



# 2025 MISSISSIPPI COLLEGE ANNUAL SAFETY & SECURITY REPORT

Includes crime statistics for calendar years 2022, 2023, and 2024

This report, which contains both the Annual Security and Fire Safety Report for Mississippi College, has been prepared in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (also known as the CleryAct) 20 U.S.C. 1092(f) for the purpose of informing the campus community about campus security policies and procedures, encouraging students and employees to take responsible actions to lessen the chances of crime occurring on campus, and keeping Mississippi College a safe and secure place to learn and work.

It is distributed annually by October 1st via e-mail, and is publicly available on the Mississippi College website at: <https://www.mc.edu/offices/safety/statistics-reports>. Paper copies are available during regular business hours in the Office of Public Safety in the B.C. Rogers Student Center.

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## INTRODUCTION

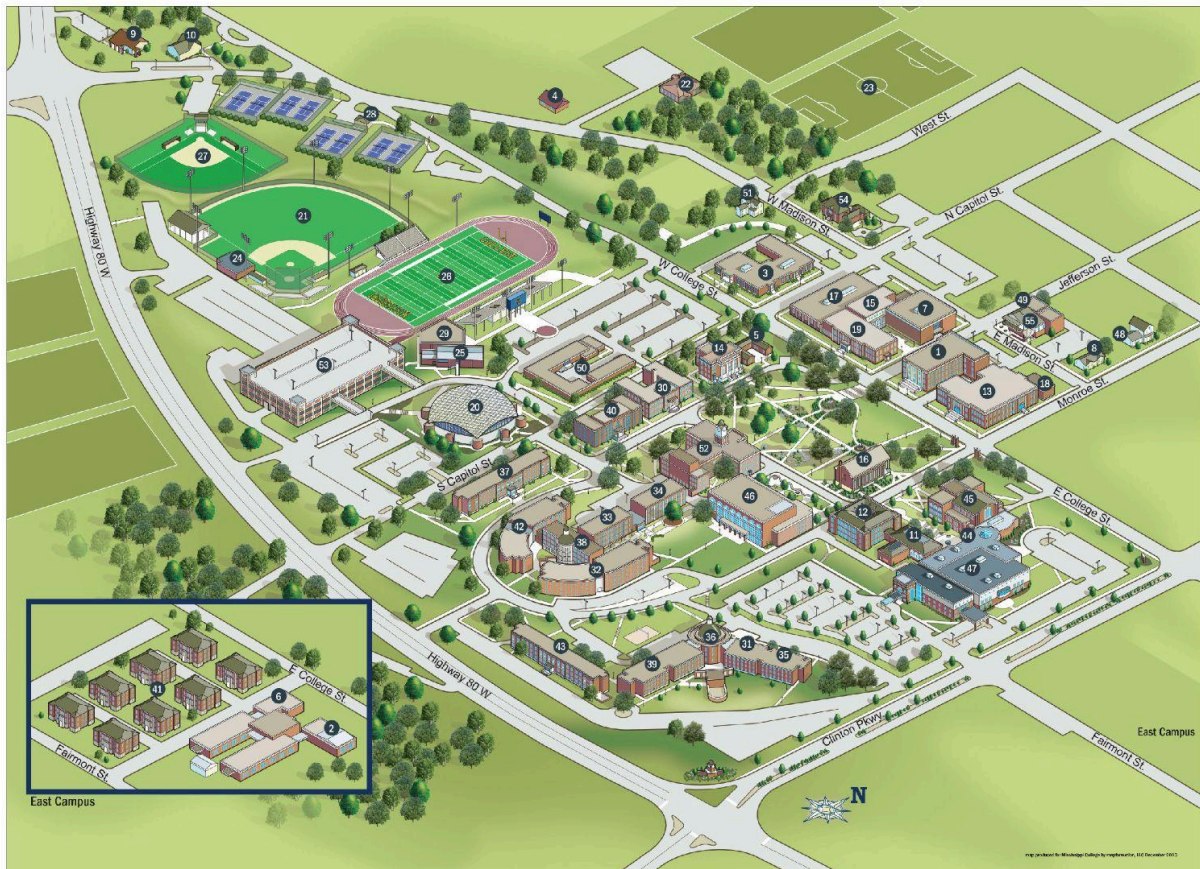
# MISSISSIPPI COLLEGE CAMPUS

Mississippi College, affiliated with the Mississippi Baptist Convention, is a private, co-educational, Christian university of liberal arts and sciences. Founded in 1826, Mississippi College is the second-oldest Baptist-affiliated university in the United States and the oldest college in Mississippi. With 4,100 undergraduate, graduate, doctorate, specialist, and law students, Mississippi College is one of the largest private universities in the state. The University offers more than 80 undergraduate areas of study, 50 graduate degrees, and doctorates in jurisprudence, educational leadership, and professional counseling.

Mississippi College's main campus in Clinton sits on more than 80 acres. Noteworthy buildings at Mississippi College include Provine Chapel, Alumni Hall, Nelson Hall, A.E. Wood Coliseum, Lowrey Hall, Leland Speed Library, Cockroft Hall, B.C. Rogers Student Center, and Robinson-Hale Stadium. In August of 2020, America's third largest restaurant chain, Chick-Fil-A, came to the Clinton campus. Additionally, Mississippi College's seven residence halls house more than 1,900 students.

The Mississippi College School of Law is located in downtown Jackson, Mississippi's capital city and the heart of the state's legal community. The School of Law has a current enrollment of 408 students. The State Capitol, Mississippi Supreme Court, federal courts, and many of Mississippi's most respected law firms are within walking distance of the campus. The campus is a showplace in the center of downtown Jackson and a legal center for all of Mississippi. The School of Law recently completed a \$9 million construction and renovation project that included the latest advancements in classroom and courtroom technology.





#### ACADEMIC BUILDINGS

1. Aven Fine Arts Building
2. Band Hall
3. Cockcroft Hall
4. Dyslexia Center
5. Farr Hall
6. Gore Arts Complex
7. Hederman Science Building
8. International Center East
9. Nursing Skills Center
10. Nursing Annex
11. Jennings Annex
12. Jennings Hall
13. Leland Speed Library
14. Lowrey Hall
15. Math, Chemistry, Computer Science
16. Provine Chapel
17. Royce Medical Science Center
18. Samuel Marshall Gore Art Galleries
19. Self Hall

#### ATHLETIC FACILITIES

20. A.E. Wood Coliseum
21. Frierson Field
22. Girling Fieldhouse
23. Longabaugh Field
24. Rice Field House
25. Moody Adams Field House
26. Robinson-Hale Stadium
27. Softball Complex
28. Tennis Clubhouse
29. Williams Strength Center

#### RESIDENCE HALLS

30. Chrestman Hall
31. Cockcroft-Caldwell Hall
32. East Tower
33. Gunter Hall
34. Hederman Hall
35. Hitt-McCullough Hall
36. Holloway Rotunda
37. Latimer-Webb Hall
38. Mary Nelson Hall
39. Quick Hall
40. Radliff Hall
41. University Place
42. West Tower
43. Whittington Hall

#### OTHER BUILDINGS

44. 1826
45. Alumni Hall
46. B.C. Rogers Student Center & Anderson Hall
47. Baptist Healthplex
48. Baptist Student Union (BSU)
49. Bookstore
50. Lanier Physical Plant
51. Latimer House
52. Nelson Hall/Swor Auditorium
53. Parking Garage
54. Phillips House
55. Pimento's Cafe

#### MAIN SWITCHBOARD 601.925.3000

Undergraduate Admissions .....	601.925.3800
Alumni Hall, 2nd floor	
Business Office .....	601.925.3307
Nelson Hall, 1st Floor	
Financial Aid .....	601.925.3212
Nelson Hall, Basement	
Public Safety .....	601.925.3204
B.C. Rogers Student Center, Basement	



**MISSISSIPPI  
COLLEGE**  
A CHRISTIAN UNIVERSITY



# OFFICE OF PUBLIC SAFETY

The Office of Public Safety is committed to the safety and welfare of the entire Mississippi College community. The MCPS employs a staff of 40 who manage patrol duties, traffic control, investigations, communications, crime prevention, administrative duties, and educational programming. The staff is composed of highly qualified armed and unarmed personnel, many of whom have a combination of college degrees, federal agency/police/ fire/ emergency management experience, and unique management skills that contribute to the overall diversity of the department. Patrol, communications, and administrative personnel participate in numerous training sessions throughout the year in a continuous effort to provide the best possible service to the campus community. Located in the B.C. Rogers Student Center, the Office of Public Safety is available for service calls 24 hours a day, 7 days a week, 365 days a year. Office hours are 8:00 a.m. - 4:30 p.m. Monday - Friday.

In addition to the main campus, The Mississippi College Office of Public Safety is responsible for providing the security needs for the School of Law in downtown Jackson. All visible patrols, access control, and video surveillance is performed by staff members of the Office of Public Safety who report directly to the Director. The Office of Public Safety is also charged with accumulating all data and reports concerning criminal activity that may take place at the School of Law.

The Mississippi College Office of Public Safety utilizes a reporting software program, Omnigo, to track and compile all incidents that must be included in Annual Security Reports, Public Crime Logs, and Annual Fire Safety Reports. This web-based program allows officers to complete reports from multiple multimedia devices including desktops, laptops, and tablets. The reports are then categorized to determine if they are Clery related crimes. If so, they are populated into a yearly report based on crime type and location. The Omnigo software also incorporates a Computer Aided Dispatch system that directly communicates with the reporting software to enhance accuracy and timeliness of crime data. Additionally, the software provides an up to date crime log that is available to anyone requesting that information.



## Director of Public Safety

**Michael Warren:** Warren became the Director of Public Safety at Mississippi College in March 2016. Prior to this role, he served with the Clinton, Mississippi Police Department for more than three decades,

beginning his career as a dispatcher in 1982 and advancing through the ranks of sergeant, lieutenant, and captain before being appointed Chief of Police in 2013.

Over the course of his 34-year law enforcement career, Warren earned certification as a Level III accident reconstructionist and completed specialized training in terrorist bombing response, post-blast investigations, the FEMA Incident Command System, and numerous state and local anti-terrorism initiatives. He played a key role in planning and coordinating multi-agency disaster and crisis response training exercises, strengthening interagency preparedness across the region.

In addition to leading the Office of Public Safety, Warren serves on the Executive Board of the Jackson Division FBI Joint Terrorism Task Force and is Chairman of the Mississippi College Safety Committee. A graduate of Clinton High School and Hinds Community College, where he earned a degree in Criminal Justice, Warren also served ten years in the U.S. Army. As a Sergeant First Class in a military police unit, he deployed during Operation Desert Storm.



## Associate Director of Public Safety- Clery Compliance Coordinator

**Brent Perkins:** Perkins has served with the Office of Public Safety since 2007. He holds both a Bachelor of Science and a Master of Social Science in

Administration of Justice from Mississippi College, where his graduate studies focused on police administration, physical security, police process, corrections, homeland security, and international terrorism.

Perkins has completed extensive specialized training in campus crime prevention, narcotics investigation, active shooter response, state and local anti-terrorism, and multiple courses in the National Incident Management System and Incident Command. Over the course of his career, he has served as a patrol officer, supervising officer, and training officer, and now serves as the Associate Director of Public Safety. In this role, he oversees the Patrol Division, Investigations, Electronic Surveillance, and Dispatch.

He is a certified Clery Compliance Officer through the National Association of Clery Compliance Officers and Professionals (NACCOP), and is also a certified Campus Crime Prevention Officer. Perkins also manages departmental operations, serves on the Sexual Assault Awareness Committee, coordinates Clery compliance, and is responsible for the university's Annual Security Report and Fire Report.

In 2016, prior to Chief Warren's appointment, Perkins successfully served as Interim Director of Public Safety. Beyond campus, he serves as a reserve police officer with the Clinton Police Department and as an adjunct instructor in Mississippi College's Administration of Justice program, where he teaches courses in campus crime and physical security.

# THE CLERY ACT



The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC 1092 (f)) is a federal law passed in 1990 as an amendment to the Higher Education Act of 1965. Otherwise known as the Clery Act, it mandates that all colleges and universities that receive federal financial assistance must disclose certain timely and annual information concerning campus crime and safety. Each year the updated report must be distributed to current students and employees. Prospective students and employees also must be made aware of the availability of the report. In 1990, Congress enacted the Crime Awareness and Clery Act (Title II of Public Law 101–542), which amended the Higher Education Act of 1965 (HEA). This act required all postsecondary institutions participating in Title IV student financial aid programs to disclose campus crime statistics and security information. The act was amended in 1992, 1998 and 2000.

The 1998 amendments renamed the law the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act in memory of Jeanne Clery, a student who was slain in her dorm room in 1986. The Clery Act requires higher education institutions to give timely warnings of crimes that represent a threat to the safety of students or employees, and to make public their campus security policies. It also requires that crime data are collected, reported, and disseminated to the campus community and are also submitted to the U.S. Department of Education. The act is intended to provide students and their families, as higher education consumers, with accurate, complete and timely information about safety on campus so that they can make informed decisions.



## The Clery Act requires colleges and universities to:

- 1) Publish an annual report every year by October 1<sup>st</sup> containing the last three years of campus crime statistics and fire safety statistics as well as certain campus security policies.
- 2) Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms. The statistics must be gathered from campus police, local law enforcement agencies, and other University officials who have significant responsibility for student and campus activities.
- 3) Provide Timely Warning notices of those crimes that have occurred and pose an ongoing threat to students and employees.
- 4) Implement emergency notification procedures if there is an immediate threat to the health or safety of students or employees on campus.
- 5) Disclose in a public crime log any crime that occurred on campus or within the patrol jurisdiction of the campus police or the campus security department and is reported to the campus police or security department.
- 6) Maintain a public fire log, which is a record of any fire that occurred in an on campus student housing facility.
- 7) Disclose any agreements with state and/or local law enforcement.

**The Mississippi College Office of Public Safety meets these minimum requirements and works diligently to exceed them.**

## VAWA Amendment to Clery

In 2013, the Violence Against Women Reauthorization Act made additional changes to the Clery Act. New crimes were added to those that must be reported and new protected statuses were added as hate crime criteria. In addition, institutions are required to provide primary prevention and awareness programs to all incoming students and new employees to include certain requirements in the grievance procedures associated with sexual assault, domestic violence, dating violence, and stalking and to provide written information to students and employees who are victims of certain crimes.

