



Juniata College

P E N N S Y L V A N I A

❖ 1876 ❖

Office of Public Safety

Annual Security Report & Fire Safety Report

October 1, 2019

Published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. This report is prepared by Jesse Leonard, The Director of Public Safety, with the help of the Dean of Students Office, Title IX Coordinator, Director of the Office for The Prevention of Interpersonal Violence and campus security authorities.

NOTE: The Office of Public Safety reserves the right to change or cancel, without notice, policies, regulations, procedures, or any of the following information based on the needs of the Juniata College community and new compliance standards enacted by the Department of Education for the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

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Institutional Profile:

Founded in 1876, Juniata is an independent, co-educational college of liberal arts and sciences. Located in the scenic mountains of central Pennsylvania, the beautiful 110-acre main campus is supplemented by the 365-acre Baker-Henry Nature Preserve and Baker Peace Chapel. In addition, a 365-acre Environmental Studies Field Station on nearby Raystown Lake provides one of the most distinctive opportunities in environmental science in the nation.

The College has a strong reputation for excellent academics, personal attention, and state-of-the-art technological resources. Juniata students enjoy small classes, a challenging, flexible curriculum, collaborative student-faculty relationships, countless chances to learn by doing, and a lively campus offering lots to do and great new friends.

Office of Public Safety

The Public Safety Office at Juniata College is an important area within Student Life. The staff of six full-time officers, one full-time office support officer, and one part-time officer, are supervised by a Director who reports to the Associate Dean of Students and Title IX Coordinator. The Public Safety Office is a service-oriented operation on campus. The Public Safety Officers have a variety of training and professional experiences ranging from trauma informed investigation procedures, de-escalation techniques, and medical training. Each officer must go through periodic training as part of their employment requirements. Public Safety personnel are on the job 24 hours a day, seven days a week. The department has at its disposal a vehicle with full radio communication equipment to communicate with local law enforcement agencies and emergency management. The Public Safety Officers have an excellent working relationship with local and state police.

The department utilizes several resources and strategies to keep the campus secure, including but not limited to, vehicle and foot patrols, surveillance cameras, access control systems, and proper lighting. One of the most important strategies of the department is the formation and engagement of trusting and meaningful relationships with members of the campus community.

Office of Public Safety Mission Statement

The Public Safety Office is committed to providing a safe and secure environment as essential to the Juniata College community. The Public Safety Office focuses on the protection of college assets, but the primary goal is to assure a safe, secure, and comfortable living environment which promotes learning and personal development. Respect, consideration, and fairness to others are paramount in our daily operations.

Office of Public Safety Law Enforcement Authority and Jurisdiction

The Office of Public Safety has the authority to respond to all emergencies on Juniata College owned property. The office of Public Safety will also conduct investigations, issue Juniata College identification cards, and maintain motor vehicle registrations and parking enforcement.

The sworn police officers receive their authority from Act 501 of the Pennsylvania Consolidated Statutes. Some officers are also trained under Act 120, known as the Municipal Police Training and Education Act. All officers are also trained under Act 235 (lethal weapons training) and do carry fire arms.

Relationship with Local Law Enforcement Authorities

Juniata College Public Safety and the Huntingdon Borough Police are in the process of updating their formal Memorandum of Understanding. Juniata College maintains a long standing verbal agreement with the Huntingdon Borough Police to investigate alleged criminal offenses of a misdemeanor of the third degree or higher classification. The Office of Public Safety and its officers have an excellent working relationship with the Huntingdon Borough Police, which also services all Juniata College properties within the Borough of Huntingdon. Criminal incidents which are reported to the Office of Public Safety can be passed through to the Huntingdon Borough Police. The Huntingdon Borough Police informs the Office of Public Safety whenever a situation is reported to the police that may warrant an emergency response or timely warning on campus. The Office of Public Safety also works closely with the agency to monitor local crime trends that may affect the Juniata community. Juniata College occasionally works with other law enforcement agencies, including the Federal Bureau of Investigation, the Department of Homeland Security, and The Pennsylvania State Police.

Reporting of Incidents and Emergencies

Students, faculty, staff, and guests of Juniata College are encouraged to immediately report emergencies, criminal activity, and any suspicious conditions, activity, or vehicles to the Office of Public Safety at 814-641-3636, extension 3636 from an on-campus telephone, or activate an emergency phone. Officers will conduct a thorough investigation of all incidents and offenses. Public Safety will respect the privacy of the reporting person and persons involved as much as reasonably possible. The identity of complainant(s), victim(s), and witness(es) will be kept as confidential to the extent that the law allows.

