

# 2023

## ANNUAL SECURITY AND FIRE SAFETY REPORT







# Contents

<b>SECTION 1: Vanderbilt University</b>	
<b>Public Safety</b>	<b>1</b>
Our Mission	1
Accreditation	1
Vanderbilt University Public Safety	2
Vanderbilt University Police Department	2
Parking and Transportation Services	2
Office of Emergency Management	2
<b>SECTION 2: Reporting Crimes and Other Emergencies</b>	<b>3</b>
<b>SECTION 3: Emergency Response and Evacuation Procedures</b>	<b>4</b>
Emergency Response	4
Emergency Notifications	4
AlertVU Activation	4
AlertVU Message Content	4
Operational Readiness	4

Crisis Communication to the Vanderbilt Community	4	Prohibited Conduct — Retaliation	21
Campus Evacuation and Relocation Plan	4	Additional Definitions Pertaining to	
Outbreak of Serious Illness	6	Effective Consent, Force, and Coercion	22
<b>SECTION 4: Crime Response</b>	<b>7</b>	<b>SECTION 7: Sexual Misconduct Reports and Investigations</b>	<b>24</b>
Security Notices	7	Equitable Treatment	25
Daily Crime Log	8	Accessibility	25
Protection of Minors on Campus and in University Operations	8	Scope	25
Reporting Requirements	8	Criminal or Civil Complaints	25
<b>SECTION 5: Missing Student Notification Policy</b>	<b>10</b>	Reporting an Incident to the University	26
<b>SECTION 6: Sexual Assault, Domestic Violence, Dating Violence, and Stalking — Prevention and Response</b>	<b>11</b>	Limited Immunity for Alcohol and Other	
Accessibility	12	Drug Violations	26
Vanderbilt Sexual Misconduct Policy and Formal Grievance Protocol	12	Reporting to Vanderbilt on Your Own Behalf	26
Scope	12	Reporting to Vanderbilt on Behalf of Another	27
Available Resources and Support/ Immediate and Ongoing Assistance	12	Options for Notifying	
Privacy versus Confidentiality	12	Law Enforcement Authorities	27
Limited Confidential Vanderbilt Resource	13	Option to Not Report	27
Confidential Vanderbilt Resources	14	Next Steps After Filing an Incident Report	27
Non-Confidential Vanderbilt Resources	15	Informational Meeting with Title IX Office	27
External Resources	16	Filing a Formal Complaint	27
Additional Information	17	Assessment of a Formal Complaint	28
Mandatory Reporters	17	Issuance of Notice of Dismissal	28
Anonymous Reporting	17	Withdrawal of a Formal Complaint	29
Requests by a Reporter to		Admission of Responsibility	29
Remain Anonymous	18	Removal from Campus	29
Third-Party Reporting	18	Investigations — Formal Grievance Protocol and Sexual Misconduct Policy (Student Respondent)	30
Bystander Intervention	18	Formal Grievance Protocol Resolution	
Supportive Measures	18	Process —Hearings	31
No-Contact Directives and		Pre-Hearing Conference	31
Orders of Protection	19	Hearing	32
Institutional Definitions	19	Range of Sanctions and Remedies	34
Prohibited Conduct —		Appeals	34
Formal Grievance Protocol (FGP)	20	Finality	36
Prohibited Conduct —		Sexual Misconduct Policy — Hearings (Student Complainant and Student Respondent)	36
Sexual Misconduct Policy (SMP)	20	Pre-Hearing Conference	36
		Hearing	37
		Range of Sanctions and Remedies (Student Respondent)	39
		Appeals (Student Respondent)	39
		Finality	40
		Non-Student Respondent Resolution Process	40

Investigation	40	Student Programs	49	<b>SECTION 15: Annual Fire Safety Report</b>	<b>72</b>
When the Complainant is not a Student, and the Respondent is Staff	40	Faculty and Staff Programs	49	Fire Safety Responsibilities	72
When the Complainant is not a Student, and the Respondent is Faculty or a Postdoctoral Fellow or Trainee	41	Risk Reduction	51	Fire Safety Improvements	73
When the Complainant is a Student and the Respondent is Staff or Faculty, or a Postdoctoral Fellow or Trainee	41	How to Be an Active Bystander	51	Residential Fire Safety Education and Training	73
When the Respondent is not a Vanderbilt Student, Staff, Faculty, or Postdoctoral Fellow or Trainee	41	<b>SECTION 9: Campus and Medical Center Physical Security</b>	<b>53</b>	Residential Staff Training	73
When the Complainant is a Student and the Respondent is a Non-Student other than Faculty	41	Administrative and Classroom Facilities	53	Student Resident Training	73
Alternative/Informal Resolution Process	42	Medical Center Facilities	53	Fire Evacuation	73
Availability of the Informal Resolution Process	42	Residence Halls	53	Emergency Evacuation Drills	74
Informal Resolution Process Options	43	Maintenance of Campus Facilities	54	Student Fire Safety Regulations	74
Beginning the Informal Resolution Process	43	Commodore Cards	54	Fire Safety Rules for Electrical Appliances	74
Informal Resolution Process Conference	43	Other Physical Security Measures	54	Approved Appliances	74
<b>SECTION 8: Resources and Crime Prevention and Safety-Awareness Education</b>	<b>45</b>	<b>SECTION 10: Alcohol and Other Drugs on Campus</b>	<b>55</b>	Restricted Appliances	75
Vanderbilt University Police Department	45	<b>SECTION 11: Weapons</b>	<b>58</b>	Fire Safety Rules for Furnishings	75
Project Safe Center	45	<b>SECTION 12: Criminal Convictions</b>	<b>59</b>	Residence Hall Fire Safety Systems	75
Title IX Office	46	Sexual Offender Registration	59	Non-Traditional Residence Halls	75
University Counseling Center (UCC)	46	<b>SECTION 13: Reference Phone Numbers</b>	<b>60</b>	Fire Log	75
Student Care Coordination (SCC)	46	On-Campus Resources	60	2020–2022 Fire Statistics	75
LYRA — Employee Assistance Program (EAP)	46	Vanderbilt University Police Department	60	Fire Safety Systems Table	76
Zerfoss Student Health Center	47	Medical	60		
Student Accountability, Community Standards, and Academic Integrity	47	Safety Hazards	60		
Equal Opportunity and Access	47	Counseling/Support/Information	61		
After-Hours Transportation and Walking Safety Escorts	47	Parking and VUMC Shuttles	61		
VandyRide	47	Off-Campus Resources	61		
Walking Safety Escort Service	48	<b>SECTION 14: Crime Statistics by Year and Location</b>	<b>62</b>		
VUMC Shuttle Service	48	Specific Information About Classifying Crime Statistics	62		
Crime Prevention and Safety-Awareness Education	48	Geography	63		
Education and Prevention Relating to Sexual Assault, Dating and Domestic Violence, and Stalking	48	Clery Act Crimes	63		
		Definitions — VAWA Crimes and Tennessee Law	64		
		Crime Statistics Table	68		
		University Campus	68		
		Vanderbilt University Medical Center	70		
		Hate Crimes	71		
		Vanderbilt Programs Outside Nashville	71		
		Reports of Crimes that Have Been Unfounded	71		

## Appendix A. Programming and Awareness Events — 2022-2023 Academic Year

## Appendix B. Crime Statistics as Reported to TBI

In compliance with federal law, including the provisions of Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, Executive Order 11246, the Vietnam Era Veterans Readjustment Assistance Act of 1974 as amended by the Jobs for Veterans Act, and the Uniformed Services Employment and Reemployment Rights Act, as amended, and the Genetic Information Nondiscrimination Act of 2008, Vanderbilt University does not discriminate against individuals on the basis of their race, sex, sexual orientation, gender identity, religion, color, national or ethnic origin, age, disability, military service, covered veterans status, or genetic information in its administration of educational policies, programs, or activities; admissions policies; scholarship and loan programs; athletic or other university-administered programs; or employment. In addition, the university does not discriminate against individuals on the basis of their gender expression.

## SECTION

# 1

# Vanderbilt University Public Safety



Ross Stanfield, 60iMediaProductions

Vanderbilt University Public Safety (VUPS) is pleased to present the 2023 Annual Security and Fire Safety Report.

This report is provided to inform our Vanderbilt community of safety and security policies, support and assistance provided to victims of crime, as well as three years of crime and fire statistics.

**August Washington**  
Sr. Associate Vice Chancellor  
and Chief of Police

## OUR MISSION

The mission of Vanderbilt University Public Safety is to provide professional, service-oriented law enforcement and security services dedicated to the protection and security of Vanderbilt University and its diverse community.

To fulfill our mission, we will:

- Deliver superior law enforcement services with integrity and pride.
- Respect and safeguard the dignity and rights of all individuals.
- Demonstrate respect toward the people we serve and one another to maintain an environment of trust.
- Develop partnerships with all segments of our community through effective communication and collaboration.
- Carefully select and maintain a well-trained, educated, and professional staff.
- Accept individual responsibility and accountability for our actions.



## ACCREDITATION

Vanderbilt University Public Safety (VUPS) maintains national, international, and state-level accreditation through three governing bodies: CALEA (Commission on Accreditation for Law Enforcement Agencies), IACLEA (International Association of Campus Law Enforcement Administrators), and TLEA (Tennessee Law Enforcement Accreditation).

Accreditation is achieved by meeting or exceeding all standards set by the three governing bodies. These standards provide law enforcement agencies with best practices for policy, procedure, and accountability.



Each year VUPS must produce proof of compliance for nearly 700 standards to maintain three law enforcement accreditations and one communications accreditation for the VUPS Dispatch Center.

Accreditation is a voluntary process that is difficult to achieve and requires continuous oversight to maintain. Accreditation is the cornerstone of VUPS as a public safety agency. Accreditation provides the foundation upon which VUPS demonstrates an ongoing commitment to serve Vanderbilt's diverse community with excellence and professionalism.

Vanderbilt University Public Safety is committed to maintaining a safe and secure place to live, work, learn, and visit. However, this requires a dedicated partnership and sincere cooperation between the members of the Vanderbilt community and Vanderbilt University Public Safety.

## VANDERBILT UNIVERSITY PUBLIC SAFETY

Vanderbilt University Public Safety is comprised of three divisions: the Vanderbilt University Police Department (VUPD), Parking and Transportation Services, and the Office of Emergency Management. For additional information on services offered by VUPS please visit [\*\*publicsafety.vanderbilt.edu\*\*](https://publicsafety.vanderbilt.edu).

## VANDERBILT UNIVERSITY POLICE DEPARTMENT

Vanderbilt University Police Department (VUPD) provides comprehensive law enforcement and security services 24 hours a day, 365 days a year. Through a Memorandum of Understanding, VUPD employs 85 sworn officers commissioned and empowered with the same authority to enforce laws and make arrests as the Metropolitan Nashville Police Department (MNPd). All sworn officers must successfully complete law enforcement training at a state-certified police academy. Additionally, all sworn officers attend annual

in-service, receive on-the-job training, and are provided professional development opportunities.

The Vanderbilt University Police Department (VUPD) also employs 114 non-sworn Community Service Officers (CSO) that are vital to the security operations of the University. The CSOs are empowered as unarmed security guards through the Tennessee Private Protective Services Agency. CSOs receive in-service and on-the-job training as required. Additionally, VUPD routinely uses contract security to supplement safety and security services for residential housing, special events, and other areas as needed.

Vanderbilt University Police Department (VUPD) operates a 24/7 dispatch center that answers all 911 emergency and non-emergency calls. The Dispatch Center also monitors many public safety systems such as cameras on the video patrol program, blue light phones, VandySafe, and intrusion alarms. The Dispatch Center is responsible for assigning calls to sworn and non-sworn officers depending on the nature and priority of the call.

VUPD is comprised of several specialized units including Patrol, Dispatch, Criminal Investigations, Records, Property and Evidence, Training, Special Events, K-9, Community Relations, Public Safety Systems, and the Office of Compliance and Accountability.

VUPD offers many services to the VU community including educational programming, R.A.D. Self Defense classes, fingerprinting, weapons safekeeping, Internet Exchange Area, Operation ID (bike and computer registration), and walking escorts. For more information, please visit [\*\*police.vanderbilt.edu\*\*](https://police.vanderbilt.edu).

## PARKING AND TRANSPORTATION SERVICES

Parking and Transportation Services maintains and operates the use of University parking lots and garages on campus and provides parking enforcement services, including parking permits for students, staff, faculty, and

visitors. For more information on parking please visit [\*\*vanderbilt.edu/traffic\\_parking\*\*](https://vanderbilt.edu/traffic_parking).

The VandyRide shuttle bus system is a free nighttime transportation service provided during the academic year that drops and picks up VU students at designated locations around the campus community. Information on VandyRide and other transportation options can be found at [\*\*vanderbilt.edu/movevu/transportation-options\*\*](https://vanderbilt.edu/movevu/transportation-options).

## OFFICE OF EMERGENCY MANAGEMENT

The Office of Emergency Management encompasses multiple areas of service including emergency preparedness, fire and life safety, occupational safety, and operational continuity. The Office of Emergency Management strives to ensure the safety and well-being of students, faculty, staff, and visitors who work and live in the Vanderbilt University community. The office collaborates with campus stakeholders to develop emergency preparedness and business continuity protocols to ensure departments can maintain mission-critical operations and business services during and after an emergency incident.

Along with stakeholders from virtually every campus entity, the office coordinates training, preparedness and response activities with the Metro Nashville Office of Emergency Management, Tennessee Emergency Management Agency (TEMA) and several other colleges and universities in Davidson County. It is through these partnerships that the office increases the University's resiliency to incidents —both natural and man-made.

Office personnel are available 24/7 to respond to emergency incidents on campus to support response and recovery efforts. The Office of Emergency Management works to ensure a safe environment for the thousands of students, faculty, staff, and visitors in our community every day. For more information visit [\*\*emergency.vanderbilt.edu\*\*](https://emergency.vanderbilt.edu).

## SECTION

# 2

## Reporting Crimes and Other Emergencies

All victims and witnesses are encouraged to report any or all information regarding suspected criminal activity, missing persons, and any emergency to VUPD as soon as possible. In an emergency, dialing 911 from any Vanderbilt telephone or (615) 421-1911 from a cell phone will contact the Vanderbilt University Police Department Dispatch Center.

Dialing 911 from any non-Vanderbilt phone or cell phone will contact Metro Nashville Police Department (MNPD) Dispatch Center, who will notify VUPD of the call. For non-emergency situations, call (615) 322-2745 or for non-emergencies off campus, call MNPD at (615) 862-8600.

Additionally, blue light emergency phones are located throughout the University campus, Vanderbilt University Medical Center (VUMC), and One Hundred Oaks. Each phone has an emergency button that automatically dials the VUPD Dispatch Center which will activate a priority response from VUPD officers and when necessary, fire, and emergency medical services.

### VANDYSAFE

VandySafe is a free mobile safety application available through the Apple Store and Google Play.



### ***VandySafe mobile application can be used to:***

- Contact VUPD for emergency or non-emergency assistance via call or chat
- Activate a Mobile BlueLight to share your location with VUPD and initiate a response
- Submit non-emergency reports to VUPD with text, photos, or videos
- Assign contacts to monitor your safety at your request
- Request “Virtual Walkhome” where the VUPD Dispatch Center monitors your walk to your car, office, or residence hall
- Share your location with a friend or VUPD
- Access information about VandyRide
- View VUPD emergency guides

Questions? Email the Office of Emergency Management at [publicsafetyinfo@vanderbilt.edu](mailto:publicsafetyinfo@vanderbilt.edu).



# Emergency Response and Evacuation Procedures

## SECTION 3

### EMERGENCY RESPONSE

The Vanderbilt University Police Department is designated as the first responder to all emergencies at Vanderbilt University. VUPD will respond and make an initial determination if an incident poses an imminent threat or danger to the Vanderbilt community. All emergencies should be reported to VUPD by calling 911 from any campus phone or (615) 421-1911 from any other phone.

The Office of Emergency Management provides direct support to VUPD and coordinates the campus emergency preparedness, response, and recovery operations. As part of the university response protocols, Vanderbilt University Public Safety utilizes the Incident Command System, a model promulgated by the Federal Emergency Management Agency. All standardized critical incident response procedures are established in accordance with this model and are published in the VUPS All Hazards Response Plan (AHRP) and Campus Emergency Operations Plan (EOP). The EOP contains all information relevant to preparing for, responding to, and recovering from an incident of any size or complexity that occurs on or near Vanderbilt University. This plan is flexible and scalable — meaning any or all parts may be utilized during times of crisis.

### EMERGENCY NOTIFICATIONS

The University will immediately notify the campus community upon confirming a significant emergency or dangerous situation on or near campus involving an immediate threat to the health and safety of students, faculty, or staff. Once a significant emergency or dangerous situation has been confirmed, VUPD will take into account the safety of the Vanderbilt community, determine what information to release about the situation, and issue an AlertVU notification through the University's mass notification system. Broadcast emergency notifications will be made to all community members without delay unless the notification will, in the judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. Some examples of significant emergencies or dangerous situations that may warrant an AlertVU notification are an active assailant, bomb threat, outbreaks of serious communicable diseases, tornado warning, or chemical spill.

The mass notification system is designed to deliver customizable messages to every subscriber and every registered device via emails, phone calls, and text messages. These delivery points are registered through Oracle, YES, and Workday (for VUMC employees).

Directions on how to update your information are available on the **[emergency.vanderbilt.edu](https://emergency.vanderbilt.edu)** website. All Vanderbilt students and employees will receive an email to their Vanderbilt email account.

Depending on the nature of the significant emergency or dangerous situation, the outdoor warning system may be activated along with the issuance of an AlertVU notification. The outdoor warning system, as well as an AlertVU, will be activated if a tornado is forecast to impact the campus within 15 minutes. The outdoor warning sirens are intended to notify individuals who are outdoors. A verbal announcement may be issued through the outdoor warning system. Additional emergency notification options include Security Notices (see Section 4), the University website, social media, and media releases from the Division of Communications and Marketing.



## ALERTVU ACTIVATION

The decision to issue campus community notifications will be determined by the nature of the incident, the size of the impact, and/or the input of subject-matter experts. Depending on any exigent circumstances, where on-scene confirmation cannot occur, responding officers, patrol supervisors, dispatch, or other authorized personnel may confirm a significant emergency or dangerous situation involving an immediate threat to the health and safety of the community using other methods, such as witness accounts and/or camera surveillance.

Public Safety personnel with the authority to send or direct the activation of campus-wide emergency mass notifications and/or sirens include the Chief of Police, Deputy Chief of Police, sworn supervisors at the rank of Sergeants and above, Dispatch Center personnel, and personnel from the Office of Compliance and Accountability and the Office of Emergency Management.

## ALERTVU MESSAGE CONTENT

VUPD will determine the content of all AlertVU messages based on the nature, severity, and duration of each emergency. The mass notification system contains messages pre-approved by university officials that are eligible for immediate activation, including messages for tornadoes, shootings, and bomb threats. If available and appropriate for the situation, Public Safety officials may include instructions on how to respond, such as shelter-in-place, run-hide-fight, or evacuation.

Non-emergency updates relevant to community safety may be distributed as information becomes available and posted to **[alertvu.vanderbilt.edu](https://alertvu.vanderbilt.edu)**. These updates are designed to include important information and an 'All Clear' message when the threat is no longer imminent.

## OPERATIONAL READINESS

The most recent full-scale tests of the mass notification system and AlertVU notifications were conducted on March 23 and September 7, 2023. Testing procedures were announced prior to activation and a test message was sent to all devices registered in the system by students, faculty, and staff, as well as all computers connected to the network in University offices.

Announcements of emergency notification system tests include information on AlertVU and how to update/edit contact information for students, faculty, and staff. Documentation of previous and planned tests of the emergency notification system (including time, description, date, and announcements) resides within the Office of Emergency Management.

## CRISIS COMMUNICATION TO THE VANDERBILT COMMUNITY

In addition to AlertVU, Vanderbilt University works diligently to identify additional communication tools to deliver emergency messages to individuals outside of the campus community.

A desktop alert system displays emergency information on connected computers even without email access. Outdoor sirens and PA systems also may also be used depending on the situation. Vanderbilt University Division of Communications and Marketing serves as the primary news source during all emergencies at Vanderbilt and disseminates any pertinent information to external entities and agencies as needed.

The Division of Communications and Marketing has several additional tools ready and available to deliver detailed and complex emergency information. Some of those tools are:

- Vanderbilt University homepage
- Vanderbilt banner at top of websites across the University updated with emergency information
- AlertVU website: **[alertvu.vanderbilt.edu](https://alertvu.vanderbilt.edu)**
- Email
- Social media, including X (previously known as Twitter): **@VanderbiltU** and Facebook: **Vanderbilt University**
- Public Safety X (previously known as Twitter) account **@VUSafety**
- VandySafe — Vanderbilt's safety application for smartphones (If push notifications are enabled, users will receive AlertVU messages through the app)

## CAMPUS EVACUATION AND RELOCATION PLAN

Vanderbilt takes special populations, regular inhabitants, and visitors into consideration for the campus evacuation plan. Evacuation is one method of protecting the public from the effects of a hazard; protection is achieved by moving people away from the hazard. In planning for evacuation, the characteristics of the hazard and its magnitude, intensity, speed of onset, and anticipated duration are all significant factors. These factors will determine the number of people to be evacuated, the distance people must be moved to ensure their safety, the need for sheltering facilities, and the extent of traffic control and security required.





**All emergencies should be reported to VUPD by calling 911 from any campus phone or (615) 421-1911 from any other phone.**

The Vanderbilt community must be prepared to conduct both small-scale (e.g., single facility) and large-scale or area (e.g., multiple buildings) evacuations at all times of day, both from known hazard areas and from unexpected incident locations. Depending on the type of emergency, it may be necessary to either evacuate from a building or to shelter-in-place—remain in the building until emergency personnel advises it is safe to leave. For more information, see [emergency.vanderbilt.edu/vu/fire/fact-sheets.php](https://emergency.vanderbilt.edu/vu/fire/fact-sheets.php).

The campus evacuation and relocation plan also includes a list of pre-determined area evacuation shelters, large-scale shelters, and offsite rally points, as well as traffic control stations along planned evacuation routes.

In the event of a fire alarm or if instructed by emergency personnel to evacuate, community members and visitors should evacuate immediately using the nearest emergency exit.

- Do not use elevators unless directed to do so.
- Never use elevators during a fire alarm.

- Once outdoors, move to your designated rally point area.
- Check in and report missing persons, injuries, damages and/or potentially hazardous conditions to your supervisor or designated point of contact.
- Keep streets, fire lanes, and walkways clear for emergency vehicles and personnel.
- Supervisors and designated points of contact should contact the Vanderbilt University Police Department to report any immediate emergencies.
- Do not re-enter the building until cleared by Vanderbilt University Police or on-site emergency personnel.
- Review and practice evacuation routes, assembly areas, and procedures for your office, classroom, laboratory, residence hall, or other facility before an emergency happens.

Information regarding evacuation of persons with disabilities is available at [emergency.vanderbilt.edu/vu/quick-ref-guides/evacuation-disabled.php](https://emergency.vanderbilt.edu/vu/quick-ref-guides/evacuation-disabled.php).

Following a review of the campus emergency plans in November 2022, Vanderbilt University conducted an announced table-top exercise of the campus emergency response and evacuation plan on December 8, 2022. Typically, this exercise is open to the Vanderbilt community and external stakeholders, including representatives from the Metro Nashville Police Department, the Metro Nashville Fire Department, and the Nashville Office of Emergency Management; however, due to the COVID-19 pandemic, the 2022 exercise was restricted to VUPS personnel and campus stakeholders only. An announcement regarding the exercise was published to the campus community via the MyVU website. The table-top scenario evaluated the disaster lifecycle, which includes the campus emergency response, evacuation plan, lockdown procedures, and recovery operations. The emergency guides and procedures used were advertised to the public and are available at [emergency.vanderbilt.edu/vu/quick-ref-guides](https://emergency.vanderbilt.edu/vu/quick-ref-guides). For more information about Vanderbilt's emergency guides and response plans, visit [emergency.vanderbilt.edu](https://emergency.vanderbilt.edu).

## OUTBREAK OF SERIOUS ILLNESS

In the event of an outbreak of a serious illness that constitutes an immediate threat to the health of Vanderbilt students or employees, notifications will be sent to the Vanderbilt community by email and/or through the Vanderbilt University website. Updates regarding ongoing outbreaks will be provided periodically through the Vanderbilt website. The determination of whether an outbreak constitutes an immediate threat on campus warranting notification will be made by Vanderbilt University administration officials including the Associate Vice Chancellor for Health and Wellness in consultation with local public health authorities, Student Health, and Occupational Health. The Office of Health and Wellness has the primary responsibility of managing and outbreak however the Office of Emergency Management and/or Environmental Health and Safety also may be consulted in addressing preventative measures in the community.

The specific actions taken in response to a pandemic or outbreak of a serious illness will vary depending on the specific situation and the level of threat to the community. These actions may include:

- Establishing a Command Center under the direction of the Office on Health and Wellness to coordinate all activities.
- Reporting cases to the Command Center to track the severity and progression of the situation.
- Contact tracing to reduce the spread of the serious illness in collaboration with the Davidson County Health Department.
- Ensuring appropriate testing is readily available; and,
- Coordinating activities with Vanderbilt University Medical Center.

For additional information regarding health and wellness at Vanderbilt please visit [vanderbilt.edu/healthwellness/](https://vanderbilt.edu/healthwellness/).

## SECTION

# 4

## Crime Response

Reporting crimes directly to Vanderbilt University Police Department allows for immediate investigation of the crime, implementation of any additional preventative measures, and may prevent others from being victimized.

This also ensures that timely warnings to the community, known as Security Notices, are distributed when appropriate. Security Notices, as well as other publicly available information published in the crime log and the annual disclosure of crime statistics, will not include personally identifiable information of victims or witnesses.

VUPD procedures require that calls involving crimes against persons and life/safety issues, such as fire or injury, receive priority response from the department. Property crimes in progress and other criminal acts with a high potential for violence also necessitate a rapid response. Requests for officers to file reports on criminal acts not in progress or general assistance requests are answered in a timely manner; however, response may be delayed if a higher priority call is in progress.

When any criminal incident is reported to VUPD, the report is public record under state law. To obtain a copy of the report, a request can be submitted to the Records Division of the Metropolitan Nashville Police Department (MNPd). Evidence is collected and preserved from criminal incidents occurring at the University. Crimes against persons, including sexual assaults, may be jointly investigated and reviewed by VUPD and MNPd. Tennessee Code Annotated § 49-7-129 and a Memorandum of Understanding between the two agencies determines primary jurisdiction.

Members of the community can stay informed about criminal incidents at Vanderbilt University by reading the Daily Crime Log or Security Notices distributed to members of the Vanderbilt community as part of an ongoing effort to keep the community informed and to raise awareness of significant unsolved crimes that occur at or near the University.

### SECURITY NOTICES

Security Notices are issued in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). This federal



law requires that a timely warning (Security Notice) be issued when one of the following incidents occurs on or near Vanderbilt University facilities or property and there is reason to believe that there is a continued threat to students and/or employees:

- Murder
- Sex offense
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Manslaughter
- Arson
- Hate crimes
- Stalking, domestic violence, or dating violence or
- When repeated offenses warrant public notice, such as multiple unsolved thefts with the same possible suspect(s) or established pattern(s) or when VUPD otherwise determines that there is a compelling need to get information to the Vanderbilt community.

Security Notices are meant to assist the community in making informed decisions about their safety and, depending on the nature of the incident, they should contain as much of the following information as possible, when available and pertinent:

- Date, time, location (general or specific)
- Summarized event description
- Vehicle description (i.e., make, model, color, any damage to vehicle, and direction of flight)
- Any special instructions that may be needed
- Risk reduction tips
- Resources available for students, faculty, and staff

When VUPD receives a report of a crime, it is immediately assessed by a shift supervisor to determine if there is a risk to the Vanderbilt community. The Chief of Police or their designee is consulted on the incident and, if it is determined there is an ongoing risk to the community, a Security Notice will be issued as soon as possible after the specific event. If the incident is a delayed report (more than 24 hours) by the victim, then the time and date the victim reported the incident

will also be included in the notice. The Security Notice will not contain information that may hinder an ongoing police investigation and will not identify the victim by name or address. A general location designation, such as “residence hall” or “Greek house,” may be given instead of a specific location to ensure the privacy of the victim.

Security Notices are usually distributed via email through the University’s mass notification system, but fliers, posters, or other media may be used as appropriate in addition to or instead of email. Security Notices are also posted on the VUPD website at ***police.vanderbilt.edu***.

## DAILY CRIME LOG

The Vanderbilt University Police Department maintains a Daily Crime Log in compliance with the Clery Act and the Tennessee College and University Security Information Act. As previously noted, personally identifiable information regarding victims or witnesses will not be published in the crime log. The Daily Crime Log may be viewed at the VUPD Records window located at 2800 Vanderbilt Place during normal business hours, or online at ***police.vanderbilt.edu/crimeinfo/dailylog.php***.

## PROTECTION OF MINORS ON CAMPUS AND IN UNIVERSITY OPERATIONS

Vanderbilt University is dedicated to the welfare and safety of minor children (individuals under age 18) who participate in Vanderbilt’s programs and activities, visit Vanderbilt’s campus, or are enrolled as Vanderbilt University students. Minors participating in Vanderbilt programs and activities (excluding those enrolled as Vanderbilt University students) are expected to be supervised while on campus, and every adult member of the Vanderbilt community is required to follow the Protection of Minors (POM) Policy, including the Code of Conduct When Interacting with Minors and mandatory reporting requirements.

**Everyone (not limited to individuals who interact with Minors) is required by Tennessee law to report to the Department of Children’s Services (DCS) or law enforcement, any type of known or suspected child abuse or neglect, including suspected child sexual abuse. Community members making a report in good faith will be protected from criminal and civil liability for making the report.**

Vanderbilt-hosted programs for minors and third-party organization events for minors in Vanderbilt facilities are required to be registered with the Office of Risk Management by the hosting department. The POM Policy and Code of Conduct is available by selecting the “Policy” tile at: ***vanderbilt.edu/riskmanagement/protectionofminorslandingpage.php***.

## REPORTING REQUIREMENTS

Everyone (not limited to individuals who interact with Minors) is required by Tennessee law to report to the Department of Children’s Services (DCS) or law enforcement, any type of known or suspected child abuse or neglect, including suspected child sexual abuse. Community members making a report in good faith will be protected from criminal and civil liability for making the report.

Additional Vanderbilt policy requirements include the internal reporting of abuse or maltreatment of or inappropriate interactions with (including conduct code violations) a Minor in a Vanderbilt program at any in-person location, or online, or at a VU-hosted event using campus facilities or spaces. It is important to understand that every member of the University community is required to report any type of suspected abuse (physical or sexual), misconduct, neglect, or inadequate care. This reporting policy includes disclosures of abuse which may or may not involve Vanderbilt personnel.

When abuse or neglect of a Minor is suspected, two reports, one external and one internal, must be made:

## External Report

Tennessee law requires every person to make a report when they suspect sexual or physical abuse or neglect of a Minor. Failure to report child abuse is a Class A misdemeanor, and intentional failure to report child sexual abuse is a Class E Felony. The required external report may be made to the State of Tennessee Child Abuse Hotline at (877) 237-0004, online at **[apps.tn.gov/carat](https://apps.tn.gov/carat)** or to a Tennessee sheriff's office or police department, including VUPD at (615) 322-2745. If the situation is a life-threatening emergency, contact 911.

## Internal Report

In addition to any external report made, and in situations affecting or having the potential to affect the safety, supervision, and well-being of minors, every member of the University community has an obligation to report known or suspected abuse, neglect, maltreatment, exploitation, or inappropriate interactions with (including conduct code violations) a Minor on campus or in a Vanderbilt program immediately to Vanderbilt University. Internal reporting steps are as follows:

- Immediately contact the program supervisor (where appropriate) and the Office of Risk Management (ORM), Protection of Minors Director at (615) 936-5935.
- Program supervisors receiving any report of concern of abuse to a Minor must report the concern to the ORIM, Protection of Minors Director at (615) 936-5935. This includes if the program supervisor has already made a referral to the Department of Children's Service or law enforcement as outlined in the external reporting procedure above.

Concerns may also be reported to the Risk Management occurrence reporting system on the homepage of the VU Office of Risk Management Protection of Minors page (select the "Reporting"

tile or "Report a University Occurrence" Quick Link) **[vanderbilt.edu/riskmanagement/protectionofminorslandingpage.php](https://vanderbilt.edu/riskmanagement/protectionofminorslandingpage.php)** or the Vanderbilt University Compliance Reporting Hotline. The University compliance hotline may be accessed by calling (844) 814-5935 or on-line at **[vanderbiltcompliancehotline.ethicspoint.com](https://vanderbiltcompliancehotline.ethicspoint.com)** or by visiting the Compliance website at **[vanderbilt.edu/compliance](https://vanderbilt.edu/compliance)**.

All concerns affecting the safety and well-being of a Minor on campus and/or participating in a Vanderbilt Program should be reported via the internal methods described above.

**NOTE: The hotline should not be used for emergencies or when immediate action may be otherwise necessary.**





## SECTION

# 5

## Missing Student Notification Policy

**In the event a student has been missing for at least 24 hours, please immediately contact VUPD at (615) 322-2745 or Housing and Residential Experience (HRE) at (615) 322-2591. All potential missing student reports will be referred to VUPD or local law enforcement for investigation.**

In compliance with the Higher Education Opportunity Act of 2008, Vanderbilt University provides each student residing on campus the opportunity to designate a confidential contact to be notified by the University in the event that the University, through its established procedures, determines that a student is missing. Although not required, Vanderbilt makes the missing student notification procedure available to all students, including those in the graduate and professional schools.

This confidential contact is in addition to any other emergency contact that the student may identify, although both the “confidential” contact and the “emergency” contacts may be the same person or persons. The confidential contact will be registered confidentially and only authorized campus officials will have access to this information. This information will be disclosed to no one outside law enforcement as part of a missing person investigation. In the case of non-emancipated students under the age of eighteen, the HEOA requires that a custodial parent or guardian be notified; however, an additional, confidential contact may also be specified. Students may designate both emergency contacts and confidential contacts by logging into YES (Your Enrollment Services) at [yes.vanderbilt.edu](https://yes.vanderbilt.edu) and selecting the appropriate process. For more information, see [\*\*studenthandbook.vanderbilt.edu/administrative-policies#883\*\*](https://studenthandbook.vanderbilt.edu/administrative-policies#883).

Once the Vanderbilt University Police Department has determined that a student is missing, the Dean of Students or one of the Dean’s designees will notify the confidential contact within 24 hours. Vanderbilt University will also notify an appropriate external law enforcement agency and others at the University, as appropriate, about the missing student, within the same 24-hour period.

## SECTION

# 6

## Sexual Assault, Domestic Violence, Dating Violence, and Stalking — Prevention and Response

Vanderbilt is committed to equal opportunity and to maintaining a safe and healthy environment for all members of the Vanderbilt Community (including students, faculty, staff, postdoctoral fellows, trainees, and contractors), guests, and visitors.

Sexual Misconduct is contrary to Vanderbilt University's values. Vanderbilt University does not tolerate Sexual Misconduct, which includes but is not limited to sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and encourages everyone affected by Sexual Misconduct, or who suspects or witnesses such misconduct, to report it and to seek support from available resources. See below for a list of resources. **Vanderbilt will take prompt and effective action to address allegations of Sexual Misconduct, and it will resolve complaints and reports in a timely and fair manner.**

If you experience sexual assault, stalking, domestic or dating violence, or other sexual misconduct at Vanderbilt, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. The Vanderbilt University Police Department (VUPD) can be reached by calling 911 or (615) 322-2745. Vanderbilt faculty and staff will assist victims with notification of VUPD if the student requests their assistance.

