

2024-25 A



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The University of Southern Mississippi Police Department (UPD)

is the police force of original jurisdiction on the Hattiesburg and

Gulf Park campuses and the Gulf Coast Research Institute. (a)6 (as10 ())TJEMC /P Lang (en-US)/MCID 523BDC 0 -1.367 TD[(C

E A C E

The university encourages prompt and accurate reporting of all crimes, suspected crimes and other emergencies.

All reports are responded to quickly by the appropriate emergency personnel. When reporting a crime or other emergency, the following information should be provided:

- Nature of the crime or emergency
- Name, address and phone number of caller
- Location of the incident
- Description of the scene and suspects
- Description of any vehicles involved, especially license plate numbers

When you report a crime to the University Police, an officer will meet with you, listen to what happened, and, if appropriate, make an incident report. Next, detectives will review the report and conduct a follow-up investigation. Detectives will let you know the status of your case.

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While the university prefers that community members promptly report all crimes and other emergencies directly to the University Police at 601.266.4986 or 911, we also recognize that some may prefer to report



The University of Southern Mississippi Emergency Incident Response Plan addresses the university's response to emergencies by taking an all-hazard approach to both natural and human-caused hazards. The university maintains an Emergency Response Team (ERT), which may be activated by senior university officials for response to emergencies on the Southern Miss campuses. Team members and University Police have received training in the Incident Command System (ICS), which is utilized when responding to these incidents. The Southern Miss community should familiarize themselves with the university's publicly available website, usm.edu/police/emergency_response_plans.php, which has information on emergency situations, evacuation, safety tips, alert methods, shelter in place, and frequently asked questions. University departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility.

Eagle Alert is a secure notification system that alerts students and employees of imminently dangerous situations via email, text and voice messages to cell phones and land lines. Eagle Alert is used in conjunction with existing university avenues of emergency communication, including outdoor warning sirens, public address systems, news alerts and the university's website. Participation by university email is mandatory. While we encourage full participation in Eagle Alert, you can change your contact information or opt out of the phone and text message portion of this service. Log in using your Campus ID and (SOAR) password at usm.edu/police/eagle-alert.

In the event that a situation arises, either on or off campus, that in the judgment of the chief of police or his/her designee constitutes an ongoing or continuing criminal threat to persons or property, a campus-wide "timely warning" will be issued as soon as the pertinent information is available. The only exception is if doing so would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The intent of a timely warning is to enable people to protect themselves and aid in the prevention of similar crimes. The warning will be distributed through the Eagle Alert system to students, faculty and staff. Anyone with information warranting a timely warning should report the circumstances to the University Police, by calling 911; by calling 601.266.4986; or in person at the University Police Department, located on the first floor of Bond Hall. Once the timely warning has been made, more detailed follow-up information will be released on the university website, usm.edu, or via email.

It is the policy of the university to immediately notify the USM community upon the confirmation of any significant emergency or dangerous situation occurring at the university involving an immediate threat to the health and safety of students and employees. University police or first-responders can identify certain threats,

whether man-made or natural, that allow for the immediate activation of the notification system to communicate the threat to the USM community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. However, other threats that would allow for the activation may need to be assessed, and consultation with other experts may be required. The immediate notification of an emergency event will be issued without delay and take into account the safety of the USM community. The only exception is if doing so would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. When an emergency situation arises, the chief of police or his/her designee will determine the nature and severity of the situation, and if appropriate, will declare an immediate threat and authorize activation of the Eagle Alert system. Once immediate notification has been made, more detailed follow-up information will be released on the university website, usm.edu, or via email.

The university conducts tests of its emergency plans and capabilities on an annual basis. The tests include, but are not limited to, drills, tabletop, functional exercises and full-scale simulations. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. All exercises are documented, and appropriate after-action reports are completed.

Evacuation drills are also coordinated by the Department of Housing and Residence Life, the safety director and the local fire department each semester for all residence halls to ensure that emergency response and evacuation procedures are tested at least twice a year. Students living in residence housing are provided the locations of emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. Residents are not told in advance of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors, such as the location and nature of the threat. In these cases, Housing and Residence Life staff and/or first-responders on scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of fire or other emergency. Evacuation drills are used as a way to educate and train occupants on fire safety issues specific to a building. Prior to conducting drills, students who reside in the residence halls are provided information about emergency evacuation.