All calls for emergency response should be made to the Office of Public Safety, at 814-641-3636. The Public Safety Officers have the ability to directly contact the Huntingdon County Emergency Dispatch Center. In the event that 911 is contact it is essential that Public Safety be contacted in addition to 911 so Public Safety officers are able to direct emergency responders to the location of the emergency. The Office of Public Safety will ensure that local emergency authorities are advised of the emergency, as necessary.

Emergency Phones on Campus

The college has emergency phones strategically placed to assist community members in the event of an emergency. These phones are easily identified by the reflective “emergency” lettering attached to the sides of the tall white call box. In case of an emergency, the large red button on the face of the phone unit should be pushed. This will immediately ring the Public Safety emergency line and will give the answering officer the location of the problem.

Anonymous Tip Line and Crime Prevention Programs

Public Safety Anonymous Tip Line

(814) 641-3318

WHAT IS IT?

The Juniata Office of Public Safety provides a confidential tip line as an alternative means by which individuals can relay valuable information in an anonymous manner. The Office’s goal in providing this service is to obtain information on criminal activity and to assist the department in investigating criminal activity that might otherwise go unreported. **Public Safety Anonymous Tip Line (814) 641-3318**

Callers are encouraged to leave their names and phone numbers, but may choose to leave information anonymously. Whenever someone contacts Juniata College Office of Public Safety with information concerning criminal activity, we attempt to protect their identity to the extent that the law allows.

Telephone calls received on the **Public Safety Anonymous Tip Line** are answered by department personnel only. Once the information is obtained, the Director of Public Safety will distribute the information received to the proper personnel, according to established procedures. In some instances, criminal investigations may be initiated from this information. In all cases, the information received will be thoroughly evaluated.

HOW DOES IT WORK?

When a member of the campus community calls (814) 641-3318, a person may answer or the message will go to the recording. Speak clearly and explain the activity in as much detail as you can. You do not have to provide your name, address, or telephone number.

Be as specific as possible in providing the following information:

- Location of building or house, names of nearest intersecting streets
- Description of persons involved, such as height, sex, age, weight, clothing, hair color, eye color, any distinguishing marks, names if known, and if there are any weapons involved
- Description of vehicles involved including make, model, color, and license plate

WHEN TO USE IT

Use the **Public Safety Anonymous Tip Line** to report information concerning: Vandalism, Theft, Burglary, suspicious behavior, suspicious situations, and other serious crimes.

WHAT IF I WANT TO REPORT CRIMINAL ACTIVITY THAT IS HAPPENING RIGHT NOW?

If you witness a crime such as break-ins, vandalism or any other crime occurring **dial the Office of Public Safety's Emergency Line at (814) 641-3636 immediately.**

Take the first step in helping us make our community safer by calling the **Public Safety Anonymous Tip Line** when you have personal knowledge of criminal activity. Be part of the solution. This is your community.

Safety Considerations Used in Campus Facility Maintenance

With the cooperation of the Campus Safety Committee, Public Safety Department, and Facilities Services Department, tours of the campus are conducted to identify potential security/safety problems, such as poor lighting conditions, malfunctioning access systems, potential fire hazards, and slip, trip, and fall hazards. The local fire agencies are also invited to tour and inspect campus properties and residential units. The Office of Public Safety maintains open communications with the Facilities Services Department to address any safety deficiencies and fire-code violations that officers have noted during their routine patrols. Facilities Services gives the highest priority to repairing/replacing all safety deficiencies and to rectifying any fire code violations. An Emergency call-back system is in place for after-hours maintenance or housekeeping emergencies.

Campus Safety Committee

The Campus Safety Committee provides an avenue for the identification of existing and potential hazards and is committed to the evaluation of risk, prevention of accidents, and education of the Juniata community in safety awareness. The Committee's primary goal is to create the highest quality safety climate to reduce and prevent personal injury and asset loss.

The Campus Safety Committee meets monthly to review employee injuries, conduct accident investigations, develop campus policies, and determine training and budget priorities for safety initiatives. Persons wishing to submit a safety suggestion to the Campus Safety Committee can do so at the following link: <http://www.juniata.edu/offices/environmental-safety/campus-safety-committee.php>

Juniata College Gold Card and Residence Hall Access

All students, faculty, and staff are issued a Gold Card photo identification card. The Gold Card is used for identification purposes. The Gold Card is also used as an electronic key for access to campus buildings, residence halls, and also serves as a library card. The Gold Card can also be used by students for meals and as a debit card for preloaded declining credit balance to be used at the various food service locations on campus.