VUPD and Metro Nashville Police Department (MNPD) are available for emergency response, facilitating medical transport, investigating incidents of a criminal nature, referrals to community support resources, and advice concerning and/or assistance with preserving evidence. VUPD also provides support for crime victims and is available to accompany them to court.

Time is a critical factor for evidence collection and preservation. Filing a police report with a VUPD officer will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a police report will:

- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later. (Ideally, a victim of sexual misconduct should not wash, douche, use the toilet, or change clothing prior to a forensic exam.)
- Ensure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual misconduct crisis intervention.

- The University will arrange for reasonable supportive measures (academic, residential, or otherwise) in response to a request from a student or employee who has reported a violation of the Vanderbilt University Formal Grievance Protocol (“Formal Grievance Protocol” or “FGP”) or Vanderbilt University Sexual Misconduct Policy (“Sexual Misconduct Policy” or “SMP”) and will take any other interim actions that are appropriate to ensure the safety and security of the campus community (for more information, see below). It is not necessary to file a formal complaint or a police report to receive supportive measures. See also the Vanderbilt University Sexual Misconduct Policy, Section IX. [vanderbilt.edu/title-ix/2023-24\\_Sexual\\_Misconduct\\_Policy.pdf](https://vanderbilt.edu/title-ix/2023-24_Sexual_Misconduct_Policy.pdf).

## Accessibility

The Title IX Office is committed to making its services accessible to all members of the Vanderbilt Community. Accessibility includes but is not limited to: providing reasonable accommodations to persons with disabilities, including mental health concerns; assuring its online resources are accessible; providing translation or interpretation services; and providing competent, respectful, and effective service to people of all identities and expressions. To request an accommodation, to engage with Vanderbilt’s Title IX Office or any of its processes, or to discuss any questions or concerns about the accessibility of the Title IX Office’s services or resources, please contact the Title IX Coordinator.

## VANDERBILT SEXUAL MISCONDUCT POLICY AND FORMAL GRIEVANCE PROTOCOL

Vanderbilt prohibits and seeks to eliminate all forms of Sexual Misconduct, including Sexual Harassment and Sexual Assault (see Institutional Definitions section below). Under federal law, Vanderbilt has a duty to take steps to prevent and address the effects of Sexual Misconduct.

The Sexual Misconduct Policy (“SMP”) serves as Vanderbilt’s comprehensive policy against Sexual Misconduct in all of its forms. The Formal Grievance Protocol (“FGP”) covers a narrower sub-set of conduct that must be addressed according to a defined resolution process as required by U.S. Department of Education’s Title IX Regulations.

The purpose of the SMP, with the FGP, is to:

- set forth the specific types of conduct that are prohibited;
- identify the resources and support services available to Vanderbilt Community members who have been affected by the prohibited conduct; and,
- outline the processes that apply to allegations of Sexual Misconduct involving members of the Vanderbilt Community.

The SMP and FGP (the “Policies”) are intended to assure: (1) that all members of the Vanderbilt Community who are affected by an incident or complaint of Sexual Misconduct, whether as a Complainant, a Respondent, or a Third Party, receive appropriate support and fair treatment; and (2) that the investigation and resolution of Incident Reports and Formal Complaints of Sexual Misconduct are handled in a prompt, thorough, and equitable manner.

## Scope

The Policies apply to all members of the Vanderbilt Community, guests, and visitors with respect to conduct that occurs on campus or at Vanderbilt-sponsored activities. The Sexual Misconduct Policy also applies to conduct that occurs off campus and has an on-campus effect, including conduct connected with Vanderbilt programs or activities; or that otherwise interferes with or limits the ability of a member of the Vanderbilt Community to participate in or to receive benefits, services, or opportunities from Vanderbilt’s programs or activities. For more information, see Section 7 of this Report and the Sexual Misconduct Policy, Section III, and Formal Grievance Policy, Section II.

## AVAILABLE RESOURCES AND SUPPORT/IMMEDIATE AND ONGOING ASSISTANCE

Any member of the Vanderbilt Community may seek immediate and ongoing assistance from one or more of the resources outlined below, with or without filing an Incident Report or Formal Complaint. Some of these resources are confidential; others are subject to Mandatory Reporter requirements (see below). The level of confidentiality offered by the listed resources (limited confidential, confidential, or non-confidential) is described in Vanderbilt’s Sexual Misconduct Policy and below.

### A. Privacy versus Confidentiality

For the purpose of the Policies, privacy and confidentiality have distinct meanings.

- Privacy means that information related to a complaint will be shared with a limited number of faculty, staff, or postdoctoral trainees, who “need to know” in order to assist in the assessment, investigation, and resolution of the report. All employees who are responsible for Vanderbilt’s response to violations of the Policies receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law. The privacy of student education records will be protected in accordance with the Family Educational Rights and Privacy Act (“FERPA”), and the privacy of employee records will be protected in accordance with Tennessee law and Vanderbilt policy.
- Confidentiality exists in the context of laws that protect certain relationships, including those who provide services related to medical and clinical care, mental health providers, counselors, and ordained clergy, when each is acting in their official capacity. The law creates a privilege between certain health care providers, mental health care providers, attorneys, clergy, spouses, and others, with their patients, clients, parishioners, and spouses. Vanderbilt has



designated individuals who have the ability to have privileged communications as Confidential Resources, listed below.

The Title IX Office will make reasonable and appropriate efforts to preserve a person’s privacy and to protect the confidentiality of information. However, because of laws relating to reporting and other state and federal laws, Vanderbilt cannot guarantee confidentiality relating to incidents of Prohibited Conduct (including Sexual Assault, Dating and Domestic Violence, and Stalking, see definitions below and Sections V, VI, and VII of the Sexual Misconduct Policy) except where those reports are privileged communications to Confidential Resources. Even then, there are exceptions to maintaining confidentiality set by law; for example, physicians and nurses who treat any physical injury sustained during a Sexual Assault are required to report it to law enforcement. Also, physicians, nurses, psychologists, psychiatrists, teachers, and social workers must report a Sexual Assault committed against a person under age 18.

Except for the Confidential Resources below, information shared with other individuals is not legally protected from being disclosed. However, Vanderbilt takes requests for privacy and confidentiality seriously, while at the same time fulfilling its responsibility to provide a safe and nondiscriminatory environment for all students and the Vanderbilt Community.

**B. Limited Confidential Vanderbilt Resource**

***Project Safe Center for Sexual Misconduct Prevention and Response***

The Project Safe Center for Sexual Misconduct Prevention and Response (“Project Safe”) provides to the Vanderbilt Community information, support, referrals, and education about Sexual Misconduct, healthy relationships, and healthy sexuality. Project Safe can assist with navigating Vanderbilt’s resource and support network, as well as external support and law enforcement resources. Assistance may include meeting a student at a medical service provider, law enforcement agency, or other location for assistance. Project Safe can also assist individuals in filing Incident Reports to the Title IX Office or reporting to law enforcement.

Vanderbilt has designated Project Safe as a limited confidential resource. This means that Project Safe staff can discuss incidents of Sexual Misconduct without being required to disclose personally identifying information about a person to the Title IX Office or other offices within the Vanderbilt Community; however, Project Safe will provide de-identified information to the Title IX Office, including the basic demographic profile of the respondent as well as the nature, date, time, and general location of the alleged incident, if known. This notification helps keep the Title IX Office informed of the general extent and nature of

Sexual Misconduct on and off campus, and allows for tracking patterns, evaluating the scope of a problem, and formulating appropriate campus-wide responses.

Project Safe Center staff will provide de-identified information, similar to that provided to the Title IX Office, to the Vanderbilt University Police Department (VUPD) for crime statistics reporting under the Clery Act. The information reported may result in the issuance of a timely warning or security notice to the community. The warning will include information to assist the community in remaining safe, including personally identifiable information about the Respondent, when available. The warning will not include information that identifies other persons involved in the incident. While Project Safe staff may maintain a person’s confidentiality within the Vanderbilt Community, they may have reporting obligations under state and federal law, and they may be obligated to produce information in response to a lawfully issued subpoena or other court order.

In cases where a Respondent poses a serious or immediate threat to the Vanderbilt Community (based on, for example, the nature of the incident or a pattern of alleged misconduct), Project Safe staff will disclose all relevant information to the appropriate Vanderbilt offices, including, but not limited to, the Title IX Office and Vanderbilt University Public Safety.

Limited confidentiality may not extend to a person who self-discloses to Project Safe staff that the person engaged in a possible violation of the Policies.

LIMITED CONFIDENTIAL VANDERBILT RESOURCES		
OFFICE	AVAILABLE FOR	CONTACT INFORMATION
<b>Project Safe Center</b> <b><i>vanderbilt.edu/projectsafe</i></b>	Vanderbilt Community	24/7/365 Crisis/Support Hotline: (615) 322-7233 Office: (615) 875-0660 Email: <b><i>projectsafe@vanderbilt.edu</i></b>

## C. Confidential Vanderbilt Resources

With limited exceptions, confidential resources cannot disclose any information about an alleged incident to the Title IX Office without the permission of the person meeting with them. Confidential resources are included in the table below.

Off-campus counselors and health care providers will also generally maintain confidentiality and refrain from sharing information with Vanderbilt unless the person consulting them requests the disclosure and signs a consent or waiver form.

Under state or federal law, some resources may have other reporting obligations. For example, healthcare providers and certain other persons are required to notify law enforcement when someone seeks treatment for injuries caused by a violent crime, including Sexual Assault.

CONFIDENTIAL VANDERBILT RESOURCES		
OFFICE	AVAILABLE FOR	CONTACT INFORMATION
<b>Vanderbilt University Counseling Center</b> <b><i>vanderbilt.edu/ucc</i></b> (Confidential when counselor is acting in their healthcare role)	Students	(615) 322-2571
<b>Lyra — Employee Assistance Program (EAP)</b> <b><i>vanderbilt.edu/healthwellness/wellness-programs/</i></b> (Confidential when counselor is acting in their healthcare role)	Faculty/Staff	(877) 804-2856
<b>Center for Spiritual &amp; Religious Life</b> <b><i>vanderbilt.edu/religiouslife</i></b> (Confidential when clergy are acting in a pastoral role)	Vanderbilt Community	(615) 322-2457
<b>Student Health Center</b> <b><i>vumc.org/student-health/welcome</i></b> (offers SANE Exams)	Students	(615) 322-2427
<b>Vanderbilt University Medical Center Emergency Services</b> <b><i>vanderbilthealth.com/service-line/emergency-department</i></b> (offers SANE Exams)	Vanderbilt Community	(615) 322-0160

## D. Non-Confidential Vanderbilt Resources

Any member of the Vanderbilt Community who has been impacted by Sexual Misconduct may seek immediate and ongoing assistance from one or more of the following resources. The resources listed below are

Mandatory Reporters, who are required to report any potential violations of the Policies to the Title IX Office, including disclosures that occur in an academic setting or that are related to a pre-matriculation incident. See Section IV and Section X of the Sexual Misconduct Policy for more information.

**NOTE: The resources listed below, aside from law enforcement and the Project Safe Center, should not be used for immediate assistance.**

NON-CONFIDENTIAL VANDERBILT RESOURCES		
OFFICE	AVAILABLE FOR	CONTACT INFORMATION
<b>Title IX Office</b> <i>vanderbilt.edu/title-ix</i>	Vanderbilt Community	(615) 343-9004 <b><i>TitleIX@vanderbilt.edu</i></b>
<b>VUPD</b> <i>police.vanderbilt.edu</i>	Vanderbilt Community	Emergency: (615) 421-1911 Non-emergency: (615) 322-2745 <b><i>VUPD@vanderbilt.edu</i></b>
<b>Student Care Coordination</b> <i>vanderbilt.edu/carecoordination</i>	Students	(615) 343-9355 <b><i>StudentCare@vanderbilt.edu</i></b>
<b>Housing and Residential Experience (HRE)</b> <i>vanderbilt.edu/ohare</i>	Students	(615) 322-2591 <b><i>housing@vanderbilt.edu</i></b>
<b>Student Affairs</b> <i>vanderbilt.edu/studentaffairs/</i>	Students	(615) 322-6400 <b><i>DeanofStudents@vanderbilt.edu</i></b>
<b>Center for Student Wellbeing</b> <i>vanderbilt.edu/healthydores</i>	Students	(615) 322-0480
<b>Margaret Cuninggim Women's Center</b> <i>vanderbilt.edu/womenscenter</i>	Vanderbilt Community	(615) 322-4843
<b>Office of LGBTQI Life</b> <i>vanderbilt.edu/lgbtqi</i>	Vanderbilt Community	(615) 322-3330 <b><i>LGBTQI@vanderbilt.edu</i></b>
<b>Bishop Joseph Johnson Black Cultural Center</b> <i>vanderbilt.edu/bcc/bishop-joseph-johnson</i>	Vanderbilt Community	(615) 322-2524
<b>Community Standards Hotline</b>	Vanderbilt Community	365/24/7 automated hotline: (615) 343-7867



## E. External Resources

The resources listed below are not affiliated with Vanderbilt and are available to all members of the public.

EXTERNAL RESOURCES		
RESOURCE	AVAILABLE FOR	CONTACT INFORMATION
<b>Metropolitan Nashville Police Department</b>	Vanderbilt Community	Emergency: 911 Non-emergency: (615) 862-8600
<b>Nashville Sexual Assault Center</b> <i>sacenter.org</i> (offers SANE exams)	Vanderbilt Community	24/7 Hotline: (866) 811-7473 Office: (615) 259-9055
<b>TN Coalition to End Domestic Violence</b> <i>tncoalition.org</i>	Vanderbilt Community	(615) 386-9406
<b>YWCA Crisis and Information Line</b> <i>ywcanashville.com/what-we-do/dv-services</i>	Vanderbilt Community	(800) 799-SAFE (7233)
<b>RAINN/National Sexual Assault Hotline</b> <i>rainn.org/about-national-sexual-assault-telephone-hotline</i>	Vanderbilt Community	(800) 656-4673
<b>1 in 6: 24/hour Helpline Chat</b> <i>1in6.org</i>	Male Complainants over 18	(877) 628-1466 <i>1in6.org/helpline</i>
<b>988 Suicide and Crisis Lifeline</b> (formerly the National Suicide Prevention Lifeline) <i>988lifeline.org</i>	Vanderbilt Community	988 or (800) 273-8255
<b>Trans Lifeline</b> <i>translifeline.org</i>	Vanderbilt Community	(877) 565-8860
<b>St. Thomas Midtown Hospital Emergency Department</b>	Vanderbilt Community	(615) 284-5555
<b>Nashville General Hospital at Meharry Emergency Department</b> (offers SANE exams)	Vanderbilt Community	(615) 341-4000
<b>TriStar Centennial Medical Center Emergency Department</b>	Vanderbilt Community	(615) 342-1000

## Additional Information

Vanderbilt University Medical Center Emergency Services and the other medical service providers listed above are available to treat injuries and possible sexually-transmitted infections and diseases, as well as for other health services and consultations. If a forensic exam is requested, one can be performed at the Student Health Center (Monday through Friday, 8:00 a.m. to 4:30 p.m.) or the Vanderbilt University Medical Center Emergency Department (VUMC ED) (24/7/365) by a Sexual Assault Nurse Examiner (SANE) on site. Medical treatment and a forensic examination may aid in the identification and preservation of physical evidence associated with the assault and can be performed even if a person does not wish to proceed with an investigation at that time. A forensic exam facilitates the identification and preservation of physical evidence associated with the assault. See information regarding mandatory reporting requirements for medical providers in the Mandatory Reporting section below.

Upon request, a Victim Resource Specialist from the Project Safe Center will meet a student at a medical service provider, law enforcement agency, or other location for assistance or consultation. Project Safe Center Victim Resource Specialists are available 24 hours a day, seven days a week, 365 days a year.

**Immediate Priority—Preserving Evidence:** To help preserve evidence, individuals who have experienced sexual assault are advised not to change clothes or bedding, take a shower, douche, or clean up until evidence has been collected by the police or SANE. Evidence may still be available even after someone has changed clothes or cleaned up/showered. Therefore, any clothes or bedding that may contain evidence should be left unfolded and undisturbed, if possible. If clothing or bedding must be moved, each item should be kept separate to prevent transfer of body fluids or other trace evidence. Any potentially relevant video, audio, photographs, text messages, messages through other social media applications or outlets (e.g., Snapchat, Facebook, X (previously known as Twitter), Instagram, Tinder, Grindr, etc.), emails, voicemails,

written notes, or any other media, including hard-copy documents should be preserved.

## Mandatory Reporters

Vanderbilt defines all faculty and staff as Mandatory Reporters except certain “confidential resources” and “limited confidential resources” staff. See Section VIII of the Sexual Misconduct Policy. Vanderbilt requires Mandatory Reporters to report immediately to the Title IX Coordinator any knowledge they may have regarding possible violations of the Policies, including but not limited to, the Mandatory Reporter’s name, the names of involved persons, the nature of the incident, and the time and location of the incident. Mandatory Reporters are encouraged to report using the online Incident Report form on the Title IX Office website at [vanderbilt.guardianconduct.com/incident-reporting](http://vanderbilt.guardianconduct.com/incident-reporting). If a Mandatory Reporter believes a person intends to share information regarding an incident of Sexual Misconduct, the Mandatory Reporter should explain to the person their reporting obligations. If the person would prefer to speak with a confidential resource, the Mandatory Reporter should direct the person to a confidential resource. Mandatory Reporters may also refer persons to limited confidential resources, such as Project Safe. A non-exhaustive list of mandatory reporters is contained in Section X of the Sexual Misconduct Policy.

**NOTE:** Public awareness events, such as “Take Back the Night,” the Clothesline Project, candlelight vigils, protests, “survivor speak-outs,” and other forums in which students disclose incidents of Sexual Misconduct, including meetings or other events organized by Rooted in Resilience, a support group led by the Project Safe staff, are not considered notice to Vanderbilt of Sexual Misconduct for purposes of initiating its obligation to address a particular incident. To ensure that an event meets this definition, the organizer must obtain clearance through Student Affairs. Such events may, however, inform the need for campus-wide education and prevention efforts, and Vanderbilt may provide information to students about the Title IX process and related resources at these events.

## A. Minors Reporting Requirement

In addition to reporting to the Title IX Office, Tennessee law requires anyone aware of any type of known or suspected abuse, neglect, or inadequate care of a minor, including suspected child sexual abuse, to notify law enforcement or the Department of Children’s Services (DCS). Community members making a report in good faith are protected from criminal and civil liability for making a report. See more information at [tn.gov/dcs/program-areas/child-safety/reporting.html](http://tn.gov/dcs/program-areas/child-safety/reporting.html).

Vanderbilt also requires members of the Vanderbilt Community to make an internal report to the Office of Risk Management ([protectionofminors@vanderbilt.edu](mailto:protectionofminors@vanderbilt.edu)). Minors (excluding those enrolled as students) participating in Vanderbilt programs and activities are expected to be supervised while on campus, and every adult member of the Vanderbilt Community is required to follow the Protection of Minors (POM) Policy. [vanderbilt.edu/riskmanagement/pompolicyJune2018.php](http://vanderbilt.edu/riskmanagement/pompolicyJune2018.php).

## B. Medical Personnel Reporting Requirement

All medical personnel are required to disclose to law enforcement when a person seeks treatment for injuries caused by a violent crime, including Sexual Assault. Medical personnel are also required to disclose to law enforcement and DCS when a minor presents for treatment for any injury or condition that reasonably indicates it was caused by violence or abuse, including physical or sexual abuse. Medical personnel are also required to disclose to law enforcement and Adult Protective Services when certain vulnerable adults present and there is reasonable belief that they are victims of adult abuse, neglect, or exploitation.

## Anonymous Reporting

Any person who is not a Mandatory Reporter can make an anonymous Incident Report of a violation of the Sexual Misconduct Policy or Formal Grievance Protocol; the Reporter may report the incident without disclosing their name, identifying a Complainant or a Respondent, or requesting any action. Mandatory Reporters may report their own experience of Sexual Misconduct anonymously.

Vanderbilt's ability to respond to an anonymous Incident Report may be limited with respect to the collection of evidence and provision of Supportive Measures.

Vanderbilt provides several methods for anonymous reporting. Anonymous reports of Sexual Misconduct may be made via the Title IX Office Incident Report and Accommodation Request Form ***vanderbilt.guardianconduct.com/incident-reporting***. Persons may also report anonymously to the 24/7 Project Safe Hotline, the 24/7 Community Standards Hotline, or through the 24/7 Vanderbilt University Compliance Reporting Hotline, an independently-operated compliance hotline that may be used to anonymously report incidents of apparent wrongdoing on campus. See resource tables in Section 7 of this Report.

If a Complainant files a Formal Complaint, they cannot remain anonymous. Certain Supportive Measures also require the requesting person to provide their name for the purpose of implementing the Supportive Measures.

Vanderbilt will attempt to investigate anonymous reports but depending on the extent of information available about the incident or the individuals involved, Vanderbilt's ability to investigate and respond to an anonymous report may be limited, particularly to the extent that the conduct alleged would be subject to the Formal Grievance Protocol. Vanderbilt will attempt to investigate anonymous reports under the Sexual Misconduct Policy, but without being able to collect evidence from and ask follow-up questions to a reporter, the potential for discipline may be lessened as compared to non-anonymous reports. The Title IX Coordinator will receive the anonymous report and will determine any appropriate steps, including individual or community remedies as appropriate.

## Requests by a Reporter to Remain Anonymous

The Title IX Office cannot withhold the identity of the Parties to a Formal Complaint. When a non-Party who is known to one or more Vanderbilt offices requests their identity not be shared in an investigation, the

Title IX Coordinator will review the request, taking into consideration relevant circumstances. The Title IX Office may not be able to accommodate a request for anonymity when weighed against Vanderbilt's obligation to provide a safe and non-discriminatory environment. Factors to consider include:

- The nature of the alleged Sexual Misconduct;
- Whether there have been other Incident Reports of Sexual Misconduct against the Respondent known by Vanderbilt;
- Whether the Respondent has allegedly threatened further misconduct or violence;
- Whether the alleged Sexual Misconduct was committed by multiple alleged Respondents;
- Whether the alleged Sexual Misconduct involved use of a weapon;
- The age of the person subjected to the alleged Sexual Misconduct;
- Whether the Title IX Office possesses other means to obtain relevant evidence of the alleged Sexual Misconduct;
- Whether the Incident Report reveals a pattern of Sexual Misconduct at a particular location or by a particular individual or group of individuals; and
- The alleged Respondent's right to receive information about the allegations, if the information is maintained by Vanderbilt as an "education record" under the Family Educational Rights and Privacy Act (FERPA), if applicable.

In an instance where the Title IX Office determines it cannot accommodate a request for anonymity, the Title IX Coordinator will, whenever possible, inform the requesting person in advance of disclosure. Disclosures in these instances will be limited to persons with a need to know the information.

## Third-Party Reporting

Any Third Party who witnesses or knows of an incident of Sexual Misconduct may submit an Incident Report. Mandatory Reporters are required immediately to submit an Incident Report. See Section X of the Sexual Misconduct Policy. The Title IX Office will determine how to proceed with the Incident Report. After

submitting an Incident Report, Third Parties will receive an acknowledgment of their submission, though they typically will not receive information about the Title IX Office's investigation and response due to privacy concerns and applicable federal and state laws.

Statistical information regarding all third-party reports received by law enforcement, the Title IX Office, and other mandatory reporters are included in the annual disclosure of crime statistics; personally-identifiable information will be kept confidential and will not be published in the crime log or annual crime statistics.

## Bystander Intervention

Vanderbilt encourages anyone who witnesses, experiences, or has information about possible sexual misconduct, including sexual assault, dating and domestic violence, or stalking, to take reasonable actions to prevent or stop such actions. Reasonable actions may include, depending on the relevant facts and circumstances, reporting the behavior (in accordance with the reporting options outlined above), directly intervening when it is safe and reasonable to do so, or contacting law enforcement. Bystander intervention is an effective means by which to reduce sexual misconduct in our community. Vanderbilt provides bystander intervention training, available through the Project Safe Center. A person who has been subjected to Sexual Misconduct need not confront the other party. See Section 8 below regarding how to be an active bystander.

## Supportive Measures

In cases of reported alleged sexual misconduct, the Title IX Office may implement Supportive Measures immediately or at any time that the Title IX Office determines that such measures are necessary for Parties or Third Parties. Supportive Measures are non-disciplinary and non-punitive individualized services to provide assistance and support for persons going through the Title IX process. Supportive Measures are independent from investigations. If there is an investigation, Supportive Measures may remain in effect after the investigation has concluded. Supportive



Measures can be requested and adjusted at any time, regardless of an ongoing or completed investigation. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures, in consultation with other Vanderbilt offices and departments, including Project Safe and Student Affairs. In cases involving faculty and staff who request Supportive Measures, the Title IX Coordinator will confer with Human Resources or the appropriate Dean.

Supportive Measures are provided with consideration of the facts collected, the seriousness of the allegations, and the potential safety risks posed to the Vanderbilt Community. Supportive Measures are designed to restore or preserve equal access to Vanderbilt's education program and activities without unreasonably burdening other members of the Vanderbilt Community. Some Supportive Measures are designed to protect the safety of both Parties and Vanderbilt's educational or work environment, as well as to deter Sexual Misconduct. Vanderbilt will maintain privacy with respect to any personal Supportive Measures provided to Complainants, Respondents, or Third Parties, to the extent that maintaining such privacy would not impair Vanderbilt's ability to provide the Supportive Measures (e.g., Mutual No-contact Directives require notice to others).

Examples of Supportive Measures that the Title IX Office may consider and implement for students include, but are not limited to:

- access to on-campus counseling services and assistance in setting up an initial appointment;
- Mutual No-contact Directives;
- Dean's Notifications, which are typically short-term considerations relating to absences or coursework, or rescheduling or extension of academic exams and assignments;
- alternative course completion options;
- changing class schedules, including the ability to transfer course sections or to withdraw from or re-take a course;
- academic support services, such as tutoring;
- changing work schedules, job assignments, or job locations for Vanderbilt employment;

- changing residence hall assignments;
- providing an escort for transit between Vanderbilt classes and activities;
- restrictions, which may include limiting or barring access to certain facilities or activities; or
- student-requested leaves of absence.

Examples of Supportive Measures that the Title IX Office may consider and implement for faculty, staff, and postdoctoral fellows or trainees may include, but are not limited to:

- access to counseling services through Lyra (EAP) and assistance in setting up an initial appointment;
- access to on-campus advocacy services through the Project Safe Center and assistance in setting up an initial appointment;
- changing work schedules, job assignments, or job locations;
- mutual No-contact Directives;
- limiting or barring access to certain Vanderbilt-owned facilities or activities; or
- providing an escort for transit around campus.

If a Respondent withdraws from, resigns from, or leaves the Vanderbilt Community while an Incident Report or Formal Complaint is pending, Supportive Measures for the Complainant may be continued. A Respondent may be required to notify the Title IX Coordinator if they intend to visit any building owned or controlled by Vanderbilt or a student organization that is officially recognized by Vanderbilt, or if they otherwise seek to attend any Vanderbilt education program or activity, so the Complainant may be given an opportunity to receive Supportive Measures if needed.

## No-Contact Directives and Orders of Protection

Given the nature of cases involving Sexual Misconduct, the Title IX Coordinator, or the Title IX Coordinator's designee, may issue mutual no-contact directives in connection with an Incident Report or Formal Complaint as a supportive measure. When a request is filed by one of the Parties, the Coordinator

or designee will determine whether the request is a reasonable supportive measure in light of the available facts, and if so, will issue mutual no-contact directives to the Parties.

A report of a violation of a no-contact directive by a student who is subject to the directive may result in a warning or in the filing of a student accountability charge against that student. Such a charge will be addressed according to the usual student accountability procedures. If the accountability proceedings result in a finding that the student is responsible for violating the directive, corrective action will be taken.

The issuance or continuation of a no-contact directive is not an accountability proceeding or corrective action for purposes of a student's record and is not subject to appeal.

Students may also seek orders of protection, restraining orders, or other similar orders issued by a court of law and may be assisted in doing so by representatives from University offices, including, for example, the Project Safe Center, Housing and Residential Experience (HRE), and VUPD. If an individual obtains an order of protection or similar order issued by a court, the individual should share that information with VUPD so the University can assist. VUPD and the Project Safe Center also are available to assist faculty and staff in obtaining such orders.

## INSTITUTIONAL DEFINITIONS

Institutional definitions of specific offenses are set forth in the Sexual Misconduct Policy, or at [vanderbilt.edu/title-ix/2023-24\\_Sexual\\_Misconduct\\_Policy.pdf](https://vanderbilt.edu/title-ix/2023-24_Sexual_Misconduct_Policy.pdf). See also, the Formal Grievance Protocol, or at [vanderbilt.edu/title-ix/2023-24\\_Formal\\_Grievance\\_Protocol.pdf](https://vanderbilt.edu/title-ix/2023-24_Formal_Grievance_Protocol.pdf). The following are selected definitions, or summaries thereof, contained in the Sexual Misconduct Policy. See Section 14 of this Report for definitions of sexual assault, stalking, domestic and dating violence under Tennessee law and the Violence Against Women Act (VAWA) amendments to the Clery Act.

## Prohibited Conduct — Formal Grievance Protocol (FGP)

If the definitional and jurisdictional requirements outlined in the Sexual Misconduct Policy are met (see Scope in Section 7 of this Report below), the following conduct, including the facilitation of, assistance of, or attempts to commit the same, is prohibited under the FGP. Note that these definitions are based on federal definitions provided in the Title IX regulations and may differ from state law or the definition of criminal acts in the VAWA amendments to the Clery Act. Consequently, any criminal proceeding brought by state or local law enforcement authorities may use different definitions.

**Sexual Harassment:** Conduct on the basis of sex that satisfies one or more of the following:

- a. **Quid Pro Quo Sexual Harassment:** A Vanderbilt faculty, staff member, or postdoctoral trainee conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct.
- b. **Hostile Environment Sexual Harassment:** Unwelcome sexual conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Vanderbilt's education program or activity.
- c. **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship is determined based on a consideration of the following factors: (i) the length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship.
- d. **Domestic Violence:** Felony or misdemeanor crimes of violence committed between:
  - persons who are current or former spouses or intimate partners;
  - persons who share a child in common;
  - persons who currently live together or have

formerly lived together as spouses or intimate partners;

- a person similarly situated to a spouse of the victim under the domestic or family violence laws of Vanderbilt's jurisdiction; or
  - any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Vanderbilt's jurisdiction.
- e. **Sexual Assault:** Intentional physical contact of a sexual nature directed towards another person when the other person does not provide or is incapable of giving Effective Consent (see the Sexual Misconduct Policy). This includes but is not limited to rape, sodomy, sexual battery, fondling, incest, and statutory rape.
  - f. **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress. Types of stalking could include but are not limited to:
    - Intentionally following a specific person;
    - Approaching or confronting that person in a public place or on private property;
    - Persistent and unwelcome attempts to contact the person by phone, electronic communication (including via the internet, digital or other social media networks, and cellphones), or regular mail;
    - Vandalizing the person's property or leaving unwanted items for the person;
    - Persistently appearing at the person's classroom, residence, or workplace without that person's permission or other lawful purpose;
    - Cyber-stalking, in which a person follows, monitors, or surveils another person through the use of electronic media such as the internet, digital media networks, blogs, cell phones, texts, or other monitoring devices; and
    - Using visual or audio recording devices or hidden or remote cameras without the subject's Effective Consent (see below and the SMP).

## Prohibited Conduct — Sexual Misconduct Policy (SMP)

If the definitional and jurisdictional requirements outlined in the Sexual Misconduct Policy are not met, the prohibited conduct in both the previous (SMP) and the following section (SMP), including the facilitation of, assistance of, or attempts to commit the same, is prohibited under Vanderbilt's Sexual Misconduct Policy.

### Sexual Misconduct:

- a. **Dating Violence:** In addition to the definition in the SMP set forth above, Dating Violence for the purposes of the SMP includes sexual, psychological, financial, or physical abuse or the threat of such abuse committed by a person who is or has been in a social relationship of a romantic or intimate nature with the person against whom the dating violence is perpetrated. The existence of a social relationship of a romantic or intimate nature may be determined by the same factors listed above: (i) the length of the relationship, (ii) the type of relationship, (iii) the frequency of the interactions between the persons involved in the relationship, and (iv) other relevant contextual factors.

Whether the alleged conduct constitutes abuse, or the threat of abuse, will depend on a number of factors, including, but not limited to, the nature, severity, and frequency of the conduct. Whether a Party was acting in self-defense may also be considered when assessing or weighing an allegation of Dating Violence against that Party. Dating Violence does not include acts covered under the definition of Domestic Violence.

- b. **Domestic Violence:** In addition to the definition in the SMP set forth above, Domestic Violence for the purposes of the SMP includes sexual, psychological, financial, or physical abuse or the threat of such abuse committed between the categories of persons listed above.
- c. **Harassing Conduct:** Unwelcome sexual conduct that unreasonably interferes with a Vanderbilt Community member's ability to perform a job, participate in

activities, participate fully in Vanderbilt's education programs, or creates an intimidating, hostile, or offensive working or academic environment. Harassing Conduct also occurs when a member of the Vanderbilt Community conditions the provision of an aid, benefit, or service on another's participation in unwelcome sexual conduct.

- d. **Non-Consensual Sexual Contact:** Contact of a sexual nature — however slight — with the breasts, buttocks, groin, genitals, mouth, or other body part of another, by any person upon another without Effective Consent (See below and the SMP). This includes a person causing someone else to touch that person, another, themselves, or an object with, or on, any of these body parts without Effective Consent. For purposes of crime reporting and the Clery Act, this contact would be classified as Fondling, a category of sexual assault.
- e. **Non-Consensual Sexual Penetration:** Any vaginal, anal, or oral penetration — however slight — by any body part (e.g., penis, tongue, or finger) or object, or oral copulation (mouth to genital contact), by any person upon another without Effective Consent. This includes a person causing someone else to penetrate the individual vaginally, anally, or orally without Effective Consent. For purposes of crime reporting and the Clery Act, this contact would be classified as Rape, a category of sexual assault.
- f. **Sexual Exploitation:** Taking non-consensual sexual advantage of another for one's own advantage or benefit, or for the benefit of anyone other than the one being exploited. Examples of Sexual Exploitation include, but are not limited to:
  - Video or audio-recording of sexual activity or other private activity, even if that activity occurs in a public or semi-public place;
  - Dissemination of video, photographs, or audio of sexual activity or other private activity, including when the dissemination is done by a Third Party;
  - Engaging in sexually-based blackmail or extortion;
  - voyeurism;
  - Exposing one's breasts, buttocks, or genitals in a non-consensual circumstance or inducing another

- to expose their breasts, buttocks, or genitals;
- Procuring, offering for, or promoting Sexual Exploitation of another person, or using another person for sex work or transactional sex for one's own benefit;
- Intentionally failing to use contraception or prophylaxis as previously agreed without effective consent of the other person (including stealthing and intentionally damaging contraceptive or prophylactic devices);
- Intentionally exposing someone to, or transmitting to someone, a sexually transmitted infection or sexually transmitted disease; or
- Intentionally disclosing or threatening to disclose the sexual orientation, gender identity, STI/STD status, or gender expression of another.

### Prohibited Conduct — Retaliation

The following conduct, including facilitating, assisting, or attempting to commit the same, is prohibited under the Sexual Misconduct Policy and the Formal Grievance Protocol. Vanderbilt officials not only will take steps to prevent Retaliation but also will take strong responsive action if it occurs. See the Sexual Misconduct Policy.

Retaliation is any adverse action taken, including but not limited to intimidation, harassment, threats, speech, coercion, or discrimination, with the purpose of interfering with any right or privilege secured by the Policies, against a person who participates in, or refuses to participate in, the Title IX processes.