# THE OFFICE OF PUBLIC SAFETY AUTHORITY AND JURISDICTION

## Jurisdiction

The Office of Public Safety establishes and maintains communications with the officially recognized civil and criminal law enforcement authorities of the Cities of Clinton and Jackson, and Hinds County via operational policy understandings and mobile radio units with a stationary base unit, located in the Office of Public Safety. In the event that they are needed, Mississippi College will request assistance from the Clinton Police Department, Hinds County Sheriff's Office, Capitol Police Department, and/or any other agency deemed necessary. Public Safety Officers are authorized to write traffic citations on campus, take reports, and conduct investigations and searches within the boundaries of Mississippi College property.

The Office of Public Safety maintains an MOU with the Clinton Police Department. The Memorandum of Understanding (MOU) exists to streamline the flow of communication, and improve on the interoperability between the two departments. In addition, Mississippi College works very closely with the Clinton Police Department, and officers from that agency patrol the campus along with Public Safety Officers. All known or suspected violations of University policy or state and/or federal crimes should be reported either to the Office of Public Safety, located in the basement of B.C. Rogers at (601) 925-3204, or to the Clinton Police Department at (601) 924-5252. This includes crimes pertinent to Mississippi College both on and off campus.

## Authority

Officers are authorized and directed to make citizen's arrests of individuals creating disturbances against the general peace, interfering with the security of the physical plant, facilities or grounds, or interfering with or disturbing the safety and the general welfare of members of the Mississippi College community. When such a citizen's arrest is necessary, the Office of Public Safety shall, as promptly as possible, and beforehand if reasonable, request civil or criminal law enforcement authorities to respond and assist.

# MONITORING OF OFF CAMPUS CRIMINAL ACTIVITY



Because of the close working relationship between the Mississippi College Office of Public Safety and the Clinton Police Department, campus authorities are often notified when criminal activity involving students, faculty and staff occurs near the campus. Office of Public Safety personnel often work with the Clinton Police Department during investigations involving the campus community. Mississippi College shares a Memorandum of Understanding (MOU) with the Clinton Police Department. This MOU ensures a solid network of information sharing between the two departments.



## CAMPUS SAFETY SERVICES



The Office of Public Safety provides several services to students, faculty, staff, and visitors to campus. One of the most visible services that the department provides is that of safety escorts (called *Safe Ride*) to any member of the campus community that feels unsafe or uncomfortable. This could include safety escorts via walking, golf carts, or patrol vehicles. Examples could include students and faculty that do not want to walk to their vehicles at night, or walking from building to building after dark.

The Office of Public Safety also provides battery jump-offs for members of the campus community. This service is available 24/7, subject to officer availability.

The Office of Public Safety **does not** offer lock out services for vehicles, but can provide a list of businesses that do. Public Safety Officers are available 24/7, 365 days a year to provide these services, and can be contacted at (601) 925-3204.

# EMERGENCY CODE BLUE PHONES

Emergency phones, known as “Code Blue Poles,” are strategically located at more than 20 campus sites. When the emergency button is activated on one of the Code Blue poles, it calls both the Office of Public Safety and/or Clinton Police Department, and a direct line is opened with the responding dispatcher. The blue light on top will also flash, alerting responding officers and others in the area that the emergency pole has been activated, and there is an emergency situation in progress. The Code Blue poles are to be used strictly for emergencies, and a campus citation will be issued for misuse of the emergency Code Blue system. The locations of the Code Blue emergency poles are as follows:



- South of Latimer-Webb Residence Hall
- Below the A.E. Wood Coliseum
- Below the Baseball Field
- Tennis Courts
- C-1 Commuter Lot (College St./ Capitol St.)
- C-4 Commuter Lot (Madison St./ Capitol St.)
- Leland Speed Library Parking Lot
- East of the MCC Building
- In Front of Nelson Hall
- West End of Frierson Baseball Field
- Hederman-Gunter Residence Hall Courtyard
- Volleyball Court
- East Side of Cockroft-Caldwell Hall
- South Side of Baptist Healthplex
- Soccer Fields/ Walking Track
- Bookstore
- East Campus at the Art Building
- Medical Science Garage
- All Floors of the Parking Garage near Highway 80
- University Place Apartments
- Walking Track at Madison Street

## Parking Map

- Visitor Parking
- Resident Student Parking (R)
- Resident Student Parking (R-1)
- Commuter Student Parking
- Open Parking
- Employee Parking
- Healthplex Parking
- Phillips House Parking
- Code Blue Poles

### Academic Buildings

1. Art Annex
2. Aven Fine Arts Building
3. Band Hall
4. Cockcroft Hall
5. Dyslexia Center
6. Farr Hall
7. Gore Arts Complex
8. Hederman Science Building
9. International Center
10. Nursing Skills Center
11. Nursing Annex
12. Jennings Annex
13. Jennings Hall
14. Leland Speed Library
15. Lowrey Hall

### Athletic Facilities

16. Main, Chemistry, Computer Science
17. Provine Chapel
18. Royce Medical Science Center (Lower Level Employee Parking)
19. Samuel Marshall Gore Art Galleries
20. Self Hall
21. A.E. Wood Coliseum
22. Frieson Field
23. Gilling Field House
24. Longabaugh Field
25. Moody Adams Field House
26. Practice Field
27. Rice Field House
28. Robinson-Hale Stadium/ Parkman Track

29. Softball Complex
30. Tennis Clubhouse
31. Volleyball Court (Sand)
32. Williams Strength Center

45. University Place
46. West Tower
47. Whittington Hall

### Other Buildings

48. 1826
49. Alumni Hall/Welcome Center
50. B.C. Rogers Student Center/ Anderson Hall
51. Baptist Healthplex
52. Baptist Student Union
53. Bookstore
54. Lanier Physical Plant
55. Latimer House
56. Nelson Hall/Swoz Auditorium
57. Parking Garage
58. Phillips House
59. Pimento's Cafe





# ACCESS TO CAMPUS FACILITIES AND RESIDENCE HALLS



During non-operating hours, academic buildings are secured by the Office of Public Safety. Once a building is secured, access may be gained only by authorized persons with Mississippi College issued identification cards using proximity card readers, keys, or by contacting the Office of Public Safety. Residence Halls are locked 24/7 via magnetic locks, and can only be accessed using authorized identification cards. Identification cards are residence hall specific, and residents can only enter their hall using the card. Between 2015 and 2023, the Office of Public Safety replaced the magnetic strip card readers with proximity card readers on the residence halls and academic buildings that utilize card readers. These not only enhance the security of each building, but also provide greater accessibility for the campus community.

Periodic surveys are conducted by administrators of the Office of Public Safety, Campus Operations, and Information Technology to ensure that all areas of campus are as safe as possible. This could include checking locks, landscaping, and emergency exits to be certain that there are no faults or obstructions that could hinder the safety of the campus community.

# CRIME/EMERGENCY REPORTING

Students, employees, and visitors are strongly encouraged to report any criminal offense, suspected criminal activity, or other emergency to the Mississippi College Office of Public Safety. To report an emergency or crime, please call 601-925-3204 or 3204 from any campus telephone.

Safety Officers are the primary responders to any emergency or criminal situation on campus. Please be prepared to provide your name, location, and telephone number. An operator will direct the appropriate response to your emergency. We encourage students and employees to store this number in their cell phone to use in case of needing a non-emergency service from Public Safety.

Dialing 9-1-1 will put you in contact with the Clinton Police Department, who can also dispatch emergency services to Mississippi College.

E-mail is not an effective method of reporting crimes in progress. E-mail is not continuously monitored throughout the day.

# CAMPUS SECURITY AUTHORITIES

Mississippi College is required to disclose statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is designated a Campus Security Authority.

The law defines a “Campus Security Authority” as: “An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.” The function of a CSA is to report all allegations of Clery Act crimes for the purpose of making timely Security Alerts and including the information in the annual disclosure statistics. Mississippi College Campus Security Authorities include, but are not limited to: public safety personnel, members of the administration, deans, department chairs, center and program directors, athletic directors, coaches, resident directors and resident assistants.

The criminal offenses for which these officials are required to disclose statistics are murder/non-negligent manslaughter, negligent manslaughter, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug abuse violations, and weapons violations. The Office of Public Safety sends a letter to each Campus Security Authority at the beginning of each school year outlining responsibility to report appropriate campus crime data.

Mississippi College requires all Campus Security Authorities to participate in yearly training. CSAs receive training through the Clery Center’s Campus Security Authority (CSA) Training Video, which informs CSAs of their role and responsibilities under the Clery Act. While the training is required for all CSAs, it is made available for all Mississippi College faculty and staff. Mississippi College has implemented training guides through United Educators, which currently include Title IX training, and will include Clery training in the future.



# CONFIDENTIAL REPORTING PROCEDURES

Occasionally, victims of crime wish to make a report but do not wish to be identified or pursue additional services through the judicial system. The Silent Witness form on the Office of Public Safety website allows for the confidential reporting of any type of criminal activity on campus. This is an anonymous system that alerts the Office of Public Safety via email whenever information is submitted. Information that is received via this system is followed up by the MCPS staff.

**It can be accessed at: <http://www.mc.edu/offices/safety/silent-witness>**

Additionally, multiple offices and departments work together in the university's reporting structure. Confidential reporting forms for student code violations, concerning behavior, sexual misconduct, and hazing are available on the Student Affairs webpage.

**They can be found at: <https://www.mc.edu/students/report-incident>**

As allowed by the Clery Act, pastoral and professional counselors who receive reports are not required to report these crimes to the Office of Public Safety for inclusion into the campus crime statistics or for the purpose of a Timely Warning. These positions are defined as follows:

**Pastoral Counselor** - 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 as a pastoral counselor

**Professional Counselor** – a person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification

Certain other university departments may accept confidential reports from a victim. The Clery Act requires these departments to report the crime to the Office of Public Safety. This reporting allows the university to maintain accurate records on the number of incidents, determine if there is a pattern of crime with regard to a particular location, method or assailant, and alert the campus community of an ongoing threat if needed.

# WEAPONS ON CAMPUS

The possession and/or use of weapons is prohibited on the Mississippi College campus. The possession and/or use of weapons is a violation of the Student Code. The Student Code of Conduct considers the following behavior as inappropriate behavior for the Mississippi College community and in opposition to the core values of the institution:



## Weapons

- a. The possession, legally or illegally, use, or threatening to use any weapon including, but not limited to, firearms, ammunition, explosives, fireworks, air rifles, pellet guns, paintball guns, dangerous chemicals, or knives with blades longer than five inches.
- b. The use of any weapon, imitation weapon or any other item to cause fear in another person on Mississippi College property is prohibited.
- c. The use of any self-defense device outside of the manufacturer's intended purpose of that item is strictly prohibited.
- d. Any violation of the Mississippi Code involving weapons.

# DRUG AND ALCOHOL PROHIBITION

## Mississippi College Commitment to Drug-Free Environment

Mississippi College is dedicated to providing a safe and healthy environment for its students, faculty, and staff. The illegal use or distribution of drugs and alcohol can adversely affect the educational environment and may have devastating effects on the personal lives of those who consume these substances. It is also a violation of University policy for anyone to possess, use, or be under the influence of an alcoholic beverage or illicit drug on the campus or at a University-sponsored activity off campus. Mississippi College is a drug and alcohol-free campus.





## Student Code of Conduct Violations

### 1. A. Alcohol Violations

1. Use, possession, sale, or distribution of alcoholic beverages or alcoholic beverage containers on campus or while engaged in any Mississippi College-related function, including functions sponsored by any Mississippi College organization, as well as irresponsible behavior involving the use of alcoholic beverages whether on or off campus is not allowed. Examples of alcohol violations include, but are not limited to:
  1. Showing physical or mental impairment following or resulting from alcohol use;
  2. Evidence of consumption;
  3. Irresponsible behavior involving the use of alcoholic beverages;
  4. Possessing empty alcohol containers for decorative purposes;
  5. Participating in or being present during the occurrence of any drinking game;
  6. Using or possessing common sources of alcohol including, but not limited to kegs, party balls, punch bowls, wine boxes, etc.

### 1. R. Drug Violations

1. Use, possession, distribution, sale, manufacture, or evidence of consumption of narcotics, controlled substances or illegal drugs on or off Mississippi College property, or at a Mississippi College-sponsored events or programs in accordance with federal, state, and local laws.
2. Examples of violations include, but are not limited to:
  1. Misuse of over-the-counter drugs.
  2. Misuse or sharing of prescription drugs.
  3. Possessing, using, being under the influence of, distributing, or manufacturing any form of illegal drug.
  4. Possessing paraphernalia (i.e. rolling papers, pipes, bongs, grinders, etc.) for intended or implied use of any form of illegal drug.
  5. Possessing paraphernalia that contains or appears to contain illegal drug residue.
  6. Purchasing or passing illegal drugs from one person to another.
  7. Using mail services to purchase, pass, or distribute illegal drugs.

## State and Federal Law

### Mississippi Laws Prohibit:

- A. Persons under 21 years of age from purchasing, attempting to purchase, consuming, possessing or transporting alcoholic beverages.
- B. Public intoxication as evidenced by boisterous and offensive conduct or endangerment of self, others or property.
- C. Driving while under the influence of alcohol or controlled substances.
- D. Unlicensed sale or possession for sale of any alcoholic beverages.

### Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance:

- 1. 1st conviction: Up to 1-year imprisonment and fined at least \$1,000 but not more than \$100,000 or both.
- 2. After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000 or both.
- 3. After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000 or both.
- 4. Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000 or both, if:
  - (a) 1st conviction and the amount of crack possessed exceeds 5 grams.
  - (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
  - (c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

## Alcohol and/or Drug Abuse Help

The Office of Mental Health Services provides assessment and referrals for drug and alcohol abuse and misuse from requesting students. Mississippi College does not have a contractual relationship with any of the referral sources. Students should determine for themselves whether they feel the agency will meet their needs. Students may contact the Director of Mental Health Services to schedule an appointment for an assessment ( [mentalhealth@mc.edu](mailto:mentalhealth@mc.edu) or 601.925.7790).