Persons should carry their Juniata College Gold Card at all times and present their Gold Card upon request of any Juniata College Official. The Gold Card is not transferable. Misuse of the card may result in confiscation of the Gold Card, loss of privileges, and/or access to college services.

The office of Public Safety can replace lost or damaged Gold Cards for a small fee. Gold Cards that become nonfunctional due to standard use will be replaced without charge.

Students

A new Juniata College Gold Card will be issued to all incoming first-year and transfer students, and to students who have lost their identification cards. All returning sophomores, juniors, and seniors should retain their current Gold Card.

Faculty and Staff

All faculty and staff must retain their current Gold Card from year to year.

Emergency Operations Plan

Juniata College's Emergency Operations Plan and protocols can be found at the following link: <https://www.juniata.edu/offices/security/emergency-operations.php>

The Emergency Operations Plan is maintained, reviewed, and updated annually by the Director of Public Safety. The plan governs the campus response to fires, natural disasters, hazardous material spills, bomb threats, temporary college closings, and any other emergencies on campus. It also provides details about evacuation, emergency sheltering, and lockdown procedures.

Emergency Notification and Timely Warnings

Notification Systems

The College has several pre-established methods of communication within the College and with local communities in the event of an emergency. For immediate mass notification, the Public Safety Office will utilize the emergency alert sirens located on campus as well as our Wireless Emergency Notification Service (WENS) that sends an e-mail and text message to all students and community members enrolled. Enrollment in the emergency notification system can be done at the following link: <http://www.juniata.edu/offices/security/campus-safety-programs/wens.php>

Other communications mediums used include the use of e-mail, web site announcements, daily announcements, social media, digital signage, announcements on local radio stations, messages on the main phone switchboard, electronic message boards, written communication, and other systems as developed.

Timely Warning Policy

In the event that a situation arises on the Juniata College campus and the information received is considered by Juniata College's Office of Public Safety to represent an ongoing or continuing threat to students or employees, the Director of Public Safety or designee will authorize the issuance of a timely warning. The Juniata College campus includes all student residence halls, academic or administrative buildings, all property owned or controlled by Juniata College, and any public property contiguous to campus. For purposes of this policy, "timely" means as soon as reasonably feasible after an incident has been reported to the Office of Public Safety or a campus security authority.

In order to determine if a timely warning is required, and to determine the content of the warning, the Office of Public Safety may consult with all relevant outside authorities, including local emergency responders, law enforcement, and with offices on campus, including the Dean of Students Office, the Title IX Coordinator, and the Office of Human Resources. If time permits, the President's Office will be consulted prior to issuing the warning. Trained personnel are authorized to issue a timely warning.

In determining whether to issue a timely warning, the college will consider all factors reflecting on whether the information received represents an ongoing or continuing threat to the college community, including, but not limited to, (a) the nature of the incident; (b) when and where the incident occurred; (c) when it was reported; (d) and the continuing danger to the campus community.

If there is insufficient information available to determine whether the incident represents a continuing threat to the college community, the college will consider the degree that such information should be communicated to the community. If a timely warning is still issued the content of the warning will note that, based on the information available, the college does not have full information to evaluate the nature of the ongoing threat.

The reasons the college does or does not issue a Timely Warning for any incident reported to the college will be documented.

Confidentiality of victims: When issuing a timely warning with respect to a crime or hate crime, Juniata College will withhold as confidential the name and other personally identifying information or personal information about the victim, to the extent possible, while balancing the need to ensure the safety of the campus community.

Emergency Notification Policy

In the event that the Office of Public Safety receives information that a significant emergency or dangerous situation is occurring or represents an immediate threat to the health and safety of students, faculty, staff and campus community, the Director of Public Safety or designee will authorize the issuance of an emergency notification. The issuance of an emergency notification will occur immediately upon confirmation of an emergency or dangerous situation.

In order to determine if an emergency notification is required, and to determine the content of the notification the Office of Public Safety may consult, if time permits, with all relevant outside authorities, including, but not limited to, local emergency responders, law enforcement agencies and with other offices on campus. Trained personnel within the Office of Public Safety are authorized to issue a timely warning.

In determining whether to issue an emergency notification, the college will consider any and all factors reflecting on whether the information received represents an immediate threat to the college community, including, but not limited to, (a) the nature of the incident; (b) when and where the incident occurred; (c) when it was reported; (d) the imminent or immediate danger posed to the campus community.

The reasons the college does or does not issue an emergency notification for any incident reported to the college will be documented.