Additionally, evacuation routes are posted on the doors of residence hall rooms. During drills, occupants practice procedures and familiarize themselves with the location of exits and the sound of the fire alarms. In addition to educating occupants about the evacuation procedures during the drills, the process also provides the university an opportunity to test the operation of fire alarm system components.

Evacuation drills are evaluated by Housing and Residence Life staff, the fire safety officer and the local fire department to review egress and behavioral patterns. Reports are prepared by participating departments that identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

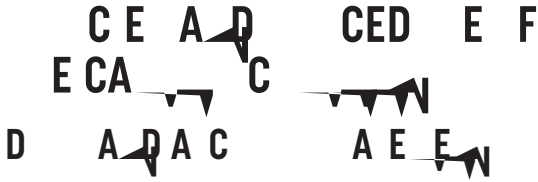
Students who reside in residence halls receive information about

Hub City Transit's Gold Route includes 15 stops on campus, two of which offer opportunities to transfer to the city's existing transit system. Location of the stops can be found at usm.edu/gold-route. Gold Route buses are driven by City of Hattiesburg employees and are Americans with Disabilities Act-compliant, as well as include the ability to secure and carry up to two bicycles.

The University's students, faculty and staff are able to utilize the system free of charge with valid USM identification.

Buses operate Mondays through Fridays, 7:30 a.m. to 6:30 p.m., while the University Police Department (UPD) remains on call to transport students in safety or emergency situations.

This program is designed to increase security awareness by reducing vulnerability. Officers use 3x5-inch cards and/or door hangers that



The Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education must certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

This document was prepared and distributed in compliance with Title 34 of the Code of Federal Regulations Part 86.



Southern Miss is committed to maintaining a safe and secure environment that supports the academic mission of the university.

The University of Southern Mississippi (Hattiesburg and Gulf Park campuses, Gulf Coast Research Laboratory and other sites) prohibits the possession of pistols, firearms or other weapons in any form by any person other than duly authorized law enforcement officials, institutional security officials and other authorized persons.

Authorized persons include those individuals authorized by applicable law and by the institutional executive officer or his/her designee. Authorized persons also include those who have in their possession valid, unexpired state firearms permit with the "Instructor Certified" (IC) sticker on the back or the equivalent permit issued by a state with a reciprocity agreement with Mississippi.

Even so, those possessing such permits are not permitted to possess firearms in any institutional facilities and/or areas that are deemed non-public. Students and employees are not authorized to possess firearms on institutional property or at institutional off-campus events regardless of possession of firearms permits.

The possession of weapons in violation of this policy may subject one to criminal liability, removal from campus or campus events or facilities, employment discipline, and/or sanctions under the University Student Code of Conduct. The full Weapons Policy can be accessed at usm.policystat.com/policy/12432715/latest. For more information, contact the University Police Department at 601.266.4986 or the Dean of Students Office at 601.266.6028.



If a member of the university community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify the University Police Department at 601.266.4986. UPD will generate a missing person report and initiate an investigation.

After investigating the missing person report, UPD will notify the student's emergency contact, or confidentially identified individual, immediately after the student is determined to be missing. If the missing student is under the age of 18 and is not an emancipated individual, UPD will notify the student's parents or legal guardian immediately after they have determined the student is missing. UPD will inform local and surrounding law enforcement agencies immediately of any student determined to be missing.

In addition to registering an emergency contact, students residing in on-campus housing have the option to identify, confidentially, an individual to be contacted by Southern Miss in the event the student is determined to be missing. The confidential contact should be someone who will likely know your location and who you want to be contacted if you are missing. Students who wish to identify a confidential contact can do so by completing the Missing Person Contact Information on the Resident Student Data Card. This confidential contact information will be accessible only to authorized campus officials and law enforcement officers, and it will not be disclosed outside of a missing person investigation.



The unlawful manufacture, distribution, dispensation, possession, use or sale of alcohol, illegal drugs or controlled substances by university employees or students in the workplace, in classrooms, on university premises, at official university functions, on university business, in university vehicles or related to any university-sponsored activity is prohibited. In addition, employees and students shall not use alcohol or illegal substances or abuse legal substances in a manner that impairs work performance, scholarly activities or student life. Conduct involving prescription drugs, which have not been prescribed by a physician to the person using or in possession of them, will be treated as a violation of this policy.

