity to appeal the finding under the following circumstances:

- New unexamined evidence or considerations are presented.
- The organization believes there was undue bias present in their earlier hearing/review.
- The organization believes the outcome of the hearing/review was too severe in relationship to the violation.

Appeals to hearings/reviews must be submitted to the president's office within three business days of the hearing/review. Appeals are to be in writing and are to note which of the circumstances listed above the organization wishes to have considered. Appeals will be addressed by the president's office or their designee. The president's office may call an Appeal Board to review the appeal. The President's Office or the Appeal Board can refer the case back to the Anti Hazing Task Force for reconsideration with comment or they may make a final decision and no other appeal exists. There may be situations or circumstances which are too severe to warrant an appeal. The President's Office in conjunction with the President will make those determinations.

Violations of this policy by faculty, staff, and other employees are subject to discipline in accordance with the University policies and procedures governing employee misconduct.

<https://spartansmanchester.sharepoint.com/sites/PoliciesandProcedures?siteid={DFCE5A28-79F5-4896-B220-51D28D7E2683}&webid={274DEB5D-95B6-4402-9061-2A01817862FE}&uniqueid={CD4BF851-A3B5-4A0E-B669-5F2F3D7FA95A}>

Violations by faculty, staff, or other employees can be reported in writing to Human Resources as well as via the Report It! button located on the University website.

Any violations involving a crime, an emergency, or an imminent threat to the health or safety of any person should be reported immediately by dialing 911 or reaching out to University Safety at 260-982-5999.

The Indian Code defining Hazing and its consequences can be found here. <https://iga.in.gov/laws/2026/ic/titles/35#35-42-2-2.5>

Note: Students may be accountable both to civil authorities and to the University for acts that constitute violations of law and of this Code of Conduct. Disciplinary action at the University will normally proceed during the pendency of criminal proceedings

and will not be subject to challenge on the grounds that criminal charges involving the same incident have been dismissed or reduced.

Manchester University will report to University Safety any complaint of hazing involving criminal conduct that creates a substantial risk to the health or safety of any person in the campus community. Such reporting shall include, but not be limited to, criminal homicide offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations, and illegal weapons possession.

The University will produce a Campus Hazing Transparency Report which will include violations that the University has documented. The Campus Hazing Report will be updated at least two times a year. The University will publish on the Manchester University website the Campus Hazing Transparency prevention policy along with a list of organizations that have violated the hazing policy.

Education and Prevention Programs

Manchester University will help prevent hazing by establishing campus-wide, research-based hazing education and prevention programs. Education and prevention programs will be made available to all faculty, staff and students. Programming will be a collaborative effort between Human Resources, Student Life and University Safety.

ANNUAL TEST OF EMERGENCY RESPONSE AND EVACUATION PROCEDURES

In accordance with the Higher Education Opportunity Act, on an annual basis, the Emergency Management and Safety Committee will coordinate, plan, and conduct at least one test of the emergency response and evacuation procedures, including a test of the mass emergency notification system, on each of the Manchester University campuses. The test may involve all portions of the campus or a segment thereof. The intent of the drill is to assess and evaluate the effectiveness of the University's emergency plans and capabilities. Some drills will be announced and well-publicized to the campus community prior to the event, while others may be unannounced.

CRIME PREVENTION EFFORTS

Manchester University works to educate the campus community on sound safety practices. Safety and security-related topics are a part of the programs planned for students and employees throughout the year. University Safety sponsors annual crime prevention programs to student groups, including self-defense programs presented by University Safety staff and other personnel upon request. Programs and training modules via Safe Colleges learning platform are a part of new student orientation as well as new employee orientation. They are also available upon request for all campus groups.

STUDENT/EMPLOYEE RESPONSIBILITY

The cooperation, involvement and personal support of students and employees is crucial to campus safety. At Manchester University, we sincerely believe that "you are the key to security." Students and employees can assist with their own personal safety and the security of their belongings by taking simple precautions: Please note, this is in no way suggesting a victim is at fault if any of the below is not followed.

- Do not prop open exterior doors to building.
- Lock room doors, even when leaving for short periods of time.
- Ask visitors to identify themselves before admitting them into the building.
- Walk in pairs, especially when going out at night.
- Park your vehicle in well-lit areas and keep it locked at all times; valuables should be concealed.
- Secure your personal information (Social Security number, date of birth, ID number, PINs, passwords, etc.).
- Report suspicious circumstances and unusual incidents immediately to University safety, 260-982-5999.

SEX OFFENDER REGISTRY

The federal Campus Sex Crimes Prevention Act 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, to each institution



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of higher education in that state at which the person is employed, carries on a vocation, or is a student.