Firearms and Related Items

Illegal and/or dangerous weapons, including, but not limited to BB / pellet guns, sling shots, and pneumatic weapons that resemble a real firearm, are not permitted on campus. Violators will be subject to disciplinary action and arrested if appropriate. Legal and approved firearms used for sport, target shooting, or hunting, ammunition, archery equipment, knives and other edged - weapons with blades exceeding three inches, and/or devices that can be considered a danger to the campus community must be registered and stored in the Public Safety Office. Firearms that are being stored at the Raystown Field Station must be registered with college staff designee and kept in the gun safe on site.

- Handguns and assault weapon platforms are prohibited.
- Students must complete an application/registration for each firearm.
- All firearms being transported to or from campus must be secured and placed within an approved firearms carrying case.
- Registered firearms and/or dangerous weapons are not permitted in administrative/ academic buildings or college residence halls. Failure to comply with this regulation may result in expulsion from the college and/ or arrest.
- Public Safety or college staff designee will not sign out a firearm to a student who appears to be in an altered mental state, under the influence, or if the request is inconsistent with traditional hunting times.
- With proper identification and registration card, students may sign-out registered items by contacting the Public Safety Office or college staff designee.

Information Concerning Registered Sex Offenders in Pennsylvania

The federal Campus Sex Crimes Prevention Act requires that institutions of higher learning advise members of the campus community where they may obtain information concerning registered sex offenders in the state. In Pennsylvania, this information is listed on a website and may be found at <http://www.pameganslaw.state.pa.us/Main.aspx>.

Missing Student Policy Statement

Purpose

The purpose of the policy is to establish procedures for the college's response to reports of missing students, as required by the Higher Education Opportunity Act of 2008.

The policy applies to students who reside in campus housing, including college owned off campus housing.

For purposes of the policy, a student may be considered to be a "missing student" if the student's absence is contrary to his/her usual pattern of behavior or unusual circumstances may have

caused the absence. Such circumstances could include, but not be limited to, a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, is drug dependent, is in a life-threatening situation, or has been with persons who may endanger the student's welfare.

Procedures

In the event of a suspected missing Juniata College student, immediately contact a member of the Public Safety Department at 814-641-3636.

All reports of missing persons made to Residence Life and/or Public Safety Department staff are immediately reported to the Student Life Leadership on Call and followed up with an on-going investigation.

After consultation with the Dean of Students Office or Student Life Leadership on Call, if the missing person report has any threatening/violate circumstances surrounding it, law enforcement would be immediately alerted.

If it is determined by the Public Safety Department and the Dean of Students that a student for whom a missing person report has been filed, has not been resolved within 24 hours, and had no known threatening/violate circumstances, the Dean of Students will initiate the following:

Notify the individual identified by the student as the missing person contact.

Notified law enforcement officials for any student under the age of 18 who is a dependent, (the school is required to notify a parent or guardian no later than 24 hours after the student is reported missing).

Notify law enforcement officials no later than 24 hours after a nondependent student is determined to be a "missing person."

Designation of confidential emergency contact information

Students will be given the opportunity to designate an individual or individuals to be contacted by the college no more than 24 hours after the time that the student is determined to be missing in accordance with the procedures set forth below. A designation will remain in effect until changed or revoked by the student. This information will be maintained confidentially and will be available only to the Office of Public Safety and Dean of Students, or designee, and may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

Juniata College Student Conduct Philosophy

The Juniata College community is committed to inclusive excellence, respecting the dignity and intrinsic value of each individual, fostering an environment free of harassment and violence, and promoting an ethic of compassionate care and service. The student conduct process strives to be an individualized educational and developmental experience that balances the interests of each student with the interests of the Juniata Community. Grounded in the Juniata College mission and Institutional Learning Outcomes (see below), the Code of Conduct and conduct process is designed to inspire students to become their best selves and to live out the values and principles of community that animate the Juniata experience.

Scope of the Code

Juniata College students are provided a copy of the [Code of Conduct](#) annually in the form of a link on the [Dean of Students webpage](#). Students are responsible for having read and abiding by the provisions of the Code of Conduct, included in the student handbook, “The Pathfinder,” which also includes Residential Life, Public Safety, and Academic policies and procedures.

The College expects its students to conduct themselves as responsible citizens and to comply with all College policies. Conduct that is in violation of community principles, that impinges on the rights of others, and/or that adversely affects the College community, mission or reputation; or that specifically violates College policies may result in a student’s required participation in the student conduct process. This includes conduct that occurs both on and off college property.