The University reserves the right to inspect the workplace for alcohol, controlled substances, illegal drugs or paraphernalia relating to alcohol, controlled substances or illegal drugs and to question any employee when it reasonably suspects that this policy or any procedure under this policy has been violated.

All traditional freshmen, sophomores and other students under the age of 21 are prohibited from the possession and consumption of alcohol. All students are prohibited from the use and possession of illegal drugs. In addition, student organizations sponsoring events are prohibited from the use and possession of illegal drugs.

national origin, age, gender or gender identity, sexual orientation, disability or veteran status. All members of the university community share a responsibility to create and maintain an academic and work environment which promotes the respect, safety and dignity of each person. This includes sex/gender discrimination, quid pro quo sexual harassment, sexual harassment that is severe, pervasive, and objectively offensive, sexual assault, dating violence, domestic violence and stalking. Criminal, civil and university disciplinary processes may be available to any university member with a complaint and enforced against a person found to have engaged in the prohibited behavior. The university is committed to fair and prompt procedures to investigate reports of sexual harassment. Special emphasis is placed on the rights, needs and privacy of the person filing a complaint, as well as the due process rights of the accused. The university remains committed in preventing and addressing all forms of sexual harassment through education, training, clear policies and procedures, and disciplinary consequences for university violations.

The full Sexual Harassment Policy (Policy Stat ID 8460572) and the full procedures for the Resolution of Allegations of Sexual Harassment can be accessed at usm.edu/title-ix.

The Title IX coordinator is responsible for Title IX implementation and compliance with this policy with respect to sexual discrimination and sexual harassment. The Title IX coordinator is responsible for coordinating and overseeing the university's response to, and investigation of, all complaints involving possible sex discrimination, including sexual harassment, sexual assault, quid pro quo, sexual harassment that is severe, pervasive and objectively offensive, sexual assault, dating violence, domestic violence and stalking. For more information or to report sex or gender discrimination and sexual harassment, contact the Title IX Office using the information listed below:

TITLE IX COORDINATOR
Dr. Cristin Lee Reynolds
118 College Drive #5079, Hattiesburg, MS 39406

Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation and/or gender identity of those involved.

Sexual harassment, as an umbrella category, includes the actual or attempted offenses of sexual harassment, sexual assault, domestic violence, dating violence and stalking, and is defined as conduct on the basis of sex or that is sexual that satisfies one or more of the following:

Quid Pro Quo Sexual Harassment – An employee of the university conditioning the provision of an aid, benefit or service of the recipient on an individual's participation in unwelcome sexual conduct

Sexual Harassment – Unwelcome conduct determined by a reasonable person to be so objectively offensive, pervasive and severe that it effectively denies a person equal access to the recipient's educational program or activity

Sexual Assault – Sex Offenses, Forcible–Any sexual act directed against another person, without the consent of the complainant, including instances where the complainant is incapable of giving consent

Forcible Rape – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the complainant

Forcible Sodomy – Oral or anal sexual intercourse with another person, forcibly and/or against that person's will (non-consensually), or not forcibly or against that person's will in instances where the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity

Sexual Assault with an Object – To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances where the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity

Forcible Fondling – The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity

Sex Offenses, Non-forcible – Non-forcible sexual intercourse

Incest – Non-forcible, sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Mississippi law

Statutory Rape – Non-forcible sexual intercourse with a person who is under the statutory age of consent of Mississippi

Dating Violence – Violence, on the basis of sex, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on the complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the

persons involved in the relationship. For the purposes of this definition,

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse; and
- Dating violence does not include acts covered under the definition of domestic violence.

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A felony or misdemeanor crime of violence committed

- by a current or former spouse or intimate partner of the complainant;
- by a person with whom the complainant shares a child in common;
- by a person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner;
- by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of Mississippi;
- by any other person against an adult or youth, who is protected from that person's acts under the domestic or family violence laws of Mississippi

To categorize an incident as domestic violence, the relationship between the respondent and the complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

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Gender-based harassment includes harassment based on gender, sexual orientation, gender identity or gender expression. This may include acts of aggression, intimidation or hostility, whether verbal or non-verbal, graphic, physical or otherwise, even if the acts do not involve conduct of a sexual nature. Such conduct must be sufficiently severe, persistent or pervasive, and objectively offensive that it interferes with or limits a person's ability to participate in or benefit from the university's academic or work programs. For example,

secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing under this policy and procedure.