- This includes, but is not limited to, persons who:
- a. in good faith, report or otherwise disclose what they believe is Sexual Misconduct;
  - b. participate in, or refuse to participate in, any investigation or proceeding under the Policies;
  - c. oppose conduct that they believe to violate the Policies (including speaking against or refusing to engage in conduct that would violate the Policies);
  - d. are charged with a conduct violation that does not involve sex discrimination or Sexual Harassment, but arises out of the same facts or circumstances

as an Incident Report or Formal Complaint of sex discrimination, or an Incident Report or Formal Complaint of Sexual Harassment

Persons who believe they have experienced or have knowledge of Retaliation should promptly report the Retaliation to the Title IX Office. The Title IX Coordinator will determine the appropriate resolution process, which could include consolidating the allegations of Retaliation into an ongoing resolution process, initiating a separate formal or informal resolution process, or addressing the allegations through other appropriate methods. . In the event a person alleges that the Title IX Coordinator retaliated against them, the person may file a Formal Complaint with the Associate Vice Chancellor for Equal Access, who will follow the grievance processes under the Policies. The Title IX Coordinator (or staff under the Title IX Coordinator's supervision) will not oversee the investigation or Hearing of a Formal Complaint alleging that the Title IX Coordinator engaged in Retaliation. If the Associate Vice Chancellor for Equal Access is also the Title IX Coordinator, a person alleging the Title IX Coordinator retaliated against them may file a Formal Complaint with the Vice Chancellor for Administration.

### Additional Communication Considerations

- Vanderbilt does not prohibit any Party from discussing their own experience but encourages Parties to respect the sensitive nature of allegations of Sexual Misconduct.
- A person's confidential information (including medical and academic information) obtained during the course of a Title IX investigation or a proceeding under the Policies should not be re-disclosed outside the investigation or proceeding. This provision does not apply to information learned outside of an investigation or proceeding under the Policies.
- Anyone who knowingly makes a false accusation of Prohibited Conduct or Retaliation of any form, including knowingly submitting false information



during the investigation or hearing process, may be subject to an investigation for a potential violation of the Policies and may be subject to disciplinary action and the appropriate sanctions, up to and potentially including termination for employees and expulsion for students. A determination regarding responsibility alone, however, is not sufficient to conclude that any Party made a materially false statement in bad faith.

### **Additional Definitions Pertaining to Effective Consent, Force, and Coercion**

The following definitions pertain to Prohibited Conduct under the Policies; additional definitions pertaining to procedures under the Policies are included in Section 7 of this Report and generally, the Sexual Misconduct Policy.

**Blackout:** When a person is awake and functioning but is not able to create memories for events and actions. Blackout refers to amnesia for places a person went or things they did while intoxicated. Not all Blackouts are the same; some Blackouts involve a continuous period of time, while others may result in large segments of time missing from memory, each segment of which may be a different length of time.

**Coercion:** Conduct that places unreasonable pressure on someone to engage in unwelcome sexual contact. Coercion may include manipulation, intimidation, unwanted contact, or express or implied threats of harm. In evaluating whether Coercion occurred, Vanderbilt will consider the type, frequency, intensity, and duration of the pressure, as well as the degree of isolation of the person being pressured. Sexual activity that is coerced is non-consensual.

**Effective Consent:** An informed, freely, and actively given agreement that requires mutually understandable words or actions indicating a willingness to engage in a mutually agreed upon form of sexual activity.

- a. A person must have the Effective Consent of any person with whom they engage in sexual activity.

If at any time a person is uncertain whether another individual is providing Effective Consent to sexual activity, the person must immediately clarify whether they have the individual's Effective Consent and respond accordingly.

- b. A person is not required to resist, physically, verbally, or otherwise, in order to demonstrate a lack of Effective Consent.
- c. Effective Consent must be maintained by all Parties throughout the sexual interaction.
- d. A person may withdraw Effective Consent to sexual activity entirely at any time, at which point all sexual activity must cease immediately.
- e. Effective Consent for one form of sexual activity does not constitute Effective Consent for another form of sexual activity. When "no" to a form of sexual activity is communicated verbally or physically, that sexual activity must cease immediately.
- f. Whether any sexual activity or relationship between a Complainant and Respondent is relevant to determining whether Effective Consent existed between them for a particular sexual activity will be evaluated on a case-by-case basis. Sexual relationships of the Complainant and the Respondent with others generally are irrelevant to the determination regarding Effective Consent.
- g. Effective Consent expires after a reasonable time, which is determined case-by-case based on the circumstances. Effective Consent in one interaction may not carry over to another sexual interaction, whether on the same day or another day.
- h. A person does not provide Effective Consent through their attire, acceptance of a social invitation, or invitation to their residence.
- i. Because Effective Consent must be informed, a person must not engage in sexual activity with another individual if the person knows or reasonably should know the individual is Incapacitated.
- j. If at any point during sexual activity a person becomes Incapacitated, any previously established consent to sexual activity is void, and Effective Consent no longer exists.

- k. Agreement or acquiescence obtained through the use of fraud, Force, or other forms of Coercion, is not Effective Consent.
- l. Effective Consent requires mutual understanding and agreement regarding the use and method of prophylaxis and contraception.
- m. Under Tennessee law, a person who is under the age of 18 cannot provide Effective Consent to conduct defined in these Policies as Non-consensual Sexual Penetration with a person four or more years older than the underage person. (See additional information regarding Tennessee law pertaining to Statutory Rape in Section 14 of this Report. For all victims under 13 and those under 18 where the defendant is more than 10 years older, the offense is considered to be Rape.)
- n. Because Effective Consent must be informed, a person may be unable to provide Effective Consent in some circumstances due to a cognitive disability or other condition that significantly limits the person's ability to understand the nature of an action for which Effective Consent is required.
- o. Neither intoxication nor Incapacitation excuses the failure to obtain Effective Consent.
- p. To establish Effective Consent for conduct that falls within bondage and discipline, dominance and submission, and sadism and masochism ("BDSM"), a person must receive explicit and contemporaneous consent from all participants in advance. A person must also comply with established boundaries, safe words, or other mechanisms to revoke Effective Consent.

**Force:** The use or threat of physical violence or intimidation to make a person participate in sexual activity against their will. A person is not required to resist the sexual advance or request to establish non-consent, but resistance will be viewed as a clear demonstration of non-consent. Sexual activity that is forced is non-consensual.

**Incapacitation:** The inability to make rational, reasonable judgments as a result of alcohol consumption, voluntary or involuntary drug use, being



asleep, or being unconscious. An incapacitated person cannot make rational, reasonable decisions because that person lacks the ability to fully understand the who, what, where, when, or how of their sexual interaction. Determining whether an individual is incapacitated requires an individualized assessment. Incapacitation is a state beyond drunkenness or intoxication. Blackout can be a factor in determining Incapacitation, though it is not conclusive evidence of Incapacitation. An assessment of whether a Respondent knew or should have known of another individual's Incapacitation is part of evaluating whether a Respondent had Effective Consent to engage in sexual activity.



## SECTION

# 7

## Sexual Misconduct Reports and Investigations

**Vanderbilt strongly encourages all individuals to report incidents of Sexual Misconduct even if the individual does not intend to pursue a Formal Complaint under the Sexual Misconduct Policy.**

Even if Vanderbilt does not have jurisdiction over the Respondent, Vanderbilt may take prompt action to provide supportive measures for the safety and well-being of any affected person and the broader Vanderbilt Community. No person should assume that an incident has already been reported by someone else or that Vanderbilt already knows about a particular situation.

As discussed in the previous section, the Sexual Misconduct Policy serves as Vanderbilt's comprehensive policy against Sexual Misconduct in all of its forms. The accompanying Formal Grievance Protocol covers a narrower sub-set of conduct that must be addressed according to a defined resolution process as required by U.S. Department of Education's Title IX Regulations. The Sexual Misconduct Policy, with the Formal Grievance Protocol, outline the processes that apply to allegations of Sexual Misconduct, including sexual assault, stalking, and dating and domestic violence, involving members of the Vanderbilt Community. See Sexual Misconduct Policy at [vanderbilt.edu/title-ix/2023-24\\_Sexual\\_Misconduct\\_Policy.pdf](https://vanderbilt.edu/title-ix/2023-24_Sexual_Misconduct_Policy.pdf) and Formal Grievance Protocol at [vanderbilt.edu/title-ix/2023-24\\_Formal\\_Grievance\\_Protocol.pdf](https://vanderbilt.edu/title-ix/2023-24_Formal_Grievance_Protocol.pdf).

The Sexual Misconduct Policy and Formal Grievance Protocol (the "Policies") are intended to assure: (1) that all members of the Vanderbilt Community who are affected by an incident or complaint of Sexual Misconduct, whether as a Complainant, a Respondent, or a Third Party, receive appropriate support and fair treatment; and (2) that the investigation and resolution of Incident Reports and Formal Complaints of Sexual Misconduct are handled in a prompt, thorough, and equitable manner.

**All incidents of sexual assault, dating and domestic violence, and stalking that occur in the United States, either on campus, in other locations or circumstances where Vanderbilt exercises substantial control over both the Respondent and the location, or in any building owned or controlled by a student organization officially recognized by Vanderbilt, are governed by the Formal Grievance Protocol. Off-campus incidents that did not occur in connection with a Vanderbilt program or activity or that took place abroad are outside the scope of the Formal Grievance Protocol and are governed by the processes set forth in the Sexual Misconduct Policy.**

Procedures for investigating and resolving allegations of Sexual Misconduct (other than conduct subject to the Formal Grievance Protocol) when the Respondent is a



student are included in the Sexual Misconduct Policy. Procedures for investigating and resolving allegations of Sexual Misconduct (other than conduct subject to the Formal Grievance Protocol) where the Respondent is not a student are included in the Sexual Misconduct Policy.

Relevant terms are defined in the Sexual Misconduct Policy and the Formal Grievance Protocol.

Vanderbilt will review, evaluate, and make any revisions or amendments to its policies and procedures on an ongoing and as-needed basis. The procedures outlined in the Sexual Misconduct Policy and the accompanying Formal Grievance Protocol will apply to all Reports of Sexual Misconduct received by Vanderbilt's Title IX Coordinator on or after August 1, 2023, regardless of the date of the alleged incident. The procedures outlined in the Sexual Misconduct Policy and the accompanying Formal Grievance Protocol will not be applied retroactively. The definitions, including prohibited offenses, outlined in the Sexual Misconduct Policy and the accompanying Formal Grievance Protocol will apply to all Reports of Sexual Misconduct received by Vanderbilt's Title IX Coordinator on or after August 1, 2023. The definitions, including prohibited offenses, in effect in the appropriate policies as of the date of the alleged incident will be used if the date of the alleged incident is prior to August 1, 2023. Reports of conduct spanning more than one year will be addressed using the definitions section(s) of the relevant policy in effect at the time of the most recent alleged incident.

In addition, for employees, also please review the Anti-Harassment Policy at [hr.vanderbilt.edu/policies/anti-harassment.php](https://hr.vanderbilt.edu/policies/anti-harassment.php) and the Workplace Violence Policy at [hr.vanderbilt.edu/policies/workplace-violence.php](https://hr.vanderbilt.edu/policies/workplace-violence.php). For generally applicable faculty disciplinary procedures, see [vanderbilt.edu/faculty-manual/part-iv-disciplinary-actions-and-grievances/ch1-disciplinary-actions](https://vanderbilt.edu/faculty-manual/part-iv-disciplinary-actions-and-grievances/ch1-disciplinary-actions).

## Equitable Treatment

The Formal Grievance Protocol treats Complainants and Respondents equitably throughout the resolution

process. Additionally, the Title IX Office offers Supportive Measures to both Parties, as needed.

An individual's status as a Respondent will not be considered a negative factor during any process under the Formal Grievance Protocol. Respondents are presumed not to be responsible for the alleged conduct unless and until the resolution process concludes and a final determination regarding responsibility is issued. Similarly, a person's status as a Complainant, Respondent, or witness will not determine that person's credibility.

## Accessibility

The Title IX Office is committed to making its services accessible to all members of the Vanderbilt Community. Accessibility includes but is not limited to: providing reasonable accommodations to persons with disabilities, including mental health concerns; assuring our online resources are accessible; providing translation or interpretation services; and providing competent, respectful, and effective service to people of all identities and expressions. To request an accommodation to engage with Vanderbilt's Title IX Office or any of its processes, or to discuss any questions or concerns about the accessibility of the Title IX Office's services or resources, please contact the Title IX Coordinator.

## Scope

The Policies apply to all members of the Vanderbilt Community, guests, and visitors with respect to conduct that occurs on campus or at Vanderbilt-sponsored activities. The Sexual Misconduct Policy also applies to conduct that occurs off campus and has an on-campus effect, including conduct connected with Vanderbilt programs or activities; or that otherwise interferes with or limits the ability of a member of the Vanderbilt Community to participate in or to receive benefits, services, or opportunities from Vanderbilt's programs or activities.

When Sexual Misconduct meets both of the following criteria, it must be addressed under the Formal

Grievance Protocol, and not under the Sexual Misconduct Policy, to the extent the processes differ:

- Definitional Requirement: conduct on the basis of sex that constitutes Sexual Harassment;
- Jurisdictional Requirement: conduct that relates to a Vanderbilt "education program or activity" and that occurs in the United States.
  - An "education program or activity" includes:
    - locations, events, or circumstances where Vanderbilt exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurs, and
    - any building owned or controlled by a student organization that is officially recognized by Vanderbilt.
  - The Title IX Regulations exclude any "education program or activity" that does not occur in the United States.

Individuals with questions about the Sexual Misconduct Policy and its applicability to any alleged conduct may contact the Title IX Coordinator:

### Title IX Coordinator

(615) 343-9004

[titleix@vanderbilt.edu](mailto:titleix@vanderbilt.edu)

2100 West End Avenue, Suite 700

Nashville, TN 37203

[vanderbilt.edu/title-ix](https://vanderbilt.edu/title-ix)

Inquiries about the application of Title IX also can be directed to the U.S. Department of Education's Office for Civil Rights.

## Criminal or Civil Complaints

Criminal complaints may be filed with either VUPD or MNPd. VUPD and MNPd are not confidential resources. Victims may also decline to report to these authorities.

### Vanderbilt University Police Department

2800 Vanderbilt Place, Nashville, TN 37212

(615) 322-2745

Emergency — 911 or (615) 421-1911

[police.vanderbilt.edu](https://police.vanderbilt.edu)

### **Metro Nashville Police Department Headquarters**

200 James Robertson Parkway, Nashville, TN 37201

(615) 862-7400

Emergency — 911

***police.nashville.gov***

Civil or criminal proceedings are separate and distinct from internal University proceedings and they may or may not run parallel to one another. The University may be required by law to provide information to civil or criminal authorities or in civil or criminal proceedings. The filing of a police report or the pendency of civil or criminal proceedings does not preclude the Title IX Office or any other department of Vanderbilt University from proceeding with its investigation and determination. The investigation and determination may be paused until the police have finished gathering evidence, but generally will not wait for the conclusion of any criminal proceeding. Vanderbilt encourages its students, faculty, staff, and postdoctoral fellows/trainees to report crimes to law enforcement. Project Safe Center staff are available to accompany victims who choose to report an incident to law enforcement.

When VUPD receives information concerning conduct that may be criminal, including sexual assault, it will work in conjunction with MNPd. Typically, VUPD and MNPd detectives work together to assist victims. In most sexual assault cases, VUPD will provide assistance and MNPd will be the primary investigating agency. For other sexual misconduct cases, including stalking and dating and domestic violence, VUPD may conduct the investigation and keep MNPd updated and informed. Regardless of whether VUPD or MNPd conducts the primary investigation, individuals may contact VUPD about the incident at any time. VUPD is available on request to assist victims in working with MNPd and in court proceedings.

## **REPORTING AN INCIDENT TO THE UNIVERSITY**

Vanderbilt encourages everyone to disclose incidents of Sexual Misconduct immediately to maximize

Vanderbilt's ability to obtain information and conduct a thorough, prompt, and impartial investigation. Mandatory Reporters are required to immediately report incidents of Sexual Misconduct to the Title IX Office. A delayed Incident Report may result in the loss of relevant information, evidence, and reliable witness testimony and may impact Vanderbilt's ability to fully investigate the incident. For a full explanation of the options for filing an Incident Report, see the Sexual Misconduct Policy. For additional information concerning the investigation and disciplinary process, please review the Sexual Misconduct Policy and the Formal Grievance Protocol (for Title IX cases) at ***vanderbilt.edu/title-ix/2023-24\_Sexual\_Misconduct\_Policy.pdf*** and ***vanderbilt.edu/title-ix/2023-24\_Formal\_Grievance\_Protocol.pdf***.

Vanderbilt takes reports of sexual misconduct seriously. When an individual reports a potential incident of sexual misconduct, the University Community can provide a number of written resources regarding the individual's rights and options and information regarding support and resources. This information also is available on the websites of the Title IX Office at ***vanderbilt.edu/title-ix/resources.php*** or Project Safe Center at ***vanderbilt.edu/projectsafe***.

## **Limited Immunity for Alcohol and Other Drug Violations**

Vanderbilt recognizes that persons with information about Sexual Misconduct may be hesitant to provide that information because of their own potential violations of other Vanderbilt policies. While Vanderbilt does not condone any violations of its policies, the Title IX Office generally will extend limited immunity for possession or use of alcohol or drugs, and any resulting intoxication, to students and to other persons to facilitate reporting and investigation of Sexual Misconduct incidents. Vanderbilt may provide persons with non-disciplinary resources or refer persons for drug and alcohol assessment, counseling, or education.

The limited immunity provided in this section does not apply to situations where a person intentionally

and non-consensually provides or causes the consumption of alcohol or other drugs for the purpose of engaging in conduct prohibited under the Policies. See the Sexual Misconduct Policy.

## **A. Reporting to Vanderbilt on Your Own Behalf**

There is no time limit for disclosing personal incidents of Sexual Misconduct under the Policies, although Vanderbilt encourages persons to submit Incident Reports as soon as possible. To submit an Incident Report to the Title IX Office, a person may do one or more of the following:

1. Report the incident to the Title IX Coordinator via the ***online reporting form***, via email to ***titleix@vanderbilt.edu***, in person, by mail, or by phone. See the Sexual Misconduct Policy for the Title IX Coordinator's contact information.
2. Disclose the details of the incident to a Mandatory Reporter other than the Title IX Coordinator. See the Sexual Misconduct Policy for a list of Mandatory Reporters. If a person chooses to make an initial report to any Mandatory Reporter other than the Title IX Coordinator, the Mandatory Reporter must immediately report the information to the Title IX Coordinator because the Title IX Office has responsibility for responding to Incident Reports of Sexual Misconduct. Once the information is received by the Title IX Coordinator, it will constitute an Incident Report.

**NOTE:** Public awareness events, such as "Take Back the Night," the Clothesline Project, candlelight vigils, protests, "survivor speak-outs," and other forums in which students disclose incidents of sexual violence, including meetings or other events organized by Rooted in Resilience, a support group led by the Project Safe staff, are not considered notice to Vanderbilt of Sexual Misconduct for purposes of initiating its obligation to address any particular incident. To ensure that an event meets this definition, the organizer must obtain clearance through Student Affairs. Such events may, however, inform the need for campus-wide

education and prevention efforts, and Vanderbilt may provide information to students about Title IX at these events.

## B. Reporting to Vanderbilt on Behalf of Another

Any Third Party who witnesses or knows of an incident of Sexual Misconduct may submit an Incident Report. Mandatory Reporters are required immediately to submit an Incident Report. The Title IX Office will determine how to proceed with the Incident Report. After submitting an Incident Report, Third Parties will receive an acknowledgment of their submission, though they typically will not receive information about the Title IX Office's investigation and response due to privacy concerns and applicable federal and state laws.

To submit an Incident Report to the Title IX Office, a Third-Party Reporter may do one or more of the following:

1. Report the incident to the Title IX Coordinator via the **online reporting form**, via email to **titleix@vanderbilt.edu**, in person, by mail, or by phone. See the Sexual Misconduct Policy for the Title IX Coordinator's contact information.
2. Disclose the details of the incident to a Mandatory Reporter other than the Title IX Coordinator. See the Sexual Misconduct Policy for a list of Mandatory Reporters. If a person chooses to make an initial report to any Mandatory Reporter other than the Title IX Coordinator, the Mandatory Reporter must immediately report the information to the Title IX Coordinator because the Title IX Office has responsibility for responding to Incident Reports of Sexual Misconduct. Once the information is received by the Title IX Coordinator, it will constitute an Incident Report.

Other non-Mandatory Reporters (e.g., non-employee students, individuals outside of the Vanderbilt Community) are encouraged, but not required, to direct their Incident Reports to the Title IX Coordinator.

## C. Options for Notifying Law Enforcement Authorities

Persons are encouraged, but are not required, to notify law enforcement authorities about any criminal incident of alleged Sexual Misconduct, including by dialing (911), calling the Metro Nashville Police Department at (615) 862-8600, or calling VUPD at (615) 421-1911 (emergency) or (615) 322-2745. Individuals can also contact other law enforcement agencies, depending on the location of the alleged incident. Notifying law enforcement authorities other than VUPD will not constitute an Incident Report to Vanderbilt under the Policies, but it could result in such authorities reporting relevant information back to Vanderbilt, which Vanderbilt will review under the Policies.

Law enforcement investigations of allegations of Sexual Misconduct operate independently of Title IX Office investigations. The Title IX Office may, at times, pause its resolution process while law enforcement gathers evidence, but it typically will not stay its process through the conclusion of any criminal or civil proceeding. In some circumstances, the Title IX Office may be required to provide information in criminal or civil proceedings. The Title IX Office and Project Safe, as well as other campus offices, can assist persons in notifying appropriate law enforcement authorities. Requesting such assistance from a Mandatory Reporter may trigger a reporting obligation, as described above.

## D. Option to Not Report

Non-Mandatory Reporters, or persons who have experienced Sexual Misconduct themselves, can choose not to notify Vanderbilt or any law enforcement authorities about an incident, except that all persons are required to notify law enforcement or the Department of Children's Services (DCS) when they receive a report of any abuse of a minor.

*Anonymous Reporting, Requests By a Reporter to Remain Anonymous, Minor Reporting Requirements, and Medical Personnel Reporting Requirement are*

*discussed in Section 6 of this Annual Security and Fire Safety Report above.*

**Vanderbilt strongly encourages all individuals to report incidents of Sexual Misconduct even if the individual does not intend to pursue a Formal Complaint under the Sexual Misconduct Policy.** Even if Vanderbilt does not have jurisdiction over the Respondent, Vanderbilt may take prompt action to provide supportive measures for the safety and well-being of any affected person and the broader Vanderbilt Community. No person should assume that an incident has already been reported by someone else or that Vanderbilt already knows about a particular situation.

## NEXT STEPS AFTER FILING AN INCIDENT REPORT

For more information, see the Sexual Misconduct Policy and the Formal Grievance Protocol.

## A. Informational Meeting with Title IX Office

Following the submission of an Incident Report, the Title IX Office will typically contact the Complainant to schedule an informational meeting. During the informational meeting, the Title IX Office will discuss the process for filing a Formal Complaint, the options for resolving a Formal Complaint, and the availability of Supportive Measures.

## B. Filing a Formal Complaint

If the Complainant wishes to pursue investigation or other resolution of an alleged incident of Sexual Misconduct, they must file a Formal Complaint. The filing of a Formal Complaint means that the individual is asking the Title IX Office to take further steps, such as initiating an investigation and resolution process, which may include Informal Resolution or a Hearing.

Formal Complaints must be in writing and should include all information that the Complainant believes

to be relevant (e.g., time, location and nature of incident, names of individuals involved in or witnesses to the incident, names of other persons affected by the incident, etc.). Formal Complaints must be signed, which can be accomplished by: (1) the Complainant's physical signature; (2) use of the Title IX Office's electronic Formal Complaint form; or (3) submission via the Complainant's Vanderbilt email account. Alternatively, a Complainant can file a Formal Complaint by meeting with the Title IX Office and providing a verbal description of the alleged incident. Based on the information provided, the Title IX Office will draft a Formal Complaint which the Complainant will review, verify for accuracy, and sign.

In limited circumstances, the Title IX Office may convert an Incident Report into a Formal Complaint without a request from the Complainant so that Vanderbilt may fulfill its Title IX obligations to provide a safe and nondiscriminatory environment. The Title IX Coordinator, or designee, will sign the Formal Complaint on behalf of Vanderbilt.

The Title IX Office endeavors to conduct and complete the entire resolution process within 90 business days from the issuance of the Notice of Allegations. Good cause may exist for extending the time for the process in some cases, such as where there are multiple witnesses or complicated or extensive evidence, where the investigation is paused to pursue Informal Resolution, and as a result of Vanderbilt breaks, holidays, and closures. The Title IX Office will notify the Parties simultaneously, in writing, if the resolution process cannot be completed within 90 business days and will provide a revised timeline for completion of the process.

### **C. Assessment of a Formal Complaint**

The Title IX Coordinator will assess the Formal Complaint to determine whether an investigation is appropriate. If an investigation is initiated, the Title IX Coordinator will determine whether the investigation proceeds under either or both of the Policies based on the nature and location of the alleged conduct.

### **Consolidation of Formal Complaints**

The Title IX Office may, but is not required to, consolidate Formal Complaints arising out of the same factual circumstances where:

1. there is more than one Complainant or Respondent;
2. a Formal Complaint has also been filed by the Respondent against the Complainant. In such cases, the resolution process for a later-filed Formal Complaint may be consolidated into an earlier-filed process rather than re-start from the beginning (i.e., the new allegations may be considered in the course of a pre-existing investigation).
3. A Formal Complaint is initiated under the SMP and arises out of the same factual circumstances as a Formal Complaint under the FGP, so long as the consolidated Formal Complaint is resolved in accordance with the requirements of the FGP.

### **Issuance of Notice of Allegations**

If the Title IX Coordinator determines that an investigation is appropriate, the Title IX Office will notify the Parties simultaneously via a Notice of Allegations ("NOA") that an investigation will begin. The date a NOA is issued is the official start of an investigation. The Title IX Office will provide the Parties sufficient time to prepare for any investigative meetings.

The NOA will provide the following information:

1. Notice of the applicable Policies;
  2. A summary of information from the Formal Complaint potentially constituting Sexual Misconduct, including sufficient details known at the time. Sufficient details include:
    - a. The identities of the Parties involved in the incident, if known;
    - b. The conduct allegedly constituting Sexual Misconduct; and
- The date and location of the alleged incident, if known.
3. The NOA will include the following statements:
    - a. The Respondent is presumed not responsible for the alleged conduct;
    - b. A determination regarding responsibility is made at the conclusion of the resolution process, which

- will be either the formal investigative process or the Informal Resolution Process;
- c. The Parties may have one Adviser of their choice participating in the Title IX process at a time, who may be, but is not required to be, an attorney;
  - d. The Parties may inspect and review evidence; and
  - e. The Parties are prohibited from knowingly making false statements or knowingly submitting false information during the resolution process.

If at any point during the investigation the Title IX Office decides to investigate allegations that are not included in the original NOA, it will provide a revised NOA to the Parties.

### **D. Issuance of Notice of Dismissal**

Under certain circumstances, after a Formal Complaint is received, the Title IX Coordinator may be required or may elect to dismiss a Formal Complaint, as described below. The Title IX Coordinator will promptly and simultaneously send a Notice of Dismissal ("NOD") to the Parties when allegations are dismissed under the FGP. The Title IX Coordinator also will review the Formal Complaint to determine whether the allegations could constitute a violation of the SMP (in which case the Title IX Office will transfer the Formal Complaint for further proceedings under that process) or may transfer the Formal Complaint to another Vanderbilt office for review, if appropriate. Following the dismissal of a Formal Complaint, the Title IX Office may refer the matter to other Vanderbilt offices for further action under other applicable Vanderbilt policies, as appropriate.

### **Mandatory Dismissal**

If the conduct alleged does not meet the requirements of the FGP, the Title IX Coordinator must dismiss the Formal Complaint. Following a mandatory dismissal the Title IX Office may refer the matter to other Vanderbilt offices for further action under other applicable Vanderbilt policies, as appropriate. Reasons for dismissal include if:

1. Vanderbilt lacks jurisdiction; or



2. The allegations would not constitute a violation of the FGP under any alleged circumstances.

### ***Permissive Dismissal***

At any time during the investigation or Hearing, the Title IX Coordinator may dismiss a Formal Complaint or any of its allegations if:

1. A Complainant notifies the Title IX Coordinator in writing that they would like to withdraw the Formal Complaint in whole or in part;
2. A Party is no longer enrolled or employed by Vanderbilt; or
3. Specific circumstances prevent the Title IX Office from gathering evidence sufficient to reach a determination as to the Formal Complaint in whole or in part.

Under the first Permissive Dismissal circumstance listed above, the Title IX Coordinator may choose at their discretion to sign the Formal Complaint to continue to the resolution process rather than dismiss the Formal Complaint.

Under the second Permissive Dismissal circumstance listed above:

1. The Respondent's student or employment records may be marked to indicate their departure during an administrative process (which may resume if they return to Vanderbilt) but will not indicate that the Respondent was found or assumed responsible for any alleged Sexual Misconduct pending at the time of departure.
2. The Respondent may be required to notify the Title IX Coordinator if they intend to visit any building owned or controlled by Vanderbilt or a Vanderbilt registered student organization, or if they otherwise seek to attend any Vanderbilt education program or activity or event, so that the Complainant may be given an opportunity to receive Supportive Measures if needed.

If permissive dismissal is granted and the Title IX Coordinator does not sign the Formal Complaint, the process will cease, no further investigation will occur,

and no disciplinary action or sanction can be imposed against the Respondent. The Title IX Office may refer the matter to other Vanderbilt offices for further action under other applicable Vanderbilt policies, as appropriate.

### ***Supportive Measures Following a Notice of Dismissal***

Supportive Measures remain available following permissive dismissal of a Formal Complaint.

In cases of mandatory dismissal, the Title IX Coordinator, in consultation with the Dean of Students or designee, has the authority to provide Supportive Measures and make accommodations consistent with the Sexual Misconduct Policy, and to take other measures consistent with the Student Handbook; for faculty matters, the Provost or designee, in consultation with the Title IX Coordinator, will have authority to take action consistent with the Faculty Manual; and for staff matters, the Associate Vice Chancellor for Human Resources or designee, in consultation with the Title IX Coordinator, will have authority to take action consistent with appropriate Human Resources policies.

### ***Appeal of a Notice of Dismissal***

Both Parties may appeal the NOD. An appeal of a NOD must be submitted in writing to the Associate Vice Chancellor for Equal Access no later than 5:00 p.m. Central Time on the 10th day following issuance of the NOD. The Title IX Coordinator retains discretion to verify, or waive minor procedural variations in, the timing and content of the appeal submission. If a party submits a timely appeal of a NOD, the Title IX Office will notify the other party and provide a copy of the appeal materials. The other party will have three days to submit, in writing, a position statement in opposition to the appeal. This submission is voluntary. The Associate Vice Chancellor for Equal Access will issue a decision on any appeal of a NOD within 10 business days of receipt of all documents. This decision is final and not subject to further challenge.

## **E. Withdrawal of a Formal Complaint**

A Complainant may withdraw a Formal Complaint at any point in the process before a final determination. If a Complainant withdraws a Formal Complaint, the Title IX Office will assess all relevant information to determine whether and how to proceed.

## **F. Admission of Responsibility**

If the Respondent admits responsibility for a violation, the Title IX Coordinator will have discretion to resolve the Formal Complaint or to provide for a modified process as appropriate.

## **G. Removal from Campus**

### ***Student-Respondents***

The Title IX Office may remove a Respondent from an education program or activity on an emergency basis, provided the Title IX Coordinator undertakes an individualized safety and risk analysis and determines that an immediate threat to the physical health or safety of any student or other person arising from the allegations of Sexual Misconduct justifies removal. The Respondent must receive notice and an opportunity to challenge the decision immediately following the removal.

If the Respondent wishes to challenge an Emergency Removal, the Respondent must submit a challenge of the Emergency Removal to the Office for Equal Access ([equalaccess@vanderbilt.edu](mailto:equalaccess@vanderbilt.edu)) within three days after receipt of the Notice of Removal.

The challenge must include the following information:

- a. The Respondent's name, address, university email address, and phone number;
- b. A full description of the Respondent's basis for the challenge; and
- c. A statement of the resolution requested (for example, that the Emergency Removal be modified or rescinded in its entirety).

Upon receipt of the appeal, the Office for Equal Access will, as soon as practicable, provide the Respondent with notice acknowledging receipt of the appeal and will promptly initiate a meeting to discuss the appeal; typically, this meeting will be scheduled within one business day of the receipt of the Respondent's appeal. The meeting is for the Respondent to explain why the Emergency Removal should be rescinded or modified. This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the Emergency Removal is appropriate.

### ***Non-student Respondents***

The Title IX Office may place a non-student Respondent with a Vanderbilt employment relationship on administrative leave during the pendency of a proceeding under the Policies. Faculty Respondents may also be placed on Summary Suspension in accordance with the provisions of the Faculty Manual (Part 4, Chapter 1). Persons, including those who are not members of the Vanderbilt Community, may be excluded from campus.

## **INVESTIGATIONS — FORMAL GRIEVANCE PROTOCOL AND SEXUAL MISCONDUCT POLICY (STUDENT RESPONDENT)**

For more information, see the Formal Grievance Protocol and the Sexual Misconduct Policy.

For investigations in which the conduct alleged meets the scope requirements of the Formal Grievance Protocol (FGP), the Formal Grievance Process will govern the resolution process. For investigations in which the Respondent is a student and in which the conduct alleged does not fall within the scope of the Formal Grievance Protocol, the Sexual Misconduct Policy (SMP) Processes will apply. The NOA will identify which Policy or Policies govern the investigation. The process described below will be followed in all investigations subject to the FGP and investigations subject to the SMP in which the Respondent is a

student. For information about investigations in which the Respondent is not a student, see below.

The Title IX Office will make reasonable efforts to balance and protect the rights of the Parties during any investigation commenced under the Policies. During the investigative process, a Respondent is presumed not responsible until a determination of responsibility is made at the conclusion of the Hearing (and any appeal, as applicable). The Title IX Office will respect the privacy of the Parties and any witnesses in a manner consistent with Vanderbilt's obligations to investigate the alleged incident and take appropriate interim or corrective action. All investigations will be prompt, fair, and impartial. The Title IX Coordinator will appoint an Investigator to handle the investigation. This Investigator will be a different person than the Title IX Coordinator. The Title IX Office will keep the Parties reasonably informed of the status of the investigation.

Both Parties may use an Adviser throughout the investigation. If a Party wishes to have an Adviser but has not selected one, the Title IX Office will send a list of trained Advisers from which the Party may choose. Advisers may not participate directly in interviews; they may be present solely to advise or support the Party and are prohibited from speaking directly to the Investigator. Advisers who exceed the scope of their role or otherwise do not comport with reasonable rules of decorum for meetings and proceedings will be cautioned and may be removed from the process at Vanderbilt's sole discretion.

Parties may change Advisers during the resolution process but are limited to one Adviser at any time. Advisers are selected by the Parties (unless a Party lacks an Adviser at the time of a Hearing) to assist them during the resolution process. The Parties are ultimately responsible for their own engagement in the resolution process, and a Party's belief that an Adviser acted or failed to act, or otherwise underperformed, is not a ground for appeal of a determination.

Staff, faculty, and employed postdoctoral fellows are generally required to participate in investigations, including investigations of Sexual Misconduct, and refusal to participate in such an investigation may result in disciplinary action and related sanctions, which is not considered Retaliation under the Policies.

During the investigation phase, the Investigator will strive to collect all relevant evidence but cannot compel external sources to provide evidence they may have. Investigation steps may include interviewing the Complainant, the Respondent, and any witnesses; and gathering evidence. For a non-exclusive list of evidence, see the Formal Grievance Protocol.