It is the desire of Mississippi College to have a totally Drug Free environment, where the body, as the temple of God, is allowed to remain healthy and grow in stature and where the mind is allowed to grow in wisdom

# MISSING STUDENT POLICY

## Purpose

In compliance with the Higher Education Reauthorization Act of 2008, the purpose of this policy is to establish procedures for reporting, investigating and emergency notification as it relates to resident students at Mississippi College who are believed to be missing.

## Policy

A resident student may be considered to be a “missing student” if the student’s absence is inconsistent to his/her usual pattern of behavior and unusual circumstances may have caused the absence. Such circumstances could include, but not be limited to, a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, is drug dependent, is in a life-threatening situation, or has been with persons who may endanger the student’s welfare. Before assuming that a student is missing, all necessary rational measures should be taken to determine if the student is missing.

Any member of the university community who is concerned for a residential student, who might be missing, should contact the Office of Public Safety, (601) 925-3204 or the Office of the Associate Dean of Students, (601) 925-3275, immediately after determining a student is missing by the above definition.

In case of emergency, please contact the Clinton Police Department by dialing 911 or (601) 924-5252, immediately.



## Procedures for Designation of Confidential Emergency Contact Information

1. A residential student is any student residing in a Mississippi College operated or leased residential facility.
2. Students will be given the opportunity during each year's housing application process to designate an emergency contact (not necessarily a parent).
3. The emergency contact will be notified by the college no more than 24 hours after the time that the student is determined to be missing.
4. A designation will remain in effect until changed or revoked by the student.
5. In the event a student who is under the age of 18 and is not emancipated is determined to be missing, Mississippi College is required to notify a custodial parent or guardian, in addition to the student's designated contact, no more than 24 hours after the student is determined to be missing.
6. Only authorized campus officials, in compliance with their responsibilities, and law enforcement officers assisting in a missing person investigation, may have access to emergency contact or confidential contact information.

### Investigating Missing Students

Any report of a missing student will be immediately referred and investigated by the Office of Public Safety no later than 24 hours after a residential student is deemed missing. The Office of Public Safety will contact the appropriate law enforcement agency to report the student as a missing person and the local law enforcement agency will take charge of the investigation.

### Notifying Emergency Contact Person

If the Office of Public Safety or law enforcement personnel has been notified and makes a determination that a student who is the subject of a missing person report has been missing for more than 24 hours and has not returned to campus, the Associate Dean of Students will notify the emergency contact (for students 18 and over) or the emergency contact and the custodial parent or guardian (for students under the age of 18) of the student who is believed to be missing.



# MISSISSIPPI COLLEGE TITLE IX SEXUAL HARASSMENT & MISCONDUCT POLICY & PROCEDURES

Mississippi College (“University”) maintains the following policy on sex discrimination and sexual harassment in compliance with Title IX of the Education Amendments of 1972 and the Title IX regulations in 34 CFR Part 106. The University provides notice of this policy to applicants for admission and employment, students, and employees, to the extent required by law.

## NON- DISCRIMINATION ON THE BASIS OF SEX

The University does not unlawfully discriminate in its programs and activities on the basis of sex and complies with state and federal laws prohibiting sex discrimination. The requirement not to discriminate on the basis of sex applies to admissions, except undergraduate admissions as provided by Title IX.

As a non-profit Christian institution of higher education, the University exercises its rights under state and federal law to use religion as a factor in making employment decisions. Some regulations issued under Title IX relating to discrimination on the basis of sex are not consistent with the University’s religious tenets and do not apply to the University (34 CFR § 106.12(a)).

Questions or inquiries about the application of Title IX regulations in the University’s programs and activities may be addressed to the University’s Title IX Coordinator, General Counsel, or to the Assistant Secretary of the U.S. Department of Education..



## STATEMENT OF NON-DISCRIMINATION

Mississippi College is a Christian University affiliated with the Mississippi Baptist Convention. The Mississippi Baptist Convention elects all members of the Board of Trustees of the University. In accordance with applicable federal and state laws, such as Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Age Discrimination in Employment Act, and the Americans with Disabilities Act and ADA Amendments, the University does not unlawfully discriminate on the basis of race, color, national or ethnic origin, sex, age, genetic information, veteran status, or disability in its education policies, programs, and activities, in its admissions policies and in employment policies and practices. As a religiously affiliated university, Mississippi College is exempt from provisions of certain nondiscrimination laws and regulations.

## CLERY ACT COMPLIANCE

Whenever a report of Sexual Misconduct indicates a serious and immediate threat to the campus community, Mississippi College will issue a timely notification to protect the health or safety of the community as required by the Clery Act. The Clery Act requires, among other things, that a post-secondary school that receives federal funds must report statistical information concerning Sexual Misconduct that occurs on properties owned or controlled by the school. This data is reported annually by the Mississippi College Office of Public Safety to the U.S. Department of Education (“DOE”). The University prepares and publishes an Annual Security Report that includes statistical information concerning reported offenses that occurred either on campus, at off-campus properties controlled by the University, or on certain public property adjacent to the University campus. Neither the Annual Security Report nor the statistical data provided to the DOE includes the name or other personally-identifiable information of any person involved in a reported incident.

## SCOPE AND APPLICATION OF THE POLICY

All members of the University community, including students, faculty, administrators, staff, trustees, volunteers, vendors, independent contractors, applicants for admission or employment, visitors, and any individuals regularly or temporarily employed, studying, living, visiting, conducting business or having any official capacity with the University or on University property, are subject to this Policy. All University community members are required to abide by University policies and governing local, state, and federal laws. This Policy applies to Sexual Harassment and/or Misconduct committed by or against a member of the University community that occurs on campus or other University property.

# REPORTING SEXUAL HARASSMENT, SEXUAL ASSAULT OR OTHER SEX DISCRIMINATION

## **Title IX Coordinator**

The University has designated and authorized the following employee(s) to coordinate its efforts to comply with its policies and to prevent sexual harassment and discrimination:

Dr. Kristena P. Gaylor, Ph.D., MBA  
Title IX Coordinator  
Associate Professor of Management & Economics  
Self 200B  
MC Box 4014  
Clinton, MS 39058  
KGaylor@mc.edu  
<https://calendly.com/kgaylor-1/1-on-1-with-dr-gaylor>

The Title IX Coordinator, works with the employees listed below, and others, to ensure that the University complies with Title IX. Regardless of which University employee or administrator or other party investigates or adjudicates a complaint, the Title IX Coordinator maintains oversight and control of the process. The Title IX Coordinator receives written notice of the complaint, the investigative report and any determination. Where sex discrimination, harassment or violence is found to have occurred within the jurisdiction of Title IX, the Title IX Coordinator oversees the University's response. In those instances where the allegations involve faculty, staff, or outside parties, it may be necessary to coordinate the University's response with the Office of the Provost or Human Resources, or other University offices as needed.

The Title IX Coordinator's responsibilities also include coordinating training, education, and prevention efforts; overseeing a centralized reporting process for all sexual harassment and misconduct allegations on campus; tracking and monitoring these allegations; and ensuring prompt and equitable resolution of complaints. When this policy refers to actions of the Title IX Coordinator, these actions may be fulfilled by the Title IX Coordinator or the Title IX Coordinator's designee.

Note: Sexual Misconduct complaints that do not meet the definition of Sexual Harassment or Misconduct under Title IX or fall outside the jurisdiction of Title IX as defined in this policy may be handled by the Title IX Coordinator or by the Chief Conduct Officer of the University and processed under the Student Code of Conduct or employment policies, as relevant.

## **Deputy Title IX Coordinators**

Susan Musselwhite  
Assistant Athletic Director  
for Compliance & Senior  
Woman's Administrator A.E.  
Wood Coliseum – 207  
musselwh@mc.edu  
601-925-3362

Ann Regan Barlow  
Director of Student Services  
School of Law  
arbarlow@mc.edu  
601-925-7151

**Emergency Report** If you witness or experience any emergency involving sexual assault or any other crime of violence, or if you have immediate safety concerns, first call 911, and then call the Office of Public Safety at 601-925-3204. The Office of Public Safety is located in the basement of the B.C. Rogers Student Center.

**How to Report** Any person may file a report relating to sex discrimination, including sexual harassment or sexual misconduct, whether or not the person reporting is the person who may be the victim of conduct being reported. A report may be made in person to the Title IX Coordinator or Deputy Title IX Coordinators during the normal business hours of the university. At any time during or outside normal business hours by mail, telephone, or email, by using the confidential report system, Report IT (Report It can be found at <https://www.mc.edu/students/report> incident) or by using the "Silent Witness" form on the Public Safety website or by contacting the Office of Public Safety at 601-925-3204.

**False Reports** Any person who knowingly files a false complaint under the institution's policy or provides materially false information is subject to disciplinary action up to and including dismissal or separation from the University. The purpose of this provision is not to discourage reporting a complaint, only to make clear that false reporting is an offense under the Student Code of Conduct and employment policies and subjects the individual to potential discipline.

**Confidential Employees** For individuals who are seeking confidential consultation on campus, there are employees who can provide confidential support. Licensed Professional Counselors (LPC's) can provide counseling, information, and support under legally protected confidentiality. They may, however, submit non-identifying information about the incident for purposes of making a statistical report under the Clery Act.

Students wishing to obtain confidential support or resources on campus are encouraged to contact the Office of Student Counseling and Disability Services. This office is staffed by counseling professionals who are bound by rules requiring confidentiality. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, the conduct involves suspected abuse of a minor under the age of 18, or as otherwise authorized by state and federal law.

**Mandated Reporters** Mississippi College considers all University employees (faculty, staff, student employees, and administrators) Mandatory Reporters. As such, employees are expected to promptly report actual or suspected sexual harassment or misconduct, defined by this policy, to the Title IX Coordinator. Employees who fail to report an incident of which they become aware may be subject to discipline.

**Amnesty** In order to encourage complainants and witnesses to make reports of conduct prohibited under this policy, the University will not pursue disciplinary action against students for disclosure of personal consumption of alcohol or other drugs where the disclosure is made in connection with a good faith report or investigation of prohibited conduct and the personal consumption did not place the health or safety of any other person at risk. The University may initiate an assessment or educational discussion or pursue other non-disciplinary options regarding alcohol or other drug use.



## DEFINITIONS

The following words in this policy, when capitalized, mean the following:

**Actual Knowledge of sexual harassment:** Actual Knowledge occurs when actual notice of sexual harassment is received by the Title IX Coordinator OR another university official with authority to institute corrective measures related to sexual harassment.

**Complainant:** an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

**Consent:** The clear approval and permission to engage in sexual activity demonstrated by clear actions, words, or writings. Consent is informed, freely given and mutually understood by all parties involved. If coercion, intimidation, threats, and/or physical force are used, there is no consent. If the Complainant was mentally or physically incapacitated or impaired so that the Complainant could not understand the fact, nature, or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption, or being asleep or unconscious, or under the age of legal consent, or unable to give consent under current law. Silence does not necessarily constitute consent, and past consent of sexual activities does not imply ongoing future consent. Whether the Respondent has taken advantage of a position of influence over the Complainant may be a factor in determining whether consent was freely given. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Consent can be withdrawn at any time.

**Dating Violence:** The Violence Against Women Act (VAWA) defines Dating Violence as violence committed by a person

- (1) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- (2) where the existence of such a relationship shall be determined based on a consideration of the following factors:
  - (a) The length of the relationship.
  - (b) The type of relationship.
- (c) The frequency of interaction between the persons involved in the relationship.

**Decision-maker:** The person or panel designated by the University to conduct the Hearing and make a determination on the allegations in a Formal Complaint. No Decision-maker will be a Title IX Coordinator or the Investigator.

**Document:** A handwritten or typed document or electronic submission by email or one using the *MC ReportIt* system (<https://www.mc.edu/students/report-incident>) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing a report.

**Domestic Violence:** The Violence Against Women Act (VAWA) defines domestic violence as a felony or misdemeanor crime of violence (including threats or attempts) committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Mississippi, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Mississippi.

**Education Program or Activity:** A location, event, or circumstance over which the University exercises (or, during the relevant time, exercised) substantial control over both the Respondent and the context in which the Sexual Harassment occurs, including any building owned or controlled by a student organization that is officially recognized by the University.

**Facilitator:** A person who serves to facilitate an informal resolution of a *Formal Complaint* through mediation, arbitration, restorative justice, or a similar process.

**Formal Complaint:** a document expressly identified as a formal complaint that is “signed by the Title IX Coordinator and sent to a Complainant by the Title IX Coordinator which: (1) is filed by a Complainant directly with the Title IX Coordinator or submitted and signed by the Title IX Coordinator; and  
(2) if filed by the Complainant, he or she is participating in or attempting to participate in the University’s education program and activities; and  
(3) alleges Sexual Harassment against a Respondent; and  
(4) requests that the University investigate.

**Hearing:** The live hearing before a *Decision-maker* for the purpose of presenting evidence regarding the allegations in a *Formal Complaint* and allowing for questioning and cross examination of *Parties* and witnesses by the Parties’ advisors, all in order that the Decision maker can determine responsibility and sanctions, as appropriate.

**Investigative Report:** The written report created by the *Investigator* that fairly summarizes all relevant evidence obtained during the investigation of a *Formal Complaint*.

**Investigator:** The person designated by the University to investigate a *Formal Complaint*. If more than one person is designated, this term refers to all of the investigators. **Party:** Either the Complainant or the Respondent.

**Parties:** All *Complainants* and all *Respondents* with respect to a complaint of Sexual Harassment or with respect to multiple *Formal Complaints* which have been consolidated.

**Report:** An account of alleged sexual misconduct reported to the University by the complainant, a third party, or an anonymous source. A report in itself does not constitute a *Formal Complaint*.

**Respondent:** An individual who has been reported to be the perpetrator of conduct that could constitute *Sexual Harassment*.

**Sexual Assault:** An offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation, including: forcible or statutory rape, forcible sodomy, sexual assault with an object, forcible fondling, and incest.

**Sexual Harassment under Title IX:** Conduct on the basis of sex that satisfies one or more of the following:  
(1) A University employee conditioning the provision of a university aid, benefit, or service on an individual’s participation in unwelcome sexual conduct;  
(2) 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 University’s education program or activity; or  
(3) Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined under Clery/ VAWA.

**Stalking:** Stalking is a pattern of repeated and unwanted attention, harassment, contact, or engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- (1) fear for his or her safety or the safety of others; or
- (2) suffer substantial emotional distress.