The Code of Conduct and the student conduct process apply to the conduct of individual students, both undergraduate and graduate, and all Juniata-affiliated student organizations. For the purposes of the Code of Conduct, Juniata considers an individual to be a student when an offer of admission has been extended and thereafter as long as the student has a continuing educational interest in Juniata College.

The Juniata College student conduct process is an educational process designed to resolve matters concerning student conduct within the framework of students’ rights and responsibilities pursuant to College policies. The College strives to provide a fundamentally fair, equitable, and educational process for all participants. Student conduct proceedings are not a legal process and are not intended to duplicate legal proceedings.

Juniata College retains conduct jurisdiction over students who choose to take a leave of absence, withdraw or have graduated for any alleged misconduct that occurred prior to the leave, withdrawal, or graduation. If sanctioned, a hold may be placed on the student’s ability to re-enroll, and/or obtain transcripts. All sanctions must be satisfied prior to becoming eligible for re-enrollment. In the event of serious misconduct committed while still enrolled, but reported after the accused student has graduated, Juniata College may invoke these procedures and should the former student be found responsible, the College may take additional action that limits and/or revoke’s that student’s relationship with the College.

The Code of Conduct applies to behaviors that take place on campus, at Juniata-sponsored events, and also applies off campus when the Dean of Students or his/her designee determines that the off-campus conduct affects a substantial College interest. A substantial College interest is defined to include:

- Any situation where it appears that the student's conduct may present a danger or threat to the health or safety of self or other; and/or
- Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
- Any situation that is detrimental to the educational mission, interests, or reputation of Juniata College.

The Code of Conduct may be applied to behavior conducted online, via e-mail or other electronic mediums such as blogs, web postings, chats, and social media. These public postings can subject a student to allegations of conduct violations if evidence of policy violations are posted online. The College does not regularly search for this information, but may take action if and when such information is brought to the attention of College officials.

The Code of Conduct applies to guests of members of the college community whose hosts may be held accountable for the misconduct of their guests. The code may also be applied to resident non-students, camp attendees, and participants in the College's summer camps and conferences programs. Visitors to and guests of Juniata College may seek resolution of violations of the Code of Conduct committed against them by members of the Juniata community.

There is no time limit on reporting violations of the Code of Conduct; however, the longer a complainant waits to report an offense, the more difficult it becomes for College officials to conduct an investigation to obtain information and statements to make determinations regarding alleged violations.

Anonymous complaints will be received, however this form of complaint may limit the College's ability to investigate and respond comprehensively. [File an anonymous report here.](#) Those who are aware of perceived misconduct are encouraged to report it as soon as possible to the Dean of Students Office, Residential Life, or Juniata Public Safety.

Juniata's network e-mail, in which all Juniata students in good standing have an account, is the College's primary means of communication with students. Students are responsible for all communication delivered to their College e-mail address.

The Dean of Students or designee may vary procedures with notice upon determining that changes to law or regulation require policy or procedural alterations not reflected in the Juniata College Code of Conduct. Minor modifications may be made to procedures that do not materially jeopardize the fairness owed to any party. Any question of interpretation of the Code of Conduct will be referred to an Ad Hoc committee of the Vice President for Student Life and Dean of Students, the Associate Dean of Students, the Assistant Dean of Students, the Assistant Dean for Campus Life, and the Director of Public Safety. The committee's interpretation is final. Juniata's Code of Conduct is subject to annual review under the direction of the Associate

Dean of Students or his/her designee. Although we believe the information provided in this document is accurate and current, the College reserves the right to make changes in policies and procedures at any time deemed necessary. Students enrolled at the College agree to comply with the College's policies and to accommodate any necessary changes.

Violations of Local, State, and Federal Law

Compliance with local, state, and federal laws are considered to be included in the Juniata student Code of Conduct. While the Juniata College student Code of Conduct process is distinct from legal criminal and civil proceedings, alleged violations of federal, state, and local laws may be investigated and addressed under the Code of Conduct. When an offense occurs, the College's conduct process will usually go forward notwithstanding any criminal complaint that may arise from the same incident.

The College reserves the right to exercise its authority of interim suspension upon notification that a student is facing criminal investigation and/or complaint. Interim suspensions are imposed by the Associate Dean of Students until a hearing can be held, typically within 10 working days. Within that time, the suspended student may request an immediate hearing in writing to the Associate Dean of Students to show cause for why the interim suspension should be lifted. If an immediate hearing is held, this hearing will serve to determine whether the interim suspension is continued, but will not serve in place of the conduct hearing.