The Parties will have an equal opportunity to present names of potential witnesses to the Investigator. The Parties may identify potential factual witnesses but may not present character witnesses. The Investigator will consider the witness lists provided by the Complainant and Respondent when identifying witnesses for interview, but decisions about whom to interview are solely within the Investigator's discretion. The Investigator retains discretion to limit the number of witness interviews conducted if the Investigator finds that the witnesses' statements would be unreasonably duplicative, if the witnesses are offered solely as character references and do not have information relevant to the allegations at issue, or if the witnesses are offered to render testimony that is categorically inadmissible, such as testimony concerning sexual history of the Complainant (subject to the limited exceptions described below). The Investigator may also choose to interview witnesses not identified by the Parties.

For all investigative interviews or other meetings to which the Title IX Office invites a Party or witness, the Title IX Office will provide sufficient time for the individual to prepare to participate. The Investigator will record all interviews conducted as part of an investigation, which will serve as the basis for preparing a transcript. The Title IX Office will provide all Parties and witnesses a transcript of their own interview. The

Parties and witnesses will have three days to review and offer corrections to their transcript. Parties and witnesses are not required to submit corrections. The Title IX Office will append any corrections received to the original transcript.

The Investigator will prepare a Preliminary Investigative Report (“PIR”) which includes all directly related evidence, including all interview transcripts.

The Title IX Office will send the PIR to the Parties and their respective Advisers, if any, simultaneously. The Title IX Office retains discretion to send the PIR in an electronic or hard copy format. The Title IX Office may redact non-Party names and sensitive information from the evidence. The Title IX Office may also use data security safeguards when issuing documents and evidence. The Parties and their Advisers may review the evidence solely for the purposes of this process and may not photograph or disseminate the evidence.

The Parties will have 10 days to review the PIR and submit a response. Responses to the PIR are an opportunity for the Parties to clarify the meaning of the evidence presented and to reply to the other Party’s or witness’ statements. If a Party desires to submit new evidence, they may do so separately from their PIR response to the Investigator. Requests for extensions to review and submit a response to the PIR must be submitted via email to the Investigator by no later than 5:00 p.m. Central Time on the 10th day of the PIR review and response period.

The Investigator will review any responses to the PIR to determine whether additional investigation is needed. The Investigator will keep the Parties apprised of the investigation’s status. The Investigator will attach any responses to the PIR and any new evidence gathered to the Final Investigative Report (“FIR”).

The Investigator will prepare a FIR that includes all directly related evidence. The FIR will not contain any recommendation or determination as to whether a violation of the Policies has occurred, or potential sanctions are appropriate.

The Title IX Office will simultaneously send the FIR to the Parties and their respective Advisers, if any. The Title IX Office retains discretion to elect to send the FIR in an electronic or hard copy format. The Title IX Office may redact non-Party names and sensitive information from the evidence. The Title IX Office may also use data security safeguards when issuing documents and evidence. The Parties and their Advisers may review the evidence solely for the purposes of this process and may not photograph or disseminate the evidence.

The Parties will have five days to review the FIR and submit a response. Responses to the FIR are an opportunity for the Parties to clarify the meaning of any new evidence presented in the FIR and to reply to the other Party’s or witness’ statements before a Hearing. Following receipt of the responses to the FIR, the Investigator may conduct additional investigation as necessary, in which case the Hearing date may be postponed. Requests for extensions to review and submit a response to the FIR must be submitted via email to the Investigator by no later than 5:00 p.m. Central Time on the fifth day of the FIR review and response period.

Parties and witnesses may choose to end their involvement in the resolution process at any time. If applicable, Parties may request switching to an Informal Resolution Process.

## **FORMAL GRIEVANCE PROTOCOL RESOLUTION PROCESS – HEARINGS**

For more information regarding Hearings see the Formal Grievance Protocol (FGP). As noted above, all complaints regarding sexual assault, dating or domestic violence, and stalking that occur in the United States, either on campus, in other locations or circumstances where Vanderbilt exercises substantial control over both the Respondent and the location, or in any building owned or controlled by a student organization officially recognized by Vanderbilt, are considered sexual harassment allegations subject to Title IX and must be filed under the procedures set forth in the Formal Grievance Protocol.

## **A. Pre-Hearing Conference**

All Hearings will be prompt, fair, and impartial. The Hearing Manager will serve as the administrator for all Hearings and appeals processes.

At least 10 days prior to a Hearing, the Parties will participate in a pre-hearing conference with their Advisers, the Hearing Manager, and the Decision Maker. The Decision Maker will conduct the pre-hearing conference in person or remotely, at the discretion of the Hearing Manager. For in-person pre-hearing conferences, either Party may request, or the Hearing Manager may require, the Parties to be located in separate rooms. Technology must enable the Decision Maker and Parties to simultaneously see and hear all attendees. If the Decision Maker is a Hearing Panel, all members of the Hearing Panel may be present at the pre-hearing conference.

During the pre-hearing conference, the Decision Maker will discuss the following:

- Preparation for the Hearing;
- Review of responses to the FIR;
- Confirmation of the Advisers for each Party;
- Confirmation of access to the FIR and evidence;
- Requested witnesses; and
- Hearing processes and rules of decorum.

### ***Identification of the Decision Maker***

Cases will be adjudicated by a trained external Decision Maker. At least five days before the pre-hearing conference, the Hearing Manager will identify the Decision Maker to the Parties. The Decision Maker will not be the same person as the Title IX Coordinator, the Hearing Manager, or the Investigator.

The Hearing Manager will assure that the Decision Maker does not have a conflict of interest or bias for or against the Complainants or Respondents generally or an individual Complainant or Respondent, and that the Decision Maker has received the appropriate and necessary training.

If the Respondent is a faculty member, the Decision Maker will be a Hearing Panel. The Hearing Panel will consist of an independent, third-party Hearing Officer, who will chair the Panel, rule on relevancy determinations, and direct the Hearing. Two faculty Hearing Panel members (selected by the Title IX Coordinator from among a pool of faculty members nominated by the Dean of each school), will attend the Hearing and participate in deliberations. The three Hearing Panel members will each have an equal vote.

For all other Respondents, the Decision Maker will be a single, independent, third-party Hearing Officer, who will direct the Hearing process.

At least two days before the pre-hearing conference, either Party may challenge the named Decision Maker if the Party believes the Decision Maker has a conflict of interest or bias for or against Complainants or Respondents generally or against a Party individually. The notice of a conflict of interest or bias must be provided in writing to the Hearing Manager and articulate the rationale for the challenge. The Hearing Manager has the discretion to keep or replace the challenged Decision Maker. (The Hearing Manager may consult with the appropriate Dean in cases where a Party challenges a faculty Hearing Panel member.) If the Decision Maker is replaced, the Hearing Manager will postpone the pre-hearing conference and Hearing to allow time for engaging a replacement.

### ***Identification of the Advisers***

Each Party is required to have an Adviser for the Hearing. If a Party is without an Adviser, they must notify the Hearing Manager at least two days before the pre-hearing conference. The Title IX Office will provide, without fee or charge to that Party, an Adviser to conduct cross-examination on behalf of that Party. The Hearing may be postponed to allow time for engaging an Adviser. The Title IX Office will send a list of trained Advisers from which the Party may select an Adviser.

### ***Identification of the Witnesses***

Parties also must identify any witnesses they want to be present at the hearing, in writing, to the Hearing Manager by 5:00 p.m. on the day before the pre-hearing conference. The Decision Maker may also request additional witnesses be present at the Hearing. The Hearing Manager will provide the Parties with a list of the additional witnesses and will make all reasonable efforts to contact the identified witnesses and to have the witnesses present at the Hearing. The Title IX Office generally has no ability to compel student or unaffiliated witnesses to attend a Hearing. The Hearing Manager will provide a list of all confirmed witnesses to the Parties in advance of the Hearing.

### ***Issuance of Notices of Attendance***

At least five days before the Hearing and after the pre-hearing conference, the Hearing Manager will transmit notices of attendance to any witness identified by a Party or the Decision Maker as a witness for the Hearing. The notice will advise the person of the date and time of the Hearing and instruct the person to contact the Hearing Manager immediately if there is a material and unavoidable conflict.

A person who receives an attendance notice should notify any manager, faculty member, coach, or other supervisor, as necessary and as soon as practicable, if attendance at the Hearing will conflict with job duties, classes, or other obligations. Managers, faculty members, coaches, and other supervisors should excuse the subject of the obligation, or provide another accommodation, so that the person may attend the Hearing as specified in the notice. Managers, faculty members, coaches, and other supervisors may contact the Hearing Manager with any questions regarding a hearing notice of attendance.

## **B. Hearing**

### ***Hearing Format***

Hearings will be conducted live, either in person or remotely, at the discretion of the Hearing Manager. The

Hearing Manager may require, and a Party may request, in-person Hearings be conducted with the Parties located in separate rooms. Technology must enable the Decision Maker and Parties to simultaneously see and hear the Party or witness answering questions. At the discretion of the Hearing Manager, Hearings may be conducted with all Parties physically present in the same location, or with any or all Parties, witnesses, and other participants appearing virtually. Vanderbilt will create a transcript or recording of the Hearing, which will be available to the Parties for inspection and review upon request.

At the Hearing, the Decision Maker will call each Party or witness present for cross examination. No opening or closing statements will be allowed.

Typically, the Decision Maker will ask questions of each Party or witness first, followed by the Advisers. The Decision Maker has discretion to allow follow-up questions by each Adviser. Each Adviser is permitted to ask the other Party and any witnesses relevant questions, including those challenging credibility.

### ***Relevance Determinations***

At the Hearing, the Decision Maker will evaluate whether evidence presented is relevant. Relevant evidence is any evidence that may tend to make the allegations at issue more or less likely to be true. This includes corroborating evidence and contradicting evidence.

Whether a question is relevant is determined solely by the Decision Maker. Advisers may ask only relevant cross-examination and follow-up questions of a Party or witness. Before a Party or witness answers a cross-examination or follow-up question, the Decision Maker must determine whether the question is relevant and explain any decision to exclude a question as not relevant.

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



1. offered to prove that someone other than the Respondent committed the conduct alleged; or
2. if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Effective Consent.

### ***Credibility Determinations***

Credibility determinations will not be based on an individual's status as a Complainant, Respondent, or witness. The Decision Maker will consider all relevant evidence presented in the FIR and at a Hearing by the Parties. The Decision Maker has the discretion to grant lesser weight to information or evidence introduced at the Hearing that was not previously presented for investigation.

Parties and witnesses, solely in the Decision Maker's discretion, may be given a chance to clarify or otherwise explain responses that they provided during the investigation that differ from those offered during a Hearing. The Decision Maker has sole discretion to determine the effect of any purported discrepancies on a Party's or witness' credibility.

### ***Advisers' Role in Hearings***

Each Party must be accompanied to the Hearing by their Adviser. Advisers are present solely to advise or support the Party and are prohibited from speaking directly to the Decision Maker, other Parties, or witnesses during the Hearing, except for conducting cross examination. Cross examination at a Hearing must be conducted directly, orally, and in real time by each Party's Adviser, and never by a Party personally. Advisers who exceed the scope of their role or otherwise do not comport with reasonable rules of decorum for meetings and proceedings will be cautioned and may be removed from the process at Vanderbilt's sole discretion.

### ***Party or Witness Absence from a Hearing***

The Decision Maker will consider neutral records without requiring the author or custodian of those records to be present during the Hearing or to submit to cross

examination, unless the Decision Maker has a specific concern regarding the authenticity of the evidence. This neutral record evidence includes but is not limited to:

- medical records with the appropriate releases;
- privileged legal records with the appropriate releases;
- Sexual Assault Nurse Examiner records provided with the appropriate releases;
- police reports;
- video; or
- other security recordings.

The Decision Maker may also consider text messages, emails, group chat messages, other social media posts, or other electronic evidence without requiring the Party or witness who provided the evidence to be present during the Hearing or to submit to cross examination unless the Decision Maker has a specific concern regarding the authenticity of the evidence.

In most cases, a Party or witness should be present at the Hearing to answer questions posed by the Decision Maker and Advisers. Instances where a Decision Maker may consider these statements even in the absence of the Party or witness include, but are not limited to, cases where:

- the Party or witness is deceased, is without access to a means to participate, is on military deployment, or is incapable of participating in the Hearing;
- the Parties stipulate that a witness does not need to be cross-examined and that the witness' statement may be considered; or
- a Party or witness gives a statement that is an admission of responsibility or otherwise against that Party's or witness' interest.

If a Party or witness does not appear at the Hearing or make themselves available for cross examination, the Decision Maker may still consider that Party's or witness's previous statements but may, in the Decision Maker's discretion, give lesser weight to that Party or witness's statements when reaching a determination of responsibility.

The Decision Maker will not draw an inference about the determination regarding responsibility based solely on a Party's or witness's absence from the Hearing or refusal to answer cross examination or other questions.

### ***Determination Regarding Responsibility***

The Decision Maker will issue a written determination, typically within 20 days following the Hearing. Based on a Preponderance of the Evidence, the Decision Maker will decide whether the Respondent is responsible for engaging in the alleged conduct, whether the conduct is a violation of the Policies, and if so, what disciplinary action and sanctions may be appropriate. For cases where a faculty member is a Respondent, the Hearing Panel will deliberate and, at the conclusion of those deliberations, the Hearing Panel will issue a written determination, drafted by the Hearing Officer, in collaboration with the other members of the Hearing Panel. For all other cases, the Hearing Officer will deliberate and issue a written determination. These determinations will typically be issued within 20 days following the hearing. The written determination will include:

- Identification of the allegations potentially constituting Sexual Misconduct under the Policies;
- 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 evidence, and Hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Policies to the facts;
- A statement of, and rationale for, the result as to each allegation, including:
  - A determination regarding responsibility;
  - Any disciplinary action and sanctions imposed on the Respondent; and
  - Whether remedies designed to restore or preserve equal access to Vanderbilt's education program or activity will be provided to the Complainant; and
- Processes and permissible bases for the Parties to appeal the determination.

The Hearing Manager will provide the written determination to the Parties simultaneously. If the Respondent is found responsible for a violation of the Policies, they will be subject to disciplinary action and the appropriate sanctions.

Remedies and Supportive Measures that do not affect the Respondent should not be disclosed in the written determination; rather, the determination should simply indicate that remedies will be provided to the Complainant. The Title IX Coordinator is responsible for the effective implementation of any remedies and Supportive Measures.

## C. Range of Sanctions and Remedies

### ***Student Respondent Sanctions***

When determining sanctions for student Respondents, the Decision Maker will consult with the Assistant Dean for Community Standards & Student Support or their designee. The Decision Maker will issue one of the following sanctions, as appropriate to the violation:

- Deferred Disciplinary Probation
- Disciplinary Probation
- Suspension
- Expulsion

A Decision Maker may assign other sanctions in addition to the above, such as an educational conference or barring access to certain facilities or activities.

A Respondent found to have violated the Policies will have their student record marked in accordance with the Student Handbook. A Respondent's student record also may indicate their departure during an administrative process (which may resume if they return to Vanderbilt) but will not indicate that such Respondent was found or assumed responsible for any alleged Sexual Misconduct pending at the time of departure.

### ***Staff Respondent Sanctions***

When determining sanctions for staff Respondents, the Decision Maker will consult with the Respondent's Manager or Department Head and with Human

Resources. Sanctions can include, but are not limited to the following:

- Termination of employment;
- Reduction in salary and/or rank;
- Suspension;
- Probation;
- Mutual No Contact Directives;
- Campus restrictions;
- Revocation of Vanderbilt privileges;
- Required participation in educational programs;
- Removal from (or reassignment to a different role on) a project; and
- Written reprimand.

### ***Faculty Respondents***

For faculty Respondents, the Respondent's Dean will determine the sanction after consultation with the Hearing Panel, and the sanction will be included in the written determination. Any sanction for a faculty Respondent will be generally consistent with other disciplinary decisions taken for similarly-situated faculty Respondents.

Sanctions can include, but are not limited to, the following:

- Termination of employment;
- Reduction in salary and/or rank;
- Suspension;
- Probation;
- Mutual No Contact Directives;
- Campus restrictions;
- Revocation of Vanderbilt privileges;
- Required participation in educational programs;
- Removal from (or reassignment to a different role on) a project;
- A requirement to correct or retract publications affected by the findings of the investigation; or
- Written reprimand.

The Hearing Manager will send the appropriate Dean the written determination and will provide a copy of the written determination to the Provost, for Vanderbilt University-employed faculty, or to the Chancellor, for Vanderbilt University Medical Center-employed

faculty. Vanderbilt will report the outcome of the investigation to external agencies, as required.

### ***Remedies***

The Decision Maker may recommend implementation of remedies for the Parties to restore or preserve equal access to Vanderbilt's education programs or activities. The Title IX Coordinator will approve and implement remedies, as appropriate. Remedies can include, but are not limited to, the following:

- Access to on-campus counseling services and assistance in setting up an initial appointment with those services;
- Mutual No-Contact Directives;
- Rescheduling of academic exams and assignments;
- Alternative course or program completion options;
- Changing class schedules, including the ability to transfer course sections or withdraw from a course;
- Changing work schedules, job assignments, job locations, or reporting lines for Vanderbilt employment;
- Changing on-campus residence hall or classroom assignments;
- Escorts for transit between Vanderbilt classes and activities;
- Academic support services, such as tutoring;
- Leaves of absence; or
- Referral for consideration of a Party's status through the appropriate process (including for faculty, the Grievance process under Part IV, Chapter 2 of the Faculty Manual).

At the discretion of the Title IX Coordinator, certain long-term Supportive Measures may also be provided to the Parties even if no policy violation is found.

## D. Appeals

Either Complainant or Respondent may appeal a written determination. A Party must submit an appeal by email to the Hearing Manager by no later than 5:00 p.m. Central Time on the 10th day after the Parties are sent the written determination. The Title IX Coordinator

retains discretion to verify, or waive minor procedural variations in, the timing and content of the appeal submission.

Appeals can only be raised on one or more of the following grounds:

1. A procedural irregularity that affected the outcome of the matter. Procedural or technical irregularities will not be sufficient to sustain an appeal unless found to have affected the determination.
2. New evidence that was not reasonably available before or during the time of the Hearing and that could affect the outcome of the matter. An appeal on this basis must specify the new evidence that was not reasonably available at the time of the determination, why the evidence was unknown or unavailable before or during the time of the Hearing, and how the new evidence could affect the determination.
3. The Title IX Coordinator, Investigator, or hearing Decision Maker had a conflict of interest or bias for or against Complainants or Respondents generally or against the appealing Party individually that affected the outcome of the matter. The appeal must specify the basis on which the Party believes there is a conflict of interest or bias that affected the outcome of the matter.
4. The determination cannot reasonably be supported by the evidence.
5. The severity of the sanction.

The following are not grounds for appeal by any Party:

- a. Issuance and implementation of remedies and Supportive Measures other than Emergency Removal as described above; and
- b. Informal Resolutions.

The appeal must include:

- the ground(s) for the appeal with sufficient detail to support the ground(s);
- the name of the appealing Party; and
- evidence that the appeal could affect the outcome of the matter.

Upon receipt of an appeal, the Hearing Manager will:

- a. Notify the other Party in writing that an appeal has been filed and implement appeal processes equally for both Parties;
- b. Refer the appeal to an appeal Decision Maker (Appeals Panel for faculty Respondents; Appellate Officer for all other Respondents);
- c. Assure that the appeal Decision Maker is not the same person as the Investigator(s), Title IX Coordinator, or hearing Decision Maker; and
- d. Assure that the appeal Decision Maker (Appeals Panel for faculty Respondents; Appellate Officer for all other Respondents) does not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent, and that the appeal Decision Maker has received the appropriate and necessary training.

Upon receipt of an appeal, the Hearing Manager will notify the Parties of the appointment of the appeal Decision Maker. Within two days of the notice of appeal being sent, the Parties may challenge the named appeal Decision Maker if the Party believes the appeal Decision Maker has a conflict of interest or bias for or against Complainants or Respondents generally or against a Party individually. The notice of a conflict of interest or bias must be provided in writing to the Hearing Manager and articulate the rationale for the challenge. The Hearing Manager has the discretion to keep or replace the challenged appeal Decision Maker (The Hearing Manager may consult with the appropriate Dean in cases where a Party challenges a faculty Appeals Panel member). If the appeal Decision Maker is replaced, the Hearing Manager will give notice and extend the appeal process timeline to allow time for engaging a replacement.

The Hearing Manager will provide a copy of the appeal to the non-appealing Party. The non-appealing Party may submit a written statement within 10 days that may seek to affirm the initial determination or respond to the appeal statement. Any such response must be submitted by email attachment to the Hearing Manager by no later than 5 p.m. on the 10th day after the date the non-

appealing Party is sent the appeal. See Appendix A of the SMP for length and formatting requirements.

The Title IX Coordinator is permitted, but not required, to file a response addressing concerns relating to procedural irregularities or bias in the Investigation or Hearing process raised in any appeal submitted by a Party.

The Title IX Coordinator has discretion to continue or institute any applicable Supportive Measures before the appeal deadline and before the resolution of any appeal.

It is not the role of an Appellate Officer or Appeals Panel to substitute their judgment for the judgment of the hearing Decision Maker if there is a reasonable basis for the hearing Decision Maker's determination based on a Preponderance of the Evidence. Neither an Appellate Officer nor an Appeals Panel may alter, or recommend altering, the determination unless, in the Appellate Officer's or Appeal Panel's assessment, the determination is clearly erroneous based on one or more of the permitted grounds.

The Hearing Manager will refer the appeal to an Appeals Panel in the case of a faculty Respondent or an Appellate Officer for all other Respondents. For cases where the Respondent is a faculty member, the Appeals Panel will consist of an independent, third-party Appellate Officer and two additional faculty Appeals Panel members, each of whom will have an equal vote. The Title IX Coordinator will select the faculty Appeals Panel members from a standing pool of faculty members nominated by the Deans of the schools. For all other cases, the Appellate Officer will be an independent third-party.

The Appellate Officer or Appeals Panel, as appropriate, will issue a written decision that includes the result of the appeal and the rationale for the result. The written decision will issue in a reasonably prompt time frame, typically within 15 days following receipt of all appeals materials. The appeal is typically determined based on the existing record, but the Appellate Officer or Appellate Panel has the discretion to convene a limited or full appellate Hearing, if needed. The Hearing Manager will

provide the appeal decision simultaneously to both Parties.

Appellate Officers will review the record and will take action consistent with the options set forth below.

For appeals referred to an Appeals Panel, the Appeals Panel will review the record and recommend to the Chancellor action(s) consistent with the options set forth below. The Appeals Panel will provide notice of its recommendation to the Provost. The Chancellor will have the discretion either to concur with the recommendation or to elect not to concur and to specify the reasons for nonconcurrence.

Potential outcomes of an appeal are as follows (based on the relevant ground for appeal):

- In cases where there has been a procedural error sufficient to affect the determination, either the Appellate Officer or the Chancellor, as appropriate, will remand the case to the hearing Decision Maker with instructions to address the procedural error, as appropriate. The Hearing Manager will provide the results of the remand to the Appellate Officer or Appeals Panel for review to assure the procedural error has been remedied. The Appeals Panel will provide its recommendation to the Chancellor, who will have the discretion either to concur with the recommendation or to elect not to concur and to specify the reasons for nonconcurrence. The decision of the Appellate Officer or Chancellor following the remand cannot be appealed.
- In cases where the Appellate Officer or the Chancellor deems there is new evidence that was not reasonably available to the appealing Party at the time of the hearing or dismissal that could affect the outcome of the matter, the Appellate Officer or the Chancellor will remand the case to the hearing Decision Maker with instructions to conduct a limited Hearing on remand to consider the new evidence, as appropriate. Each Party has the option, once, to appeal the determination of the Hearing on remand. Grounds for appeal are limited to those listed above.
- In cases where the Appellate Officer or the Chancellor

deems the Title IX Coordinator or Investigator had a conflict of interest or bias for or against the Complainant or the Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter, the Appellate Officer or the Chancellor will send the case to the hearing Decision Maker to assure Vanderbilt provides a resolution process without conflict of interest or bias.

- In cases where the Appellate Officer or the Chancellor deems the hearing Decision Maker had a conflict of interest or bias for or against the Complainant or the Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter, the Appellate Officer or Chancellor will send the case to the Associate Vice Chancellor for Equal Access to assure Vanderbilt provides a resolution process without conflict of interest or bias.
- In cases where the Appellate Officer or the Chancellor deems the determination cannot reasonably be supported by the evidence, either the Appellate Officer or the Chancellor will reverse the determination. This reversal may not be appealed.
- In cases where the Appellate Officer or the Chancellor deems the hearing Decision Maker erred in the severity of the sanction issued, the Appellate Officer or the Chancellor will issue a revised sanction. The Appellate Officer or the Chancellor may consult with appropriate Vanderbilt officials who will not have been involved in the Hearing process. This revised sanction may not be appealed.
- If the Appeal Officer or the Chancellor decides there is insufficient evidence to support the appeal, the Appeal Officer or the Chancellor will uphold the original determination.

## E. Finality

A determination regarding responsibility (including any sanctions) becomes final either:

- if an appeal is filed, on the date that the appellate process is completed; or
- if an appeal is not filed, on the date on which an appeal would no longer be considered timely.

## SEXUAL MISCONDUCT POLICY — HEARINGS (STUDENT COMPLAINANT AND STUDENT RESPONDENT)

For more information regarding Hearings see the Sexual Misconduct Policy (SMP).

If both Parties are students and the Formal Grievance Protocol (FGP) does not govern, the Hearing will proceed under the SMP. See the SMP for more information on the scope of the Policies. If the Respondent is not a student and the FGP does not govern, the resolution process will proceed under the SMP (discussed below).

### A. Pre-Hearing Conference

All Hearings will be prompt, fair, and impartial. The Hearing Manager will serve as the administrator for all Hearings and appeals processes.

At least 10 days prior to a Hearing, the Parties will participate in a pre-hearing conference with their Advisers, the Hearing Manager, and the Decision Maker. The Decision Maker will conduct the pre-hearing conference in person or remotely, at the discretion of the Hearing Manager. For in-person pre-hearing conferences, either Party may request, or the Hearing Manager may require, the Parties to be located in separate rooms. Technology must enable the Decision Maker and Parties to simultaneously see and hear all attendees.

During the pre-hearing conference, the Decision Maker will discuss the following:

- Preparation for the Hearing;
- Review of responses to the FIR;
- Confirmation of the Advisers for each Party;
- Confirmation of access to the FIR and evidence;
- Requested witnesses; and
- Hearing processes and rules of decorum.

### Identification of the Decision Maker

Cases will be adjudicated by a trained external Decision Maker. At least five days before the pre-hearing



conference, the Hearing Manager will identify the Decision Maker to the Parties. The Decision Maker will not be the same person as the Title IX Coordinator, the Hearing Manager, or the Investigator.

The Hearing Manager will assure that the Decision Maker does not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent, and that the Decision Maker has received the appropriate and necessary training.

At least two days before the pre-hearing conference, either Party may challenge the named Decision Maker if the Party believes the Decision Maker has a conflict of interest or bias for or against Complainants or Respondents generally or against a Party individually. The notice of a conflict of interest or bias must be provided in writing to the Hearing Manager and articulate the rationale for the challenge. The Hearing Manager has the discretion to keep or replace the challenged Decision Maker. If the Decision Maker is replaced, the Hearing Manager will postpone the pre-hearing conference and Hearing to allow time for engaging a replacement.

### ***Identification of the Advisers***

Each Party is required to have an Adviser for the Hearing. If a Party is without an Adviser, they must notify the Hearing Manager at least two days before the pre-hearing conference. The Title IX Office will provide, without fee or charge to that Party, an Adviser to conduct cross-examination on behalf of that Party. The Hearing may be postponed to allow time for engaging an Adviser. The Title IX Office will send a list of trained Advisers from which the Party may select an Adviser.

### ***Identification of the Witnesses***

Parties also must identify any witnesses they want to be present at the hearing, in writing, to the Hearing Manager by 5:00 p.m. on the day before the pre-hearing conference. The Decision Maker may also request additional witnesses be present at the Hearing. The

Hearing Manager will provide the Parties with a list of the additional witnesses and will make all reasonable efforts to contact the identified witnesses and to have the witnesses present at the Hearing. The Title IX Office generally has no ability to compel student or unaffiliated witnesses to attend a Hearing. The Hearing Manager will provide a list of all confirmed witnesses to the Parties in advance of the Hearing.

### ***Issuance of Notices of Attendance***

At least five days before the Hearing and after the pre-hearing conference, the Hearing Manager will transmit notices of attendance to any witness identified by a Party or the Decision Maker as a witness for the Hearing. The notice will advise the person of the date and time of the Hearing and instruct the person to contact the Hearing Manager immediately if there is a material and unavoidable conflict.

A person who receives an attendance notice should notify any manager, faculty member, coach, or other supervisor, as necessary and as soon as practicable, if attendance at the Hearing will conflict with job duties, classes, or other obligations. Managers, faculty members, coaches, and other supervisors should excuse the subject of the obligation, or provide another accommodation, so that the person may attend the Hearing as specified in the notice. Managers, faculty members, coaches, and other supervisors may contact the Hearing Manager with any questions regarding a hearing notice of attendance.

## **B. Hearing**

### ***Hearing Format***

Hearings will be conducted live, either in person or remotely at the discretion of the Hearing Manager. The Hearing Manager may require, and a Party may request, in-person Hearings be conducted with the Parties located in separate rooms. Technology must enable the Decision Maker and Parties to simultaneously see and hear the Party or witness answering questions. At the discretion of the Hearing Manager, Hearings may

be conducted with all Parties physically present in the same location, or with any or all Parties, witnesses, and other participants appearing virtually. Vanderbilt will create a transcript or recording of the Hearing, which will be available to the Parties for inspection and review by request.

At the Hearing, the Decision Maker will call each Party or witness present for cross examination. No opening or closing statements will be allowed.

Typically, the Decision Maker will ask questions of each Party or witness first, followed by the Advisers. The Decision Maker has discretion to allow follow-up questions by each Adviser. Each Adviser is permitted to ask the other Party and any witnesses relevant questions, including those challenging credibility.

### ***Relevance Determinations***

At the Hearing, the Decision Maker will evaluate whether evidence presented is relevant. Relevant evidence is any evidence that may tend to make the allegations at issue more or less likely to be true. This includes corroborating evidence and contradicting evidence.

Whether a question is relevant is determined solely by the Decision Maker. Advisers may ask only relevant cross-examination and follow-up questions of a Party or witness. Before a Party or witness answers a cross-examination or follow-up question, the Decision Maker must determine whether the question is relevant and explain any decision to exclude a question as not relevant.

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

1. offered to prove that someone other than the Respondent committed the conduct alleged; or
2. if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Effective Consent.

## ***Credibility Determinations***

Credibility determinations will not be based on an individual's status as a Complainant, Respondent, or witness. The Decision Maker will consider all relevant evidence presented in the FIR and at a Hearing by the Parties. The Decision Maker has the discretion to grant lesser weight to information or evidence introduced at the Hearing that was not previously presented for investigation.

Parties and witnesses, solely in the Decision Maker's discretion, may be given a chance to clarify or otherwise explain responses that they provided during the investigation that differ from those offered during a Hearing. The Decision Maker has sole discretion to determine the effect of any purported discrepancies on a Party's or witness' credibility.

## ***Advisers' Role in Hearings***

Each Party must be accompanied to the Hearing by their Adviser. Advisers are present solely to advise or support the Party and are prohibited from speaking directly to the Decision Maker, other Parties, or witnesses during the Hearing, except for conducting cross examination. Cross examination at a Hearing must be conducted directly, orally, and in real time by each Party's Adviser, and never by a Party personally. Advisers who exceed the scope of their role or otherwise do not comport with reasonable rules of decorum for meetings and proceedings will be cautioned and may be removed from the process at Vanderbilt's sole discretion.

## ***Party or Witness' Absence from a Hearing***

The Decision Maker will consider neutral records without requiring the author or custodian of those records to be present during the Hearing or to submit to cross examination, unless the Decision Maker has a specific concern regarding the authenticity of the evidence. This neutral record evidence includes but is not limited to:

- medical records with the appropriate releases;
- privileged legal records with the appropriate releases;

- Sexual Assault Nurse Examiner records provided with the appropriate releases;
- police reports;
- video; or
- other security recordings.

The Decision Maker may also consider text messages, emails, group chat messages, other social media posts, or other electronic evidence without requiring the Party or witness who provided the evidence to be present during the Hearing or to submit to cross examination unless the Decision Maker has a specific concern regarding the authenticity of the evidence.

In most cases, a Party or witness should be present at the Hearing to answer questions posed by the Decision Maker and Advisers. Instances where a Decision Maker may consider these statements even in the absence of the Party or witness include, but are not limited to, cases where:

- the Party or witness is deceased, is without access to a means to participate, is on military deployment, or is incapable of participating in the Hearing;
- the Parties stipulate that a witness does not need to be cross-examined and that the witness' statement may be considered; or
- a Party or witness gives a statement that is an admission of responsibility or otherwise against that Party's or witness' interest.

If a Party or witness does not appear at the Hearing or make themselves available for cross examination, the Decision Maker may still consider that Party's or witness's previous statements but may, in the Decision Maker's discretion, give lesser weight to that Party or witness's statements when reaching a determination of responsibility.

The Decision Maker will not draw an inference about the determination regarding responsibility based solely on a Party's or witness's absence from the Hearing or refusal to answer cross examination or other questions.

## ***Determination Regarding Responsibility***

The Decision Maker will issue a written determination, typically within 20 days following the Hearing. Based on a Preponderance of the Evidence, the Decision Maker will decide whether the Respondent is responsible for engaging in the alleged conduct, whether the conduct is a violation of the Policies, and if so, what disciplinary action and sanctions may be appropriate. The written determination will include:

- Identification of the allegations potentially constituting Sexual Misconduct under the Policies;
- 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 evidence, and Hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Policies to the facts;
- A statement of, and rationale for, the result as to each allegation, including:
  - A determination regarding responsibility;
  - Any disciplinary action and sanctions imposed on the Respondent; and
  - Whether remedies designed to restore or preserve equal access to Vanderbilt's education program or activity will be provided to the Complainant; and
- Processes and permissible bases for the Parties to appeal the determination.

The Hearing Manager will provide the written determination to the Parties simultaneously. If the Respondent is found responsible for a violation of the Policies, they will be subject to disciplinary action and the appropriate sanctions.

Remedies and Supportive Measures that do not affect the Respondent should not be disclosed in the written determination; rather, the determination should simply indicate that remedies will be provided to the Complainant. The Title IX Coordinator is responsible

for the effective implementation of any remedies and Supportive Measures.

## **C. Range of Sanctions and Remedies (Student Respondent)**

When determining sanctions for student Respondents, the Decision Maker will consult with the Assistant Dean for Community Standards & Student Support or their designee. The range of sanctions and remedies is the same as those in proceedings under the Formal Grievance Protocol (discussed above).

## **D. Appeals (Student Respondent)**

Either Complainant or Respondent may appeal a written determination. A Party must submit an appeal by email to the Hearing Manager by no later than 5:00 p.m. Central Time on the 10th day after the Parties are sent the written determination. The Title IX Coordinator retains discretion to verify, or waive minor procedural variations in, the timing and content of the appeal submission.

Permissible grounds for appeal and the required content of the appeal are the same as those under the Formal Grievance Protocol discussed above.

Upon receipt of an appeal, the Hearing Manager will:

- a. Notify the other Party in writing that an appeal had been filed and implement appeal processes equally for both Parties;
- b. Refer the appeal to an Appellate Officer, who will be an independent third party;
- c. Assure that the appeal Decision Maker is not the same person as the Investigator(s), Title IX Coordinator, or hearing Decision Maker; and
- d. Assure that the appeal Decision Maker does not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent, and that the appeal Decision Maker has received the appropriate and necessary training.