Stalking can include frightening communications, direct or indirect threats, and harassing a complainant through the Internet or other communication mediums. Stalking can be a criminal act prohibited by the Mississippi Code § 97-3-107.

**Supportive Measures:** Non-disciplinary, non-punitive individualized services offered to the *Complainant* or the *Respondent* (or one who may become a Respondent) before or after the filing of a *Formal Complaint* or where no Formal Complaint has been filed. Supportive measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment.

## RESPONSE TO SEXUAL HARASSMENT (WITH OR WITHOUT A FORMAL COMPLAINT)

If the University has Actual Knowledge of harassment in an Education Program or Activity, the Title IX Coordinator is responsible for coordinating a response that is prompt and reasonable in light of the known circumstances and includes at least the following:

- (1) Treating Complainants and Respondents equitably;
- (2) Promptly contacting the Complainant to discuss the availability of Supportive Measures;
- (3) Offering Supportive Measures to the Complainant whether or not the Complainant files a Formal Complaint;
- (4) Considering the Complainant's wishes with respect to Supportive Measures; (5) Explaining to the Complainant the process for filing a Formal Complaint; and (6) Following the University's grievance procedure before the imposition of any

disciplinary sanctions or other actions that are not Supportive Measures against a Respondent.

The University will provide students or employees who report being victims of Dating Violence, Domestic Violence, Sexual Assault or Stalking with an explanation of their rights and options, regardless of whether the offense occurred on campus. The explanation will include written notification of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims (within the University and in the community), and the availability of changes to academic, living, transportation, and working situations, or Supportive Measures regardless of whether the student or employee files a Formal Complaint or makes a report to law enforcement.

## SUPPORTIVE MEASURES

The University will offer Supportive Measures as appropriate, as reasonably available, and without fee or charge to the Complainant, the Respondent, or a person who may become a Respondent before or after the filing of a Formal Complaint, including where no Formal Complaint has been filed. Supportive Measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's educational environment, or deter sexual harassment. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

The following are examples of Supportive Measures the University may make available, but other similar measures may also be provided:

- (1) Additional excused absences from classes or leaves of absence
- (2) Extensions of deadlines or other course-related adjustments
- (3) Academic support services, such as free tutoring
- (4) Providing an escort to move safely between classes and activities
- (5) Providing parking closer to residence or classes
- (6) Modifications of work or class schedules
- (7) No-Trespass or No-Contact Orders or Agreements (prohibiting contact with another Party in person or by phone, email, text message, social network, or other means, including a third person)
- (8) Adjustments to campus housing assignments
- (9) Adjustments to campus work assignments
- (10) Counseling services
- (11) Increased security and monitoring of certain areas of the campus

**Confidentiality** The University will attempt to maintain as confidential any Supportive Measures provided to the Complainant or Respondent to the extent that maintaining such confidentiality would not impair the University's ability to provide the Supportive Measures.

## EMERGENCY REMOVAL FROM THE UNIVERSITY

The University may remove any Respondent (student, employee, 3<sup>rd</sup> party contractor, visitor, etc.) from the University's Education Program or Activity on an emergency basis if: (1) The University conducts an individualized safety and risk analysis. (2) As a result of the analysis, the University determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal of the Respondent. (3) The University provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

The University may place a non-student employee Respondent on administrative leave (paid or unpaid) during the pendency of an investigation and resolution process.

This provision for administrative leave or emergency removal does not modify any of the Respondent's rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.



## PROCESS FOR FORMAL COMPLAINTS OF SEXUAL HARASSMENT Under Title IX

### General Provisions

The University will:

- (1) Treat Complainants and Respondents equitably by providing remedies to a Complainant where a determination of responsibility for Sexual Harassment has been made against the Respondent.
- (2) Presume that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the resolution process.
- (3) Follow this resolution process before the imposition against the Respondent of any disciplinary sanctions or other actions that are not Supportive Measures. (4) Provide any Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the Party to prepare to participate.
- (5) Design remedies to restore or preserve equal access to the University's Education Program or Activity. Remedies may include the same individualized services described as Supportive Measures, however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent. (6) Require all persons who serve as the Title IX Coordinator, Investigator, Decision maker, Appeal Decision-maker, or Facilitator not to have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent.
- (7) Ensure that Title IX Coordinators, investigators, decision-makers, and Facilitators receive appropriate training. Part of the training will include how to serve impartially and avoid prejudgment of the facts, conflicts of interest, and bias. (8) Apply the preponderance of the evidence standard in making determinations with respect to all Formal Complaints, whether against students, faculty, or non-faculty employees.

### Notice of Allegations following a formal complaint

Upon receiving a Formal Complaint, the University will provide all known Parties written notice that includes at least the following:

- (1) The University's grievance procedure, including any informal resolution process. (2) All allegations which may constitute Sexual Harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident, if known.
- (3) A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance procedure.

(4) A statement that the Parties may have an advisor of their choice, who may be, but is not required to be, an attorney.

(5) A statement that the Parties may inspect and review evidence.

(6) A statement that the University's code of conduct prohibits any student or employee knowingly making false statements or knowingly submitting false information during the grievance procedure.

If during the course of an investigation, the University decides to investigate allegations about the Complainant or Respondent that are not included in the initial notice, the University will provide notice of the additional allegations to Parties whose identities are known.

## When the University Must Dismiss a Formal Complaint

If the conduct alleged in the Formal Complaint

1) would not constitute Sexual Harassment even if proved, or

2) did not occur in an Education Program or Activity, or

3) did not occur against a person in the United States, then the University must dismiss the Formal Complaint as a complaint of Sexual Harassment under Title IX or this grievance procedure.

## When the University May Dismiss a Formal Complaint

The University may dismiss all or part of a Formal Complaint if at any time during the investigation or hearing:

(1) a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations in it; or

(2) the Respondent is no longer enrolled or employed by the University; or (3) specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations in it.

If all or part of a Formal Complaint is dismissed, the University must promptly and simultaneously send written notice of the dismissal and reason(s) for it to the Parties.

Despite a dismissal of a Formal Complaint under this Title IX Policy or in the event conduct does not rise to the level of a Title IX policy violation, the University may investigate and adjudicate sexual misconduct under other policies including, but not limited to, the Student Code of Conduct or University policies applicable to employees.

## Consolidating Formal Complaints

The University may consolidate Formal Complaints:

(1) as to allegations of Sexual Harassment against more than one Respondent; or (2) by more than one Complainant against one or more Respondents; or

(3) by one Party against the other Party, where the allegations of Sexual Harassment arise out of the same facts or circumstances.

Where a grievance procedure involves more than one Complainant or more than one Respondent, singular references to “Party,” “Complainant,” or “Respondent” include the plural, as applicable.

## ADVISORS

### **Designated Advisors and University-Appointed Advisors**

A Party may designate an advisor of his or her choice. The University will not limit the choice or presence of an advisor for either a Complainant or a Respondent in any meeting or grievance proceeding. The advisor chosen by the student may be an attorney but will be limited in the manner they may engage the Parties under the Title IX process. Attorney advisors are not allowed in the Student Conduct process.

The University will appoint an advisor for any Party who does not have one present in the Hearing. University-appointed advisors serve at no cost to a Party. However, advisors appointed by the University serve for the limited purpose of conducting cross-examination at the Hearing. University-appointed advisors are not required to be attorneys or have a level of competency comparable to that of another Party’s designated advisor. An advisor is not required to perform any function beyond relaying a Party’s desired questions to the other Party and witnesses.

A Party may find that having an advisor is helpful throughout the grievance procedure and not just at the Hearing. Both Parties are encouraged to designate an advisor.

Because the University is required to provide certain information to a Party’s advisor, each Party must notify the Title IX Coordinator in writing if he or she has designated an advisor. A Party may obtain an advisor or change the identity of the Party’s advisor at any time.

### **Rules for Advisors**

Except during a Hearing, the role of the advisor is limited to providing support, guidance, or advice to the Complainant or Respondent throughout the grievance procedure. The following rules apply to all advisors, including advisors appointed by the University:

- (1) Advisors are not to answer questions posed directly to any Party or witness, nor otherwise interfere with questioning by the Investigator. An advisor may request reasonable opportunities to confer with the Party being advised.
- (2) During meetings, a Party and the advisor may talk quietly with each other.
- (3) Advisors do not have the right to question witnesses except in a Hearing.
- (4) Advisors may not present opening statements, closing statements, or arguments.
- (5) Advisors cannot disclose to other persons any confidential student information which is disclosed to the advisor in the course of the grievance procedure.

(6) Advisors must act in a respectful manner at all times; bullying, yelling, and abusive conduct are never permitted.

(7) Parties and advisors must not disturb the Hearing or any other proceeding by loudly conferring with one another.

(8) Advisors must comply with the decisions and directions of the Decision-maker.

If a Party's advisor (whether designated by the Party or appointed by the University) refuses to comply with these rules, including rules relating to decorum, the University may require the Party to designate a different advisor or, if no other advisor is designated, to accept an advisor appointed by the University to conduct cross-examination on behalf of the Party. The University may remove from any proceeding advisors who become disruptive or who do not abide by the restrictions on their participation.

### **INFORMAL RESOLUTION**

At any time after a Formal Complaint has been filed but before reaching a determination regarding responsibility, the University may facilitate an informal resolution process, such as mediation or restorative justice or other mutual resolution, that does not involve a full investigation and adjudication. Before the University and the Parties can proceed with an informal resolution the University must notify the Parties in writing disclosing

(1) the allegations;

(2) the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations;

(3) that at any time prior to agreeing to a resolution, any Party has the right to withdraw from the informal resolution process and resume the grievance procedure with respect to the Formal Complaint; and

(4) any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

The University must obtain the Parties' voluntary, written consent to proceed with an informal resolution process. The formal procedures for resolving a Formal Complaint will normally be suspended during the informal resolution process. If the informal process produces a resolution that is agreed upon by the Parties in writing, the grievance procedure shall end, and no investigation or Hearing shall occur.

### **The University:**

(1) may not require any person to waive the right to an investigation and adjudication of a Formal Complaint as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right;

(2) may not require the Parties to participate in an informal resolution process; (3) may not offer an informal resolution (alternative process) unless a Formal Complaint has been filed; and

(4) may not offer or facilitate an informal resolution process to resolve allegations that an employee engaged in Sexual Harassment against a student.



## COMPLAINANT'S REQUEST NOT TO PROCEED

In the event a Complainant does not wish to proceed with an investigation or a complaint, the Title IX Coordinator will respect the complainant's wish unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the wishes of the complainant is not clearly unreasonable in light of the known circumstances. If the allegations in a formal complaint do not meet the definition of sexual harassment or did not occur in the school's education program or activity against a person in the United States, the Final Rule clarifies that the college must dismiss such allegations for purposes of Title IX but may still address the allegations in any manner the college deems appropriate under the University's Student Code of Conduct. The Title IX Coordinator will assess any obstacles to proceeding and will reassure the complainant that Title IX prohibits retaliation and that the University will take strong responsive action to protect the complainant.

In determining whether the University can comply with a complainant's request not to proceed, the Title IX Coordinator will consider a range of factors that bear on the safety and welfare of the University community, including:

- The severity and impact of the conduct, including whether a weapon was used; ■ Whether the complainant is a minor under the age of 18;
- Whether prior reports of sexual misconduct have been made against the Respondent; ■ Whether the Respondent threatened further violence or other violence against the Complainant or others;
- Whether the University has other ways to obtain relevant evidence of the alleged sexual misconduct (security cameras, video recordings, photographs or other evidence); and,
- The extent of prior remedial methods taken with the Respondent.

After evaluating the appropriate factors, if the Complainant's request not to proceed is allowed, the University will take reasonable steps to respond to the Complaint consistent with the request, but its ability to do so may be limited based on the nature of the request by the Complainant.

In situations where the University is unable to take action consistent with the request of the Complainant, the Title IX Coordinator will notify the Complainant of the chosen course of action. To the extent possible, the University will avoid taking action that would reveal the identity of the Complainant.

A Complainant who initially requests that the University not proceed with an investigation or disciplinary action may later request that an investigation be conducted. Additionally, the Title IX Coordinator, after granting a request not to proceed, may proceed with an investigation or disciplinary action if any new or additional information becomes available.

# INVESTIGATING FORMAL COMPLAINTS

## **The University's Responsibilities**

The University will designate one or more investigators to investigate the allegations in a Formal Complaint. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University and not on the Parties. The University shall 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 such privilege has waived it. If the Investigator makes any determinations regarding credibility, those determinations may not be based on a person's status as a Complainant, Respondent, or witness.

The University may restrict who can be present during any meeting or proceeding related to the grievance procedure, including meetings or interviews conducted by the Investigator. However, both the Complainant and the Respondent will have the same opportunities to have others present during any grievance proceeding.

## **Equal Opportunity to Present and Review Evidence**

In the course of the investigation, all Parties have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. The University does not restrict the ability of either Party to discuss the allegations under investigation or to gather and present relevant evidence.

Before completing the Investigative Report, the Investigator will send to each Party and the Party's advisor, if any, all of the evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including

(1) evidence upon which the University does not intend to rely in reaching a determination regarding responsibility; and

(2) inculpatory or exculpatory evidence, whether obtained from a Party or another source.

The evidence will be subject to inspection and review by both Parties and may be provided in an electronic format, a hard copy, or a mixture of both. Each Party will have at least 10 days to submit a written response to the evidence. This written response shall be the Party's final opportunity to identify and present witnesses and other inculpatory and exculpatory evidence.

If the Investigator finds that Party has provided new evidence (including witnesses) directly related to the allegations, the Investigator will provide the new evidence to both Parties and permit an additional 10 days for each Party to respond to the new evidence. The Investigator will consider the Parties' written responses to the evidence before completing the Investigative Report.

## **Medical and Treatment Records**

In gathering evidence, except with the Party's voluntary, written consent the University cannot access, consider, disclose, or otherwise use a Party's records that are:

(1) made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity; and

(2) made and maintained in connection with the provision of treatment to the Party. The Investigation Report

After the time for a Party's written response to the evidence has expired, the Investigator will create an Investigative Report that fairly summarizes the relevant evidence gathered during the investigation.