Community Behavioral Standards

Juniata College considers the behaviors described in the following sections as inappropriate for the College community and contrary to Juniata's core values and the values of the student conduct process set forth in this document. These expectations apply to all students regardless of academic program or residency. The College encourages all community members to report to College officials all incidents that involve the following actions. Any student found to have committed, or to have attempted to commit, the following may be subject to the sanctions outlined in the Conduct Procedures section of this document below.

1. **Alcohol:** Use, possession, or distribution of alcoholic beverage or paraphernalia except as expressly permitted by law and the College's [Alcohol Policy](#).
2. **Drugs:** Use, possession, or distribution of illegal drugs and other controlled substances or drug paraphernalia except as expressly permitted by law and the College's [Drug Policy](#). This policy includes the abuse, misuse, sale, or distribution of prescription or over-the-counter medications.
3. **Tobacco:** Smoking or tobacco use within the bounds of the College campus, except as permitted by [policy](#).
4. **Violations of Law:** Violation of local, state, or federal laws, regardless of whether law enforcement intervened.
5. **Unauthorized Entry:** Unauthorized entry or use of College facilities, including trespassing, propping or unauthorized use of alarmed doors, or unauthorized possession or duplication of College keys, access cards, and codes.

6. **Damage and Destruction:** Intentional, reckless and/or unauthorized damage to or destruction of College property or the personal property of another.
7. **Weapons:** Possession, use, or distribution of explosives (including fireworks and ammunition), guns (including air, BB, paintball, facsimile weapons and pellet guns), or other weapons or dangerous objects such as, but not limited to, slingshots, catapults, and any device to hurl a missile or projectile, arrows, axes, machetes, nun chucks, throwing stars, or knives with a blade of longer than 4 inches, including the storage of any item that falls within the category of a weapon in a vehicle parked on College property.
8. **Violation of Residential Life Policies:** Violation of Residential Life policies or rules, which are found on the [Residential Life website](#).
9. **9. Fire Safety:** Violation of local, state, federal or campus fire policies including, but not limited to:
 1. Intentionally or recklessly causing a fire which damages College or personal property or which causes injury;
 2. Failure to evacuate a College-controlled building during a fire alarm;
 3. Improper use of College fire safety equipment; or
 4. Tampering with or improperly engaging a fire alarm or fire detection/control equipment while on College property.
10. **Health & Safety:** Creation of health and/or safety hazards (failing to maintain a healthy/safe residence hall room, dangerous pranks, hanging out of or climbing from/on/in windows, balconies, roofs, etc.)
11. **Animals:** Animals, with the exception of [animals that provide assistance](#), and pets as outlined in the [Residential Life policy](#), are not permitted within campus buildings except as permitted by [law and policy](#).
12. **Wheeled Devices:** Skateboards, roller blades, roller skates, bicycles, hover boards, and similar wheeled devices are not permitted inside College buildings, residence halls or on athletic fields. Additionally, wheeled devices may not be ridden on railings, curbs, benches, or any such fixtures that may be damaged by these activities, and individuals may be liable for damage to College property caused by such activities.
13. **Disruptive Behaviors:** Behavior which causes substantial disruption of College operations including obstruction of teaching, research, administration, other College activities, or other authorized non-College activities which occur on campus.
14. **Rioting:** Causing, inciting or participating in any disturbance that presents a clear and present danger to self or others, causes physical harm to others, or damage and/or destruction of property.
15. **Harm to Persons:** Intentionally or recklessly causing physical harm or endangering the health or safety of any person, including self.
16. **Threatening Behaviors:**
 1. **Threat:** Written or verbal conduct that causes a reasonable expectation of injury to the health or safety of any person or damage to any property.