Upon receipt of an appeal, the Hearing Manager will notify the Parties of the appointment of the appeal Decision Maker. Within two days of the notice of appeal being sent, the Parties may challenge the named appeal Decision Maker if the Party believes the appeal Decision Maker has a conflict of interest or bias for or against Complainants or Respondents generally or against a Party individually. The notice of a conflict of interest or bias must be provided in writing to the Hearing Manager and articulate the rationale for the challenge. The Hearing Manager has the discretion to keep or replace the challenged appeal Decision Maker. If the appeal Decision Maker is replaced, the Hearing Manager will give notice and extend the appeal process timeline to allow time for engaging a replacement.

The Hearing Manager will provide a copy of the appeal to the non-appealing Party. The non-appealing Party may submit a written statement within 10 days that may seek to affirm the initial determination or respond to the appeal statement. Any such response must be submitted by email attachment to the Hearing Manager by no later than 5 p.m. on the 10th day after the date the non-appealing Party is sent the appeal.

The Title IX Coordinator is permitted, but not required, to file a response addressing concerns relating to procedural irregularities or bias in the Investigation or Hearing process raised in any appeal submitted by a Party.

The Title IX Coordinator has discretion to continue or institute any applicable Supportive Measures before the appeal deadline and before the resolution of any appeal.

It is not the role of an Appellate Officer to substitute their judgment for the judgment of the hearing Decision Maker if there is a reasonable basis for the hearing Decision Maker's determination based on a Preponderance of the Evidence. An Appellate Officer may not alter, or recommend altering, the determination unless, in the Appellate Officer's assessment, the determination is clearly erroneous based on one or more of the permitted grounds.

The Appellate Officer will issue a written decision that includes the result of the appeal and the rationale for the result. The written decision will issue in a reasonably prompt time frame, typically within 15 days following receipt of all appeals materials. The appeal is typically determined based on the existing record, but the Appellate Officer has the discretion to convene a limited or full appellate Hearing, if needed. The Hearing Manager will provide the appeal decision simultaneously to both Parties.

Appellate Officers will review the record and will take action consistent with the options set forth below:

- In cases where there has been a procedural error sufficient to affect the determination, the Appellate Officer will remand the case to the hearing Decision Maker with instructions to address the procedural error, as appropriate. The Hearing Manager will provide the results of the remand to the Appellate Officer for review to assure the procedural error has been remedied. The decision of the Appellate Officer following the remand cannot be appealed.
- In cases where the Appellate Officer deems there is new evidence that was not reasonably available to the appealing Party at the time of the hearing or dismissal that could affect the outcome of the matter, the Appellate Officer will remand the case to the hearing Decision Maker with instructions to conduct a limited Hearing on remand to consider the new evidence, as appropriate. Each Party has the option, once, to appeal the determination of the Hearing on remand. Grounds for appeal are limited to those listed above.
- In cases where the Appellate Officer deems the Title IX Coordinator or Investigator had a conflict of interest or bias for or against the Complainant or the Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter, the Appellate Officer will send the case to the hearing Decision Maker to assure Vanderbilt provides a resolution process without conflict of interest or bias.
- In cases where the Appellate Officer deems the hearing Decision Maker had a conflict of interest



or bias for or against the Complainant or the Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter, the Appellate Officer will send the case to the Associate Vice Chancellor for Equal Access to assure Vanderbilt provides a resolution process without conflict of interest or bias.

- In cases where the Appellate Officer deems the determination cannot reasonably be supported by the evidence, the Appellate Officer will reverse the determination. This reversal may not be appealed.
- In cases where the Appellate Officer deems the hearing Decision Maker erred in the severity of the sanction issued, the Appellate Officer will issue a revised sanction. The Appellate Officer will consult with appropriate Vanderbilt officials who will not have been involved in the Hearing process. This revised sanction may not be appealed.
- If the Appeal Officer decides there is insufficient evidence to support the appeal, the Appeal Officer will uphold the original determination.

## E. Finality

A determination regarding responsibility (including any sanctions) becomes final either:

- if an appeal is filed, on the date that the appellate process is completed; or
- if an appeal is not filed, on the date on which an appeal would no longer be considered timely.

## NON-STUDENT RESPONDENT RESOLUTION PROCESS

If the Respondent is not a student and the Formal Grievance Policy (FGP) does not govern, the investigation will proceed according to the Sexual Misconduct Policy (SMP). See the SMP for more information on the scope of the Policies.

### A. Investigation

The Notice of Allegations (“NOA”) will identify which Policy or Policies govern the investigation. The Incident

Report, Formal Complaint, and notification processes are described above. See the Sexual Misconduct Policy.

The Title IX Office will make reasonable efforts to balance and protect the rights of the Parties during any investigation initiated under the Policies. The Title IX Office will respect the privacy of the Parties and any witnesses in a manner consistent with Vanderbilt’s obligations to investigate the alleged incident and take appropriate interim or corrective action. All investigations will be prompt, fair, and impartial. The Title IX Coordinator will appoint an Investigator to handle the investigation. This Investigator will be a different person than the Title IX Coordinator. The Title IX Office will keep the Parties reasonably informed of the status of the investigation.

Both Parties may use an Adviser throughout the investigation. Advisers are not permitted to directly participate in interviews; they may be present solely to advise or support the Party and are prohibited from speaking directly to the Investigator.

During the investigation phase, the Investigator will strive to collect all relevant evidence, but cannot compel external sources to provide evidence they may have. This may include interviewing the Complainant, the Respondent, and any witnesses; and gathering evidence. For a non-exclusive list of evidence, see the Formal Grievance Protocol.

The Parties will have an equal opportunity to present names of potential witnesses to the Investigator. The Parties may identify potential factual witnesses but may not present character witnesses. The Investigator will take the witness lists provided by the Complainant and Respondent into consideration when identifying the witnesses they will interview, but these decisions are solely within the Investigator’s discretion. The Investigator retains discretion to limit the number of witness interviews conducted if the Investigator finds that the witnesses’ statements would be unreasonably duplicative, if the witnesses are offered solely as character references and do not have information

relevant to the allegations at issue, or if the witnesses are offered to render testimony that is categorically inadmissible, such as testimony concerning sexual history of the Complainant. The Investigator may also choose to interview other witnesses not identified by the Parties.

For all investigative interviews or other non-Hearing meetings to which the Title IX Office invites a Party or witness, the Title IX Office will provide sufficient time for the individual to prepare to participate. The Investigator will record all interviews conducted as part of an investigation. The Title IX Office will provide all Parties and witnesses a transcript of their own interview. The Parties and witnesses will have three days to review and offer corrections to their transcript. Parties and witnesses are not required to submit corrections. The Title IX Office will append any corrections received to the original transcript.

### B. When the Complainant is not a Student, and the Respondent is Staff

The Title IX Office will prepare an investigative report including a determination as to whether the Respondent violated the SMP. The Title IX Office will send the investigative report to the staff Respondent’s supervisor, as well as Human Resources. The Respondent’s supervisor and Human Resources are responsible for determining sanctions, as applicable. If the Respondent’s supervisor is a Party to the investigation, the Title IX Office will work with Human Resources to identify the appropriate supervisor to receive the investigation report.

Any review of the findings and sanctions will take place under applicable Human Resources policies or the Collective Bargaining Agreement (as applicable). The Title IX Coordinator will inform the Parties simultaneously of the determination as to whether the Respondent violated the SMP. In cases involving allegations of Sexual Assault, Dating or Domestic Violence, or Stalking, the Title IX Office will provide the Parties with the determination of responsibility and any

sanctions. The determination of responsibility and any sanctions given are final and not appealable.

### **C. When the Complainant is not a Student, and the Respondent is Faculty or a Postdoctoral Fellow or Trainee**

The Title IX Office will prepare an investigative report that includes a determination as to whether the Respondent violated the SMP. The Title IX Office will send the investigative report to the Respondent's Dean, who is responsible for sanctioning and any other applicable processes. If the Respondent is a Dean or other senior administrator who does not work under the purview of a Dean, the Title IX Office will send the investigative report to the Provost's designee. If the Respondent is the Provost, the Title IX Office will send the investigative report to the Chancellor.

The Title IX Coordinator will inform the Complainant and the Respondent simultaneously of the determination as to whether the Respondent violated the SMP. In cases involving allegations of Sexual Assault, Dating or Domestic Violence, or Stalking, the Title IX Office will provide the Parties with the determination of responsibility and any sanctions. The determination of responsibility and any sanctions given are final and not appealable under the Title IX resolution process.

### **D. When the Complainant is a Student and the Respondent is Staff or Faculty, or a Postdoctoral Fellow or Trainee**

The Title IX Office retains discretion to send the evidence in an electronic or hard copy format. The Title IX Office may redact non-Party names and sensitive information from the evidence. The Title IX Office may also use data security safeguards when issuing documents and evidence. The Respondent and their Adviser are permitted to review the evidence solely for the purposes of this process and may not photograph or disseminate the evidence.

The Respondent may submit a response about the evidence gathered. Any such response must be submitted in writing to the Investigator by no later than 5:00 p.m. Central Time on the 10th day following the date the Title IX Office sends the evidence. Requests for extensions must be submitted to the Title IX Office prior to the expiration of the 10-day period.

Following review of any response submitted, and any additional investigation needed, the Investigator will prepare an investigative report that includes a determination as to whether the Respondent violated the SMP.

If the Respondent is a staff member, the Title IX Office will send the investigative report to the staff Respondent's supervisor, as well as Human Resources. The Respondent's supervisor and Human Resources are responsible for determining sanctions, as applicable. If the Respondent's supervisor is a Party to the investigation, the Title IX Office will work with Human Resources to identify the appropriate supervisor to receive the investigation report.

If the Respondent is a faculty member or postdoctoral trainee, the Title IX Office will send the investigative report to the Respondent's Dean, who is responsible for sanctioning and any other applicable processes. If the Respondent is a Dean or other senior administrator who does not work under the purview of a Dean, the Title IX Office will send the investigative report to the Provost's designee. If the Respondent is the Provost, the Title IX Office will send the investigative report to the Chancellor.

The Title IX Office will provide the investigative report to the Parties. In cases involving allegations of Sexual Assault, Dating or Domestic Violence, or Stalking, the Title IX Office will provide the Parties with the determination of responsibility and any sanctions. Either Party may appeal based on the grounds stated in SMP (discussed below).

### **E. When the Respondent is not a Vanderbilt Student, Staff, Faculty, or Postdoctoral Fellow or Trainee**

When the Title IX Office receives a Formal Complaint against a person who is not a Vanderbilt student, staff, faculty, or postdoctoral fellow or trainee, the Title IX Coordinator has the discretion to determine the most appropriate course of action, consistent with Vanderbilt's commitment to a prompt and equitable process, as well as applicable law and university policies. Vanderbilt's ability to take appropriate corrective action will be determined by the nature of the person's relationship to Vanderbilt. Complainants may receive Supportive Measures regardless of the Respondent's relationship with Vanderbilt.

### **F. When the Complainant is a Student and the Respondent is a Non-Student other than Faculty**

If the Complainant is a student and the Respondent is Faculty, any review of a written determination will follow the procedures set forth in the Faculty Manual.

If the Complainant is a student, and the non-student Respondent is not Faculty, either party may appeal a written determination. A Party must submit an appeal by email attachment to the Hearing Manager by no later than 5:00 p.m. Central Time on the 10th day after the Parties are sent the written determination. The Title IX Coordinator retains discretion to verify, or waive minor procedural variations in, the timing and content of the appeal submission.

Permissible grounds for appeal and the required content of the appeal are the same as those under the Formal Grievance Protocol discussed above.

Upon receipt of an appeal, the Hearing Manager will:

- Notify the other Party in writing that an appeal had been filed and implement appeal processes equally for both Parties;

- b. Refer the appeal to an Appellate Officer, who will be an independent third party;
- c. Assure that the Appellate Officer is not the same person as the Investigator(s) or Title IX Coordinator; and
- d. Assure that the Appellate Officer does not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent, and that the appeal Decision Maker has received the appropriate and necessary training.

Upon receipt of an appeal, the Hearing Manager will notify the Parties of the appointment of the appeal Decision Maker. Within two days of the notice of appeal being sent, the Parties may challenge the named Appellate Officer if the Party believes the Appellate Officer has a conflict of interest or bias for or against Complainants or Respondents generally or against a Party individually. The notice of a conflict of interest or bias must be provided in writing to the Hearing Manager and articulate the rationale for the challenge. The Hearing Manager has the discretion to keep or replace the challenged Appellate Officer. If the Appellate Officer is replaced, the Hearing Manager will give notice and extend the appeal process timeline to allow time for engaging a replacement.

The Hearing Manager will provide a copy of the appeal to the non-appealing Party. The non-appealing Party may submit a written statement within 10 days that may seek to affirm the initial determination or respond to the appeal statement. Any such response must be submitted by email attachment to the Hearing Manager by no later than 5 p.m. on the 10th day after the date the non-appealing Party is sent the appeal.

The Title IX Coordinator is permitted, but not required, to file a response addressing concerns relating to procedural irregularities or bias in the investigation or other process raised in any appeal submitted by a Party.

The Title IX Coordinator has discretion to continue or institute any applicable Supportive Measures before the

appeal deadline and before the resolution of any appeal.

It is not the role of an Appellate Officer to substitute their judgment for the judgment of the Investigator if there is a reasonable basis for Investigator's determination based on a Preponderance of the Evidence. An Appellate Officer may not alter, or recommend altering, the determination unless, in the Appellate Officer's assessment, the determination is clearly erroneous based on one or more of the permitted grounds.

The Appellate Officer will issue a written decision that includes the result of the appeal and the rationale for the result. The written decision will issue in a reasonably prompt time frame, typically within 15 days following receipt of all appeals materials. The appeal is typically determined based on the existing record, but the Appellate Officer has the discretion to convene a limited or full appellate Hearing, if needed. The Hearing Manager will provide the appeal decision simultaneously to both Parties.

Appellate Officers will review the record and will take action consistent with the options set forth below.

Potential outcomes of an appeal are as follows (based on the relevant ground for appeal):

- In cases where there has been a procedural error sufficient to affect the determination, the Appellate Officer will remand the case to the Investigator with instructions to address the procedural error, as appropriate. The Hearing Manager will provide the results of the remand to the Appellate Officer for review to assure the procedural error has been remedied. The decision of the Appellate Officer following the remand cannot be appealed.
- In cases where the Appellate Officer deems there is new evidence that was not reasonably available to the appealing Party at the time of the hearing or dismissal that could affect the outcome of the matter, the Appellate Officer will remand the case to the Investigator with instructions to conduct a limited Hearing on remand to consider the new evidence, as appropriate. Each Party has the option, once, to

appeal the determination of the Hearing on remand. Grounds for appeal are limited to those listed above.

- In cases where the Appellate Officer deems the Title IX Coordinator or Investigator had a conflict of interest or bias for or against the Complainant or the Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter, the Appellate Officer will send the case to the Associate Vice Chancellor for Equal Access to assure Vanderbilt provides a resolution process without conflict of interest or bias.
- In cases where the Appellate Officer deems the determination cannot reasonably be supported by the evidence, the Appellate Officer will reverse the determination. This reversal may not be appealed.
- If the Appellate Officer decides there is insufficient evidence to support the appeal, the Appellate Officer will uphold the original determination.

### ***Finality***

A determination regarding responsibility (including any sanctions) becomes final under the Title IX process either:

- if an appeal is filed, on the date that the appellate process is completed; or
- if an appeal is not filed, on the date on which an appeal would no longer be considered timely.

## **ALTERNATIVE/INFORMAL RESOLUTION PROCESS**

### **A. Availability of the Informal Resolution Process**

In matters where a Formal Complaint has been filed and has passed the initial Formal Complaint assessment (See the Sexual Misconduct Policy), the Parties may request to resolve the matter through the Title IX Office's Informal Resolution Process ("IRP"). IRP is not available to resolve allegations by a student Complainant where the Respondent is a faculty or staff member.

## B. Informal Resolution Process Options

IRP involves a remedies-based, non-judicial process designed to eliminate or address alleged Sexual Misconduct following the filing of a Formal Complaint and before a final determination. IRP is intended to be flexible while also providing for a range of possible outcomes. This process aims to assure fairness, to facilitate communication, and to maintain an equitable balance of power between the Parties. IRP currently includes facilitated mediation, but the Title IX Office has the discretion under the Policies to incorporate additional forms of Informal Resolution, such as administrative resolution and restorative justice, at a time determined by the Title IX Office.

### ***Facilitated Mediation***

Facilitated mediation is an informal and flexible dispute resolution process where a mediator guides the Parties toward their own resolution by conveying messages, questions, demands, and proposals between both sides to help the Parties move closer to a resolution. In this process, a Party may accept responsibility for an action or outcome, the Parties may choose to share responsibility, or the Parties may resolve the allegations without an acceptance of responsibility.

## C. Beginning the Informal Resolution Process

If either Party requests IRP, the Title IX Coordinator will make an initial decision about whether the case qualifies for IRP. If the Title IX Coordinator approves IRP as an option for resolution, the other Party must then agree to engage in IRP. If both Parties agree to IRP, the Title IX Office will halt any investigation or scheduled Hearing. Participation in IRP is voluntary, and either Party may request to end IRP at any time before an Informal Resolution Agreement is executed and may return to the investigation or proceed with the Hearing process. If the Parties execute an Informal Resolution Agreement during IRP, and the Title IX Coordinator approves the agreement,

the Title IX Office will oversee the implementation of the agreement, the Formal Complaint will be deemed resolved, and the matter will be concluded. The Informal Resolution Agreement is binding and will provide the outcome for any breach of the agreement.

The following are the guidelines by which IRP must be conducted:

- IRP is only available once a Formal Complaint has been filed and before a final determination on the Formal Complaint.
- The Informal Resolution and Supportive Measures Manager (“facilitator”) will supervise IRP.
- Either Party may petition the Title IX Coordinator in writing to offer IRP to the other Party.
- The facilitator will present the option of IRP to the other Party independently and in writing.
- Both Parties must agree in writing to participate in IRP, and the Title IX Coordinator must approve the request for the process to move forward.
- IRP cannot be offered if the Complainant is a student and the Respondent is a staff member or faculty member.
- If both Parties agree to participate in IRP, and the Title IX Coordinator approves IRP, the Investigator assigned to the matter will communicate to both Parties that the investigation is halted and will resume if IRP is unsuccessful.

### ***Withdrawal from the Informal Resolution Process***

Participation in IRP is voluntary for all Parties and requires informed and written consent. Either Party may withdraw, without penalty, from IRP until such time as a written Informal Resolution Agreement is signed by both Parties, the facilitator, and the Title IX Coordinator. If either Party withdraws from IRP, the original process will resume.

In the case of a withdrawal from IRP, records from IRP will not be shared with those investigating the matter but may be maintained by the facilitator.

## ***Informal Resolution Process Preparation Meeting***

Once both Parties have expressed in writing their desire to participate in IRP, and the Title IX Coordinator has granted approval, the facilitator will have an IRP preparation meeting with each Party, separately, to discuss the requirements and potential outcomes of IRP.

## D. Informal Resolution Process Conference

During the IRP Conference, the Title IX Office will not compel face-to-face meeting(s) between the Parties or participation in any form of IRP. The facilitator will meet with each Party separately to discuss the allegations and to give each Party a chance to provide additional information about, reasons for participating in, concerns about, and goals of IRP. Additionally, the facilitator will facilitate the communication between the Parties, discussing the Parties’ proposed terms of agreement to determine whether resolution of the Formal Complaint between the Parties is feasible.

### ***IRP Terms:***

Sanctions agreed to by the Parties can include, but are not limited to, the following:

For Students:

- Expulsion;
- Suspension;
- Disciplinary Probation;
- Deferred Disciplinary Probation;
- Educational Conference; or
- Additional components of sanctions may include, but are not limited to restrictions, which may include limiting or barring access to certain facilities or activities and removal or reassignment from Vanderbilt housing.

For Faculty and Staff:

- Termination of employment;
- Reduction in salary and/or rank;



- Suspension;
- Probation;
- Mutual No Contact Directives;
- Campus restrictions;
- Revocation of Vanderbilt privileges;
- Educational programs;
- Removal from (or reassignment to a different role on) a project; or
- Written reprimand.

Remedies agreed to by the Parties can include, but are not limited to, the following:

- Mutual No-Contact Directives
- Required therapy consultation through the University Counseling Center (“UCC”) or EAP, as appropriate, for assessment and recommendation for ongoing treatment, if applicable
- Required counseling or therapy through a non-Vanderbilt affiliated therapist or counselor
- Education or Volunteer Opportunities
  - Prevention and Impact education: one-on-one sessions with the Project Safe director
  - Attend a Project Safe sponsored program, training, module, workshop, or activity such as an Effective Consent module, bystander intervention training, Stalking awareness and prevention
  - Working with a non-profit
  - Financial restitution if property was damaged
  - Alcohol and Drug Education with the Center for Student Wellbeing
  - Educational Courses or Assignments
- Mutual social media guidelines
- Resignation or Suspension without Pay (option for staff and faculty)

Supportive Measures options agreed to by the Parties include:

- Providing alternative course completion options;
- Changing class schedules, including the ability to transfer course sections or withdraw from a course;
- Changing work schedules, job assignments, or job locations for Vanderbilt employment;
- Changing on campus residence hall assignments;
- restricting floor access in a residence hall;

- Leaves of absence; and
- Non-students or alumni options, such as prohibiting access to campus, prohibiting attendance at alumni or other Vanderbilt events, or prohibiting returning to campus for future programs for a specific period

The facilitator, in their sole discretion, will determine in good faith whether the Parties complied with the terms of the Informal Resolution Agreement. Failure to comply with the terms of an Informal Resolution Agreement will result in one of the following:

1. Agreement is null and void and matter reverts to the original process; or
2. Disciplinary probation for student Respondents issued through the Office of Student Accountability,

Community Standards, & Academic Integrity (“Student Accountability”). The sanction will not be appealable under Student Accountability policies, as the SMP controls.

### ***Finalizing the Informal Resolution Agreement***

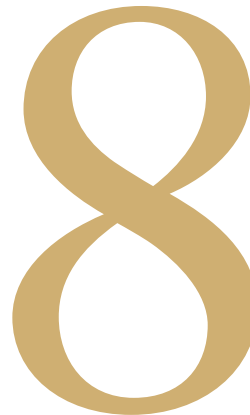
Once the proposed terms are finalized, the facilitator will draft the Informal Resolution Agreement for the Parties to review, edit (as necessary), and sign before leaving IRP Conference. In addition to the Parties, the facilitator and the Title IX Coordinator must also approve and sign the Informal Resolution Agreement before it becomes final.



# Resources and Crime Prevention and Safety-Awareness Education

Victims and survivors of crime at Vanderbilt can expect to receive compassion and support from a variety of resources on campus.

## SECTION



## RESOURCES

### VANDERBILT UNIVERSITY POLICE DEPARTMENT

The Vanderbilt University Police Department (VUPD) provides referrals and support for victims of crime at Vanderbilt. When appropriate, a VUPD officer will accompany a victim to the hospital or to court, assist in obtaining protective orders or warrants, coordinate with the District Attorney's Office, and guide the victim through the criminal justice system. Referrals are also made to campus and community support programs. For more detailed information, visit **[police.vanderbilt.edu/services/vicservices](https://police.vanderbilt.edu/services/vicservices)** or call VUPD Dispatch at (615) 322-2745 to speak with an officer.

### PROJECT SAFE CENTER

The Project Safe Center for Sexual Misconduct Prevention and Response provides information, support, referrals, and education about intimate partner violence (including sexual assault, sexual exploitation, dating violence, domestic violence, and stalking) and gender and sexual harassment, as well as consent, healthy relationships, and healthy sexuality to the Vanderbilt University community. Project Safe administers the Preventing Sexual Assault online sexual assault prevention educational module required of all incoming students and offers prevention education designed to address all forms of sexual harassment, assault, and misconduct.

The Project Safe Center also offers bystander intervention training, an awareness-raising and skill-building program designed to reduce and prevent intimate partner violence, including stalking, sexual assault, and dating and domestic violence. This training provides strategies for bystanders to become part of the solution through focusing on their role in violence prevention. Visit **[vanderbilt.edu/projectsafe](https://vanderbilt.edu/projectsafe)** to learn more.

Project Safe serves as a central resource for those affected by intimate partner violence and can assist with navigating the University's complaint process and resource and support network (including the Student Care Network, Student Health Center, the Title IX Office, Equal Opportunity and Access, and the Vanderbilt University Police Department), as well as external support and law enforcement resources. Visit [vanderbilt.edu/projectsafe](https://vanderbilt.edu/projectsafe).

## TITLE IX OFFICE

Vanderbilt's Title IX Office, which operates within the Office for Equal Access, oversees the implementation and administration of the Formal Grievance Protocol and Sexual Misconduct Policy, and provides education and training on the policies and sexual misconduct prevention. The office also coordinates supportive measures for anyone involved in a sexual misconduct incident, as well as alternative methods of resolution of formal complaints of sexual misconduct. The office consists of the Director and Title IX Coordinator; the Assistant Director; the Supportive Measures/Informal Resolution Manager; and two Investigators. See [vanderbilt.edu/title-ix](https://vanderbilt.edu/title-ix) or contact the office at (615) 343-9004 or by email at [titleix@vanderbilt.edu](mailto:titleix@vanderbilt.edu).

The Sexual Misconduct Policy and the Formal Grievance Protocol (see sections 6 and 7 above) outline the procedures that apply to allegations of sexual misconduct, including sexual harassment, dating violence, domestic violence, stalking, and sexual assault, involving members of the Vanderbilt community. They apply to all members of the Vanderbilt community and cover conduct that occurs on campus and conduct that occurs off-campus that has an on-campus effect, including conduct in connection with university programs or activities or that otherwise interferes with or limits the ability of a member of the community to participate in or to receive benefits, services, or opportunities from the University's programs or activities.

## UNIVERSITY COUNSELING CENTER (UCC)

The UCC provides mental health services to Vanderbilt undergraduate, graduate, and professional students, regardless of insurance status. The staff of therapists and medical providers specialize in mental health care of the University population. Additionally, the UCC has a team of providers focused on supporting students coping with the psychological effects of sexual assault or other types of traumatic events — all services are confidential. If a student prefers to speak with someone unaffiliated with Vanderbilt or their needs exceed the UCC's scope of care, the UCC can make referrals to qualified off-campus providers.

Individuals experiencing acute trauma may access services by requesting an appointment with a member of the Urgent Care Team. This team provides brief psychological care for students subsequent to exposure to a traumatic event. This care focuses on supportive and targeted skills-based interventions, which can lead to an increase in an individual's coping, resilience, and quality of life. For information about an immediate crisis please visit [vanderbilt.edu/ucc](https://vanderbilt.edu/ucc).

The UCC also provides individual therapy and consultation to guide students in managing the impact of intimate partner violence on survivors. Additionally, the UCC has a variety of groups and workshops designed to help students explore their identities, stressors, and relationships. If students are new to the UCC, they should first contact the Student Care Coordination (SCC) at [vanderbilt.edu/carecoordination](https://vanderbilt.edu/carecoordination) to schedule their appointment. If they are returning students, they may call the UCC at (615) 322-2571 to schedule a consultation. In the aftermath of a traumatic event, students should ask for an appointment with an Urgent Care team member.

## STUDENT CARE COORDINATION (SCC)

SCC is committed to supporting undergraduate, graduate, and professional students in successfully navigating life events related to academic stress and/or

medical, mental health, and/or other personal concerns that may interfere with a student's ability to achieve their academic and personal goals. For more information see [vanderbilt.edu/carecoordination](https://vanderbilt.edu/carecoordination). This team of Student Care Coordinators is the central and first point of contact for students to help identify needs and determine the most appropriate resources in Vanderbilt's Student Care Network and in the Nashville community to address concerns. SCC also provides intake assessments to connect students to the University Counseling Center for ongoing counseling and medication management appointments. SCC can also coordinate with appropriate academic offices and campus partners to request Dean's Notifications for students who (1) experience a serious illness, injury, or medical treatment or (2) are involved in a personal matter necessitating supportive measures to restore or preserve access to the University's educational programs and activities and (3) either situation is not reasonably likely to resolve immediately to formally request that instructors consider adjustment of coursework or absence policies.

Though SCC staff typically have a background in mental health services, it is important to understand that work with a Student Care Coordinator is not counseling or therapy. The services of SCC fall under the Family Educational Rights and Privacy Act (FERPA). This means the content of the meetings with a Student Care Coordinator will be kept private to the extent possible; however, information, including information related to sexual misconduct, may be shared with appropriate personnel within Vanderbilt University in order to coordinate and provide the best care. Students can schedule an appointment with the SCC by calling (615) 343-9355, visiting [vanderbilt.edu/carecoordination](https://vanderbilt.edu/carecoordination), or by attending SCC's drop-in hours.

## LYRA — EMPLOYEE ASSISTANCE PROGRAM (EAP)

Vanderbilt's EAP program through Lyra provides confidential psychological support and counseling



services for Vanderbilt employees, their spouses and children down to two years of age. Support and assistance are available for domestic violence; stress and emotional challenges; depression, grief, and loss; family and marital conflicts, relationships, interpersonal concerns, and divorce; alcohol and substance abuse; critical incident stress management; and career concerns, management consultation, and performance coaching. Services include coaching, therapy and medication management. Appointments are available in person or through telehealth.

Critical Incident Stress Management individual and group interventions following traumatic or challenging events in the workplace is provided by a contract service from R3. The Office of Health and Wellness is responsible for initiating the additional support when appropriate.

For more information visit [vanderbilt.lyrahealth.com/](http://vanderbilt.lyrahealth.com/) and [r3c.com/](http://r3c.com/).

## ZERFOSS STUDENT HEALTH CENTER

Student Health provides primary health care services to Vanderbilt undergraduate and graduate students, regardless of insurance coverage. Student Health is staffed by physicians and nurse practitioners who specialize in college health and are attuned to the unique health care needs of a student population. Student Health staff are trained to take care of sexual assault, domestic or partnership violence, and harassment victims in clinic on a confidential basis. All staff are required to attend 30 (nurses and nurse practitioners) or 50 (physicians) hours of continuing education classes annually; sexual violence-related topics are included in this education approximately one to three times per year. These classes address not only the medical aspects of sexual assault (e.g., proper treatment for sexually-transmitted diseases), but also related psychological and social issues (e.g., panic attacks, date rape). Several staff members also attend the annual conferences of the American College Health Association and the Southern College

Health Association, both of which include educational programs on sexual violence and harassment.

The care provided by Student Health is multifaceted and includes, free of charge, an office visit with a clinician, pregnancy testing, HIV and STD testing and treatment, and referrals to other campus partners, including the University Counseling Center and the Project Safe Center. In addition, if a student seeks treatment for an injury or STD or pregnancy testing that could be related to violence in a relationship, the health care professional who treats the student provides one-on-one counseling and education as appropriate for that student.

The Student Health Center can also perform the Medical Legal Exam for the collection of evidence if a student wishes to pursue legal avenues after a sexual assault.

## STUDENT ACCOUNTABILITY, COMMUNITY STANDARDS & ACADEMIC INTEGRITY

Student Accountability promotes good citizenship in the Vanderbilt community through education. The office has jurisdiction over all persons enrolled in or taking courses — including those that involve, in whole or in part, online learning — at the University or in its study away programs, or participating in programs and activities of the University as students, even if not primarily registered at Vanderbilt, and students on official leaves from the University (medical, personal, disciplinary, or otherwise) from the time of their arrival on campus or matriculation, whichever is sooner, until degree conferral. Student Organizations similarly fall under the jurisdiction of the accountability system. Student Accountability has original jurisdiction in all cases of nonacademic misconduct, excluding sexual misconduct and discrimination cases, involving undergraduate, graduate, and professional students. For more information visit [vanderbilt.edu/studentaccountability](http://vanderbilt.edu/studentaccountability), contact the office at (615) 322-7868 or by email [studentaccountability@vanderbilt.edu](mailto:studentaccountability@vanderbilt.edu). To submit a report regarding

misconduct (other than sexual misconduct and discrimination cases), the online reporting form is available at: [cm.maxient.com/reportingform.php?VanderbiltUniv&layout\\_id=3](http://cm.maxient.com/reportingform.php?VanderbiltUniv&layout_id=3).

## EQUAL OPPORTUNITY AND ACCESS

The Equal Opportunity and Access Office (EOA), which operates within the Office for Equal Access, provides a range of services that support Vanderbilt's commitment to fairness, equity, access, and respect. EOA responsibilities include: conducting unbiased reviews of discrimination and harassment complaints, assuring the University's compliance with applicable equal opportunity and affirmative action laws and regulations; advocating for equal opportunity for all persons; promoting the recruitment and retention of qualified people of diverse backgrounds; and providing religious accommodations. EOA also provides education and training about discrimination, harassment, diversity, and disabilities.

EOA provides reasonable accommodations to qualified faculty and staff with disabilities. The Student Access Office also within the Office for Equal Access, provides reasonable accommodations to qualified students with disabilities.

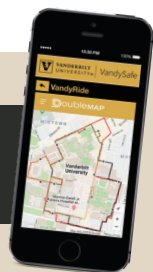
## AFTER-HOURS TRANSPORTATION AND WALKING SAFETY ESCORTS

### VandyRide

The VandyRide shuttle bus system, administered by Vanderbilt University Public Safety, operates during the academic year while students are present on campus. The hours of operation are 6:00 p.m. to 1:00 a.m., seven days a week, at marked designated pick-up and drop-off points on campus. Students can check the location and seating availability of VandyRide using their computers or smartphones, and they can set up text message alerts to let them know when the VandyRide will be arriving at their stop. To access VandyRide, students



Students can use the VandySafe app to check route information or to request a walking escort.



can download the VandySafe app to their smartphone through the Apple and Google Play stores. Once inside the app, students can select “route” in the drop-down menu in the upper left-hand corner and select all routes to see the routes on the map. Students can also request a walking escort from the VandyRide stop or through the VandySafe app to their final destination. Additional information about VandyRide and other transportation options can be found at [vanderbilt.edu/movevu/transportation-options](http://vanderbilt.edu/movevu/transportation-options).

VandyRide provides point-to-point service to undergraduate students who live within a half-mile from campus and are registered with Student Affairs. The service provides a free shuttle ride from a campus VandyRide stop or designated ride-hail pickup location to their off-campus residence. Point-to-point service is one-way and designed to deliver students safely to their off-campus residences. It is available from 6 p.m. to 1 a.m.

seven days per week. To schedule a ride students should contact VUPD Dispatch at (615) 322-2745.

### Walking Safety Escort Service

VUPD provides walking safety escorts for students, faculty, and staff on campus who may feel unsafe. A walking safety escort may be requested by dialing (615) 322-2745 or through the VandySafe app on their smartphone.

### VUMC Shuttle Service

The VUMC Shuttle Service operates to and from the Medical Center, designated Medical Center parking areas, and Vanderbilt Health at 100 Oaks clinics on business days. The VUMC Shuttle Service is not available on weekends. For VUMC shuttle information, call (615) 936-1215.

## CRIME PREVENTION AND SAFETY-AWARENESS EDUCATION

Crime prevention and personal safety-awareness programs are available from several resources at Vanderbilt. The following departments and organizations sponsor prevention services and provide advice and educational programs. Many of these programs are described in greater detail below:

- Vanderbilt University Police Department
- Project Safe Center for Sexual Misconduct Prevention and Response
- Title IX Office
- Housing and Residential Experience (HRE)
- University Counseling Center
- LYRA—Employee Assistance Program (EAP)
- Human Resources—Employee Relations
- Zerfoss Student Health Center
- International Student and Scholar Services

Upon request, VUPD provides talks, information, and/or programs on:

- Rape and sexual assault risk reduction
- Domestic violence education
- Personal safety (includes personal self-defense instruction, and classroom and workplace violence topics)
- Victim assistance and advocacy
- Alcohol and drug awareness/legal consequences
- Travel safety
- Property protection (includes information on fraud, identity theft, and larceny)
- Operation ID (a program to register laptops, tablets, and bicycles)

Student organizations and associations routinely sponsor programs and speakers on personal safety and awareness.