At least 10 days prior to the Hearing, the Investigator will send each Party and each Party's advisor a copy of the Investigative Report in an electronic format or a hard copy. A Party or a Party's advisor may make a written response to the Investigative Report by providing a copy to the Investigator and the Title IX Coordinator no later than noon of the last business day before the day of the Hearing. The Title IX Coordinator will provide a Party's written response, if any, to the other Party. A copy of the Investigative Report and all written responses by the Parties will be provided to the Decision-maker prior to the Hearing.

## PRE-HEARING PROCEDURES

### **When Hearings Are Required**

A live hearing must be held with respect to a Formal Complaint unless:

- (1) the Formal Complaint has been dismissed;
- (2) the facts alleged in a Formal Complaint are not contested;
- (3) the Respondent has admitted, or wishes to admit responsibility; or
- (4) the Parties want to resolve the case through an informal resolution process without a complete investigation or adjudication.

The Parties cannot waive a hearing except by agreement to use the University's informal resolution process.

### **Preparing for the Hearing**

At least 7 days before the Hearing, the University will notify each Party and advisor in writing of the date, time, location, and participants for the Hearing, including the name of each witness whom the University will request to appear at the Hearing (in person or virtually) for the purpose of providing evidence. The Hearing may be conducted with all participants physically present in the same location or, at the University's discretion, any or all Parties, witnesses, and other participants may appear virtually, with technology enabling participants simultaneously to see and hear each other.

### **Requesting Separate Rooms**

At the request of either Party, the University will provide for the Hearing to occur with the Parties located in separate rooms using technology enabling the Decision-maker and Parties to simultaneously see and hear the Party or the witness answering questions. In order to have sufficient time to make the appropriate arrangements, a Party's request to be in a separate room must be made in writing to the Title IX Coordinator at least 5 days before the Hearing.

### **Attendance by Advisors**

If a Party does not have an advisor present at the Hearing, the University will provide the Party an advisor of the University's choice without fee or charge to that Party. Unless the University grants a delay for good cause shown, the University shall appoint an advisor for a Party whose designated advisor is absent from the Hearing. The advisor is responsible to conduct cross examination on behalf of that Party.

### **Attendance of Parties and Witnesses; Delay for Absent Witness**

The University is prohibited by law from requiring any Party or witness to appear at the Hearing, or from engaging in any act that would intimidate, threaten, coerce, or discriminate against any individual because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, grievance proceeding, or Hearing.

For these reasons, the University is not responsible if a Party or witness fails to appear at the Hearing, and the Hearing may proceed in the absence of the Party or witness. The University may grant a Party's reasonable request to delay the Hearing if that Party or an important witness is unable to attend the Hearing. A request for a delay should be made as soon as possible in the manner described below in the section of this grievance procedure entitled Temporary Delays or Extensions.

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## **HEARING**

### **Convening the Hearing**

The Decision-maker shall convene the Hearing at the appointed time. In order to maintain students' privacy as much as possible, witnesses will not be in the Hearing room or attending by technological means except when providing evidence or being cross-examined. Parties and witnesses will not be "sworn in," but may be reminded that providing false information in connection with the Hearing is a violation of the University's code of conduct for students and employment policies.

### **Questioning Parties and Witnesses**

Each Party's advisor will be given an opportunity to ask the other Party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross examination must be conducted directly, orally, and in real time by the Party's advisor, and never by a Party personally.

Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Decision-maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The Decision-maker may ask both advisors to provide reasons why a question should or should not be considered relevant. The Decision maker will instruct all Parties and witnesses not to answer any question until the Decision-maker has allowed the question.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless:

(1) such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or

(2) the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

The Decision-maker shall not permit any questions, nor the introduction of any evidence, that would involve the disclosure of information protected under a legally-recognized privilege under state law unless the person holding the privilege has waived it.

Because the University's grievance procedure is not a civil proceeding or state action, there is no right against self-incrimination. However, the Decision-maker cannot draw an inference regarding responsibility based solely on a Party's or witness's absence from the Hearing or refusal to answer cross-examination or other questions.

### **Availability of Evidence**

The University will make all of the evidence that was subject to inspection and review by the Parties in connection with the preparation of the Investigative Report available at the Hearing to give each Party equal opportunity to refer to such evidence during the Hearing, including for purposes of cross-examination. Parties must notify the Title IX Coordinator at least 48 hours prior to the Hearing regarding any physical evidence, transcripts, recordings, or other items requested to be physically available at the Hearing.

### **Conducting the Hearing**

The Hearing will be conducted substantially as provided below. The Decision-maker may recess the Hearing for appropriate and reasonable rest and meal breaks. Any Hearing participant may request a break.

1. The Dean of Students, Investigator, Title IX Coordinator or a designee will serve as the moderator for the Hearing. The function of the moderator is to move the proceeding forward in an unbiased manner and to give the Parties and witnesses an opportunity to get their evidence before the Decision-maker.

2. The moderator will review the Complainant's allegations and review the evidence provided by the Complainant and summarized in the Investigative Report. The moderator will ask the Complainant whether he or she wishes to affirm the allegations and evidence as reviewed, and whether he or she would like to make any additional statements.

3. The Respondent's advisor will be given an opportunity to question the Complainant.

4. The moderator will review the Respondent's response to the allegations and review the evidence provided by the Respondent and summarized in the

Investigative Report. The moderator will ask the Respondent whether he or she wishes to affirm the response and evidence as reviewed, and whether he or she would like to make any additional statements.

5. The Complainant's advisor will be given an opportunity to question the Respondent.

6. The moderator will bring each witness before the Decision-maker, either in person or through appropriate technology. The moderator will review any evidence provided by the witness and summarized in the Investigative Report. The moderator will ask the witness whether he or she wishes to affirm the evidence as reviewed.



7. The Complainant's advisor will be given an opportunity to question the witness. 8. The Respondent's advisor will be given an opportunity to question the witness.

9. If the University has provided any relevant evidence summarized in the Investigative Report, an appropriate representative or representatives of the University will review such evidence.

10. The Complainant's advisor will be given an opportunity to question the University's representative(s).

11. The Respondent's advisor will be given an opportunity to question the University's representative(s).

12. The Decision-maker may ask questions of any Party, witness, or University representative during the time that person is presenting evidence or being questioned.

13. After confirming with the moderator that there is no additional evidence or other matters to be addressed, the Decision-maker will adjourn the Hearing.

### **Record of the Hearing**

The University will create an audio or audiovisual recording, or transcript, of the Hearing and make it available to the Parties and to the Decision-maker for inspection and review. Records will be maintained for 7 years.

## **DETERMINATION OF THE ALLEGATIONS**

### **Letter of Determination**

The Decision-maker shall determine whether the Respondent is responsible for each of the allegations in the Formal Complaint that could constitute Sexual Harassment. The Decision maker shall reach these decisions by applying the preponderance of the evidence standard. In making the determination, the Decision-maker:

(1) must make an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence.

(2) must not make credibility determinations based on a person's status as a Complainant, Respondent, or witness.

(3) cannot draw an inference about responsibility based solely on a Party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

(4) cannot rely upon evidence or information protected under a legally recognized privilege unless the person holding the privilege has waived it.

The Decision-maker shall issue a written determination stating the Respondent's responsibility for the alleged misconduct. The written determination must include:

(1) Identification of the allegations potentially constituting Sexual Harassment; (2) 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;

- (3) Findings of fact supporting the determination;
- (4) Conclusions regarding the application of the University's Sexual Misconduct Policy to the facts;
- (5) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the University imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the Complainant; and
- (6) The University's procedures and permissible bases for the Complainant and Respondent to appeal.

The Decision-maker shall exercise independent and unbiased judgment with respect to: (1) findings of fact which support the determination(s);

- (2) conclusions regarding the application of the University's Sexual Misconduct Policy to the facts;
- (3) the determination regarding responsibility as to each allegation; and (4) the rationale for the Decision-maker's conclusions.

The Decision-maker may consult with University officials for information with respect to the procedural steps taken, the University's normal practices relating to appropriate sanctions, and the University's procedures and permissible bases for appeals.

### **Effective Date of Determination**

The University will provide the written determination regarding responsibility to the Parties simultaneously. If neither Party appeals, the determination becomes final on the date on which an appeal would no longer be considered timely.

If a Party appeals the determination, the determination becomes effective on the date the University provides the Parties with the written determination of the result of the appeal, unless the appeal decision requires further proceedings.

The Title IX Coordinator is responsible for effective implementation of any sanctions or remedies.

## **SANCTIONS**

The University can impose a range of disciplinary sanctions and remedies with respect to any misconduct for which a Respondent has been determined to be responsible. Possible disciplinary sanctions and remedies include:

- (1) Warning: A reminder to the Respondent that a violation of Mississippi College policies and/or rules has occurred and that more severe conduct actions will result should the Respondent commit further violations.
- (2) Restitution: Compensation for damage caused to Mississippi College or any person's property. This could also include situations such as failure to return a reserved space to proper condition – labor costs and expenses. This is not a fine but, rather, a repayment for labor costs and/or the value of property destroyed, damaged, consumed, or stolen.

(3) Fines: Reasonable fines may be imposed.

(4) Educational Service or College Service Requirements: Completion of some type of educational service or specific supervised Mississippi College service.

(5) Loss of Privileges: The student will be denied specified privileges for a designated period.

(6) Confiscation of Prohibited Property: Items whose presence is in violation of Mississippi College policy will be confiscated and will become the property of Mississippi College. Prohibited items may be returned to the owner at the discretion of the Director of Student Development and/or Director of the Office of Public Safety.

(7) Behavioral Requirement: This includes required activities including, but not limited to, seeking counseling, academic counseling or substance abuse screening, writing a letter of apology, etc. This may also include working with a Student Services Office such as the Office of Student Success, Community Service Center or Office of Christian Development based on the student's individual needs. This also includes paying any fees that may be charged for said required activity.

(8) Educational Program: Requirement to attend, present and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which the student or organization was found responsible. Audience may be restricted.

(9) Restriction of Visitation Privilege: May be imposed on a resident or non-resident student. The parameters of the restriction will be specified.

(10) Mississippi College Housing Probation: Official notice that, should further violations of Residence Life Guidelines or other Mississippi College policies occur during a specified probationary period, the student may immediately be removed from Mississippi College residential housing. Regular probationary meetings may also be imposed.

(11) Mississippi College Housing Reassignment: Reassignment to another Mississippi College residence hall room or residence hall. Residence Life personnel will decide on the reassignment details.

(12) Mississippi College Deferred Housing Suspension: Removal from Mississippi College housing will be deferred pending any additional violations of the Mississippi College Student Code of Conduct. If any further violations occur during a specified period of time, Mississippi College Housing Suspension will be automatic following a finding of "Responsible" for a time period set at the time of sanctioning. This sanction may include restrictions on visitation to specified buildings or all Mississippi College housing during the deferred suspension.

(13) Mississippi College Housing Suspension: Removal from Mississippi College housing for a specified period of time after which the student is eligible to return. Conditions for re-admission to Mississippi College housing may be specified. Under this sanction, a student is required to vacate Mississippi College housing within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director of Residence Life. This sanction may be enforced with a trespass action if deemed necessary. Prior to reapplication for Mississippi College housing, the student must gain permission from the

Director of Residence Life (or designee). This sanction may include restrictions on visitation to specified buildings or all Mississippi College housing during the suspension.

(14) Mississippi College Housing Expulsion: The student's privilege to live in, or visit, any Mississippi College housing structure is revoked indefinitely. This sanction may be enforced with a trespass action if deemed necessary. a. Mississippi College Conduct Probation: The Respondent is put on official notice that, should further violations of Mississippi College policies occur during a specified probationary period, the Respondent may face suspension or expulsion. Regular probationary meetings may also be imposed.

(15) Eligibility Restriction: The Respondent may be deemed "not in good standing" with Mississippi College for a specified period of time. Specific limitations or exceptions may be granted by the University. Terms of this conduct sanction may include, but are not limited to, the following:

- a. Ineligibility to hold any office in any student organization recognized by Mississippi College or to hold an elected or appointed office at Mississippi College; or

- b. Ineligibility to represent Mississippi College to anyone outside Mississippi College community in any way including: participating in the study abroad program, attending conferences, or representing the Mississippi College at an official function, event or intercollegiate competition as a player, manager or student coach, etc.

(16) Mississippi College Deferred Suspension: Separation from Mississippi College for a specified period of time will be deferred pending any additional violations of the Mississippi College Student Code of Conduct. If any further violations occur during a specified period of time, Mississippi College Suspension will be automatic following a finding of "Responsible" for a time period set at the time of sanctioning.

(17) Mississippi College Suspension: Separation from Mississippi College for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The student is required to vacate the campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of the chief student affairs officer. During the suspension period, the student is banned from University property, functions, events and activities without prior written approval from the Director of Student Development. This sanction may be enforced with a trespass action as necessary.

(18) Mississippi College Expulsion: Permanent separation from Mississippi College. The student is banned from university property and the student's presence at any Mississippi College sponsored activity or event is prohibited. This action may be enforced with a trespass action as necessary.

(19) "No Contact" Order: A No Contact Order may be issued to students in cases of, but not limited to, abuse or harassment, which prohibits any communication via e mail, text message, by phone, through a third party, electronically in any way, or any type of physical contact. Mississippi College uses different Do Not Contact Orders based on the circumstances. For example, some use mutual agreement of the Parties and some are imposed by the University without regard to mutuality or other "agreement" of the Parties.

(20) Imposing, Continuing, or Modifying any Supportive Measures. (21) Other Sanctions: Additional or alternate sanctions may be created and designed as deemed appropriate to the violation with the approval of the chief conduct officer or his or her designee.

(22) Employee who are also Respondents are subject to the full range of sanctions, including, but not limited to, warning, probation, administrative suspension/leave, reassignment, and termination.

## **APPEALS**

### **Right of Appeal**

Both Parties may appeal a determination of responsibility, or from the University's dismissal of all or any part of a Formal Complaint. The appeal procedures shall apply equally to both Parties.

Any of the following is an appropriate basis for appeal:

- (1) Procedural irregularity that affected the outcome of the matter;
- (2) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made; or
- (3) The Title IX Coordinator, Investigator, or Decision-maker had 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.

### **Filing an Appeal**

To appeal a decision, a Party must file a written Notice of Appeal challenging the initial outcome. The Title IX Coordinator must receive the appeal within 10 days following the issuance of the written Letter of Determination. The Notice of Appeal must state, at a minimum: (1) every basis for the appeal;

(2) a complete statement of the facts and evidence that support each basis for the appeal; and

(3) the relief requested by an appeal.