The exercise of rights protected under the First Amendment does not constitute retaliation.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy and procedure does not constitute retaliation, provided that a determination regarding responsibility alone is not sufficient to conclude that any party has made a materially false statement in bad faith.

Stalking is a course of conduct involving more than one instance of unwanted attention, harassment, unwanted physical or verbal contact, use of threatening words and/or conduct, or any other course of conduct directed at an individual that could cause a reasonable person

3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on-campus or off-campus resources listed in this document for support in health, counseling or legal assistance.

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (information obtained from the Rape, Abuse and Incest National Network, rainn.org)

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
3. **Walk with purpose**. Even if you don't know where you are going, act like you do.
4. **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. **Try not to load yourself down** with packages or bags, as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged and that you have cash money.
7. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends**. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Trust your instincts**. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. **Don't accept drinks from people you don't know or trust**. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. **Watch out for your friends and vice versa**. If a friend seems out of it, is way too intoxicated for the amount of alcohol he or she had, or is acting out of character, get him or her to a safe place immediately.
14. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.)**. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation, here are some things that you can try:
 - **Remember that being in this situation is not your fault**. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.

- **Be true to yourself**. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
- **Have a code word with your friends or family** so that if you don't feel comfortable, you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- **Lie**. If you don't want to hurt the person's feelings, it is better

The University of Southern Mississippi complies with Mississippi state law in recognizing orders of protection issued by a court of law to include all emergency protection orders, temporary protection orders and final protection orders. The university is sensitive to victims who report sexual assault, domestic violence, dating violence and stalking, including informing individuals about their right to the availability of counseling, health, mental health, victim advocacy, legal assistance and other services on and/or off campus, as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. The university will make such accommodations, if the victim requests or in compliance with the protection order. Any person who obtains an order of protection from a Mississippi court or any other state should provide a copy to the University Police Department and the Title IX coordinator. Note that upon the issuance of a protection order in the state of Mississippi, the order shall be entered into the Mississippi Protection Order Registry by the clerk of the court and a copy provided to the sheriff in the county of the court of issuance. The University Police Department receives a copy of all protection orders issued by the Forrest County Justice Court.

A complainant may then meet with University Police to develop a Safety Action Plan, which is a plan for University Police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to, police escorts, special parking arrangements, changing classroom location, or allowing a student to complete assignments from home, etc.

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

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, the university will provide written notification to students and employees about accommodations available to them, including academic, living, transportation and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures.

At the victim's request, and to the extent of the victim's cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a

different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, transportation and/or working situations or protective measures, or to receive assistance in requesting these accommodations, a victim should contact Title IX at 601.266.6804.

A variety of support and counseling resources are available to those individuals who have experienced sexual harassment. This information is provided in **Appendix A in the University's Procedures for the Resolution of Allegations of Sexual Harassment**. However, listed below is a description and contact information for a select few.

Student Counseling Services: Student Counseling Services provides quality services to students by promoting sound mental health and the coping skills necessary for successful pursuit of their educational and life goals. Phone: 601.266.4829

Shafer Center for Crisis Intervention: A 24-hour, seven-day-per-week, campus and community-based center that serves all survivors of sexual violence and co-victims of violent death, including homicide and suicide, through direct services, counseling, advocacy, education and training. The Shafer Center serves the Hattiesburg campus. Phone: 601.264.7777

Gulf Coast Center for Nonviolence: A 24-hour, seven-day-per-week, nonprofit organization based in South Mississippi (Hattiesburg).

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National Suicide Prevention Hotline
800.273.TALK (8255)

Mississippi Coalition Against Sexual Assault
800.656.4673

[facebook.com/MSCASA.org](https://www.facebook.com/MSCASA.org)

Rape, Abuse and Incest National Network
800.656.4673

[rainn.org](https://www.rainn.org)

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Gay-Straight Alliance at the Union
and Cochran Center, Hattiesburg Campus
601.266.4069

Contact: Faculty advisor, eric.tribunella@usm.edu

Prism LGBTQ+ Resource Office
Hub 114A, Hattiesburg Campus
601.266.4453

The Dandelion Project
601.329.0885

Southern Miss Alliance for Equality
Gulf Park Campus
228.214.3333

The Spectrum Center
210 St. 25th Ave.
Hattiesburg, MS 39401
601.909.5345

[hattiesburgpride.com](https://www.hattiesburgpride.com)