## EDUCATION AND PREVENTION RELATING TO SEXUAL ASSAULT, DATING AND DOMESTIC VIOLENCE, AND STALKING

Vanderbilt provides numerous programs that address sexual misconduct, which includes sexual assault, dating and domestic violence, and stalking, including the intersection of alcohol and drug use with sexual violence. A number of individual departments and offices, including the Title IX Office, the Project Safe Center, VUPD, the Center for Student Wellbeing, Housing and Residential Experience (HRE), and student organizations also provide regular and ongoing programming.

Vanderbilt provides orientation to incoming students with information intended to prevent all forms of sexual misconduct, including sexual assault, dating and domestic, and stalking. The information comprises definitions and a clear statement that the University prohibits such acts. Additionally, training and materials are provided defining consent, options for bystander intervention, information for risk reduction, and the University's policies and procedures for responding to these incidents. Ongoing prevention education and awareness campaigns are offered throughout the year.

## Student Programs

All Vanderbilt first-year students participate in CommonVU, an orientation that includes advising sessions, community-building activities, and academic programming. CommonVU also marks the beginning of Vanderbilt Visions, the central community-building educational program of the first-year living and learning community, the Martha Rivers Ingram Commons. Vanderbilt Visions aims to form strong connections and support networks among classmates from the various houses that make up The Ingram Commons as a part of the process of transitioning first-year students into successful college students. Through Vanderbilt Visions, all first-year students are assigned to one of ninety-two small Visions groups of seventeen to nineteen students, each led by faculty and student VUceptors.

Each Vanderbilt Visions group must attend the True Life program during CommonVU. True Life is a student-produced program focusing on experiences of Vanderbilt students outside the classroom. True Life covers topics such as personal safety, community safety, health, and responsibility, and includes information related to sexual misconduct. Based on the actual experiences of Vanderbilt students, True Life skits are aimed at addressing a variety of issues that new students are likely to confront during their first year, such as alcohol, drugs, and/or sexual violence. After watching the True Life skits, Vanderbilt first-year students discuss the skits with their Vanderbilt Visions groups.

During CommonVU, the first-year students also attend two additional educational sessions, “Vanderbilt Addresses Sexual Violence” and “Community of Care: Alcohol Awareness and Community Responsibility,” in which University staff review University policy expectations, definitions of consent, sexual assault, dating violence, domestic violence, and stalking, information about University reporting procedures, resources to support survivors, bystander intervention strategies, social norming, health effects of alcohol and other drugs, and addiction, as well other health and wellness issues and resources.

All new undergraduate students (first-years and transfers) must also complete the following modules: Preventing Sexual Assault, AlcoholEdu, Protecting Youth, and Diversity, Equity, and Inclusion for Students. Vanderbilt also requires incoming graduate and professional students to complete a version of the Preventing Sexual Assault module. Preventing Sexual Assault is an interactive online module that educates students about the types of intimate partner violence, prevention strategies, including bystander intervention, and relevant laws, policies, warning signs, and campus resources.

The Title IX Office and the Project Safe Center provides comprehensive year-round violence prevention programming to undergraduate students, graduate and professional students, faculty, and staff to raise awareness and help prevent sexual harassment, sexual assault, stalking, and dating and domestic violence. Project Safe offers programs on recognizing signs of violence and abuse, risk reduction, bystander intervention, supporting survivors, social media/online privacy and safety, understanding consent, establishing boundaries, and relationship communication.

Vanderbilt’s bystander intervention program is coordinated by the Project Safe Center. The Project Safe Center offers bystander intervention trainings to students, faculty, and staff throughout the year. During the 2022/2023 academic year, all housing resident advisers, VUceptors, and all new members of Interfraternity Council chapters completed at least three hours of bystander intervention training. In 2022/2023, all Panhellenic sorority women completed a 1.5-hour program that combined bystander intervention training with trauma-informed instruction on how to constructively support survivors.

Anyone in the Vanderbilt community may participate in bystander intervention training offered by the Project Safe Center staff and members of the University’s bystander intervention committee. The Project Safe Center also offers dating violence awareness and prevention programs, which educate participants on

**Protect your bicycle, laptop, or cell phone by registering it with VUPD through the Operation ID registration system. Registering your property with Operation ID increases the chances of your property being returned if it is stolen.**

the prevalence and warning signs of dating violence and how to support someone who may be involved in an unhealthy relationship.

Vanderbilt University Police Department typically offers the Rape Aggression Defense System or R.A.D. self-defense training throughout the year. Information on R.A.D. self-defense training can be found at ***police.vanderbilt.edu/services/radselfdefense.php***. VUPD also provides programming on healthy relationships to reduce or prevent the occurrence of sexual assault, dating and domestic violence, and stalking and to protect personal safety. VUPD also collaborates with various departments on campus to provide other educational programming relating to sexual misconduct, dating and domestic violence, and stalking.

In addition, the chart in Appendix A provides additional examples of the type of programs presented during the 2022/2023 academic year to help prevent and raise awareness of sexual misconduct, dating and domestic violence, stalking, and other crimes.

## Faculty and Staff Programs

Vanderbilt’s nondiscrimination policy makes clear that Vanderbilt is subject to Title IX and other applicable federal nondiscrimination laws and that the University does not tolerate discrimination. All Vanderbilt employees are informed of the University’s nondiscrimination policy, which also is included in the Vanderbilt University Standards of Conduct and the *Faculty Manual*. Policies are discussed during new employee orientation and the new employees are informed of their responsibility to know the policies.

New faculty orientation also includes information regarding sexual misconduct policies, resources, and mandatory reporting responsibilities.

Vanderbilt ensures that faculty and staff also have access to relevant trainings and materials about the various resources available for students relating to sexual misconduct issues. For example, Project Safe distributes laminated contact cards as a quick reference in case a student asks for help. Furthermore, Vanderbilt's Student Care Network maintains an online reference guide for faculty and staff on assisting students of concern, which highlights signals of distress, explains how to intervene and make referrals, lists available resources for students, and provides online training modules, including the interactive *Kognito* At-Risk program. Training for faculty and staff also focuses on increasing awareness about Title IX reporting obligations and how to provide information regarding confidential resources, supportive measures, and the complaint process, in the event they receive a report of sexual misconduct.

Vanderbilt provides numerous programs that address sexual misconduct and intimate partner violence issues, including the intersection of alcohol and drug use with sexual violence. Vanderbilt's programs for faculty and staff cover harassment and violence prevention, reporting obligations, bystander intervention training and more. A number of individual departments and offices, including the Title IX Office, the Project Safe Center, Center for Student Wellbeing, and VUPD, provide regular and ongoing programming on these important issues. See the section above on "Student Programs" for more information.

**In addition, the chart in Appendix A provides additional examples of the type of programs presented during the 2022/2023 academic year to help prevent and raise awareness of sexual misconduct, dating and domestic violence, stalking, and other crimes.**

**Blue light phones are located around campus and have a direct line to VUPD's Dispatch Center.**

**The VandySafe app on your smartphone allows users to:**

- Contact VUPD via phone call or chat
- Activate a mobile Bluelight that shares your location instantly with VUPD
- Initiate a "Virtual Walkhome" where VUPD can monitor your walk home, to the car, or the office
- Submit non-emergency reports with text, photos, or videos
- Assign contacts to monitor your safety at your request
- Share your location with a friend or VUPD
- View information about VandyRide
- Access support resources, such as Facilities, EAP, and Project Safe
- View emergency guides

VandySafe can be downloaded from the Apple or Google Play stores.



Vanderbilt also provides regular and ongoing training to faculty and staff, including the Provost, the deans of the various schools, and Human Resources:

- The University provides training on nondiscrimination laws and policies, including those covering sexual assault, dating and domestic violence, and stalking as an essential part of new faculty and staff orientation.
- The Student Care Network maintains an online reference guide for faculty and staff on assisting students of concern.
- The Project Safe Center and the Student Care Network facilitate training on responding to students in distress.
- The University provides training for managers and supervisors with hiring responsibilities on subjects including discrimination, harassment, and retaliation.
- The Title IX Office provides in-person training regarding Title IX, sexual misconduct, and reporting obligations.
- The Title IX Office, Student Accountability, Community Standards, & Academic Integrity

(Student Accountability) and the Project Safe Center also provide other training to faculty, staff, and students on sexual assault, dating and domestic violence, and stalking and the University's policies that address these issues.

Vanderbilt has developed an orientation training module for new staff members. The orientation training and materials for new employees contain definitions for sexual assault, consent, domestic violence, dating violence, and stalking, as well as University policies and procedures for responding to these incidents, and also contain a clear statement that the University prohibits such acts. Additionally, the University offers programs on bystander intervention and offers information on risk reduction.

The Title IX Coordinator, the Title IX Office staff, the Equal Opportunity and Access Office Director and staff, the director of Student Accountability, and the Project Safe Center staff are trained at least annually, and on an ongoing basis, on issues related to sexual harassment, sexual assault, dating and domestic violence, and stalking, and in conducting investigations. University



law enforcement personnel, mandatory reporters, and others involved in responding to sexual misconduct cases receive training as well.

## Risk Reduction

The victim is not to blame for criminal behavior. The following are offered only as potential strategies to reduce one's risk of harm:

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid dark or isolated areas. It is more difficult to get help if no one is around.
- Familiarize yourself with the blue light emergency phone locations around campus.
- Walk with confidence and purpose. Even if you don't know where you are going, act like you do.
- Walk and jog in groups.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Know that you do not have to stop to talk to strangers.
- If you are being followed, go to the nearest area of safety.
- Try not to load yourself down with packages or bags, as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cash money.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- Avoid using music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you attend social gatherings, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- If you can't find traveling companions, use the escort service on campus, no matter how short the distance, and advise a friend or roommate of your destination and when you plan to return.
- Trust your instincts. If you feel unsafe in any situation,

go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).

- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself.
- At parties, don't drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get them to a safe place immediately.
- Have a code word to use with your friends or family, so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before engaging in sexual activity.
- Be true to yourself. You should not feel obligated to do anything that you do not want to do. "I don't want to" is always a good enough reason. Only do what feels right to you and what you are comfortable with.
- Download the VandySafe application to your smartphone. Additional information can be found regarding this resource at [police.vanderbilt.edu/services/vandysafe.php](https://police.vanderbilt.edu/services/vandysafe.php).

## How to Be an Active Bystander

Bystanders may play a critical role in the prevention of violence. Bystanders are individuals who witness an act of violence or a situation posing the risk of violence and who may be in a position to intervene in an effective manner to preserve the health and safety of all those involved. Vanderbilt University strives to promote a

**If you suspect you or a friend has been drugged, contact law enforcement or medical assistance immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can administer the correct tests (a urine or blood test may be necessary).**

culture of care and community accountability in which bystanders are actively engaged in the prevention of violence without causing further harm.

Bystanders may not always know what to do even if they want to help. Information regarding safe and appropriate bystander intervention may be found on the Vanderbilt University Project Safe Center website: [vanderbilt.edu/projectsafe](https://vanderbilt.edu/projectsafe). Vanderbilt University uses a bystander intervention program coordinated by the Project Safe Center. Anyone in the Vanderbilt community may participate in bystander intervention training offered by the Project Safe Center staff.

A Vanderbilt community member may be an active bystander by:

- Participating in a bystander intervention training in order to learn more about how to recognize high-risk situations and learn how to safely and appropriately intervene as a bystander.
- Watching out for friends, employees, colleagues, and students, and when observing a situation that could be high-risk or seeing a person who may need assistance, asking if they are okay. If the situation would put your personal safety at risk, delegate to law enforcement or other security personnel.
- Speaking up and voicing disagreement when overhearing someone's plans to take sexual advantage of another person.
- Being a sympathetic listener if someone discloses that they have experienced any form of intimate partner violence, advising them if you have



reporting obligations required by law and/or University policy, and helping to connect them with support resources. A one-page informational sheet of the University's reporting options and on-campus resources may be found on the Project Safe Center website.

- If it seems safe, consider confronting a person directly when they are observed attempting to isolate another person who is intoxicated or may be resisting romantic or sexual advances. Examples of this technique would be to say to the couple, "We are finding their friends, and they will take them home." Or to say to the intoxicated person, "I am not letting a stranger take you home." Or to say to the other party, "Hey, don't take her/him/them upstairs; they're too drunk."
- If you are not comfortable directly confronting a person, distraction techniques may be effective to interrupt the flow of potential or escalating violence. Once the bystander identifies a high-risk situation, they act to distract either party. Some examples would be to ask one of the people to help you find a lost item, interrupt to ask for directions, spill a drink, or start talking to the couple and don't leave, so the victim does not become isolated. An easy technique for women bystanders is to invite another woman who is at risk for harassment or violence to go to the bathroom with her. Once she is away from the other person, check in and ask if she is afraid or needs help.
- When a bystander doesn't feel safe to approach the situation alone, they can involve others. An example of this would be to say to one's friends, "I am concerned for that person. Can you find their friends and get them to check on the situation, while I stay here and watch?" Another way would be to delegate by recruiting someone with some authority to intervene. You could ask a bouncer or manager at a bar to look into the situation. You could also ask the host of a party to intervene. For example, "I am worried for that person who is so drunk. Could you let that person with them know that upstairs is off limits?"



## SECTION



# Campus and Medical Center Physical Security

### ADMINISTRATIVE AND CLASSROOM FACILITIES

The building manager for each building or the department administrator for each department is responsible for physical security and determining access rights and hours. They may coordinate with VUPD to conduct security assessments and patrols of their facilities. In general, classroom buildings are locked after the last class in the building ends, and administrative buildings are locked after normal business hours.

### MEDICAL CENTER FACILITIES

After-hours access to any Vanderbilt University Medical Center building is restricted to designated points. Secured areas, such as the Emergency Department, require security screening before gaining access.

### RESIDENCE HALLS

Housing and Residential Experience (HRE) works closely with the Vanderbilt University Police Department, Plant Operations, Facilities, Campus Planning, and other departments to maintain and enhance the physical security of the residence halls. Throughout the academic year, HRE sponsors educational programming for residents about residence hall security and safety. Student housing for undergraduates consists of single, double, and triple rooms, apartments, suites, and lodges. First-year students are housed at The Martha Rivers Ingram Commons, separate from Upper-Division students.

The residence hall system is divided into eight residential areas. Each area consists of a cluster of residence halls and a central information desk. Branscomb Quadrangle information desk is staffed from 8 a.m.-4 a.m., seven days a week, during the academic year (including breaks). Hank Ingram House information desk is staffed 24 hours a day, seven days a week, during the academic year, but is closed during breaks. Other areas also have an information desk (Highland Quad – Lewis House desk, Warren & Moore – Kissam Center desk, Alumni Lawn – E. Bronson Ingram desk, Centennial – Zeppos Hall desk) operating from 8:00 a.m. until 4 p.m. Monday - Friday. Information desk staff respond to a variety of situations and have been trained in University resources, customer service skills, and the operation of door and fire alarm panels.

Allied Universal personnel provide additional security in the residence halls. All residence halls (except Chaffin, Mayfield, and Village at Vanderbilt Townhomes) have Allied Universal personnel at the main entrance from 10:00 p.m. until 6:00 a.m., seven days a week, throughout the academic year (including breaks), and in the residence halls used during the summer. Allied Universal personnel check to ensure anyone who enters has a Vanderbilt identification card. In addition, they log the names of guests who enter the residence halls,



conduct rounds through the interiors of the residence halls, and perform visual inspections of all entry points, kitchens, and stairwells in each residential community. Mayfield lodges, Chaffin apartments, and Village at Vanderbilt Townhomes do not have a single-entry point, so, during those same hours, Allied Universal patrols the exterior of those buildings. In addition, all residential areas have VUPD Community Service Officers monitoring the exterior areas.

Professional staff members share in a weekly duty rotation with at least three on duty 24/7 joined by paraprofessional staff support on the weekends during the academic year. All residence halls are equipped with smoke detectors and sprinkler systems. The Village at Vanderbilt South Tower and Townhomes are not equipped with sprinkler systems. All residence halls are accessed via electronic key card. Electronic access is restricted to residents or authorized users of a residential area or building at all times. In some buildings, combination locks or electronic access devices further restrict access to corridors. Solicitation in halls is prohibited without authorization.

Cameras have been installed at all entry/exit points and in common areas. Most residence hall exit doors will trigger an audible alarm if they are opened after dark. Keys to individual student rooms are unmarked to prevent unauthorized use in case they are lost. All operable windows have securing mechanisms.

Requests for routine maintenance should be submitted through ReADY ([ready.app.vanderbilt.edu/](https://ready.app.vanderbilt.edu/)). Emergency maintenance issues should be reported to the resident adviser on duty via the duty cell phone.

Exterior doors that have been propped open should be closed and reported immediately to the resident adviser or, during normal business hours, to the housing facilities supervisor or front desk staff.

Tampering with or disabling security devices and smoke detectors may lead to disciplinary action.

Residence halls are closed during breaks. Students who need housing over breaks may register for housing and will be permitted to remain in their halls.

Vanderbilt University traditionally does not operate off-campus housing nor does the University recognize any student organizations that own or control off-campus property; however, many graduate students and undergraduate students live in neighborhoods surrounding Vanderbilt. While Vanderbilt is in the process of tearing down old residence halls and replacing them with residential colleges, HRE is managing housing at the Village at Vanderbilt apartments and townhomes adjacent to campus.

## MAINTENANCE OF CAMPUS FACILITIES

Facilities and landscaping are maintained in a manner that minimizes unsafe conditions. VUPD regularly patrols the campus and reports malfunctioning lights and other unsafe physical conditions to the appropriate department for correction. VUPD also conducts an annual Safety and Security Walk. Students, staff, and members of Student Housing, VU Facilities (Plant Operations and Campus Planning) are invited to participate. These tours assess popular pedestrian travel routes on campus and identify areas where additional lighting or physical improvements may enhance the overall safety and security of the area.

Members of the Vanderbilt community are encouraged to report potentially unsafe or hazardous conditions to VUPD, VU Facilities, or VUMC Facilities Maintenance at any time throughout the year:

- VUPD at (615) 322-2745 or online at [police.vanderbilt.edu/services/lightingform.php](https://police.vanderbilt.edu/services/lightingform.php)
- VU Facilities at (615) 343-9675 or online at [vanderbilt.edu/plantops/servicerequest.php](https://vanderbilt.edu/plantops/servicerequest.php)
- VUMC Facilities Maintenance at (615) 322-2041

## COMMODORE CARDS

All students, faculty, and staff members at Vanderbilt University are issued Commodore Cards in the form of

a mobile credential on Apple and Android devices. The Commodore Card is also available as a physical card for those who need one. All faculty and staff must be active in Human Resources before receiving a card. A valid photo ID (e.g., a driver's license) is also required. Credentials may be used to gain access to certain locations and may be used to make purchases from University facilities.

Lost or stolen Commodore Cards should be reported immediately to the Commodore Card Office by telephone at (615) 322-2273 during regular business hours. Card holders may also report lost or found cards online at [vanderbilt.edu/cardservices](https://vanderbilt.edu/cardservices). If a student loses their card when the Commodore Card Office is closed, the student may get a temporary access card valid for their campus residence at the Branscomb Reeves Desk. Any stolen card should also be reported immediately to the Vanderbilt University Police Department.

## OTHER PHYSICAL SECURITY MEASURES

Security cameras are in place at various locations around the Vanderbilt campus. VUPS works with University departments to determine locations and coordinate monitoring upon request. Recorded images may be used by law enforcement and/or University officials as evidence in criminal and/or University investigations.

## SECTION

# 10

## Alcohol and Other Drugs on Campus

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Vanderbilt University is deeply concerned about the health and welfare of its students, faculty, and staff. University policies and regulations in general — and alcohol and other drugs policies in particular — reflect that concern.

The purpose of University policies, and the purpose of articulating them in great detail, is to enable students to make informed and, it is hoped, intelligent choices, as well as to enable them to understand the consequences of making unhealthy choices. In compliance with the federal Drug-Free Schools and Campuses regulations, Vanderbilt has adopted a policy that includes the expectation that students will comply with federal, state, and local laws, including those relating to alcoholic beverages, narcotics, and other drugs. All Vanderbilt employees are subject to the University's Drugs and Alcohol Policy.

All first-year and transfer students are required to complete AlcoholEdu, an online course on alcohol and other drugs. In addition, the Community of Care: Addressing Alcohol and Other Drug Misuse and Sexual Misconduct is a presentation given to all incoming first-year and transfer students. The Center for Student Wellbeing provides resources and support for students seeking information or assistance regarding alcohol or other drug misuse. For more information, see: [\*\*vanderbilt.edu/healthydores\*\*](http://vanderbilt.edu/healthydores) and [\*\*vanderbilt.edu/recoverysupport\*\*](http://vanderbilt.edu/recoverysupport). Information regarding education, treatment, and support regarding alcohol or other drug use is available to faculty and staff through the Office of Health and Wellness at [\*\*vanderbilt.edu/healthwellness/\*\*](http://vanderbilt.edu/healthwellness/).

The Center for Student Wellbeing also provides education programming in the residence halls and to student organizations. It also sponsors weekly support meetings for Vanderbilt students in recovery from substance use disorders. The Center conducts Host Responsibility Training, which prepares hosts to have safe and successful events through the discussion of Tennessee State Law, Vanderbilt Policy, and DUI prevention strategies. All student organizations hosting events at which alcohol will be present are required to complete this training.

The University prohibits the unlawful possession, use, sale, distribution, or facilitation of the distribution of alcohol and other drugs by students, faculty, and



staff, on its property, or as part of any University-sponsored activity. The prohibition extends to off-campus activities that are officially sponsored by Vanderbilt, its schools, departments, or organizations. In addition, the prohibition extends to off-campus professional or organizational activities, including attendance at conferences, when participation is sponsored by the University, or when the participating student, faculty member, or staff member is representing the University. Finally, the prohibition extends to “private” events off campus where the University may have an interest (e.g., if a student were to provide alcohol to underage students at an off-campus location).

In addition, the improper use of prescription drugs is a serious problem on college campuses. For this reason, it is a violation of University policy for a student to be in possession of, or use, another person’s prescription medication or for a student to distribute medications to one person that have been prescribed for another.

To underscore the seriousness with which it takes the issue of health and welfare of its constituent populations, the University will impose sanctions on students, faculty, and staff—up to and including expulsion or termination of employment, and possible referral for prosecution—for violation of the alcohol and other drugs policy. Conditions of continued employment or enrollment may include the completion of an appropriate rehabilitation program and/or active participation in a recovery program.

The minimum sanction for simple purchase, possession, or consumption of alcohol in violation of University policy is an educational conference for the first offense. The completion of an appropriate assessment will also be required.

The presumptive sanction for first-offense intoxication is disciplinary probation. Standard indicators of drinking to the level of intoxication may include lack of balance, loss of coordination,

confusion, slurred speech, bloodshot eyes, odor of intoxicant, etc.

The minimum sanction for driving under the influence of alcohol or other drugs is disciplinary probation and may include loss of campus driving and parking privileges.

Unlawful provision, distribution, or sale of alcohol by a student in violation of University policy will result in serious disciplinary action, which may include suspension or expulsion for the first offense and may also result in criminal prosecution. The presumptive sanction for a student who illegally distributes alcohol to an underage student will be disciplinary probation for the first offense. Persons who unlawfully furnish alcoholic beverages to students who are not of legal drinking age may also be held responsible for personal injuries or property damages resulting from misconduct committed by underage, intoxicated students.

Distribution or facilitation of distribution of illegal drugs (including unlawful distribution of prescription medication) may result in suspension or expulsion for a first offense; unlawful distribution includes incidents in which no money is exchanged. In addition, the possession of controlled substances or alcohol in such quantities as to create a presumption of possession with the intent to distribute on or off campus is a serious violation that may result in immediate suspension or expulsion. Evidence that a student has distributed drugs is grounds for interim suspension from the University and/or expulsion from University housing pending the findings of accountability proceedings. Students found to have distributed drugs to others may also be held responsible for personal injuries or property damages resulting from misconduct committed by the students under the influence of the distributed substances.

The presumptive sanction for a third violation of alcohol or other drugs policies is suspension.

Violations involving behavior that injures persons, that damages property, or that injures or damages the community at large, will increase the presumptive strength of the sanction given.

Sanctions may be accompanied by an accountability action plan to help students and organizations understand the potential consequences of policy violations and improve decision-making.

Such enhancements may include the following:

- Alcohol Use Disorders Identification Test (AUDIT);
- Cannabis Use Disorders Identification Test (CUDIT);
- Evaluation through Brief Alcohol Screening and Intervention for College Students (BASICS) or extensive clinical assessment at the University Counseling Center;
- Participation in harm reduction coaching session(s) at the Center for Student Wellbeing;
- Participation in an individualized treatment plan at the University Counseling Center to address substance use and/or co-occurring mental health disorders when indicated by the results of the evaluation;
- Required attendance at alcohol or other drug education seminars;
- Implementation of an alcohol or other drug educational program for peers;
- Completion of educational programs or online tutorials;
- Alcohol/other drug testing;
- Research or reflection essays;
- Restitution; or
- Letters of apology.

Tennessee alcohol and other drug laws, including penalties for violations, are detailed in the Student Handbook. Additional resources can be found at **[studenthandbook.vanderbilt.edu/compliance-and-resources#908](http://studenthandbook.vanderbilt.edu/compliance-and-resources#908)**.

With respect to employees, the Vanderbilt Drugs and Alcohol Policy requires faculty and staff to comply with all federal, state and local laws relating



to alcoholic beverages, narcotics and other drugs. The University prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substance, illicit drug or unauthorized use or possession of alcohol by all employees on its property as part of any University-sponsored activity. The prohibition extends to off-campus activities that are officially sponsored by Vanderbilt, its schools, departments or organizations. In addition, the prohibition extends to off-campus professional or organizational activities, including attendance at conferences, when participation is sponsored by the University, or when the participant is representing the University or as part of any University sponsored activities, including any activity with a federal grant. Finally, the prohibition of drugs and unauthorized alcohol extends to “private” events off-campus where the University may have an interest.

For more information regarding legal sanctions, the health risks, and on-campus resources for employees seeking help for alcohol or drug abuse, see the Drugs and Alcohol Policy on the Human Resources Policies website. The Behavioral/Mental Health Program through Lyra provides 24/7/365 support for behavioral and mental health needs. Lyra offers services for employees’ spouses and children ages 2 and older. Lyra’s services cover 12 WEAP sessions per year. Employees may contact Lyra at (877) 804-2856 for assistance or visit the website at **[vanderbilt.lyrahealth.com/](http://vanderbilt.lyrahealth.com/)**.

The University will impose disciplinary sanctions on faculty and staff, up to and including termination of employment and referral for prosecution, for violation of alcohol and drug laws. Faculty and staff should refer to the Faculty Manual, the Human Resources Policies website (including but not limited to the Progressive Discipline policy), the Vanderbilt University Drugs and Alcohol Policy, and any applicable union contract.





The University does not permit storage of any firearms or archery equipment, even for the purposes of recreational sporting/hunting, inside residential facilities or any other building on campus. Students with weapons for lawful purposes can store them for safekeeping at the Vanderbilt University Police Department located at 2800 Vanderbilt Place. For complete information, including the required forms, visit [police.vanderbilt.edu](http://police.vanderbilt.edu).

# SECTION 11 Weapons

Due to restrictions under Tennessee law, as well as additional restrictions set by University policy, persons other than commissioned law enforcement officers are prohibited from carrying weapons on campus.



## SECTION

# 12

## Criminal Convictions

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Being arrested or convicted of a crime, whether the crime is related or unrelated to the individual's employment, does not automatically impact an employee's eligibility for employment with the University. Vanderbilt requires its employees to self-disclose an arrest or conviction within three business days so the University can conduct an independent review of their continued suitability for employment.

Continued employment depends on a variety of factors, such as the nature and gravity of, and circumstances surrounding the arrest or conviction, including the employee's truthfulness and completeness in disclosing the information in a timely manner. If an employee is convicted of a criminal offense while employed at Vanderbilt, the employee may be terminated and, if terminated, may be ineligible for rehire.

Employees must report a criminal arrest or conviction within three (3) business days of the arrest or conviction to their supervisor or to Central Human Resources through Oracle. Under the guidance from Central HR, an employee arrested or convicted of a crime may be placed on paid or unpaid administrative leave while the disclosed arrest or conviction is being reviewed.

A review of the disclosed activity will be conducted prior to any employment action being taken. The review will include, but not be limited to, an assessment of the underlying conduct, the nature and gravity of the offense or conduct,) and the nature of the position.

Employment may be ended if an employee is unavailable to work for three days or more due to circumstances related to an arrest or conviction.

### SEXUAL OFFENDER REGISTRATION

The Tennessee Bureau of Investigation (TBI) maintains the state's Sex Offender Registry, a central information and registration system of sexual offenders located in Tennessee.

Information concerning registered sexual offenders can be obtained from the Sex Offender Registry by calling the hotline at (888) 837-4170 or by email at **TBISORMGR@tn.gov**. A search of the Sex Offender Registry can be found by visiting the TBI website at **[sor.tbi.tn.gov/home](http://sor.tbi.tn.gov/home)**.



## SECTION

# 13

## Reference Phone Numbers

### ON-CAMPUS RESOURCES

When dialing from an on-campus phone, use the last five digits in the phone number. Remember to dial area code (615) when using a cell phone.



### VANDERBILT UNIVERSITY POLICE DEPARTMENT

- **Emergency**  
(615) 421-1911 or 911  
*(all medical, fire, life/safety issues)*
- **Non-emergency**  
(615) 322-2745
- **Community Relations**  
(615) 322-2745
- **Walking Escorts**  
(615) 322-2745
- **Lost and Found**  
(615) 343-5371

### MEDICAL

- **VUMC Emergency Room**  
(615) 936-8883
- **Student Health**  
(615) 322-2427  
*(for student non-emergency illness and injury)*
- **Occupational Health Clinic**  
(615) 936-0955  
*(work-related injuries or exposures)*
- **Poison Center Hotline**  
(800) 222-1222

### SAFETY HAZARDS

- **Campus Safety Officer**  
(615) 566-9158  
(615) 322-2745 after hours
- **VU Facilities**  
(615) 343-9675  
*(request for services, 24 hours)*
- **VUMC Facilities Maintenance**  
(615) 322-2041  
*(request for repairs, 24 hours)*
- **Vanderbilt Information Technology**  
(615) 343-3999

## COUNSELING/SUPPORT/INFORMATION

- **University Counseling Center**  
(615) 322-2571  
*(counseling services and referrals for students)*
- **LYRA—Employee Assistance Program (EAP)**  
(615) 936-1327  
*(counseling, referrals, violence in the workplace issues)*
- **Center for Student Wellbeing**  
(615) 322-0480
- **Project Safe Center for Sexual Misconduct Prevention and Response**  
(615) 322-SAFE (7233)  
**(24-hour support hotline)**  
(615) 875-0660  
*(office line for non-urgent matters)*
- **Housing and Residential Experience (HRE)**  
(615) 322-2591  
(615) 566-1010 On-duty Area Coordinator/  
Graduate Area Coordinator  
*(for referrals and support services; after hours, contact an Area Coordinator)*
- **Office of the University Chaplain and Religious Life**  
(615) 322-2457  
*(available after hours for crisis counseling through voice mail forwarding)*
- **University Human Resources/  
Employee Service Center**  
(615) 343-4788  
*(conflict resolution issues between staff members or between staff and supervisors)*
- **Title IX Office**  
(615) 343-9004  
*(student issues involving sexual harassment, sexual assault, dating and domestic violence, and stalking)*
- **Equal Opportunity and Access**  
(615) 343-9336  
*(faculty/staff issues involving discrimination, harassment, equal access, disabilities, and affirmative action)*
- **Student Access Services**  
(615) 343-9727

*(issues involving equal opportunity in employment, public accommodations, transportation, state and local government services, and telecommunications for individuals with disabilities pertaining to students)*

## PARKING AND VUMC SHUTTLES

- **University Parking and Transportation**  
(615) 322-2554
- **VUMC Parking Office**  
(615) 936-1215 (Option 3)
- **VUMC Shuttle Service**  
(615) 936-1215 (Option 3)

## OFF-CAMPUS RESOURCES

When calling from an on-campus phone, dial “9” to get an outside line.

- **Metropolitan Nashville Police Department (MNPd)**  
(615) 862-8600  
*(“911” call dialed from on campus will be routed through the Vanderbilt University Police Department dispatcher, who will notify Metro Police, if needed)*

- **Crime Stoppers**  
(615) 742-7463  
*(to give an anonymous tip on a crime)*
- **MNPd Sex Crimes Unit**  
(615) 862-7540
- **MNPd Domestic Violence Division**  
(615) 880-3000
- **MNPd Victim Intervention**  
(615) 862-7773
- **District Attorney’s Office Victim/  
Witness Division**  
(615) 862-5500  
*(legal process questions)*
- **Family and Children’s Service Crisis Line**  
(615) 244-7444  
*(24-hour assistance)*
- **Sexual Assault Center of Nashville,  
Crisis and Support Line**  
(866) 811-RISE (7473)  
*(24-hour assistance)*
- **YWCA Domestic Violence Center,  
Crisis and Information Line**  
(800) 799-SAFE (7233)  
*(24-hour assistance)*



## SECTION

# 14

## Crime Statistics by Year and Location

The following information provides context for the crime statistics reported to the U.S. Department of Education as part of compliance with the Clery Act. Any identifying information about victims of crime, including victims of sexual assault, dating and domestic violence, and stalking, are excluded from these statistics.

In addition, a chart providing Vanderbilt's crime statistics reported to the Tennessee Bureau of Investigation's Crime Statistics Unit is attached as Appendix B. Note that these statistics will differ due to varying federal and state legal definitions of some crimes, as well as different rules regarding the year for which each incident must be reported. For example, a crime that occurred in December 2020, but was reported in January 2021, would be included in the 2021 federal statistics and the 2020 TBI statistics.

The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the University community obtained from campus officials with significant responsibility for student and campus activities and security. Many sources provide data for the Annual Security Report, including: the Vanderbilt University Police Department, the Metropolitan Nashville Police Department, the Title IX Office, the EOA Office, Student Affairs, Student Accountability, the Project Safe Center, the University Compliance Officer, and other faculty and staff campus security authorities.

Crime statistics are reported annually to the Vanderbilt community via this Annual Security Report, published by the Vanderbilt University Police Department. Vanderbilt University then submits the annual crime statistics to the Department of Education. This statistical information also is available to the public through the Department of Education website at [ope.ed.gov/campussafety/#](https://ope.ed.gov/campussafety/#).

Students and employees are provided notice on an annual basis of the availability of this report on the Vanderbilt University website, and a printed version is available by request.

### SPECIFIC INFORMATION ABOUT CLASSIFYING CRIME STATISTICS

The statistics in this report are published in accordance with relevant federal law (the Clery Act as amended by the Campus SaVE amendments to the Violence Against



Women Act) including the standards and guidelines used by the FBI Uniform Crime Reporting (UCR) Program.

## Geography

Statistics must be disclosed if the crime occurred within University geography as defined by the Clery Act. The Department of Education describes the categories of Clery geography as **On Campus**, **Public Property**, and **Non-Campus**. Clery crimes that occur in *residential housing* are reported as a sub-category within the **On Campus** geography.

**On Campus** is described as:

- any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and
- any building or property that is within or reasonably contiguous to the area identified in the previous bullet of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Federal regulations require that Vanderbilt report all crimes that occur on Vanderbilt University Medical Center property that is contiguous to campus, including crime that occurs within the Emergency Department, Vanderbilt University Hospital, Monroe Carell Jr. Children's Hospital, and Vanderbilt Behavioral Health. Those statistics are set forth in a separate chart below.