### **Consideration of an Appeal**

The University will promptly notify both Parties in writing that an appeal has been filed and provide a copy of the Notice of Appeal to the other Party. The non-appealing Party shall have 10-days from the date of such notice to submit to the Title IX Coordinator a written statement in support of the initial outcome or in opposition to the appeal. A copy of any such written statement shall be provided to the appealing Party.

The appeal shall be considered and decided by an Appeal Decision-maker who is not the same person as the Investigator, the Title IX Coordinator, or the Decision-maker that reached the determination regarding responsibility or dismissal. The Appeal Decision-maker shall review the Notice of Appeal, the response of the non-appealing Party, and may review the record of the Hearing as necessary to reach a conclusion on the appeal. The Appeal Decision-maker shall be bound by the same rules and considerations which apply to a Decision-maker, as described in this grievance procedure.



## **Decision on Appeal**

The Appeal Decision-maker shall issue a written decision describing the result of the appeal and the rationale for the result. The written decision shall, insofar as applicable, provide the same type of information required to be included in the initial written determination issued in connection with the Hearing.

The decision on appeal shall be appropriate to the basis or bases for appeal, and may adopt one or more of the following holdings, regardless of which Party filed the appeal: (1) Affirm the initial written determination;

(2) Change any part of the written determination, including a change to find responsibility or to find no responsibility;

(3) Increase or decrease the sanctions;

(4) Require additional investigation (particularly in the case of new evidence that is material, not merely cumulative, and if presented in the Hearing could reasonably have resulted in a different determination); or

(5) Order a new Hearing

The written decision on the appeal shall be provided simultaneously to both Parties.

## **SCHEDULED TIME FRAMES FOR THE GRIEVANCE PROCEDURE**

### **Normal Time Frames**

The University will conclude this grievance procedure in a reasonably prompt manner and in accordance with the following time frames:

(1) The University will generally issue the written Hearing determination within 90 days after the filing of the Formal Complaint.

(2) The University will generally issue the written Appeal determination within 21 days after the filing of the Notice of Appeal.

(3) The University will generally conclude any informal resolution process within 21 days after the Parties agree to an informal resolution.

### **Temporary Delays or Extensions**

The University may direct a temporary delay in the grievance procedure or the limited extension of the normal time frames for good cause. The University will notify the Complainant and the Respondent in writing of any temporary delay or limited extension and the reasons for the action.

The Complainant or Respondent may request a temporary delay or limited extension in writing to the Title IX Coordinator. The written request must state the reason for the delay or extension and the length of the delay or extension being requested.

Some examples of situations which may constitute good cause for a delay or extension include: the absence of a Party, a Party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

The University will attempt to accommodate the schedules of Parties and witnesses throughout the grievance procedure to provide Parties with a meaningful opportunity to exercise their lawful rights. However, the University will not delay the grievance procedure indefinitely because a Party, witness, or advisor is refusing to cooperate. In order to resolve complaints within reasonable time frames, the grievance procedure can proceed to conclusion even in the absence of a Party or witness.

## RECORDS

The Title IX Coordinator will retain for seven (7) years records of communications and decisions related to sexual misconduct filed under this policy. All reports, allegations, complaints, grievance process, informal resolution process, appeals process and their outcomes shall be maintained as a part of the record. If the University does not find the respondent responsible, the student's conduct file or academic record will reflect that finding.

## RETALIATION PROHIBITED

### **Retaliation Defined**

Retaliation shall include the following:

- (1) Conduct intended to intimidate, threaten, coerce, or discriminate against any Individual for the purpose of interfering with any right or privilege secured by Title IX, 34 CFR Part 106, or this grievance procedure.
- (2) Bringing disciplinary charges against an individual for code of conduct violations that do not involve sex discrimination or Sexual Harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint, for the purpose of interfering with any right or privilege secured by Title IX, 34 CFR Part 106, or this grievance procedure.

### **No Retaliation**

Neither the University nor any other person may engage in retaliation against an individual because the individual has made a report or complaint or testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or Hearing under this grievance procedure.

Any person who believes that he or she has experienced retaliation which is prohibited by this grievance procedure may file a complaint with the Title IX Coordinator.

## Confidentiality

The University must keep confidential the identity of:

- (1) any individual who has made a report or complaint of sex discrimination;
- (2) any individual who has made a report or filed a Formal Complaint of Sexual Harassment;
- (3) any Complainant;
- (4) any individual who has been reported to be the perpetrator of sex discrimination; (5) any Respondent; and
- (6) any witness except as may be permitted by law or as necessary to carry out this grievance procedure.

## Amendments and Disclaimer of Contract

The University, through a compliance group that will include the Title IX Coordinator, the General Counsel, the Deputy Title IX Coordinators, the Associate Vice President for Students, and the Director of Public Safety, will review and propose updates to this policy, no less than annually. The University will evaluate, among other things, any changes in legal requirements and existing University resources.

Non-substantive amendments, such as, changes of the names of specific individuals, contact information, community and emergency resources, technical corrections, or typographical errors may be made from time to time by the Title IX Coordinator with the approval of the General Counsel.

*This document does not constitute a contract between MC, on the one hand, and any student, employee, or other person, and none of the provisions of this policy shall be construed as or deemed to be contractual in nature. Updates are effective immediately*

# SEX OFFENDER REGISTRY



In accordance with the Campus Sex Crimes Prevention Act of 2000, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, the Office of Public Safety is providing a link to the Mississippi Department of Public Safety Public Sex Offender Registry. This act requires that institutions provide to the campus community the location where this information. It also requires that registered sex offenders report to the state of Mississippi if they are enrolled or employed at an institution of higher education.

The Mississippi Department of Public Safety maintains the sex offender registry, and the web address is listed below:

<http://state.sor.dps.ms.gov/>

# HATE CRIMES



A hate crime is a traditional offense like murder, arson, or vandalism with an added element of bias. For the purposes of collecting statistics, Congress has defined a hate crime as a “criminal offense against a person or property motivated in whole or in part by an offender’s bias against a race, religion, disability, ethnic origin or sexual orientation.”

Mississippi College complies with all applicable federal and state non-discrimination laws and does not engage in prohibited discrimination on the basis of race, color, national or ethnic origin, sex, age, genetic information, veteran status, disability or the provision of services. Violent or harassing behavior will not be tolerated. Mississippi College’s University Policies as well as its Student Code of Conduct reflect this stance. The Clery Act requires hate crimes to be reported, and statistics will be maintained to provide reports of hate crime incidents on university property for inclusion in the Annual Security Report.



# TIMELY WARNINGS



Timely Warnings are issued whenever a serious crime or a series of crimes, on campus or in the surrounding areas of the campus are considered to pose a risk to students and employees. Timely Warnings will be issued for the following crimes:

- Felony Assault
- Arson
- Homicide
- Robbery
- Sex Offenses
- Auto Theft
- Burglary

Timely Warnings may also be issued for other crime classifications on a case-by-case basis as deemed appropriate by the Director of Public Safety in conjunction with University officials. Timely Warnings are distributed through campus email and the MC Alert system. Anyone with information about a relevant crime should notify the Mississippi College Office of Public Safety at (601) 925-3204 or in person on the first floor of the B.C. Rogers Student Center.

# EMERGENCY NOTIFICATIONS

In the event of a significant emergency or dangerous situation involving an immediate threat to the health or safety of members of the University community on campus, University policies and procedures provide for The Mississippi College Office of Public Safety (MCPS) to notify the campus community. Notifications will be made for immediate threats to the health or safety when such an emergency is confirmed.

MCPS will first determine that such an emergency does exist. The supervisor, ranking officer, or dispatcher on duty will then notify the MCPS Director or Assistant Director of the emergency. The Director or his designee(s) is tasked with determining, on a case-by-case basis, whether a situation exists that requires an emergency notification. This determination is based on such factors as the size, scope, and seriousness of the incident, and the threat to life, health, or safety of the community. The Director or his designee(s) then has the authority to issue alerts as appropriate, determining the content of the notification, based on the circumstances. All segments of the campus community are alerted with the appropriate warning. Notifications take into account the safety of the community and are sent without delay, unless issuing a notification will, in the professional judgment of MCPS, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Follow-up information will be issued thereafter via MC Alerts, emails, or other methods deemed necessary.

## MC Alert

MC Alert is a messaging system that allows Mississippi College to communicate with members of the campus community quickly in the event of an emergency. The university has created a well-defined set of situations that would prompt an MC Alert message. MC Alert will only be activated when there is a critical need to transmit urgent information to the campus community. Here are some examples:

- Ongoing safety threats in which an armed or dangerous criminal is at large on campus.
- Major facility emergencies or evacuations. This may include a large-scale gas leak, fire, or hazardous material spill, occurring either on campus or near enough to campus to cause a credible threat to members of the campus community.
- Severe weather or illness. This may include a threat from a tornado requiring those on campus to take shelter, a closing due to anticipated weather issues, or an outbreak of widespread illness on campus.

# EMERGENCY AND EVACUATION PROCEDURES

The following is taken from the Mississippi College  
Emergency Response Plan, 2018.





## A. Bomb Threat

If a telephone call or information is received stating a bomb is somewhere on the campus:

- Write down the information conveyed during the call as precisely as possible, noting time of call, length of call, any distinguishing characteristics of the caller's voice (male/female, accent, age, etc.), and possible location.
- Recipient should not hang up the phone when the call is completed. Keep the line open or place it on hold.
- Immediately contact 911, advise the dispatcher of the call, and then call Public Safety at 601.925.3204.
- The Clinton Police Department will coordinate with Public Safety to determine the best course of action.

### Suspicious Package or Device

- If a suspicious package is discovered on the campus, the individual making the discovery shall immediately contact the Department of Public Safety and provide as much information as possible. At a minimum, the individual should provide the location, a description of the suspicious package, and any specific characteristics.
- **DO NOT TOUCH OR MOVE THE SUSPICIOUS PACKAGE OR DEVICE.**
- No one should use radios or cell phones near the device.
- The Office of Public Safety will:
  - Call 911 about the bomb threat or suspicious package.
  - The Office of Public Safety will notify the Clinton Police Department.

- Request local emergency services assistance.
- Update local emergency services authorities when they arrive.
- The Director of Public Safety will:
  - Notify the President.
  - Work with the Clinton Police Department in notification, evacuation, and crowd control duties.
- Public Safety Officers and/or Emergency Response Team personnel will be posted to ensure no one enters the site or building in which the device is located until emergency personnel arrive and the area is determined to be safe.
- The building will be completely evacuated. Occupants will be moved a safe distance from the building or site. **Note: Do not activate the fire alarms to evacuate the building.** Contact the occupants by public address system, by telephone, or in person. Tell them to exit the building using a designated path away from the device.
- The President in consultation with the Clinton Police Department will determine whether evacuated staff and students should be moved to another facility or sent home for the day.
- The local emergency services authorities will notify the President when reentry to the building can be made. There is no specified time limit for when students and faculty will be permitted back into the isolated area. The decision will depend solely on the information received and the findings of local authorities.

## B. Classroom Emergencies

### Medical Emergency

- Call 911.
- Notify the Office of Public Safety at 601.925.3204.
- The Office of Public Safety will make additional notifications.

### Violence in the Classroom (Minor Injury)

- Notify the Office of Public Safety at 601.925.3204.
- Call 911 to report the incident or request immediate assistance from police if necessary.

### Hostile Intruder, Barricaded Person, or Hostage Situation

- If a hostile intruder is discovered on the campus or a life threatening violent incident occurs, the individual making the discovery should:
  - Notify police immediately by calling 911.
  - Notify the Office of Public Safety immediately.
- Provide as much information as possible. Do not approach the intruder or intervene in any ongoing crime. However, try to provide a description of the intruder and any specific characteristics (height, weight, hair color, race, and type and color of clothing) and types of weapons, if any.
- 

- The Office of Public Safety will:
  - Notify the Clinton Police Department.
  - Notify the President.
  - Initiate a lockdown of other classrooms in the affected building.
- Lockdown procedures for faculty:
  - Close and lock or barricade classroom or office doors and turn off the lights.
  - Close windows and window treatments.
  - Keep students as calm and quiet as possible.
  - Stay in locked or barricaded rooms until informed by Clinton Police Department or Office of Public Safety personnel that it is safe to come out.
  - Using a classroom or office phone or a cell phone, quietly notify the Office of Public Safety and/or local 911 personnel of the situation.
  - Crouch down in areas that are out of sight from doors and windows.
- Lockdown procedures for students:
  - Seek shelter in the nearest classroom.
  - If outdoors, immediately take cover.
- Office personnel in the affected building should close and secure their office areas and immediately call the Office of Public Safety (601.925.3204) and/or local 911 personnel to notify them of the situation.
- Do not attempt to evacuate the building.



- **Under no circumstances should the fire alarm be activated.** Persons may be placed in harm's way when they attempt to evacuate the building. Should the fire alarm sound, do not evacuate the building unless:
  - firsthand knowledge exists that there is a fire in the building, or
  - a police officer or Public Safety Officer has advised people to evacuate the building.
- Evacuate other facilities in the area if they are threatened by gunfire. The Office of Public Safety and police personnel will direct the evacuation.
- Clinton Police Department Officers should be posted to ensure that no one enters the building until local emergency services personnel arrive and the area is determined to be safe.
- Once local emergency services authorities arrive, the Director of Public Safety will coordinate any information or assistance with them. Only trained law enforcement personnel should attempt to perform a methodical search of the building in which the hostile intruder is located.
- A senior law enforcement officer on the scene will notify the Director of Public Safety when re-entry to the building can be made and classrooms and offices are safe to open. There is no specified time limit for when students and faculty will be permitted back into or allowed to exit the isolated area. This depends solely upon the information received and the findings of the local authorities.

## C. Earthquake

- If necessary, call 911.
- Call the Office of Public Safety at 601.925.3204.
- The Office of Public Safety will notify the Clinton Police Department.
- The Director of Public Safety will:
  - Notify the President.
  - Evacuate buildings, communicating with those inside via telephones, in person, or by using fire alarms.
  - People evacuated from buildings should assemble in the following areas:
    - The quad/in front of Nelson Hall
    - R2/R3 lot west of the parking garage
    - Faculty/Staff parking lot behind Alumni
    - Marquee lot behind New Men's
  - Direct Facilities and Plant Management to perform a preliminary damage assessment and to assess the structural integrity of buildings.
  - Send out an MC Alert as needed.
  - Determine whether any buildings are safe to reoccupy to get students and staff out of the elements.
  - Begin an inventory of all persons on campus, using the:
    - Facilities Coordinator database—special events attendees
    - Office of the Registrar database—list of classes in session and their location
    - Residence Life database—residential students
  - Direct food service provider to begin preparing meals.
  - Establish a campus counseling center.
  - Establish a campus ministry center.
  - Begin recovery efforts.