University of Mississippi Medical School's
2016 LGBTQ Resource Guide
[umc.edu/UMMC/Outreach-Programs/MS-AIDS-Education-Training-Center/Resources/lgbt-resources-guide-2016.pdf](https://www.umc.edu/UMMC/Outreach-Programs/MS-AIDS-Education-Training-Center/Resources/lgbt-resources-guide-2016.pdf)

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The University of Southern Mississippi is committed to creating an environment that encourages campus community members to come forward if they have experienced any form of sexual harassment. The university will work to safeguard the identities and privacy of those who seek help or who report sexual harassment. However, it is important to understand the limits of confidentiality. Different people, depending on their positions at the university, have different obligations with regard to confidentiality. Generally, confidentiality applies when an individual seeks services from local rape crisis centers, including the Shafer Center for Crisis Intervention on the Hattiesburg campus and the Gulf Coast Center for Nonviolence near the Gulf Park campus or USM's Student Counseling Services. For a more detailed description on confidentiality, refer to **Sections 11.0 and 19.0 in the University's Procedures for the Resolution of Allegations of Sexual Harassment.**

The University of Southern Mississippi will make a good faith effort to complete the resolution process within 60 to 90 business days. This timeframe includes appeals, which can be extended as necessary

for appropriate cause by the Title IX coordinator. For any extensions or delays, the Title IX coordinator will provide notice and rationale to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

Complaints of sexual harassment may be made or reported in person to the Title IX coordinator. Complaints may be made in writing by completing a Sexual Harassment Complaint Form, which may be obtained from the Title IX coordinator, the university's Title IX website ([usm.edu/title-ix](https://www.usm.edu/title-ix)) or at the Title IX coordinator's office.

The University of Southern Mississippi will act on any formal or informal notice of violation of the policy that is received (opr)-9.9 (ialat Tf0.02 Tf

All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record.

The Sexual Harassment Investigative Panel (SHIP) investigators typically take the following steps, if not already completed (not necessarily in this order):

- Commence a thorough, reliable and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all witnesses and the parties
- Provide each interviewed party and witness an opportunity to review and verify the investigator's transcript/report of the relevant evidence/testimony from their respective interviews and meetings
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the SHIP investigators to ask of the other party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions
- Complete the investigation promptly and without unreasonable deviation from the intended timeline
- Prior to the conclusion of the investigation, provide the parties and their respective advisors (if so desired by the parties) with a list of witnesses whose information will be used by the hearing officers to render a finding.
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical evidence.

parameters to ensure such informal resolution only occurs with the voluntary, written consent of both parties; informal resolution is not permitted to resolve allegations that an employee sexually harassed a student.

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

- the nature, severity and circumstances surrounding the violation(s)
- the respondent's disciplinary history
- Previous allegations or allegations involving similar conduct
- the need for sanctions/responsive actions to bring an end to the sexual harassment and/or retaliation
- the need for sanctions/responsive actions to prevent the future recurrence of sexual harassment and/or retaliation
- the need to remedy the effects of the sexual harassment and/or retaliation on the complainant and the community
- the impact on the parties
- Any other information deemed relevant by the hearing officer

Sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

The following are the usual but not an exhaustive list of sanctions that may be imposed upon students.

- **Warning:** A formal statement that the conduct was unacceptable and a warning that further violation of any university policy, procedure or directive will result in more severe sanctions/responsive actions
- **Required Counseling:** A mandate to meet with and engage in either university-sponsored or external counseling to better comprehend the misconduct and its effects
- **Probation:** A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any institutional policy, procedure or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- **Suspension:** Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at the university.
- **Expulsion:** Permanent termination of student status and revocation of rights to be on campus for any reason or to attend university-sponsored events. This sanction will be noted permanently as a Conduct Expulsion on the student's official transcript, subject to any applicable expungement policies.
- **Loss of Commencement Participation:** The university can deny a student participation in commencement activities as a sanction.

- **Other Actions:** In addition to or in place of the above sanctions, the university may assign any other sanctions as deemed appropriate.