The *on campus* statistics includes a sub-category of residential housing statistics. A **residential housing facility** is defined as any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus. On Vanderbilt's campus, this includes any buildings housing Greek organizations in which some members reside.

**Non-campus** is any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution; or any building or property owned or controlled by a student organization that is officially recognized by the institution.

**Public Property** includes thoroughfares, streets, sidewalks, and public parking facilities, that are within the campus, or immediately adjacent to and accessible from campus.

**Reasonably contiguous** refers to a building or property the institution owns or controls that is in a location the institution and its students consider to be, and treat as, part of campus.

## Clery Act Crimes

For statistical purposes, a separate crime is counted for each of the victims involved in a particular incident for the following crime classifications: murder/non-negligent manslaughter; manslaughter by negligence; sex offenses, including rape, fondling, incest, and statutory rape; aggravated assault; domestic violence; dating violence; and stalking. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart. In the crime categories of robbery, burglary, larceny, vandalism, and arson the number reflected in the statistics includes one offense per distinct operation. In cases of motor vehicle theft, each vehicle stolen is counted separately. Note that within residence halls each room entered is counted as a separate burglary. For example, if a suite is burglarized and four rooms are entered, it will be counted as four burglaries.

There are four categories of crime statistics:

### 1. Criminal Offenses

- Murder and Non-negligent Manslaughter
- Manslaughter by Negligence
- Sex Offenses (Rape, Fondling, Incest, and Statutory Rape)

- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

**2. Hate Crimes** are incidents including any of the above-listed Criminal Offenses and any of the following additional offenses that were motivated by a bias with respect to race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and/or disability (see explanation below):

- Larceny/Theft
- Simple Assault
- Intimidation
- Destruction/Damage/Vandalism of Property

**3. Violence Against Women Act (VAWA) Offenses** (VAWA also includes sexual assault, which for reporting purposes is included in the Criminal Offenses category.)

- Dating Violence
- Domestic Violence
- Stalking

### 4. Arrests and Referrals for Disciplinary Action

- Weapons Law Violations — Carrying, Possession, etc.
- Drug Abuse Violations
- Liquor Law Violations

A referral for disciplinary action is defined as the referral of any person to any University official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction. At Vanderbilt, all referrals for weapons, drug, and liquor law violations are made to Student Accountability.

If an incident occurs that includes multiple offenses from the Criminal Offense category, a hierarchy rule must be used. Only the most serious offense is counted when more than one of the following is committed during a single incident. The hierarchy rule beginning with the most serious offense is as follows:

1. Murder and Non-negligent Manslaughter
2. Manslaughter by Negligence



3. Sex Offenses (Rape, Fondling, Incest, and Statutory Rape)
4. Robbery
5. Aggravated Assault
6. Burglary
7. Motor Vehicle Theft

Exceptions to applying the hierarchy rule include the following:

- With respect to incidents that include both a sexual offense and murder, both offenses are counted.
- Arson incidents are counted regardless of any additional offense committed during the incident. The most serious offense is counted along with the arson.

- When classifying hate crimes, all offenses in the incident that are motivated by bias are counted.
- When an incident occurs that includes offenses from any one of the four categories, the offense must be reported in each category. For example, if an aggravated assault that includes domestic violence and an arrest for a drug violation occurs in one incident, then each offense must be counted.

## Definitions — Violence Against Women Act Crimes and Tennessee Law

VAWA DEFINITIONS		TENNESSEE LAW DEFINITIONS	
<b>Rape</b>	The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.	<b>Rape</b>	<p><b>TCA § 39-13-503 — Rape</b></p> <p>Rape is unlawful sexual penetration of a victim by the defendant or of the defendant by a victim accompanied by any of the following circumstances:</p> <ul style="list-style-type: none"> <li>• Force or coercion is used to accomplish the act; (2) the sexual penetration is accomplished without the consent of the victim and the defendant knows or has reason to know at the time that the victim did not consent;</li> <li>• The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated, or physically helpless; or</li> <li>• The sexual penetration is accomplished by fraud.</li> </ul> <p>There is no statutory definition for “consent” for sexual offense crimes in Tennessee.</p> <p>Tennessee courts consider consent a question for the jury; however, they have held that non-resistance does not constitute consent.</p> <p>The statutory age of consent in Tennessee is 18 years of age.</p>
<b>Fondling</b>	The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/ her temporary or permanent mental incapacity.	<b>Fondling (Sexual Battery under TN Law)</b>	<p><b>TCA § 39-13-505 — Sexual Battery</b></p> <p>Sexual battery is unlawful sexual contact with a victim by the defendant or the defendant by a victim accompanied by any of the following circumstances:</p> <ul style="list-style-type: none"> <li>• Force or coercion is used to accomplish the act;</li> <li>• The sexual contact is accomplished without the consent of the victim and the defendant knows or has reason to know at the time of the contact that the victim did not consent;</li> <li>• The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated, or physically helpless; or</li> <li>• The sexual contact is accomplished by fraud.</li> </ul> <p>As used in this section, “coercion” means the threat of kidnapping, extortion, force, or violence to be performed immediately or in the future.</p>

## Definitions — Violence Against Women Act Crimes and Tennessee Law

VAWA DEFINITIONS		TENNESSEE LAW DEFINITIONS	
<b>Incest</b>	Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.	<b>Incest</b>	<p><b>TCA § 39-15-302 — Incest</b></p> <p>A person commits incest who engages in sexual penetration as defined in § 39-13-501, with a person, knowing the person to be, without regard to legitimacy:</p> <ul style="list-style-type: none"> <li>• The person's natural parent, child, grandparent, grandchild, uncle, aunt, nephew, niece, stepparent, stepchild, adoptive parent, adoptive child; or</li> <li>• The person's brother or sister of the whole or half-blood or by adoption.</li> </ul>
<b>Statutory Rape</b>	Sexual intercourse with a person who is under the statutory age of consent.	<b>Statutory Rape</b>	<p><b>TCA § 39-15-506 — Statutory Rape</b></p> <p>Statutory Rape is the unlawful sexual penetration of a victim by the defendant or of the defendant by the victim when:</p> <ul style="list-style-type: none"> <li>• The victim is at least thirteen (13), but less than fifteen (15) years of age and the defendant is at least four (4) years but less than ten (10) years older than the victim; or</li> <li>• The victim is at least fifteen (15), but less than eighteen (18) years of age and the defendant is more than five (5) but less than ten (10) years older than the victim.</li> </ul> <p><i>(For all victims under 13 and those under 18 where the defendant is more than 10 years older, the offense is considered to be Rape.)</i></p>

## Definitions – Violence Against Women Act Crimes and Tennessee Law

VAWA DEFINITIONS		TENNESSEE LAW DEFINITIONS
Any incident meeting the following definitions is considered a crime for the purposes of Clery Act reporting even if no Tennessee law was violated.		
<b>Domestic Violence</b>	<p>A felony or misdemeanor crime of violence committed: By a current or former spouse or intimate partner 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 or intimate partner; By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. Regardless of state domestic assault laws, Clery does not include violence between roommates in this definition.</p>	<p><b>TCA § 39-13-111 – Domestic Assault</b></p> <p>Any assault committed against a “domestic abuse victim,” which includes:</p> <ul style="list-style-type: none"> <li>• Adults or minors who are current or former spouses;</li> <li>• Adults or minors who live together or who have lived together;</li> <li>• Adults or minors who are dating or who have dated or who have or had a sexual relationship, but does not include fraternization between two (2) individuals in a business or social context;</li> <li>• Adults or minors related by blood or adoption;</li> <li>• Adults or minors who are related or were formerly related by marriage; or</li> <li>• Adult or minor children of a person in a relationship that is described in (1)-(5).</li> </ul>
<b>Dating Violence</b>	<p>Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be based upon the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between persons involved in the relationship.</p> <p><i>For the purpose of this definition dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.</i></p> <p>The VAWA regulations require that state law be followed when defining domestic violence; because Tennessee domestic violence law includes individuals who are or have been in a “dating relationship,” very few crimes fall into the Clery Dating Violence category.</p>	<p>Tennessee does not have a specific statute pertaining to dating violence; however, violence involving persons in a dating relationship is included in the definition of domestic violence above.</p>



## Definitions — Violence Against Women Act Crimes and Tennessee Law

VAWA DEFINITIONS		TENNESSEE LAW DEFINITIONS
<b>Stalking</b>	<p>Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:</p> <ul style="list-style-type: none"> <li>• fear for the person’s safety or the safety of others or</li> <li>• suffer substantial emotional distress.</li> </ul> <p>Stalking will be considered to have occurred on campus if electronic communications are sent by the perpetrator while on campus, even if the victim receives them off campus. Likewise, electronic communications that are received by the victim on campus will be considered an on-campus stalking even if the perpetrator has never been on campus.</p> <p>For purposes of this definition, a reasonable person is an individual under similar circumstances and with similar identities to the victim.</p> <p>A course of conduct is two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person’s property.</p> <p>Significant emotional distress is significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.</p>	<p><b>TCA § 39-17-315 Stalking</b></p> <p>A willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested, and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.</p> <p>“Harassment” means conduct directed toward a victim that includes, but is not limited to, repeated or continuing unconsented contact that would cause a reasonable person to suffer emotional distress, and that actually causes the victim to suffer emotional distress.</p> <p>“Unconsented contact” includes, but is not limited to, any of the following:</p> <ul style="list-style-type: none"> <li>• Following or appearing within the sight of that person;</li> <li>• Approaching or confronting that person in a public place or on private property;</li> <li>• Appearing at that person’s workplace or residence;</li> <li>• Entering onto or remaining on property owned, leased, or occupied by that person;</li> <li>• Contacting that person by telephone;</li> <li>• Sending mail or electronic communications to that person; or</li> <li>• Placing an object on, or delivering an object to, property owned, leased, or occupied by that person.</li> </ul> <p>A pattern of conduct composed of a series of two or more separate non-continuous acts evidencing a continuity of purpose, including but not limited to, acts in which the defendant directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils threatens, or communicates to a person, or interferes with a person’s property.</p> <p>“Emotional distress” means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.</p>

## CRIME STATISTICS TABLE

The Vanderbilt University Annual Security Report has always included in its on-campus crime statistics all incidents occurring at the hospitals and clinics located at Vanderbilt University Medical Center (VUMC). The primary location of VUMC, including Vanderbilt University Hospital, the Monroe Carell Jr. Children's Hospital at Vanderbilt, and Vanderbilt Behavioral Health (formerly Psychiatric Hospital at Vanderbilt), along with many clinics, medical offices, and treatment centers, is adjacent to Vanderbilt's campus. On April 30, 2016, VUMC became a separate legal entity from Vanderbilt University. Because of VUMC's proximity to campus and the regular presence of both faculty and students in the clinical and research areas of VUMC, crimes occurring on VUMC property proximate to campus will continue to be included in Vanderbilt's on-campus crime statistics.

For purposes of clarity, the following crime statistics have been divided into two charts. The first chart comprises crimes occurring on the Vanderbilt University campus, the surrounding public property, and all non-campus property owned or controlled by Vanderbilt University. The second chart covers all crimes occurring on-campus at VUMC and its hospitals and clinics adjacent to Vanderbilt's campus and the surrounding public property.

The statistics for Student Housing are a subset of the on-campus statistics. Student Housing includes all Vanderbilt fraternity and sorority houses.

## University Campus

CATEGORY	LOCATION	2020	2021	2022
<b>Murder / Non-negligent Manslaughter</b>	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Manslaughter by Negligence</b>	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Rape</b>	On-campus	13 <sup>1</sup>	28 <sup>2</sup>	23 <sup>3</sup>
	Student Housing	13	26	20
	Non-campus	0	0	1
	Public Property	0	0	0
<b>Fondling</b>	On-campus	9	17	23 <sup>4</sup>
	Student Housing	9	13	11
	Non-campus	0	0	1
	Public Property	0	0	4
<b>Incest / Statutory Rape</b>	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Robbery</b>	On-campus	1	0	1
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Aggravated Assault</b>	On-campus	1 <sup>5</sup>	1 <sup>6</sup>	3 <sup>7</sup>
	Student Housing	0	1	1
	Non-campus	0	0	0
	Public Property	2	0	1

<sup>1</sup> At least ten of the rapes reported in 2020 occurred prior to 2020. Five of the rapes reported involved the same victim and perpetrator, one of those rapes also is included in the domestic violence statistics.

<sup>2</sup> Nine of the rapes reported in 2021 occurred prior to 2021. Eight of the rapes also are included in the domestic or dating violence statistics.

<sup>3</sup> At least five of the rapes reported in 2022 occurred prior to 2022.

<sup>4</sup> Nine of these reports arose from two separate incidents in which a non-affiliated person ran up to a series of women and grabbed or slapped their buttocks and ran away.

<sup>5</sup> This incident also was reported in the 2020 domestic violence statistics.

<sup>6</sup> This incident also was reported in the 2021 domestic violence statistics.

<sup>7</sup> One of these incidents also was reported in the 2022 domestic violence statistics.

## University Campus

CATEGORY	LOCATION	2020	2021	2022
<b>Burglary</b>	On-campus	5	5	6
	Student Housing	3	5	5
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Motor Vehicle Theft<sup>8</sup></b>	On-campus	4	3 <sup>9</sup>	8
	Student Housing	0	1	0
	Non-campus	0	0	0
	Public Property	0	1	1
<b>Arson</b>	On-campus	0	1	1
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	1	0
<b>Liquor Law Violations: Arrests</b>	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Liquor Law Violations: Referrals</b>	On-campus	109	92	129
	Student Housing	108	87	126
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Drug Related Violations: Arrests</b>	On-campus	0	0	4
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	3	1	0
<b>Drug Related Violations: Referrals</b>	On-campus	12	22	14
	Student Housing	11	20	8
	Non-campus	0	0	0
	Public Property	0	0	0

CATEGORY	LOCATION	2020	2021	2022
<b>Weapon Law Violations: Arrests</b>	On-campus	1	0	1
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	1	1
<b>Weapon Law Violations: Referrals</b>	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Domestic Violence</b>	On-campus	7 <sup>10</sup>	8 <sup>11</sup>	2
	Student Housing	5	8	2
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Dating Violence</b>	On-campus	0	1 <sup>12</sup>	0
	Student Housing	0	1	0
	Non-campus	0	0	0
	Public Property	0	0	0
<b>Stalking</b>	On-campus	7	7	32 <sup>13</sup>
	Student Housing	4	6	18
	Non-campus	0	0	0
	Public Property	1	0	0

**Crime reports may be submitted anonymously or by a third-party reporter to a Campus Security Authority. Since these reports usually have very limited information, they often cannot be investigated by law enforcement; however, they will be included in the annual disclosure of crime statistics if they meet the definition of Clery crime.**

<sup>8</sup> Motor vehicle thefts also include attempts or thefts of scooters, mopeds, and golf carts.

<sup>9</sup> Two of these thefts involved an electric bike or moped.

<sup>10</sup> In 2020, one of the reported domestic violence incidents also is included in the rape statistics; another is included in the aggravated assault statistics. Four of the incidents were in two reports filed by the same couple. Three of these incidents occurred prior to 2020.

<sup>11</sup> In 2021, six of the reported domestic violence incidents also are included in the rape statistics. One incident also is included in the fondling statistics; another is included in the aggravated assault statistics.

<sup>12</sup> This incident is also included in the 2021 rape statistics.

<sup>13</sup> Six of these reports represent six victims and the same perpetrator.



## Vanderbilt University Medical Center

CATEGORY	LOCATION	2020	2021	2022
<b>Murder / Non-negligent Manslaughter</b>	On-campus	0	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Manslaughter by Negligence</b>	On-campus	0	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Rape</b>	On-campus	3 <sup>14</sup>	1	3
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Fondling</b>	On-campus	7	13	3
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Incest / Statutory Rape</b>	On-campus	0	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Robbery</b>	On-campus	0	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Aggravated Assault</b>	On-campus	2	22 <sup>15</sup>	8
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	1	1

<sup>14</sup> In 2020, one rape also is included in the domestic violence statistics.

<sup>15</sup> In 2021, the 22 aggravated assaults reported on campus were the result of 12 incidents — one assault involved six victims; another assault involved 5 victims. One assault is also included in the domestic violence statistics.

CATEGORY	LOCATION	2020	2021	2022
<b>Burglary</b>	On-campus	0	1	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Motor Vehicle Theft</b>	On-campus	2	7	2
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	1	0
<b>Arson</b>	On-campus	1	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Liquor Law Violations: Arrests</b>	On-campus	0	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Liquor Law Violations: Referrals</b>	On-campus	0	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Drug Related Violations: Arrests</b>	On-campus	3	10	4
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	1
<b>Drug Related Violations: Referrals</b>	On-campus	0	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Weapon Law Violations: Arrests</b>	On-campus	1	1	3
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0

CATEGORY	LOCATION	2020	2021	2022
<b>Weapon Law Violations: Referrals</b>	On-campus	0	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Domestic Violence</b>	On-campus	11 <sup>16</sup>	14 <sup>17</sup>	21 <sup>18</sup>
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	1
<b>Dating Violence</b>	On-campus	0	0	0
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0
<b>Stalking</b>	On-campus	0	5	4
	Student Housing	N/A	N/A	N/A
	Non-campus	N/A	N/A	N/A
	Public Property	0	0	0

<sup>16</sup> One of the 2020 domestic violence incidents also was included in the rape statistics.

<sup>17</sup> Seven of the 2021 domestic violence reports arose from a single incident involving seven family members.

<sup>18</sup> Twenty of the 22 domestic violence reports involved patients and their visitors. Four of the incidents resulted in arrests of both parties.

## HATE CRIMES

The Clery Act requires reporting of incidents where the offender's bias against a person or property motivates them in whole or in part to commit the crime. This includes bias against race, gender, religion, national origin, sexual orientation, gender identity, disability, or ethnicity. Crimes listed in any of the categories in the tables above, as well as incidents of Larceny/Theft, Simple Assault, Intimidation, Destruction/Damage/Vandalism of Property that involve any of these hate crime categories, must be reported.

**2022:** No hate crimes were reported at Vanderbilt University's campus or VUMC property.

**2021:** No hate crimes were reported at Vanderbilt University's campus. One incident of intimidation and stalking involving at least one racially-biased statement occurred on VUMC property.

**2020:** No hate crimes were reported at Vanderbilt University's campus. One incident of vandalism of property involving a racially-biased statement written on the outside of a window of a VUMC building was reported.

## VANDERBILT PROGRAMS OUTSIDE NASHVILLE

Vanderbilt conducts programs or sponsors travel during the summer in Washington, D.C., and to other locations outside of Tennessee or the United States. In some instances, Vanderbilt may lease classroom and living space for the students participating in these programs or trips, and security is provided by the leasing entity and local police authorities. Specific questions about security at program facilities and housing should be raised with the sponsoring department and the faculty member or administrator in charge of the program or trip. All victims are encouraged to report crimes to local police, the department or school sponsoring the program, and the Vanderbilt faculty or administrator in charge of the program.

Vanderbilt received no reports of crime occurring at property leased in connection with its programs in Washington or abroad during 2020, 2021, or 2022.

## REPORTS OF CRIMES THAT HAVE BEEN UNFOUNDED

During 2020, one report was unfounded from the University campus precinct. In 2021, one report was unfounded from the University campus precinct. In 2022, one report was unfounded from the University campus precinct and one report was unfounded from the Medical Center Precinct.

A reported crime may be unfounded only if sworn or commissioned law enforcement personnel have fully investigated the reported crime and made a formal determination that the report is false or baseless. For example, if an individual reports a motor vehicle theft, but then later reports to police that the vehicle had actually been borrowed or parked in a different location, the report of that crime will be unfounded because the investigation concluded that no crime had occurred. These reports are not included in either the Clery or the Tennessee College and University Information Security Act (Appendix B) crime statistics.

No one other than appropriate law enforcement personnel may unfound a crime. A prosecutor's decision not to bring charges, a finding of not guilty by a jury, or a finding of no responsibility by Vanderbilt University officials is not sufficient to unfound a reported crime.

# 15

SECTION

## Annual Fire Safety Report

This report includes information on fire prevention policies and practices, fire safety education and training initiatives, fire protection equipment in the residence halls, emergency evacuation procedures, as well as residence hall fire statistics.

The Vanderbilt University Campus Fire Safety Program is managed by the Vanderbilt University Public Safety (VUPS) Office of Emergency Management. This office maintains all campus fire-related statistical data and works to ensure campus facilities and operations are in compliance with the Metro Davidson County Fire Department rules and regulations.



VUPS staff includes a full-time certified Fire Inspector-1 to ensure code compliance and provide fire safety training to students, faculty, and staff.

### FIRE SAFETY RESPONSIBILITIES

The following departments, entities, and individuals identified below all have vital roles in the overall fire safety of Vanderbilt University.

#### **Vanderbilt Community Members**

Fire safety is everyone's responsibility. All fires on campus must be reported immediately to VU Public Safety and Housing and Residential Experience (HRE).

#### **Vanderbilt University Public Safety – Office of Emergency Management**

The Office of Emergency Management employs a full-time certified Fire Inspector-1 (ICC, NFPA, TN) to assist with code compliance and provide fire safety training and education to students, staff, and faculty.

Specific responsibilities are as follows:

- Serve as the primary liaison to the Metro Nashville Fire Department and Fire Marshal's Office
- Assist with special event planning and code interpretation
- Conduct visual inspections of University-owned and maintained buildings within the University

Facilities Zones (excludes Real Estate owned/operated buildings)

- Provide fire safety training to VUPD sworn and non-sworn officers upon hire and during annual in-service training
- Provide annual training to select student groups, such as Residential Advisors, Greek Life Managers and Residents, and Student Life Center student workers, as well as other groups upon request
- Conduct routine fire drills in accordance with applicable fire codes and the Clery Act
- Collaborate with VU Facilities to maintain the Fire Alarm Response Procedure
- Approve fire pit requests for special events on campus

## Vanderbilt University Public Safety — Police Department

The Vanderbilt University Police Department is the primary responding agency to incidents on campus.

The VUPD Dispatch Center is responsible for requesting outside emergency response personnel (Metro Nashville Fire and Police departments) as necessary. The Dispatch Center follows the University's fire alarm response procedures and notifies the Office of Emergency Management of all fires within University residence halls.

## Vanderbilt University Plant Operations — Fire and Life Safety

The Vanderbilt University Plant Operations Controls Group, in accordance with local fire codes, is responsible for all fire system testing and maintenance for all campus buildings. Testing, as well as, preventative and corrective maintenance are carried out on all campus systems including fire alarms, fire sprinklers, kitchen and laboratory suppression equipment, and fire extinguishers on a periodic basis. National Institute for Certification in Engineering (NICET) qualified staff have extensive training on the systems that are primarily used in campus buildings.

All fire detection systems are monitored by Plant Operations Building Systems Controls (BSC), which is staffed 24 hours per day, seven days a week. Under the University's fire response procedures, BSC will notify the VUPD Dispatch Center of alarms in campus buildings and if additional resources are needed, VUPD Dispatch will request assistance from Metro Nashville Fire Department (MNFD).

BSC maintains a detailed daily log of activities of important life safety events and alarms; coordinates with contractors for fire watches, hot work, and sprinkler/fire alarm system outages; conducts all maintenance and testing on all life safety systems for each building on campus; responds to all fire issues; acts as a communication bridge between VUPD and Facilities; and dispatches staff to potential fire events or elevator captures.

## FIRE SAFETY IMPROVEMENTS

The Office of Emergency Management continuously assesses the need for fire safety improvements across campus in conjunction with the Metro Nashville Fire Marshal's Office. A certified Fire Inspector-1 within VU Public Safety performs inspections upon request in campus buildings to ensure fire and life safety code compliance.

The Office of Emergency Management has engaged a consulting firm to gather more information on the hazard profile of lithium-ion batteries. These batteries are often used in electric personal transportation vehicles (EPTVs) and they are currently prohibited in University buildings. Examples of EPTVs include scooters, e-bikes, and hoverboards. The Office of Emergency Management is partnering with the Mobility and Transportation Office to identify future outdoor charging spaces across campus.

Questions regarding code compliance or general fire and life safety inquiries can be directed to the Office of Emergency Management at [publicsafetyinfo@vanderbilt.edu](mailto:publicsafetyinfo@vanderbilt.edu).

## RESIDENTIAL FIRE SAFETY EDUCATION AND TRAINING

### Residential Staff Training

Prior to the beginning of each fall semester, the Office of Emergency Management provides fire safety training for all residential advisers (RA). Topics covered include RA fire safety responsibilities, fire safety rules, evacuation procedures, fire drills, and extinguisher training.

### Student Resident Training

At the start of each fall semester, RAs are instructed to review the Evacuation Fire Safety Fact Sheet with residents of their floor during the first residence hall meeting.

The following instructions are posted in every student's residence room on campus:

### *Fire Evacuation*

#### **When you hear a fire alarm or see smoke**

- Exit the building immediately using the nearest exit.
- Never use an elevator as an exit during a fire.
- Feel each door as you approach. Never open a hot door.
- If the hallway or stairwell is smoky, seek another path or await rescue in your room.
- Once outside, proceed to the Area Rally Point. Never reenter the building.

At the start of each fall semester, the Office of Emergency Management provides fire safety training for all Greek House officers and residents. This training covers fire prevention, extinguisher training, and evacuation safety.



## Emergency Evacuation Drills

Emergency evacuation drills are conducted each fall semester in every Vanderbilt residence hall. The drills are planned and coordinated by the Office of Emergency Management, with input and assistance from the senior director of the Residential Experience Office, the associate directors, and the area coordinators for each residential area. BSC staff members activate the alarms and then check the operating condition of fire alarm audible and visual alarms in each residence hall during the drill. Emergency evacuation drills were conducted for all residence halls at Vanderbilt University during August 2023.

## STUDENT FIRE SAFETY REGULATIONS

Vanderbilt University is a smoke-free campus. Smoking is prohibited in all buildings on campus, including University residence halls and Greek chapter houses and on the grounds of the campus, with the exception of designated outdoor smoking areas. Additional smoking policy information can be found in the Student Handbook at [studenthandbook.vanderbilt.edu/administrative-policies#888](http://studenthandbook.vanderbilt.edu/administrative-policies#888).

**Residents must abide by the fire safety regulations outlined in the Student Handbook (See [studenthandbook.vanderbilt.edu/administrative-policies#849](http://studenthandbook.vanderbilt.edu/administrative-policies#849)):**

- Combustible materials may not be stored on the premises.
- Cardboard boxes may not be used for storage of items in storage areas.
- The Metropolitan Nashville-Davidson County Fire Code prohibits the use and storage of grills within ten (10) feet of any combustible materials on any balcony or patio of a multifamily dwelling. Use or storage of grills is prohibited on any balcony or patio, or in any residential facility.
- Motorcycles, mopeds, and other internal combustion machines may not be kept in University housing.
- The use, possession, or storage of electronic personal transportation vehicles (EPTVs), including

scooters, bicycles, hoverboards, and similar devices is prohibited inside all Vanderbilt buildings and facilities, including, but not limited to, residence halls, Greek houses, student centers, academic buildings, labs, and parking structures.

- Bicycles may not be stored in hallways, stairwells, or other common areas because they may block emergency egress. Non-electronic bicycles may be stored in student rooms.
- Candles, other devices that produce open flames, oil lamps, and incense are prohibited in the residence halls and subject to confiscation, whether or not they are lit at the time they are discovered. Exceptions for registered events sponsored by University departments may be made at the discretion of the senior director for housing operations, or the director's designee.
- Walkways, stairs, and corridors must be kept clear at all times for emergency egress. Student property may not be stored in these areas.
- Heat producing appliances (coffee makers, heating pads, slow-cookers, etc.) must be attended when turned on.
- Flammable materials (e.g., sheets, blankets, bandanas, scarves), may not be used to cover or obstruct light sources, heating/cooling sources, or fire-safety fixtures.
- The University's smoke-free campus policy limits smoking to designated outdoor areas. Extinguishing or disposing of smoking materials by any means other than the urns provided is prohibited.
- Access to windows and doors must be kept clear for emergency egress.
- Emergency exits may be used by residents or guests only for emergencies or exit during drills. Other use is prohibited.
- Failure to evacuate a building when a fire alarm sounds is prohibited.

Additionally, the following are prohibited and will likely result in corrective action through the University's Accountability process, which may result in sanctions, including possible suspension from the University or

a prorated damage charge among the residents of a particular area if the responsible person(s) cannot be identified:

- Tampering with door alarms, fire extinguishers, sprinkler heads, water flow or other control valves, and other fire-safety equipment
- Tampering with smoke detectors, emergency phones, building access systems, elevator systems, surveillance cameras, or other safety and security equipment
- Tube lights and string lights, except that string lights may be used under the following conditions: Such lights may be used only in individual rooms and not in common areas. The lights must be UL-approved and in good condition and may not be used for more than 90 days. No more than three strands of such lights may be strung together and they must be plugged directly into an outlet or into a surge protector that is plugged directly into an outlet.
- Items suspended from the ceilings, sprinkler heads, overhead piping, or on or near water pipes
- Use or possession of fireworks
- Disabling fire alarm systems
- Arson/igniting fires
- Tampering with or damaging fire-exit lights, signs, horns, strobes, or other notification devices
- Tampering with or obstructing emergency-exit doors

## FIRE SAFETY RULES FOR ELECTRICAL APPLIANCES

### Approved Appliances

Electric-powered appliances such as radios, sound systems, TVs, electric blankets, clocks, lamps, and coffee makers with enclosed heating elements are permitted in residence hall rooms. All appliances used in campus residences must be in good condition, with special attention given to seals, electrical cords, and plugs. Only power strips with circuit breakers may be used as extension cords. Additional approved electrical appliances include:

- Microwave ovens (800 watt maximum and interior capacity of one cubic foot)
- Refrigerators (4-foot capacity)

The residential housing staff may require that any appliance be placed in storage if the manner in which the appliance is used causes interruption of service or endangers the health, safety, or well-being of the residential community.

### Restricted Appliances

Electric-powered appliances with exposed heating elements and grills (either outdoor or indoor use, including “George Foreman” grills and similar devices) are prohibited. Appliances that draw a large amount of current from each circuit, such as hot plates, air conditioners, and electric heaters are prohibited. Additional restricted electrical appliances include:

- Halogen lamps or halogen light sources
- Washing machines
- Dryers
- Water-heating elements

The senior director of housing operations reserves the option of revoking authorization for the use of any appliance in individual buildings or throughout the residential campus.

### FIRE SAFETY RULES FOR FURNISHINGS

Student-owned furniture brought into campus residences and Greek houses must meet the hospitality/contract-grade furniture fire-safety specifications of either the National Fire Protection Association (NFPA) 260 or the California Technical Bulletin 117, section E. Furniture that complies with either standard will be appropriately tagged by the manufacturer.

### RESIDENCE HALL FIRE SAFETY SYSTEMS

All traditional Vanderbilt residence halls and Greek houses are protected by fire detection and automatic sprinkler systems. The fire detection systems are designed to alert building occupants in the event of a fire and are activated by smoke detectors, sprinkler water flow, or manual pull station activation. Sprinkler systems are activated when the fire sprinkler heads detect temperatures above a designated temperature threshold. Some residence halls have commercial food service areas and are equipped with hood suppression systems in the event of a cooking fire. Each residence hall and Greek house has an adequate complement of dry chemical fire extinguishers located in common areas, multi-room suites, mechanical, and storage areas as required by local and state fire codes. The Fire Safety Systems table at the end of the section contains a complete listing of all the current fire safety systems.

### Non-Traditional Residence Halls

During the process of replacing older residence halls with new residential colleges, the University is using non-traditional housing facilities near campus at the Village at Vanderbilt (South Tower apartments and Townhomes) to provide additional housing. The fire safety systems for these designated facilities are included in the fire safety systems list at the end of this section.

### FIRE LOG

A summary report of residential fires from 2009-2022 and the current 2023 Fire Log are available on the Emergency Management website: [emergency.vanderbilt.edu/vu/fire/residential-fire-reports.php](https://emergency.vanderbilt.edu/vu/fire/residential-fire-reports.php).



### 2020–2022 FIRE STATISTICS

The following chart summarizes all fires occurring in residence halls or Greek houses from 2020 through 2022. Within that time period, there were a total of thirteen fires (four in 2022, three in 2021, and six in 2020), none of which caused any injuries. Only one of these fires exceeded \$2,000 in damage. Seven of the thirteen fires occurred in kitchens.