2. **Intimidation:** Intimidation defined as implied threats or acts that cause a reasonable fear of harm in another.
17. **Bullying/Cyberbullying:** Repeated and/or severe aggressive behaviors that intimidate or intentionally harm or control another person physically or emotionally verbally, in writing, or via an online platform.
18. **Hazing:** Encompasses any action or activity which does not contribute to the positive development of a person, or which inflicts or intends to cause mental or bodily harm or anxieties, or which may demean, degrade, or disgrace any person. [Juniata hazing report](#). Juniata [athletics antihazing policy](#).
19. **Intimate Partner/Relationship Violence:** Violence or abuse by a person who has been in romantic or an intimate relationship with another. Please see further guidance [here](#).
20. **Stalking:** Engaging in a course of conduct directed at a specific person(s) that would cause a reasonable person to (a) fear for his or her safety or the safety of others, or (b) suffer substantial emotional distress. Please see further guidance [here](#).
21. **Sexual Misconduct:** Includes, but is not limited to, sexual harassment, sexual violence, and/or sexual exploitation. Please see further guidance [here](#).
22. **Bystanding:** Complicity with or failure of any student to address known or obvious violations of the Code of Conduct or law.
23. **Collusion:** Action or inaction with another or others to violate the *Code of Conduct*;
24. **Noncompliance:** Failure to comply with directions of College officials acting in the performance of their duties and/or failure to identify oneself to these persons when requested to do so.
25. **Discrimination:** Any act or failure to act that is based upon an individual or group's actual or perceived status (race, color, religion, gender, national origin, age, disability, ancestry, genetic information, ethnic origin, marital and parental status, veteran status, citizenship status, sexual orientation, gender identity or expression, or because of any other protected status of an individual or that individual's associates or relatives) that is sufficiently severe that it limits or denies the ability to participate in or benefit from the College's educational program or activities. See the College [Non-Discrimination and Harassment Policy](#). For information to bias-related confrontations/incidents, [click here](#).
26. **Harassment:** Any unwelcome conduct based on actual or perceived status (race, color, religion, gender, national origin, age, disability, ancestry, genetic information, ethnic origin, marital and parental status, veteran status, citizenship status, sexual orientation, gender identity or expression, or because of any other protected status of an individual or that individual's associates or relatives).

27. Abuse of the Conduct Process: Abuse or interference with, or failure to comply in, College processes including conduct and academic integrity hearings including, but not limited to:

1. Falsification, distortion, or misrepresentation of information;
2. Failure to provide, destroying or concealing information during an investigation of an alleged policy violation;
3. Attempting to discourage an individual's proper participation in, or use of, the conduct system;
4. Harassment (verbal or physical) and/or intimidation of a member of a campus conduct body prior to, during, and/or following a conduct hearing;
5. Failure to comply with the sanction(s) assigned by the hearing officer;
6. Influencing, or attempting to influence, another person to commit an abuse of the conduct process.

28. Falsification: Knowingly furnishing or possessing false, falsified or forged materials, documents, accounts, records, identification or financial instruments.

29. Forgery: Alteration or misuse of College documents, records, or identification, or knowingly providing false documentation to the College.

30. Academic Dishonesty: Academic policies are outlined here.

31. Unauthorized Access: Unauthorized access to any College building (ex: keys, cards, etc.) or unauthorized possession, duplication or use of means of access to any College building or failing to make a timely report of a lost College access card.

32. Trust: Violations of positions of trust within the community.

33. Theft: Intentional unauthorized taking or possession of College property or the personal property of another, including goods, services, and other valuables.

34. Trademark: Unauthorized use (including misuse) of College or organizational names and images.

35. Acceptable Use: Violations of the College's institutional use and computing policy, found online here.

Overview of the Student Conduct Process

This section is intended to give an overview of how the Juniata College student conduct proceedings operate, but it should be noted that not all situations are of the same severity or complexity.

The student conduct process and all applicable timelines commence with notice to an administrator of a potential violation of College policies, including residential community

standards. Notice is defined as when any source (complainant, staff member, 3rd party, online post, etc.) is in contact with a College official regarding allegations of a policy violation.

An Administrative Hearing may be held between the student accused of a policy violation and a hearing officer who acts on behalf of the College. A formal notice of the complaint will be issued to the student at the time when they are informed of the meeting. Juniata hearing officers include, but are not limited to, the individuals who serve in the positions listed below:

- Residential Life Coordinators (RLC's)
- Director of Public Safety
- Assistant Dean of Students
- Assistant Dean for Campus Life
- Associate Dean of Students and Title IX Coordinator
- Vice President for Student Life and Dean of Students

Within 5 business days of an Administrative Hearing, a finding will be determined and that decision is final unless a student completes a successful formal appeal.

A student found responsible for a policy violation will be issued a sanction congruent with the individual student and the policy violation/s. More information about sanctions is elaborated in the Conduct Procedures section below.

Conduct Procedures

A. Role of Conduct Procedure Participants

The Associate Dean of Students or his/her designee will be the convener of each action outlined in this section. Definitions of roles within this section include:

- - Responding Student: The person who is alleged to have violated the Code of Conduct.
 - Complainant: The party bringing the complaint, who may be a student, employee, visitor, guest, or law enforcement.
 - Witnesses: Persons who may offer information regarding the allegation or incident.
 - Hearing Officer: College representative whose role is to facilitate discussion about the incident and to have an educational conversation with all parties before making a determination of responsibility in the matter. The hearing officer is also responsible for the assignment of sanctions and follow-up with students as needed.