## D. Fire

- Activate fire alarms.
- Notify the fire department by calling 911.
- Notify the Office of Public Safety at 601.925.3204.
- The Office of Public Safety will notify the President.
- The Director of Public Safety will:
  - Notify the President.
  - Direct Facilities and Plant Management to shut off utilities to affected areas if necessary and/or requested by the fire department.
  - Arrange shelter and alternate housing for evacuated persons. Consider using the Alumni gym and Coliseum as temporary shelters.
  - Send an MC Alert as needed.
  - Conduct a headcount of all persons in the affected buildings, using:
    - Campus Services database—special events attendees
    - Office of the Registrar database—list of classes in session and their location
    - Residence Life database—residential students
  - Direct the food service provider to begin preparing meals.
  - Direct Facilities and Plant Management to conduct a damage assessment and to advise when the buildings can be reoccupied.
  - Establish a campus counseling center.
  - Establish a campus ministry center.
  - Select alternate housing and/or facilities for displaced residents and programs.

## E. Flood

- When warning is received that a flood or flash flood is possible, the Office of Public Safety will notify the President.
- If serious flooding develops:
  - Confer with MEMA authorities to determine expected extent of flooding, vulnerability of the campus, location of higher ground if necessary, and evacuation routes.
  - Evaluate whether the campus should be closed and/or evacuated.
  - Reach out to the Clinton Police Department for assistance evacuating buildings, controlling crowds, and directing traffic.
  - If a decision is made to evacuate the campus, designated Office of Public Safety personnel and Clinton Police Department, if necessary, to remain in safe locations on campus to provide security during the evacuation.
  - Direct Facilities and Plant Management to shut off utilities to affected areas if necessary.
  - Establish a campus ministry center.
  - Conduct a headcount of all persons, using:
    - Campus Services database—special events attendees
    - Office of the Registrar database—list of classes in session and their location
    - Residence Life database—residential students If campus is totally evacuated, use the databases above to contact all persons and ascertain their safety.
  - Direct the food service provider to begin preparing meals if necessary.
  - Direct Facilities and Plant Management to conduct a damage assessment and advise when buildings can be reoccupied.
  - Select alternate housing and/or facilities for displaced residents and programs.

## F. Active Shooter

If a person with a gun is seen on campus or gunshots are heard, the person witnessing the incident or receiving the information should:

- Notify police immediately by calling 911.
- Notify the Office of Public Safety immediately by calling 601.925.3204 or 601.925.3911.
- Provide as much information as possible. (At a minimum: description of the intruder and any specific characteristics, such as height, weight, hair color, race, type and color of clothing, and type of weapons, if any).
- Refrain from approaching the armed person. If gunshots are heard, take cover immediately.

The Office of Public Safety will:

- Notify the Clinton Police Department.
- From a position of safety, direct people away from the area of the incident and attempt to determine the location of the armed person to relay to the initial responding police officers.

Upon confirmation that an armed person is on campus, the Director of Public Safety will:

- Notify the President.
- Initiate a lockdown of other classrooms in the affected classroom building or the lockdown of other offices, dormitories, or residences in other buildings.

## Lockdown Procedure

### Classrooms

Faculty should:

- Use a classroom phone or cell phone to notify the Office of Public Safety and/or local 911 personnel of the situation.
- Close and lock or barricade their room doors and turn off the lights.
- Close windows and window treatments.
- Try to keep students calm and quiet.
- Stay in the locked/barricaded room until informed by police or Office of Public Safety personnel that it is safe to come out of the area.
- Crouch down in areas that are out of sight from doors and windows.

Students should:

- Seek shelter in the nearest classroom.
- If outdoors, immediately take cover.

## Offices, Dormitories, Residences, and Other Buildings

- Personnel and students should seek shelter in the nearest office, dormitory, residence, or other facility.
- Personnel and students in the affected building should close and secure their office, dormitory, residence, or other area and immediately call the Department of Public Safety (601.925.3204) and/or local 911 personnel to notify them of the situation.
- Do not attempt to evacuate the building.
- **Under no circumstances** should the fire alarm be activated or an attempt made to evacuate the building unless a person is in the room or immediate area where the shots are being fired. Persons may be placed in harm's way when they are attempting to evacuate.
- Should the fire alarm sound, do not evacuate the building unless:
  - firsthand knowledge exists that there is a fire in the building, or
  - a police officer or Public Safety Officer has advised people to evacuate the building.
- Evacuate other facilities in the area if they are threatened by gunfire. Evacuation routes and procedures should be established after conferring with responding law enforcement.
- Clinton Police Department or Office of Public Safety Officers should be posted to ensure that no one enters the buildings until local emergency services personnel arrive and the area is determined to be safe.
- Once local emergency services authorities arrive, the Director of Public Safety will coordinate any information or assistance with them. Only trained law enforcement personnel should attempt to perform a methodical search of the buildings in which the hostile intruder is located.
- A senior law enforcement officer on the scene will notify the Director of Public Safety when re-entry to the building can be made and the classroom, office, dormitory, residence, or other area is safe to open. There is no specified time limit for when students and faculty will be permitted back into or allowed to exit the isolated area. This will depend solely upon the information received and the findings of the local authorities.



## G. Structural Failure

- Notify 911.
- Notify the Office of Public Safety at 601.925.3204.
- The Department of Public Safety will notify the President.

The Director of Public Safety will:

- Notify the President.
- Determine whether other structures or areas on campus need to be evacuated. If so, use telephones, face-to-face communication, or fire alarms.
- Direct evacuees to one or more of the following possible assembly areas, depending on the location of the structural failure:
  - Student Commons at Alumni Hall
  - The Healthplex
  - The quad in front of Nelson Hall
  - The baseball parking lot south of the parking garage
  - Parking garage
- Direct Facilities and Plant Management to assess the building and shut down leaking or endangered systems, such as natural gas, electricity, and water.
- Direct Facilities and Plant Management to perform a preliminary damage assessment and check the structural integrity of any nearby buildings that might be affected.
- Direct Emergency Response Teams to assess the area of the structural failure, reporting on numbers of dead and injured and location of evacuees.
- Send an MC Alert.
- Establish a campus ministry and campus counseling center if necessary.
- Begin an inventory of all persons on campus, using:
  - Facilities Coordinator database—special events attendees
  - Office of the Registrar database—list of classes in session and their location
  - Residence Life database—residential students
- Direct the food services provider to begin preparing meals if necessary

## H. Terrorist Attack

A terrorist attack could take the form of a shooting or use of a weapon of mass destruction. Weapons of mass destruction include biological, chemical, nuclear, radiological, or highly explosive materials and any combination thereof. Emergency action steps will depend on the type of device and/or agent used and whether it is used in open campus, in a campus building, or off campus.

In all cases, the first steps are:

- Call 911.
- Call the Office of Public Safety at 601.925.3204.

The Office of Public Safety will notify the Federal Bureau of Investigation.

The Director of Public Safety will:

- Notify the President.
- Instruct the Office of Public Safety personnel and/or the Clinton Police Department to try to determine the location of the incident, type of weapon of mass destruction employed, and extent of injuries.
- Instruct personnel not to touch or remove any suspicious object.
- Instruct the Clinton Police Department to keep people away from the suspect area.
- Remind responders not to use radios, cell phones, or other devices that may trigger detonation.
- After conferring with the Office of Public Safety and emergency responders, determine whether to evacuate or shelter in place.
- If unknown material has been released:
  - Direct Facilities and Plant Management to shut down ventilation systems.
  - If the release is internal, secure the affected area and evacuate.
  - Direct affected individuals to quarantine themselves at a safe location.
  - If the release is external, secure the perimeter and do not evacuate. Shelter in place by closing all doors and windows.
  - If the release is off campus, follow the instructions of law enforcement, fire, and other emergency response personnel. They will tell the University whether to shelter in place or to evacuate the campus on a designated route.
- Send an MC Alert.

## I. Toxic Materials Spill on I-20

If hazardous material is spilled on I-20, the following actions will be taken:

- Contact 911 and the Office of Public Safety at 601.925.3204 if they have not already been advised.
- The Office of Public Safety will contact the President.
- Confer with the Clinton Police Department to determine whether an area of campus or the entire campus should be evacuated or the occupants should shelter in place.
- If an evacuation is ordered:
  - Contact the Clinton Police Department to help the Office of Public Safety notify evacuees, control crowds, and direct traffic.
  - Instruct Facilities and Plant Management to turn off heating, ventilation, and air conditioning systems and make other necessary shutdowns in buildings being evacuated.
  - Designate Office of Public Safety and/or Clinton Police Department personnel to provide security for the campus as instructed by emergency response personnel.
- If directed to shelter in place:
  - Close all doors and windows.
  - Direct Facilities and Plant Management to shut down heating, ventilation, and air conditioning systems.
- Send an MC Alert.

## **J. Notification to the Campus Community of a Significant Campus Emergency**

Any person receiving information of a significant emergency or dangerous situation involving an immediate threat to the safety of the university community, whether occurring on campus or private or public property surrounding the campus, shall immediately:

- Notify emergency services by calling 911.
- Notify the Office of Public Safety by calling 601.925.3204

The Office of Public Safety will:

- Notify the President.
- Confirm that emergency services have been notified.
- Implement the applicable section(s) of the Emergency Management Plan.
- Assign personnel to direct people away from the area of the incident and gather additional information
- Relay all known information to the President and the Clinton Police Department.
- Send an MC Alert as needed.

## **K. Management of Incidents Involving Other University Interests**

The University may elect to manage through the Office of Public Safety, the school's response to incidents such as, but not limited to, threat to life or safety of Mississippi College community members whether occurring on or off campus, those with the potential to alarm parents or other external constituency groups, and/or otherwise generate a high potential for media scrutiny/interest calling for some type of response from the University.

Any person receiving information of any incident reasonably described above, whether occurring on or off campus, shall immediately notify the Office of Public Safety at 601.925.3204.

The Office of Public Safety will:

- Notify emergency services, if applicable, by calling 911.
- Notify the President.
- Relay all known information to the President and, if applicable, to arriving emergency services personnel.

# MC Classroom Emergency Response Information

Building	Rally Point	Emergency Shelter
Alumni Hall	QUAD	Basement / Commons
Art Annex	Band Hall Parking Lot	Interior Hallway
Aven Fine Arts Building	Aven Parking Lot	Interior Hallway / Lowest Level
Band Hall	Band Hall Parking Lot	Interior Hallway
Cockroft Hall	North/Upper Parking Lot	Interior Hallway
Dyslexia Center	Soccer Parking Lot	Interior Hallway
Farr Hall	QUAD	Basement
Gore Art Galleries	Aven Parking Lot	Library Basement
Hederman Science Building	Commuter Lot #4	Interior Hallway / Lowest Level
Jennings Annex	BCR Courtyard	Interior Hallway
Jennings Hall	BCR Courtyard	Alumni Hall Basement
Leland Speed Library	Aven Parking Lot	Basement
Lowrey Hall	QUAD	Basement
MCC	College Street Steps	Basement
Nelson Hall / SWOR	QUAD	Interior Hallway / Lowest Level
Nursing West	Parking Lot(West of BLDG)	Interior Hallway
Physician Asst Program	Healthplex Lot (West)	Interior Hallway / Lowest Level
Provine Chapel	QUAD	First Floor Hallway
Self Hall	College Street Steps	Basement
Royce Medical Science Building	Commuter Lot #4	Hederman, MCC or Self Basement
School of Law	Parking lot across Griffith St.	Interior Hallway / Lowest Level



# CRIME PREVENTION AWARENESS PROGRAMS



During new student orientation each summer, the Director and Associate Director of Public Safety address the prospective students and parents concerning safety issues on campus. Basic crime prevention techniques and safety guidance is provided to these individuals before they formally become students.

During the school year, several programs are offered to the campus community. Crime prevention programs are available to the students at any time at the request of the Office of Public Safety, and these programs are routinely done during residence hall meetings throughout the semester. These programs, conducted by a trained campus crime prevention coordinator, teach the campus community the importance of being aware of their surroundings, and helping to prevent crimes before they occur.

In partnership with the Mississippi Department of Homeland Security, the Mississippi College Office of Public Safety conducted an active shooter tabletop with more than fifty administrators and department heads at Mississippi College in 2018. The training was also made available via a recording for faculty and staff who could not attend.

In May 2022, the Office of Public Safety, in conjunction with the Clinton Police Department and Clinton Fire Department, conducted a large-scale active shooter scenario. The exercise provided invaluable training for all agencies involved, and helped to improve communication between the agencies. The drill allowed those involved to be able to work through issues that could arise in a real life situation.

The Office of Public Safety is always seeking out and developing new training programs and techniques that can better serve the campus community. Whether it is crime prevention, safety awareness, or self-defense related, programs will be continually added to instruct students, faculty, and staff on how to be better prepared.

# CAMPUS CRIME LOG

In accordance with the Jeanne Clery Act, a campus crime log documenting any reported criminal activity for the past 60 days is available in the Office of Public Safety. A written request is not necessary, and the log can be obtained during normal business hours (Monday-Friday, 8:00 AM-4:30 PM). Any information past 60 days can be provided within two days of a written request. The purpose of this log is to provide more detailed and up-to-date information to the campus community. The campus crime log includes any type of criminal activity outside the scope of what is required in the Clery Act. The included offenses are those that are reported to the Office of Public Safety. Cases of larceny, stalking, harassment, and vandalism, and Driving Under the Influence (DUI) are examples of crimes that are included in the Campus Crime Log, but are not required to be published in the annual Clery report.

According to the Clery Act, the only reason certain crimes may not be available in the crime log is because the disclosure could:

- Jeopardize an ongoing investigation;
- Jeopardize the safety of an individual;
- Cause a suspect to flee or evade detection;
- Result in the destruction of evidence.