The follow this link for the Indiana Sheriffs' Sex Offender Registry website, [Sex and Violent Offender Registry – Indiana Sheriffs' Association](#)

CRIME STATISTICS

The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the campus community obtained from both law enforcement and non-law enforcement sources. Local law enforcement agencies, including the Fort Wayne Police Department, the Allen County Sheriff's Department, the Indiana State Police, and the Indiana State Excise Police, as well as Parkview Police and Public Safety provide the Director of University Safety with information pertaining to criminal acts and arrests that occur on or adjacent to University property. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. All the statistics are gathered, compiled, and reported to the University community via this publication, which is prepared by the Department of University Safety. These statistics reflect reported allegations of criminal activity, regardless of the outcome of any conduct/criminal proceeding. As cautioned by the U.S. Department of Education, these crime statistics "...represent alleged criminal offenses reported to campus security authorities and/or local law enforcement agencies. Therefore, the data collected does not necessarily reflect prosecutions or convictions for crimes. Because some statistics are provided by non-police authorities, the data are not directly comparable to data from the FBI's Uniform Crime Reporting System, which only collects statistics from police authorities."

The Higher Education Opportunity Act (Public Law 110-315) became law in August 2008, requiring all United States institutions of higher education to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related statistics for on-campus student housing facilities. Manchester University Fort Wayne location does not have on-campus student housing facilities.

SECURITY REPORT

Criminal Offenses Reporting Table				
OFFENSE	YEAR	GEOGRAPHIC LOCATION		
		ON-CAMPUS PROPERTY	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
MURDER/NON-NEGLIGENT MANSLAUGHTER	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
RAPE	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
FONDLING	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
INCEST	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
STATUTORY RAPE	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
ROBBERY	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
AGGRAVATED ASSAULT	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
BURGLARY	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
MOTOR VEHICLE THEFT	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
ARSON	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
HAZING	2023	0	0	0
	2024	0	0	0
	2025	0	0	0



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VAWA Offenses Reporting Table					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	
DOMESTIC VIOLENCE	2023	0	0	0	
	2024	0	0	0	
	2025	0	0	0	
DATING VIOLENCE	2023	0	0	0	
	2024	0	0	0	
	2025	0	0	0	
STALKING	2023	0	0	0	
	2024	0	0	0	
	2025	0	0	0	

Criminal Offenses Reporting Table					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2023	0	0	0	
	2024	0	0	0	
	2025	0	0	0	
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2023	0	0	0	
	2024	0	0	0	
	2025	0	0	0	
ARRESTS: DRUG ABUSE VIOLATIONS	2023	0	0	0	
	2024	0	0	0	
	2025	0	0	0	
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	2023	0	0	0	
	2024	0	0	0	
	2025	0	0	0	
ARRESTS: LIQUOR LAW VIOLATIONS	2023	0	0	0	
	2024	0	0	0	
	2025	0	0	0	
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	2023	0	0	0	
	2024	0	0	0	
	2025	0	0	0	

Hate Crimes

There were no hate crimes reported for 2023, 2024, or 2025.

Unfounded Crimes

There were no unfounded crimes reported for 2023, 2024, or 2025.

For Clery Act reporting purposes, the number of victims involved in a particular incident is indicated in the statistics column for the following crime classifications: Murder/Non-Negligent Manslaughter, Negligent Manslaughter, Forcible and Non-Forcible Sex Offenses, and Aggravated Assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart. The number reflected in the statistics for the following crime categories includes one offense per distinct operation: Robbery, Burglary, Larceny, Vandalism, and Arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart. In cases of Motor Vehicle Theft, each vehicle stolen is counted as a statistic. In cases involving Liquor Law, Drug Law, and Illegal Weapons violations the statistics indicate the number of people referred to Conduct for possible disciplinary action for violations of those specific laws. Hate crimes are reported in narrative form and are separated by category of prejudice. A hate crime is not a separate, distinct crime, but is the commission of a criminal offense, which was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of his/her bias against the victim's race, sexual orientation, gender, religion, ethnicity, national origin, gender identity, or disability, the assault is then also classified as a hate crime.

GEOGRAPHY DEFINITIONS FROM THE CLERY ACT

On-Campus-Defined as: as: (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).

Non-Campus Building Or Property-Defined as: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution (i.e. privately owned fraternity); or (2) Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property-Defined as: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. The Manchester University crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.



THIS REPORT IS PROVIDED IN COMPLIANCE WITH THE FEDERAL JEANNE CLERY CAMPUS SAFETY ACT OF DECEMBER 23, 2024, (FORMERLY THE JEANNE CLERY DISCLOSURE OF UNIVERSITY SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT OF 1998, FORMERLY THE CRIME AWARENESS AND CAMPUS SECURITY ACT OF 1990) AND THE HIGHER EDUCATION OPPORTUNITY ACT OF 2008 (PUBLIC LAW 110-315).

FORT WAYNE CAMPUS
EMERGENCIES DIAL 260-266-1800