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Responsive actions for an employee who has engaged in harassment and/or retaliation can include the following:

- Warning – Verbal or Written
- Performance Improvement Plan/Management Process
- Enhanced Supervision, Observation or Review
- Required Counseling
- Required Training or Education
- Probation
- Denial of Pay Increase/Pay Grade
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Transfer
- Reassignment
- Delay of Tenure-Track Progress
- Assignment to New Supervisor
- Restriction of Stipends, Research and/or Professional Development Resources
- Suspension with Pay
- Suspension without Pay
- Termination
- Other Actions: In addition to or in place of the above sanctions/responsive actions, the university may assign any other responsive actions as deemed appropriate.

Any one or more of the sanctions listed below may be imposed when a responding party violates the university's Sexual Harassment Policy. Possible sanctions include, but are not limited to the following:

- **Community/Mandated Service:** Responding party is required to work in the community and/or campus community for a designated time period.
- **Educational Interventions:** Responding party is required to write a letter of apology, reflective paper, participate in a course, workshop, etc.
- **Warning/Probation:** Sanctioning official provides a written warning to responding party that further violation will result in harsher sanctions.
- **Restitution:** Responding party is required to cover the reporting party's cost of damage or loss of property/services.
- **Campus Ban/Loss of Privileges:** Responding party is not allowed to enter certain campus buildings/locations or participate in activities/programs for a designated time period.
- **No Contact Order:**

The Title IX coordinator, senior associate vice president for Human Resources, vice president for Student Affairs, Dean of Students Office and the University Police Department, working in coordination with other necessary university administrators, may take immediate interim actions prior to resolution of an allegation. In addition, depending on a reporting party's allegations or circumstances of a case, these interim measures may also be necessary to protect the safety of the university community.

These measures may change over time, and the university will make every effort to avoid depriving any student of their education. Such actions are designed to enable students or employees with complaints and witnesses to continue studies or duties of employment and to ensure the integrity of an investigation. The Title IX coordinator will communicate regularly with the parties to ensure interim measures remain necessary and effective.

These actions may include the following:

- Interim suspension of a responding party student or employee
- Emotional support/counseling services
- No-contact/no trespass/proximity orders
- Police escorts to ensure safe movement on campus
- Modifying class or work schedules as necessary
- Making alternative housing, workplace or transportation arrangements
- Addressing other academic or workplace concerns (e.g., assignments, grades, leaves of absence, and withdrawal)
- Involving law enforcement to assist in maintaining order or safety
- Any other appropriate action warranted by the circumstances

Violations of these protective actions will constitute related offenses, which may lead to additional disciplinary action.

C

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

The Campus Sex Crimes Prevention Act provides requirements relating to registration and community notification for sex offenders who are enrolled in or work at institutions of higher education. Effective





Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f)) requires colleges and universities across the United States to disclose information about crime on and around their campuses. The University Police Department collects the Clery crime statistics disclosed in the following charts through a number of methods. UPD maintains a close relationship with all police departments where Southern Miss owns or controls property to ensure that crimes reported directly to these police departments that involve the university are brought to the attention of UPD. In addition to collecting Clery crime statistics from local police departments, all reports of crime incidents made directly to UPD are entered into an integrated computer-aided dispatch system/records management system.

These entries are recorded in the system in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook (sex offenses only). To ensure each report is appropriately classified in the correct crime category, the officer enters the report in the system, and a department administrator reviews the report to ensure it is appropriately classified. The department also periodically examines data in the system for appropriate classification. In addition to the crime data that UPD maintains, the university collects Clery crime statistics of reports made to various campus security authorities, as defined in this report. The statistics reported in the following charts generally reflect the number of criminal incidents reported to the various campus security authorities. The statistics reported for the subcategories on liquor laws, drug laws and weapons offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.



Murder/Non-Negligent Manslaughter – Defined as the willful (non-negligent) killing of one human being by another

Manslaughter by Negligence – Defined as the killing of another person through gross negligence

Rape-completed – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim

Rape-Attempts to Commit Rape – Assaults or attempts to rape

Fondling – Defined as the touching of the private parts of another person for the purposes of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity

Incest – Defined as nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law

Statutory Rape – Defined as nonforcible sexual intercourse with a person who is under the statutory age of consent

Robbery – Defined as taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence, and/or by putting the victim in fear

Aggravated Assault – Defined as an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used, which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary – Unlawful entry of a structure to commit a felony or a theft

Motor Vehicle Theft – Theft or attempted theft of a motor vehicle (Classify as motor vehicle theft in all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joyriding.)