# CAMPUS THREE YEAR CRIME STATISTICS

This data in its entirety can be found at: <http://www.ope.ed.gov/security/>

This information is presented pursuant to the requirements of the Crime Awareness and Campus Security Act of 1990 (P.L. 101-542, as amended by P.L. 102-26 and P.L. 102-235).

During the periods indicated, the following offenses were reported to have occurred on Mississippi College campuses:

## Main Campus

2024 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
<b>CRIMINAL HOMICIDE</b>					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
<b>SEX OFFENSES</b>					
SEX OFFENSE: FONDLING	0	3	3	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	1	0	1	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	2	0	2	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2023 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
<b>CRIMINAL HOMICIDE</b>					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
<b>SEX OFFENSES</b>					
SEX OFFENSE: FONDLING	1	0	1	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	3	0	3	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	0	0	0	0
MOTOR VEHICLE THEFT	0	4	4	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2022 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
<b>CRIMINAL HOMICIDE</b>					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
<b>SEX OFFENSES</b>					
SEX OFFENSE: FONDLING	0	1	1	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	1
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	1	0	1	0	0
MOTOR VEHICLE THEFT	0	1	1	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					



2024	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	1	1	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0
JUDICIAL REFERRALS						
LIQUOR LAW VIOLATIONS		13	0	13	0	0
DRUG LAW VIOLATIONS		1	2	3	0	0
ILLEGAL WEAPONS POSSESSION		2	0	2	0	0

2023	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	1	1	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0
JUDICIAL REFERRALS						
LIQUOR LAW VIOLATIONS		34	0	34	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0

2022	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
LIQUOR LAW VIOLATIONS		0	1	1	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0
JUDICIAL REFERRALS						
LIQUOR LAW VIOLATIONS		18	0	18	0	0
DRUG LAW VIOLATIONS		4	1	5	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0

## ON CAMPUS

## Clery Hate Crime Statistics

2024 ON CAMPUS		Category of Hate Crime						National Origin	Gender Identity
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	1	0	0	0	0	0	0	0	0
Totals	1	0	0	0	0	0	0	0	0

2023	ON CAMPUS	Category of Hate Crime						National Origin	Gender Identity
		Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity		
	MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0
	NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
	SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
	SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
	SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
	SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0
	ROBBERY	0	0	0	0	0	0	0	0
	AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
	BURGLARY	0	0	0	0	0	0	0	0
	MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
	ARSON	0	0	0	0	0	0	0	0
	ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0
	SIMPLE ASSAULT	0	0	0	0	0	0	0	0
	INTIMIDATION	0	0	0	0	0	0	0	0
	LARCENY	0	0	0	0	0	0	0	0
	DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
	Totals	0	0	0	0	0	0	0	0



2022 ON CAMPUS		Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity	
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

2024 NON CAMPUS		Category of Hate Crime						National Origin	Gender Identity
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

2023	NON CAMPUS	Category of Hate Crime						National Origin	Gender Identity	
		Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity			Disability
		MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0
		NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
		SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
		SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
		SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
		SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0
		ROBBERY	0	0	0	0	0	0	0	0
		AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
		BURGLARY	0	0	0	0	0	0	0	0
		MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
		ARSON	0	0	0	0	0	0	0	0
		ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0
		SIMPLE ASSAULT	0	0	0	0	0	0	0	0
		INTIMIDATION	0	0	0	0	0	0	0	0
		LARCENY	0	0	0	0	0	0	0	0
		DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
		Totals	0	0	0	0	0	0	0	0

2022 NON CAMPUS	Category of Hate Crime							National Origin	Gender Identity
	Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability		
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

2024 PUBLIC PROPERTY		Category of Hate Crime						National Origin	Gender Identity
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

2023	PUBLIC PROPERTY	Category of Hate Crime						National Origin	Gender Identity
		Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity		
	MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0
	NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
	SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
	SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
	SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
	SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0
	ROBBERY	0	0	0	0	0	0	0	0
	AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
	BURGLARY	0	0	0	0	0	0	0	0
	MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
	ARSON	0	0	0	0	0	0	0	0
	ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0
	SIMPLE ASSAULT	0	0	0	0	0	0	0	0
	INTIMIDATION	0	0	0	0	0	0	0	0
	LARCENY	0	0	0	0	0	0	0	0
	DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
	Totals	0	0	0	0	0	0	0	0



2022	PUBLIC PROPERTY	Category of Hate Crime						National Origin	Gender Identity
		Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	
		MURDER/NONNEGLIGENT	0	0	0	0	0	0	0
		NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0
		SEX OFFENSE: FONDLING	0	0	0	0	0	0	0
		SEX OFFENSE: INCEST	0	0	0	0	0	0	0
		SEX OFFENSE: RAPE	0	0	0	0	0	0	0
		SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0
		ROBBERY	0	0	0	0	0	0	0
		AGGRAVATED ASSAULT	0	0	0	0	0	0	0
		BURGLARY	0	0	0	0	0	0	0
		MOTOR VEHICLE THEFT	0	0	0	0	0	0	0
		ARSON	0	0	0	0	0	0	0
		ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0
		SIMPLE ASSAULT	0	0	0	0	0	0	0
		INTIMIDATION	0	0	0	0	0	0	0
		LARCENY	0	0	0	0	0	0	0
		DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0
		Totals	0	0	0	0	0	0	0

2024	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA Crimes						
Dating Violence		0	1	1	0	0
Domestic Violence		1	0	1	0	0
Stalking		0	0	0	0	0

2023	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA Crimes						
Dating Violence		5	0	5	0	0
Domestic Violence		0	0	0	0	0
Stalking		1	6	7	0	0

2022	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA Crimes						
Dating Violence		0	0	0	0	0
Domestic Violence		0	0	0	0	0
Stalking		0	2	2	0	0

2024	HAZING	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
HAZING						
HAZING		0	0	0	0	0

2023	HAZING	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
HAZING						
HAZING		0	0	0	0	0

2022	HAZING	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
HAZING						
HAZING		0	0	0	0	0



# Law School Campus

2024 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
<b>CRIMINAL HOMICIDE</b>					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
<b>SEX OFFENSES</b>					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
<b>ROBBERY</b>	0	0	0	0	0
<b>AGGRAVATED ASSAULT</b>	0	0	0	0	0
<b>BURGLARY</b>	0	0	0	0	0
<b>MOTOR VEHICLE THEFT</b>	0	0	0	0	0
<b>ARSON</b>	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2023 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
<b>CRIMINAL HOMICIDE</b>					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
<b>SEX OFFENSES</b>					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2022 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
<b>CRIMINAL HOMICIDE</b>					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
<b>SEX OFFENSES</b>					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	0	0	0	0
MOTOR VEHICLE THEFT	0	1	1	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2024	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
	LIQUOR LAW VIOLATIONS	0	0	0	0	0
	DRUG LAW VIOLATIONS	0	0	0	0	0
	ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
JUDICIAL REFERRALS						
	LIQUOR LAW VIOLATIONS	0	0	0	0	0
	DRUG LAW VIOLATIONS	0	0	0	0	0
	ILLEGAL WEAPONS POSSESSION	0	0	0	0	0

2023	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0
JUDICIAL REFERRALS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0

2022	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0
JUDICIAL REFERRALS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0

## ON CAMPUS

## Clery Hate Crime Statistics

2024 ON CAMPUS		Category of Hate Crime						National Origin	Gender Identity
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

2023 ON CAMPUS		Category of Hate Crime						National Origin	Gender Identity
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

2022 ON CAMPUS		Category of Hate Crime						National Origin	Gender Identity
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0



## NON CAMPUS

## Clery Hate Crime Statistics

2024	NON CAMPUS	Category of Hate Crime						National Origin	Gender Identity
		Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity		
	MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0
	NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
	SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
	SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
	SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
	SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0
	ROBBERY	0	0	0	0	0	0	0	0
	AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
	BURGLARY	0	0	0	0	0	0	0	0
	MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
	ARSON	0	0	0	0	0	0	0	0
	ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0
	SIMPLE ASSAULT	0	0	0	0	0	0	0	0
	INTIMIDATION	0	0	0	0	0	0	0	0
	LARCENY	0	0	0	0	0	0	0	0
	DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
	Totals	0	0	0	0	0	0	0	0

2023	NON CAMPUS	Category of Hate Crime						National Origin	Gender Identity
		Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity		
	MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0
	NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
	SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
	SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
	SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
	SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0
	ROBBERY	0	0	0	0	0	0	0	0
	AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
	BURGLARY	0	0	0	0	0	0	0	0
	MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
	ARSON	0	0	0	0	0	0	0	0
	ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0
	SIMPLE ASSAULT	0	0	0	0	0	0	0	0
	INTIMIDATION	0	0	0	0	0	0	0	0
	LARCENY	0	0	0	0	0	0	0	0
	DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
	Totals	0	0	0	0	0	0	0	0

2022 NON CAMPUS		Category of Hate Crime						National Origin	Gender Identity
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0



## PUBLIC PROPERTY

## Clery Hate Crime Statistics

2024 PUBLIC PROPERTY			Category of Hate Crime					National Origin	Gender Identity
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

2023	PUBLIC PROPERTY	Category of Hate Crime						National Origin	Gender Identity
		Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity		
	MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0
	NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
	SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
	SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
	SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
	SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0
	ROBBERY	0	0	0	0	0	0	0	0
	AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
	BURGLARY	0	0	0	0	0	0	0	0
	MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
	ARSON	0	0	0	0	0	0	0	0
	ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0
	SIMPLE ASSAULT	0	0	0	0	0	0	0	0
	INTIMIDATION	0	0	0	0	0	0	0	0
	LARCENY	0	0	0	0	0	0	0	0
	DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
	Totals	0	0	0	0	0	0	0	0

2022 PUBLIC PROPERTY		Category of Hate Crime						National Origin	Gender Identity
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

2024	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA Crimes						
Dating Violence		0	0	0	0	0
Domestic Violence		0	0	0	0	0
Stalking		0	0	0	0	0

2023	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA Crimes						
Dating Violence		0	0	0	0	0
Domestic Violence		0	0	0	0	0
Stalking		0	0	0	0	0

2022	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA Crimes						
Dating Violence		0	0	0	0	0
Domestic Violence		0	0	0	0	0
Stalking		0	0	0	0	0

2024	HAZING	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
HAZING						
HAZING		0	0	0	0	0

2023	HAZING	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
HAZING						
HAZING		0	0	0	0	0

2022	HAZING	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
HAZING						
HAZING		0	0	0	0	0

# Mississippi College Annual Fire Safety Report 2025

## Description of Fire Protection Equipment (On-Campus Housing):

	<i>Alarm System</i>	<i>Sprinkled</i>
<b>Chrestman Hall</b>	Simplex	Yes
<b>Ratliff Hall</b>	Simplex 4100	Yes
<b>Latimer-Webb Hall</b>	Simplex	Yes
<b>Hederman Hall</b>	Simplex 4100	Yes
<b>Gunter Hall</b>	Simplex 4100	Yes
<b>West Tower</b>	Simplex 4010	Yes
<b>East Tower</b>	Simplex 4010	Yes
<b>Mary Nelson Hall</b>	Simplex 4010	Yes
<b>Whittington Hall</b>	Simplex	Yes
<b>Cockroft-Caldwell Hall</b>	EST IRC-3	Yes
<b>Quick Hall</b>	EST IRC-3	Yes
<b>Loft Apartments</b>	Simplex	Yes
<b>College Plaza Apartments</b>	None	No
<b>University Place Apartments</b>	Edwards Panel- B&E Communications	Yes

## Fire Alarm Systems

With the renovation of Hederman and Gunter Halls in the summer of 2023, all Mississippi College owned residence halls are now sprinkled. College Plaza Apartments, which are leased by the college, are not sprinkled.

### **Number of regular mandatory supervised fire drills:**

Mississippi College Office of Public Safety requires that each residence hall to have at least one unannounced fire drill during the fall and spring semesters. Both the fire monitoring company, Clinton Fire Department and the Mississippi College Office of Residence Life are notified prior to the drills.

### **Rules on fire safety education and training programs:**

All residents at Mississippi College are educated by Residence Life Staff as to what to do when a fire alarm sounds. Residence Life staff and Office of Public Safety staff work closely together to make sure that all fire safety procedures are followed. Residence Life staff receive annual training by personnel with the Clinton Fire Department in areas such as fire extinguishers and smoke detectors. The Office of Public Safety also employs a full time certified arson investigator.

### **Policies related to use of electrical appliances, open flames, and smoking:**

Residents are not permitted to have any appliance with open flame or exposed heating element in any residence hall. Smoking is not allowed on Mississippi College property. Evacuation procedures are covered during mandatory hall meetings each semester.

# Fire Log

In accordance with the Higher Education Opportunity Act, a fire log will be kept in the Mississippi College Office of Public Safety. The sixty (60) day log period will be available to anyone during normal business hours. The log from previous sixty (60) day periods will be available within a two (2) business day time frame.

## Procedures

In the event of a fire on campus, immediately call the Mississippi College Office of Public Safety (601-925-3204). At that time, MCPS officers will notify the appropriate fire agencies via radio or phone and respond to the scene as well. This is very important so that the Office of Public Safety can be aware of the fire and can direct fire personnel to the scene as needed.

## Statistics:

	2022	2023	2024
<b>Number of Reported Fires in Campus Housing Facilities:</b>	0	0	0
<b>Injuries requiring medical care:</b>	0	0	0
<b>Deaths:</b>	0	0	0
<b>Value of property damage:</b>	0	0	0

## Summary of Fires

Name of Facility	2022			2023			2024		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Chrestman Hall	0	0	0	0	0	0	0	0	0
Ratliff Hall	0	0	0	0	0	0	0	0	0
Whittington Hall	0	0	0	0	0	0	0	0	0
New Men's Residence Hall	0	0	0	0	0	0	0	0	0
New Women's East Tower	0	0	0	0	0	0	0	0	0
New Women's West Tower	0	0	0	0	0	0	0	0	0
Mary Nelson Hall	0	0	0	0	0	0	0	0	0
Latimer-Webb Hall	0	0	0	0	0	0	0	0	0
Hederman Hall	0	0	0	0	0	0	0	0	0
Gunter Hall	0	0	0	0	0	0	0	0	0
Loft Apartments	0	0	0	0	0	0	0	0	0
College Plaza Apartments	0	0	0	0	0	0	0	0	0
University Place Apartments	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0