RESIDENCE HALL/ADDRESS	Year	# of Fires	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	# of Deaths	Damages	Notes
<b>Alpha Chi Omega</b> 2414 Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Alpha Delta Pi</b> 2410 Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Alpha Epsilon Pi</b> 2400B Vanderbilt Place	2020	0					Occupied by Delta Tau Delta in Spring 2020. Not used for housing in the 2020-21 academic year.
	2021	0					
	2022	1	Paper fire from contact with an open flame candle	0	0	0	
<b>Alpha Omicron Pi</b> 200C 25th Ave. S.	2020	0					As of academic year 2021-2022, this house was converted to use as the Multicultural Community Space and will no longer be used as a residential space.
	2021	0					
	2022	N/A					
<b>Alpha Tau Omega</b> 110A 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Beta Theta Pi</b> 2308A Vanderbilt Place	2020	N/A					This house was demolished and rebuilt; the new structure was opened for use as housing starting Fall 2021.
	2021	N/A					
	2022	0					
<b>Blakemore House</b> 2818 Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Carmichael Tower 1</b> 2321 West End Ave.	2020	0					Building demolished summer 2021
	2021	0					
	2022	N/A					
<b>Carmichael Tower 2</b> 2321 West End Ave.	2020	0					Building demolished summer 2021
	2021	0					
	2022	N/A					

RESIDENCE HALL/ADDRESS	Year	# of Fires	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	# of Deaths	Damages	Notes
<b>Chaffin Place A</b> 1406A 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Chaffin Place B</b> 1406B 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Chaffin Place C</b> 1406C 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Chaffin Place D</b> 1406D 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Chaffin Place E</b> 1406E 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Chaffin Place F</b> 1406F 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Chi Omega</b> 2416 Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Cole Hall</b> 2304A Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Crawford House</b> 1910 South Dr.	2020	1	A clothes dryer caught fire as the result of excess lint buildup in the exhaust ventilation pipes.	0	0	\$1525	
	2021	0					
	2022	0					
<b>Delbruck Hall</b> 105 21st Ave. S.	2020	0					
	2021	0					
	2022	0					



RESIDENCE HALL/ADDRESS	Year	# of Fires	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	# of Deaths	Damages	Notes
<b>Delta Delta Delta</b> 2308E Vanderbilt Place	2020	0					
	2021	1	Small stove-top cooking fire in kitchen	0	0	\$2990	
	2022	0					
<b>Delta Kappa Epsilon</b> 2402 Vanderbilt Place	2020	0					Not used for housing in 2021-22 academic year
	2021	0					
	2022	0					
<b>E. Bronson Ingram</b> 2211 West End Ave.	2020	0					
	2021	0					
	2022	0					
<b>East House</b> 1920 South Dr.	2020	0					
	2021	0					
	2022	0					
<b>Elliston Hall</b> 105 21st Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Gillette House</b> 1900 Horton Ave.	2020	0					
	2021	0					
	2022	0					
<b>Hank Ingram House</b> 1401 18th Ave. S	2020	0					
	2021	0					
	2022	0					
<b>Kappa Alpha</b> 2400D Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Kappa Alpha Theta</b> 2308C Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Kappa Delta</b> 2400C Vanderbilt Place	2020	0					
	2021	0					
	2022	0					

RESIDENCE HALL/ADDRESS	Year	# of Fires	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	# of Deaths	Damages	Notes
<b>Kappa Kappa Gamma</b> 110B 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Kappa Sigma</b> 2400A Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Lambda Chi Alpha</b> 2308B Vanderbilt Place	2020	0					Building opened Fall 2020 (fraternity's former house was at a different location)
	2021	0					
	2022	0					
<b>Lewis House</b> 1410 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Lupton House</b> 2401 Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Mayfield Place A</b> 1412A 25th Ave. S.	2020	1	Tortilla chips being cooked in the oven ignited, resulting in a small cooking fire.	0	0	\$0	
	2021	0					
	2022	0					
<b>Mayfield Place B</b> 1412B 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Mayfield Place C</b> 1412C 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Mayfield Place D</b> 1412D 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Mayfield Place E</b> 1412E 25th Ave. S.	2020	0					
	2021	0					
	2022	0					

RESIDENCE HALL/ADDRESS	Year	# of Fires	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	# of Deaths	Damages	Notes
<b>McGill Hall</b> 2304F Vanderbilt Place	2020	0					
	2021	1	Food cooking in a toaster oven ignited, resulting in a small fire	0	0	\$0	
	2022	0					
<b>McTyeire Hall</b> 414 24th Ave. S.	2020	1	The blower motor on an HVAC unit overheated and caused a mechanical equipment fire	0	0	\$500	
	2021	0					
	2022	0					
<b>Memorial House</b> 1910 Horton Ave.	2020	0					
	2021	0					
	2022	0					
<b>Morgan House</b> 1408 25th Ave. S.	2020	1	While cooking, a small fire ignited in the oven.	0	0	\$0	
	2021	0					
	2022	2	There was a fire on the stove while cooking. There was also a small fire in a dryer while in use.	0	0	\$ 0	
<b>Murray House</b> 1501 18th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>North Hall</b> 1300 21st Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>NPHC Community House</b> 200E 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Ogburn House</b> 1000 19th Ave. S.	2020	N/A					House leased and first occupied Fall 2021
	2021	N/A					
	2022	0					
<b>Phi Delta Theta</b> 200A 25th Ave. S.	2020	0					This building was occupied by Pi Kappa Alpha during 2019-21. Starting academic year 2022- 2023, this will be the Phi Delta Theta house.
	2021	0					
	2022	0					

RESIDENCE HALL/ADDRESS	Year	# of Fires	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	# of Deaths	Damages	Notes
<b>Phi Kappa Psi</b> 2400E Vanderbilt Place	2020	0					House was under construction in 2021; reopened Fall 2022.
	2021	0					
	2022	0					
<b>Pi Beta Phi</b> 110D 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Rice Hall</b> 2101 West End Ave.	2020	0					
	2021	0					
	2022	0					
<b>Scales House</b> 311 24th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Scarritt Bennett</b> 1027 18th Ave S.	2020	0					Scarritt Bennett was used as quarantine and isolation housing during academic year 2020-2021. This building was not used for housing after the spring 2021 semester.
	2021	0					
	2022	N/A					
<b>Sigma Alpha Epsilon</b> 2500 Kensington Place	2020	0					
	2021	0					
	2022	0					
<b>Sigma Chi</b> 2420 Vanderbilt Place	2020	0					
	2021	0					
	2022	0					
<b>Sigma Nu</b> 110C 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Smith Hall</b> 2101 West End Ave.	2020	0					
	2021	0					
	2022	0					
<b>Stambaugh House</b> 1405 18th Ave. S.	2020	0					
	2021	0					
	2022	0					



RESIDENCE HALL/ADDRESS	Year	# of Fires	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	# of Deaths	Damages	Notes
<b>Stapleton House</b> 315 24th Ave. S.	2012	0					
	2020	0					
	2021	0					
<b>Sutherland House</b> 1900 South Dr.	2020	0					
	2021	0					
	2022	1	Small fire on stove while cooking.	0	0	\$0	
<b>Tolman Hall</b> 2304C Vanderbilt Place	2020	1	A clothes dryer caught fire due to overloading from a large load of clothes, bedding, and a foam pillow being dried simultaneously	0	0	\$750	
	2021	0					
	2022	0					
<b>Vaughn House</b> 313 24th Ave. S.	2020	0					
	2021	1	Food cooking in the microwave ignited, resulting in a small fire	0	0	\$75	
	2022	0					
<b>Village at Vanderbilt Apartments</b> 403 Villages at Vanderbilt	2020	1	A fire occurred on an outside balcony. A discarded cigarette butt burned the outside facade and caused damage	0	0	\$2,000	These apartments were used as quarantine and isolation housing for academic year 2020-2021. Starting in academic year 2021-2022, these apartments were used as a Residence Hall.
	2021	0					
	2022	0					
<b>West House</b> 1400 21st Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Zeppos College</b> 2417 West End Ave	2020	0					Zeppos College was opened for occupancy in Fall 2020.
	2021	0					
	2022	0					
<b>Zeta Beta Tau</b> 200B 25th Ave. S.	2020	0					
	2021	0					
	2022	0					
<b>Zeta Tau Alpha</b> 200D 25th Ave. S.	2020	0					
	2021	0					
	2022	0					

## Fire Safety Systems Table

RESIDENCE HALL/ADDRESS	Automatic Fire Alarm System Monitored on Campus	Automatic Fire Sprinkler System	Portable Fire Extinguishers	Smoke Detection	Hood Suppression System (Commercial Kitchen Unless Otherwise Noted)	Notes
Alpha Chi Omega, 2414 Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Alpha Delta Pi, 2410 Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Alpha Epsilon Pi, (2400B Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Alpha Tau Omega, 110A 25th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Beta Theta Pi, 2308A Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Blakemore House, 2308A Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Chaffin Place A, 1406A 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Chaffin Place B, 1406B 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Chaffin Place C, 1406C 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Chaffin Place D, 1406D 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Chaffin Place E, 1406E 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Chaffin Place F, 1406F 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Chi Omega, 2416 Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Cole Hall, 2304A Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Crawford House, 1910 South Dr.	Yes	Yes	Yes	Yes	Yes - 1	
Delbruck Hall, 105 21st Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Delta Delta Delta, 2308E Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Delta Kappa Epsilon, 2402 Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
E. Bronson Ingram, 2211 West End Ave.	Yes	Yes	Yes	Yes	Yes - 2	
East House, 1920 South Dr.	Yes	Yes	Yes	Yes	Yes - 1	
Elliston Hall, 105 21st Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Gillette House, 1900 Horton Ave.	Yes	Yes	Yes	Yes	Yes - 1	
Hank Ingram House, 1401 18th Ave. S	Yes	Yes	Yes	Yes	Yes - 1	
Kappa Alpha Theta, 2308C Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Kappa Alpha, 2400D Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Kappa Delta, 2400C Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Kappa Kappa Gamma, 110B 25th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Kappa Sigma, 2400A Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Lambda Chi Alpha	Yes	Yes	Yes	Yes	Yes - 1	
Lewis House, 1410 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Lupton House, 2401 Vanderbilt Place	Yes	Yes	Yes	Yes	No	
Mayfield Place A, 1412A 25th Ave. S.	Yes	Yes	Yes	Yes	No	

## Fire Safety Systems Table

RESIDENCE HALL/ADDRESS	Automatic Fire Alarm System Monitored on Campus	Automatic Fire Sprinkler System	Portable Fire Extinguishers	Smoke Detection	Hood Suppression System (Commercial Kitchen Unless Otherwise Noted)	Notes
Mayfield Place B, 1412B 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Mayfield Place C, 1412C 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Mayfield Place D, 1412D 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Mayfield Place E, 1412E 25th Ave. S.	Yes	Yes	Yes	Yes	No	
McGill Hall, 2304F Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
McTyeire Hall, 414 24th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Memorial House, 1910 Horton Ave.	Yes	Yes	Yes	Yes	Yes - 1	
Morgan House, 1408 25th Ave. S.	Yes	Yes	Yes	Yes	No	
Murray House, 1501 18th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
North Hall, 1300 21st Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
NPHC Community House, 200E 25th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Ogburn House, 1000 19th Ave. S.	No	No	Yes	Yes	No	
Phi Delta Theta, 200A 25th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Phi Kappa Psi, 103 24th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Pi Beta Phi, 110D 25th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Rice Hall, 2101 West End Ave.	Yes	Yes	Yes	Yes	Yes - 1	
Scales House, 311 24th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Sigma Alpha Epsilon, 2500 Kensington Place	Yes	Yes	Yes	Yes	Yes - 1	
Sigma Chi, 2420 Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Sigma Nu, 110C 25th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Smith Hall, 2101 West End Ave.	Yes	Yes	Yes	Yes	Yes - 1	
Stambaugh House, 1405 18th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Stapleton House, 315 24th Ave. S.	Yes	Yes	Yes	Yes	No	
Sutherland House, 1900 South Dr.	Yes	Yes	Yes	Yes	Yes - 1	
Tolman Hall, 2304C Vanderbilt Place	Yes	Yes	Yes	Yes	Yes - 1	
Vaughn House, 313 24th Ave. S.	Yes	Yes	Yes	Yes	No	
West House, 1400 21st Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Zeppos College, 2417 West End Ave.	Yes	Yes	Yes	Yes	Yes — 2, plus 13 in apartments	
Zeta Beta Tau, 200B 25th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Zeta Tau Alpha, 200D 25th Ave. S.	Yes	Yes	Yes	Yes	Yes - 1	
Village at Vanderbilt Townhomes, 404-437 Village at Vanderbilt	No	No	Yes	Yes	No	
Village at Vanderbilt South Tower, 120-352 Village at Vanderbilt	No	No	Yes	Yes	No	

## APPENDIX



# Programming and Awareness Events 2022 – 2023 Academic Year

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The following chart provides examples of the type of programs presented during the 2022-2023 academic year to raise awareness of and prevent sexual assault, domestic and dating violence, stalking, and other crimes.



MONTH	PROGRAM	PRESENTED/SPONSORED BY
July	Sexual Harassment in the Workplace: Student-Athlete Summer Interns	Project Safe Center and Athletics
	School of Medicine New MD Student Orientation: Project Safe Center and Title IX	Project Safe Center and Title IX Office
	Title IX Training: Audit, Risk, & Compliance	Vanderbilt Title IX Office
August	The More VU Know: Residential Colleges	Residential Colleges and Project Safe
	Title IX Training: Writing Studio & Tutoring Services	Vanderbilt Title IX Office
	HRE AC and GAC Training: Title IX and Project Safe	HRE, Vanderbilt Title IX, Project Safe
	Title IX Training: HRE Undergraduate, graduate, and professional staff	Vanderbilt Title IX Office
	Title IX Training: Football Team	Vanderbilt Title IX Office
	Title IX Training: Dining Services	Vanderbilt Title IX Office
	Title IX Training: Experiential Learning & Immersion	Vanderbilt Title IX Office
	Title IX Training: W Soccer	Vanderbilt Title IX Office
	Bystander Intervention Training: New Residential Advisers	Project Safe, HRE
	Bystander Intervention Training: Returning Residential Advisers	Project Safe, HRE
	Supporting Student Survivors: Residential Advisers	Project Safe, HRE
	Greek House Managers Mandatory Reporter Training	Project Safe, Greek Life
	GA Retreat: Supervisors Lunch and Student Affairs GA Roles & Expectations	Project Safe, Student Affairs
	Law School Orientation Fair Tabling	Project Safe, Law School
	Law School Orientation: Prevention, Accountability, and Support	Project Safe, Law School
	Bystander Intervention and Supporting a Survivor Training: Orientation Leaders	Project Safe
	Title IX Training: VUceptors/International * Transfer Student Campus Leaders	Vanderbilt Title IX, Residential Colleges
	Vanderbilt Addresses Sexual Violence Make Up Session: Football and Soccer	Project Safe, Athletics
	Project Safe Overview: Interdisciplinary Graduate Program / Quantitative & Chemical Biology	Project Safe, IGB, QCB
	Learning Assistants Mandatory Reporter Training	Project Safe
	Behind Closed Doors: Residential Experience Staff	Project Safe, Residential Experience
	Title IX Training: Peabody Advising Workshop	Vanderbilt Title IX Office, Peabody College
	VUceptor Training: Student Care Network	Project Safe, VUcept
	Learning Assistants Mandatory Reporter Training	Project Safe
	Title IX Training: VUceptor/Common VU & Vanderbilt Visions	Vanderbilt Title IX Office, Residential Colleges
	Greek Leader Retreat: Project Safe Resources & Student Leader Role	Project Safe, Greek Life
	BCC Black Student Welcome Fair 2022	Black Cultural Center, Project Safe
	Divinity School Resource Fair	Project Safe, Divinity School
	Graduate School Information Fair	Project Safe, Graduate School
	Title IX Training: Golf Teams (Mens and Womens)	Vanderbilt Title IX Office, Athletics Golf Teams
	Project Safe Overview: New Master of Public Health Students	Project Safe, Master of Public Health Program
	True Life	Commons, Project Safe
	Title IX Training: Athletics Student Employees (Tutors)	Vanderbilt Title IX Office, Athletics

MONTH	PROGRAM	PRESENTED/SPONSORED BY
August	Title IX Training: Lacrosse	Vanderbilt Title IX Office, Lacrosse
	Title IX Training: Facilities	Vanderbilt Title IX Office, Facilities
	Title IX Training: Men's Tennis	Vanderbilt Title IX Office, Men's Tennis
	Title IX Training: Men's Basketball	Vanderbilt Title IX Office, Men's Basketball
	Title IX Training: Athletics Student Employees (Monitors)	Vanderbilt Title IX Office, Athletics
	Title IX Training: Women's Tennis	Vanderbilt Title IX Office, Women's Tennis
	Title IX Training: Track & Cross Country	Vanderbilt Title IX Office, Track & Cross Country
	Peabody Orientation Fair	Project Safe, Peabody
	Project Safe Overview: Tour Guide Program	Project Safe
	Vanderbilt Addresses Sexual Violence	Project Safe, CommonVU
	Bystander Intervention Training: Gillette House	Project Safe
	Title IX Training: Baseball	Vanderbilt Title IX Office, Athletics
	Bystander Intervention, Prohibited Behavior, Trip Planning, and Supporting a Survivor: Wilskills	Project Safe, Wilskills
September	Title IX Training: Bowling	Vanderbilt Title IX Office, Athletics
	Title IX Training: Swimming	Vanderbilt Title IX Office, Athletics
	Title IX Training: Cheer and Dance	Vanderbilt Title IX Office, Athletics
	Consent Education for Potential New Members: Greek Life	Project Safe, Greek Life
	Title IX Training: All Athletics Staff	Vanderbilt Title IX Office, Athletics
	Family Weekend Tabling	Project Safe
	Title IX & Project Safe Overview for Neuroscience Graduate Students	Project Safe, Title IX
	Project Safe Open House	Project Safe
	Red Zone: Alpha Phi Alpha Fraternity Inc.	Project Safe, Greek Life
	Consent Education for Potential New Members: Greek Life	Project Safe, Greek Life
	Title IX Training: STEM Micro communities	Vanderbilt Title IX Office, Residential Colleges
	Diverse 'Dores Day 2022	Black Cultural Center   Center for Student Wellbeing   International Student and Scholar Services   Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Life   Margaret Cuninggim Women's Center   Office for Equity, Diversity and Inclusion   Peabody Office of Equity, Diversity and Inclusion   Project Safe   Religious Life   Student Access   Student Center for Social Justice and Identity
	Title IX Training: W Basketball	Vanderbilt Title IX Office, Athletics
	Title IX Training: Chaplain & Religious Life	Vanderbilt Title IX Office, Chaplain & Religious Life
	Project Safe & Community Resources Overview: Crowe Lab	Project Safe
	RAD (Rape Aggression Defense) Self-Defense Program	Vanderbilt University Police Department
	Title IX & Project Safe Overview for Neuroscience Graduate Students	Project Safe, Title IX
	Project Safe Liaisons Training: Greek Life	Project Safe, Greek Life
	Vandy Sex Ed Intern Training	Project Safe, Women's Center
	Project Safe & Title IX Overview: Anthropology Graduate Students	Project Safe, Anthropology

MONTH	PROGRAM	PRESENTED/SPONSORED BY
<b>September</b>	Project Safe Liaisons Training: Student Organizations	Project Safe
	Title IX Training: Women's Center	Vanderbilt Title IX Office
	Title IX Training: Ambassa'dores & Next Steps	Vanderbilt Title IX Office, Next Steps
	Cookies & Consent: Lupton Hall-floor 3	Project Safe, Residential Experience
	Bystander Tactics: National Pan-Hellenic Council	Project Safe, Greek Life
<b>October</b>	Sign the Petition to Give Freedom Back to Victims in Tennessee	MoveMENTAL
	Bystander Tactics: Interfraternity Council	Project Safe, Greek Life
	Dating Apps & Digital Consent: A Conversation about Sex and Safety Online	Project Safe
	START Program Graduate Student Mentor Training	Project Safe
	Dating Apps & Digital Consent: A Conversation About Safety and Sex Online	Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Life   Margaret Cuninggim Women's Center   Project Safe   University Counseling Center
	Greek House Directors Mandatory Reporter Training	Project Safe, Greek Life
	McGill House: Project Safe Overview	Project Safe
	Cookies & Consent: Omega Psi Phi Fraternity Inc.	Project Safe, Greek Life
	Title IX Training: SCSJI & Students Orgs and Leadership	Vanderbilt Title IX Office, SCSJI & Students Orgs and Leadership
	Title IX Training: Office of General Counsel	Vanderbilt Title IX Office, Office of General Counsel
	Exploring the Link Between Dating Violence and Sexual Assault	Project Safe
	Title IX Training: Blair School of Music Faculty	Vanderbilt Title IX Office, Blair School of Music Faculty
	Title IX Training: VUPS	Vanderbilt Title IX Office, VUPS
	Speaking with Authority: Graduate School	Project Safe, Graduate School
	Project Safe-Title IX Retreat	Project Safe, Vanderbilt Title IX Office
	Bystander Tactics: Phi Beta Sigma Fraternity Inc. and Zeta Phi Beta Sorority	Project Safe, Greek Life
	Safe and Sound: Understanding Warning Signs, Impacts, and how to Support Survivors of Dating Violence: Sigma Gamma Rho & Phi Beta Sigma	Project Safe, Greek Life
	Bystander Tactics: Alpha Chi Omega	Project Safe, Greek Life
	Language of Violence: Phi Beta Sigma Fraternity Inc.	Project Safe
	Bystander Tactics: Panhellenic Council	Project Safe
	Bystander Tactics: IFC	Project Safe
	Project Safe Liaisons Meeting: Student Organizations	Project Safe
	Bystander Tactics: Alpha Epsilon Pi, Alpha Tau Omega, and Sigma Nu	Project Safe, Greek Life
	Empowerment Self-Defense Training	Project Safe
	The Clothesline Project: Title IX and Delta Sigma Theta Sorority, Inc.	Project Safe, Greek Life
	Consent Education for Potential New Members: Greek Life	Project Safe, Greek Life
	Clothesline Project Tabling with Title IX and Delta Sigma Theta Sorority	Project Safe, Greek Life
	Project Safe Overview: Office of Digital Education	Project Safe
	Bystander Tactics: Kappa Kappa Gamma, Zeta Tau Alpha	Project Safe, Greek Life
	Empowerment Self-Defense Training for Faculty and Staff	Project Safe

MONTH	PROGRAM	PRESENTED/SPONSORED BY
October	S.P.E.A.K. Title IX and Delta Sigma Theta Sorority, Inc.	Project Safe, Greek Life
	Bystander Tactics: Panhellenic Council	Project Safe, Greek Life
	Bystander Tactics: Interfraternity Council	Project Safe, Greek Life
	Empowerment Self-Defense Training	Project Safe
	Consent Education for Potential New Members: Greek Life	Project Safe, Greek Life
	Sex in the Dark	Project Safe, Student Health, LGBTQI Life
	HODL 3284 Gender and Leadership Title IX Panel	Project Safe, HOD
	Sexual Assault Awareness Training: Kappa Alpha Psi	Project Safe, Greek Life
	Title IX Training: Owen Senior Staff	Vanderbilt Title IX Office, OGSM
	Sexual Assault Center Domestic Violence Awareness Month Lunch & Learn	Project Safe, Nashville SAC
November	RAD (Rape Aggression Defense) Self-Defense Program	Vanderbilt University Police Department
	Empowerment Self-Defense Training	Project Safe
	Title IX Training: Arts & Campus Events/Student Centers Teams	Vanderbilt Title IX Office, Arts & Campus Events, Student Centers
	Title IX Training: Navy ROTC	Vanderbilt Title IX Office, Navy ROTC
	Title IX Training: Owen Faculty	Vanderbilt Title IX Office, OGSM
	Project Safe Overview and Tour: University Counseling Center Practicum	Project Safe, UCC
	Peabody History of Higher Ed Class Visit (Dr. Loss)	Project Safe, Peabody
	Consent Education for Potential New Members: Greek Life	Project Safe, Greek Life
	Empowerment Self-Defense	Project Safe
	Empowerment Self-Defense/De-Escalation Training for Staff	Project Safe
	Consent Education for Potential New Members: Kappa Delta	Project Safe, Greek Life
	Empowerment Self-Defense Training	Project Safe
	Bystander Intervention Training: Vanderbilt Student Government	Project Safe, VSG
	Project Safe Overview and Self Care: Gillette Gelato	Project Safe, Greek Life
	Bystander Intervention Training: Vanderbilt Student Government	Project Safe, VSG
	Healing From Sexual Trauma: Human Sexuality Class	Project Safe
	VSG VSAP: It's On Us Week of Action Reproductive Rights Panel	Project Safe, VSG
	Rape Culture: Greek Life Liaisons	Project Safe, Greek Life
	Rape Culture: Greek Life Liaisons	Project Safe, Greek Life
	Project Safe Overview & Commons Week Planning with Commons Service Leaders	Project Safe, Commons
	Title IX Training: Student Care Coordination	Vanderbilt Title IX Office, Student Care Coordination
December	It's On Us Week of Action Survivor Speak-Out: Vanderbilt Student Government	Project Safe, VSG
	Title IX Training: Divinity School Faculty	Vanderbilt Title IX Office, Divinity School
	VSASV: Nashville Sexual Assault Center Benefit Concert	Vanderbilt Students Against Sexual Violence
	Supporting a Survivor: National Pan-Hellenic Council Organizations	Project Safe, Greek Life
	Consent Education for Potential New Members: Greek Life	Project Safe, Greek Life



MONTH	PROGRAM	PRESENTED/SPONSORED BY
<b>December</b>	We Stand Together	Alpha Kappa Alpha Sorority, Inc.   Delta Sigma Theta Sorority, Inc.   National Pan-Hellenic Council   Project Safe   Sigma Gamma Rho Sorority, Inc.
	Project Safe Overview: Civil and Environmental Engineering	Project Safe
<b>January</b>	VUSN Nursing School Orientation: New MN Students	Project Safe, VUSN
	Vanderbilt Addresses Sexual Assault: Spring New Students	Project Safe, CommonVU
	Mandatory Reporter Training: Math Classroom Assistants	Project Safe
	Introduction to Bystander Intervention Training	Project Safe, Greek Life
	Consent Education for Potential New Members: Greek Life	Project Safe, Greek Life
	American Society of Civil Engineers Student Chapter Meeting	Project Safe, ASCE
	Title IX Training: Athletics Spring Tutors	Vanderbilt Title IX Office
	Dores Prevention Playbook: First-Year Women	Project Safe, Athletics
	Project Safe Liaisons Meeting: Student Organizations	Project Safe
	Stambaugh House Faculty Dinner	Project Safe
	Dores Prevention Playbook Baseball - First Years	Project Safe, Athletics
	Dores Prevention Playbook Baseball - Sophomores	Project Safe, Athletics
	Dores Prevention Playbook Baseball - Juniors	Project Safe, Athletics
	Dores Prevention Playbook Baseball - Seniors	Project Safe, Athletics
	Dores Prevention Playbook- Sophomores	Project Safe, Athletics
	Dores Prevention Playbook - Juniors	Project Safe, Athletics
	Dores Prevention Playbook - Seniors	Project Safe, Athletics
	Healthy Relationships: Next Steps Juniors and Seniors	Project Safe, Next Steps
	Spam, Finstas, and Burners: Risks in Online Dating	Project Safe
	Stalking Awareness Month Lunch & Learn	Project Safe
	Greek Leaders Retreat	Project Safe, Greek Life
	Dores Prevention Playbook- First Year Males	Project Safe, Athletics
	Project Safe Overview: ROTC	Project Safe, ROTC
	Stalking 101	Project Safe
	Title IX Training: Divinity School Staff	Vanderbilt Title IX Office
<b>February</b>	RAD (Rape Aggression Defense) Self-Defense Program	Vanderbilt University Police Department
	Project Safe Overview: Multicultural Leadership Council	Project Safe, MLC
	Safety While Traveling: Development & Alumni Relations Staff	Project Safe, DAR
	Project Safe Liaisons Meeting: Greek Life	Project Safe, Greek Life
	Sexploitation: Sexting, Coercion, and Consent: Alpha Gamma Alpha	Project Safe, Greek Life
	Title IX Training: Divinity School Student Staff	Vanderbilt Title IX Office
	Project Safe Liaisons Meeting: Student Organizations	Project Safe
	Assertiveness Training: Graduate Students in STEM	Project Safe

MONTH	PROGRAM	PRESENTED/SPONSORED BY
<b>February</b>	Consent Education for Potential New Members	Project Safe, Greek Life
	Locker Room Talk: Kappa Alpha Psi	Project Safe, Greek Life
	Project Safe Liaisons Meeting: Greek Life	Project Safe, Greek Life
	Greek Leader Training: AEPI Make-Up Session	Project Safe, Greek Life
	SACEspeaks: Dating and Healthy Relationships	Project Safe, South Asian Cultural Exchange
	Out in Front Conference Tabling	Project Safe, LGBTQI Life
	Alcohol and Sexual Assault: HOD	Project Safe, Human and Organizational Development
	Bystander Tactics: Kappa Alpha Theta	Project Safe, Greek Life
<b>March</b>	Understanding Rape Culture	Project Safe, Greek Life
	Project Safe Rape Culture Session: Alpha Chi Omega	Alpha Chi Omega
	Project Safe Liaisons Meeting: Greek Life	Project Safe, Greek Life
	Project Safe Overview: Vanderbilt Student Government	Project Safe, VSG
	Dean of Students Tabling	Project Safe
	Language of Violence: Alpha Delta Pi	Project Safe, Greek Life
	Commons Service Week Tabling	Project Safe
	Project Safe Liaisons Meeting: Greek Life	Project Safe, Greek Life
	Commons Service Week Forum	Project Safe, Commons
	Commons Service Week Tabling	Project Safe, Commons
	These Hands Don't Hurt Event: Commons Commissioners	Project Safe, Commons
	When Women Lead Panel (Women's History Month)	Project Safe, Women's Center
	Boundaries and Consent: Next Steps First Years	Project Safe, Next Steps
	Understanding Sexual Harassment: Systems Biology and Bioengineering Undergraduate Research Experience	Project Safe
	Counterintelligence: Safety and Consent: Alpha Kappa Alpha & Phi Beta Sigma	Project Safe, Greek Life
	Title IX Training: Graduate School Student Assistants Spring 2023	Vanderbilt Title IX Office
	Wellbeing Fair: Student Care Network	Project Safe, Student Care Network
<b>April</b>	RAD (Rape Aggression Defense) Self-Defense Program	Vanderbilt University Police Department
	Philomel's Song: Hearing Sexual Assault Survivorship	Project Safe, Blair School
	Understanding Rape Culture	Project Safe, Greek Life
	Sexual Assault Awareness Month 2023 Kick-off Block Party	Project Safe, Greek Life
	Rape Culture Programming	Kappa Alpha Psi Fraternity, Inc.
	Marlee Liss: Restorative Justice Integrated	Project Safe
	AMSA Activism Night	American Medical Student Association at Vanderbilt
	Marlee Liss: Trauma-Informed Practices	Project Safe
	Marlee Liss: Restorative Justice for Sexual Harm	Project Safe
	Wellness Wednesday: Sexual Assault Awareness Month Tabling	Project Safe
	ASSERT Empowerment Self Defense; Kappa Alpha Theta	Project Safe

MONTH	PROGRAM	PRESENTED/SPONSORED BY
<b>April</b>	Athletics One Love Women's Lacrosse Game	Project Safe, Athletics
	Understanding Rape Culture	Project Safe, Greek Life
	Sexual Assault Awareness Month Tabling	Project Safe
	Rape Culture Presentation	Alpha Tau Omega
	Wellness Wednesday: Sexual Assault Awareness Month Tabling	Project Safe
	Responding to Allegations of Sexual Assault as a Student Organization: A Case Study	Project Safe, Title IX, Greek Life
	GSS 1160 Class Visit: History of Title IX on Campus	Project Safe, Gender Studies
	Jaclyn Friedman, Unscrewed: A Conversation About Sex, Safety, and Power	Project Safe
	Transgender and Nonbinary/TGNB Author Series Lunch & Writing Workshop with Author Casey Plett	Project Safe, LGBTQI Life
	Transgender and Nonbinary/TGNB Author Series A Safe Girl to Love: An Evening with Casey Plett	Project Safe, LGBTQI Life
	Empowerment Self-Defense Training: Alpha Chi Omega	Project Safe, Greek Life
	Somatic Healing Space: Checking in With Your Body	Project Safe
	Sex After Sexual Assault	Project Safe
	My Black Body- Consent	Project Safe
	Assertiveness and Boundary Setting Workshop for The Women's Network	Project Safe
	Wellness Wednesday: Sexual Assault Awareness Month Tabling	Project Safe
	Uri Samis: Roots of Vulnerability: Understanding Sexual Violence & the Queer Community: Open Program	Project Safe, LGBTQI Life
	Sexual Assault Awareness Month 2023 Prevention Procession	Project Safe
	Sexual Assault Awareness Month 2023 Survivor Speakout	Project Safe
	ASSERT Empowerment Self-Defense: Staff/Faculty	Project Safe
	ASSERT Empowerment Self Defense: Kappa Delta	Project Safe, Greek Life
<b>May</b>	Title IX Training: Football Team Make-Up	Vanderbilt Title IX Office, Athletics/Football
	New Member Bystander Module Completion	Office of Greek Life
	Title IX Training: Student Center Student Workers (May 2023)	Vanderbilt Title IX Office, Student Centers
<b>June</b>	New Student Athlete Summer Orientation: New Student Athletes	Project Safe, Athletics
	Next Steps: Dating on a College Campus	Project Safe, Next Steps

APPENDIX

# B

## Crime Statistics as Reported to TBI

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In compliance with the Tennessee College and University Security Information Act, Vanderbilt University Police Department reports to the Tennessee Bureau of Investigation monthly incident-based crime data. The Tennessee Incident-Based Reporting System (TIBRS) is the reporting method used to collect Group A

and Group B incident data from law enforcement in the state of Tennessee.

Reporting requirements are based on jurisdictional boundaries specified in the Memorandum of Understanding with MNPd, including the areas of

Vanderbilt University campus, Vanderbilt University Medical Center, Vanderbilt Health at 100 Oaks, and all shops, restaurants, and a movie theater located at the 100 Oaks Mall. To access the statistical information online, go to ***crimeinsight.tbi.tn.gov***.

TBI Crime Statistics	2020 (Population 42,563)		2021 (Population 47,310)		2022 (Population 50,816)	
Offense	Offenses	Rate per 1000	Offenses	Rate per 1000	Offenses	Rate per 1000
Homicide Offenses (Total)	0	0.0	0	0.0	0	0.0
Murder	0	0.0	0	0.0	0	0.0
Negligent Manslaughter	0	0.0	0	0.0	0	0.0
Kidnapping/Abduction	3	0.1	1	0.0	1	0.0
Sex Offenses (Forcible) (Total)	17	0.4	17	0.4	6	0.1
Forcible Rape	2	0.0	3	0.1	1	0.0
Forcible Sodomy	1	0.0	1	0.0	0	0.0
Sexual Assault W/Object	1	0.0	2	0.0	1	0.0
Forcible Fondling	13	0.3	11	0.2	4	0.1
Robbery	3	0.1	0	0.0	1	0.0
Assault Offenses (Total)	117	2.7	206	4.4	170	3.3
Aggravated Assault	5	0.1	25	0.5	21	0.4
Simple Assault	68	1.6	111	2.3	82	1.6
Intimidation	41	1.0	66	1.4	60	1.2
Stalking	3	0.1	4	0.1	7	0.1
Arson	1	0.0	2	0.0	0	0.0
Extortion/Blackmail	1	0.0	1	0.0	9	0.2
Burglary	9	0.2	7	0.1	6	0.1
Larceny/Theft Offenses (Total)	310	7.3	313	6.6	392	7.7
Theft - Pocket-picking	2	0.0	0	0.0	0	0.0
Theft - Purse Snatching	1	0.0	0	0.0	0	0.0
Theft - Shoplifting	45	1.1	35	0.7	79	1.6
Theft From Building	156	3.7	144	3.0	181	3.6
Theft From Coin Machine	1	0.0	0	0.0	0	0.0
Theft From Motor Vehicle	57	1.3	63	1.3	39	0.8
Theft of Motor Vehicle Parts	10	0.2	14	0.3	20	0.4
Theft - All Other Larceny	38	0.9	57	1.2	73	1.4
Motor Vehicle Theft	6	0.1	15	0.3	53	1.0

<b>TBI Crime Statistics</b>	<b>2020 (Population 42,563)</b>		<b>2021 (Population 47,310)</b>		<b>2022 (Population 50,816)</b>	
<b>Offense</b>	<b>Offenses</b>	<b>Rate per 1000</b>	<b>Offenses</b>	<b>Rate per 1000</b>	<b>Offenses</b>	<b>Rate per 1000</b>
Counterfeiting/Forgery	3	0.1	3	0.1	3	0.1
Fraud Offenses (Total)	24	0.6	35	0.7	31	0.6
Fraud - Computer Hacking/Invasion	0	0.0	2	0.0	1	0.0
Fraud - Credit Card/ATM	1	0.0	3	0.1	5	0.1
Fraud - False Pretenses	6	0.1	4	0.1	10	0.2
Fraud - Identity Theft	1	0.0	0	0.0	0	0.0
Fraud - Impersonation	3	0.1	10	0.2	5	0.1
Fraud - Welfare	0	0.0	0	0.0	0	0.0
Fraud - Wire	13	0.3	16	0.3	10	0.2
Embezzlement	2	0.0	3	0.1	3	0.1
Stolen Property Offenses	1	0.0	2	0.0	5	0.1
Destruction/Damage/Vandalism	44	1.0	49	1.0	56	1.1
Drug Narcotic Violations (Total)	103	2.4	172	3.6	183	3.6
Drug/Narcotic Violations	78	1.8	125	2.6	130	2.6
Drug/Narcotic Equipment Violations	25	0.6	47	1.0	53	1.0
Sex Offenses (Non-Forcible) (Total)	1	0.0	0	0.0	0	0.0
Incest	1	0.0	0	0.0	0	0.0
Statutory Rape	0	0.0	0	0.0	0	0.0
Pornography/Obscene Material	1	0.0	0	0.0	0	0.0
Gambling Offenses	0	0.0	0	0.0	0	0.0
Prostitution Offenses	1	0.0	0	0.0	0	0.0
Bribery	0	0.0	0	0.0	0	0.0
Human Trafficking Offenses	0	0.0	0	0.0	0	0.0
Weapon Law Violations	4	0.1	5	0.1	7	0.1
Animal Cruelty	0	0.0	0	0.0	0	0.0
Bad Checks	0	0.0	0	0.0	0	0.0
Curfew/Vagrancy	0	0.0	0	0.0	0	0.0
Disorderly Conduct	3	0.1	4	0.1	8	0.2
DUI	7	0.2	1	0.0	4	0.1
Drunkenness	3	0.1	4	0.1	6	0.1
Family-Non Violent	0	0.0	1	0.0	3	0.1
Liquor Law Violations	102	2.4	100	2.1	105	2.1
Peeping Tom	0	0.0	0	0.0	0	0.0
Trespass	24	0.6	26	0.5	29	0.6
All Other Offenses	9	0.2	0	0.0	0	0.0