Arson – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property of another, etc.

Weapon Law Violations – The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as the manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned

Drug Abuse Violations – Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (opium)-15 (Law V)-30 (olat)-5 (ions)]TJEMC2(enn

will be determined by the reporting party's statement and 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

Stalking – Means engaging in a course of conduct directed at a specific person that would cause a reasonable person to a) fear for his or her safety or the safety of others or b) suffer substantial emotional distress. For the purposes of this definition,

- A) **Course of Conduct** means two or more acts, including, but not limited to, acts which the stalker directly, indirectly or through third parties by any action, method, device or means follows, monitors, observes, surveils, threatens or communicates to or about a person or interferes with a person's property.
- B) **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- C) **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require

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A E C E

The University of Southern Mississippi strives to foster a safe and healthy learning environment that embodies diversity and inclusion of all members of the Southern Miss community. The hate crime statistics are separated by category of prejudice. A hate crime is a criminal offense committed against a person or property which



F E

In compliance with the University Tobacco Policy, all residence halls are tobacco-free.

FIRE

The State Fire Code prohibits anyone from tampering with fire and safety equipment in the residence halls or in any campus building. Tampering includes pulling false fire alarms, discharging fire extinguishers, removing exit signs and interfering with smoke detectors. Interference with smoke detectors mandates immediate attention. Students responsible will be assessed for the damages and for the hourly rate of the repair person's labor. All violators are subject to disciplinary action and possible criminal prosecution. The civil penalty for malicious use of fire and safety equipment is a \$500 fine and/or 90 days in jail.

Air Conditioners/Space Heaters - Individual air conditioners and/or heaters are not permitted in the residence halls at any time. Due to fire hazards, items of this type will be confiscated if they are found in the halls. Although all the halls are air-conditioned, residents may wish to bring small fans for use in their rooms.

Combustible Materials - Due to the threat of fire, combustible decorative materials, such as dry vegetation, natural Christmas trees, excessive trash and similar materials are not permitted in the residence halls.

Cooking and Appliances - Due to the nature of residence hall living, the physical facilities of the halls, and the concerns for fire and safety standards, only microwave cooking is permitted in student rooms. Micro-Fridges are provided in the residence halls. Small refrigerators and Micro-Fridges (combination microwave, refrigerator and freezer) are allowed. Cooking appliances (such as percolators,





flammable paints, paint thinner, mineral spirits, charcoal lighter fluid, or any other liquid that has flammable on the label.

- Tiki lamps are prohibited.
 - All paper towels or cleaning cloths that have been used with oils or flammable liquids must be promptly disposed of outside the building.
- 4. Limit the amount of combustibles you keep in your room.**
 - Examples include excess amounts of boxes, books, papers, or an excess of clothing. Limit the amount of posters on walls; this greatly increases the spread of fire.
 - Vegetation is a fire hazard and is prohibited from use in or around the fraternity houses; this includes live Christmas trees.
 - 5. Do not use electrical outlet multipliers or outlet cubes.**
 - If you need more outlets than you have, use a power strip with a built-in circuit breaker.
 - 6. All electrical extension cords must be heavy-duty, single-receptacle.**
 - They should never extend through walls, ceilings or doorways.
 - They should never be run under rugs or carpet; this creates a fire hazard.
 - All extension cords used outside must be protected by a GFCI.
 - Never use frayed or broken extension cords.
 - Do not join or overload extension cords.
 - 7. Exit signs and emergency lighting should never be covered or blocked from view.**
 - 8. Smoke machines are prohibited. They decrease visibility, causing a hazard, and may cause a false fire alarm.**
 - 9. Halogen lamps are prohibited from use on campus.**
 - 10. Never have a fire ignition source in the house.**
 - Examples include candles, incense, reworks, space heaters, etc.
 - All personal appliances should be unplugged when not in use (irons, curling irons, hair dryers, etc.).
 - Coffee pots, hot plates, toaster ovens, etc. must be kept and used in the kitchen.
 - 11. No bonfires, campfires or any open fires are allowed.**
 - 12. Smoking is not allowed inside the fraternity houses.**
 - 13. Always exit the building during a fire alarm. This is a state law and university policy.**
 - Always know the location of the nearest fire exit.

The University of Southern Mississippi
Police Department
Bond Hall, First Floor West
118 College Drive #5061
Hattiesburg, MS 39406