B. Group Violations

A student group or organization, including athletics teams, and its officers and/or membership may be held collectively and individually responsible when violations of the Code of Conduct by the organization or its member(s):

- Take place at an organization-sponsored or co-sponsored event, whether sponsorship is formal or implied;
- Have received the consent or encouragement of the organization or of the organization's leaders or officers; or
- Were known or should have been known to the membership or its officers.

Hearings for student groups or organizations follow the same general student conduct procedures. In any such action, individual determinations as to responsibility will be made and sanctions may be assigned collectively and individually and will be proportionate to the involvement of each individual and the organization.

C. Pennsylvania Medical Amnesty Law:

Pennsylvania's Medical Amnesty Law: If a person, in good faith, calls and believes they are the first person to call 911, police, ambulance, or campus Public Safety on behalf of the impaired or injured person, gives their name and stays with the person to prevent that person's death or serious injury, the caller is immune from prosecution for consumption or possession of alcohol.

Student health and safety are the primary concerns of the Juniata College community. Juniata's medical amnesty policy also ensures students that seek assistance for an intoxicated individual and others will not be subject to disciplinary action with respect to the Juniata alcohol policy. (This policy does not preclude disciplinary action regarding other violations of behavioral standards, such as: causing or threatening physical harm, sexual assault, vandalism of College property, harassment, hazing, or any other policy violations not named. Additionally, this policy does not prevent action by city, county, or state authorities.) Public Safety Officers and/or other Juniata College staff may record names of intoxicated students to enable any follow-up that may be deemed necessary to ensure students' well-being. Other information may also be recorded to allow any other appropriate follow-up.

In order for this policy to apply, the intoxicated student(s) must agree to timely completion of recommended alcohol education activities, assessment, and/or treatment depending on the level of concern for student health and safety. Severe or repeated incidents will prompt a higher degree of medical interest. Failure to complete recommended follow-up will result in a student being referred to the student conduct process. Likewise, groups or organizations involved in an incident must agree to take recommended steps to address medical concerns.

D. Notice of Alleged Violation

When a student has been accused of violating a policy of the Code of Conduct, a hearing officer will be assigned to the incident. In the event of multiple students' alleged involvement, the same hearing officer will work with all parties. Usually within 10 business days, the hearing officer will contact the respondents via Juniata e-mail to set up a time to meet with each of the students. At the time of this contact, the respondents will be notified of the Code of Conduct or College policy they are accused of having violated as well as the date, time, and location of the incident. Additional resources for learning more about the policies will be noted in the contact letter.

Most notices of alleged violation will contain information about a meeting that has been set up in advance between the responding student and the hearing officer. If the responding student needs to select a different meeting time, he/she must notify the hearing officer via e-mail a minimum of 24 hours prior to the meeting to reschedule.

E. Administrative Hearing

This meeting is intended to be an educational discussion that allows students the opportunity to learn more about expectations of the College community and how to foster good citizenship. This meeting will also serve to gather information regarding the alleged incident. At the start of the meeting, the hearing officer will offer an explanation of the student conduct process prior to beginning conversation about the alleged incident.

All meetings are closed and private, though students are permitted to be accompanied by an advisor of their choice. The advisor, regardless of their relationship to the student (parent, attorney, faculty advisor, coach, etc.), may act only as advisor and support person and not in any other role they may play in relationship to the student.

Witnesses may be permitted if it is believed that the witness personally observed, or has direct knowledge of, information relevant to the incident. Character witnesses are prohibited. The hearing officer reserves the right to determine whether witness commentary will be permitted. Students wishing to have a witness' statement considered must notify the hearing officer prior to the hearing, and the hearing officer will be responsible for setting up a meeting between the hearing officer and the witness. Witnesses appearing at an Administrative Hearing will be invited by the Hearing officer.

If the responding student fails to appear for a scheduled hearing and does not attempt to reschedule the meeting, the hearing officer may make a determination regarding the student's responsibility based on the information available (including, but not limited to, incident reports, formal complaints, information presented by others involved, etc.) and may impose sanctions as a result of violations. If a student does not attend the hearing, the student forfeits his/her right to appeal the decision.

F. Alternative to Administrative Hearing

In the case of first-time alleged conduct violations, the hearing officer may opt to send the responding student a letter that serves as a reminder of the College policy in lieu of a formal hearing. Within this letter, the alleged violation, date of alleged violation, time of alleged violation, location of alleged violation, and an explanation of the College policy will be presented. The responding student will be granted the opportunity to opt for a hearing, and must do so prior to the date listed in the letter, usually 5 business days. A student's choice to not respond to the letter will be interpreted as acceptance of the written warning, and the written warning will be documented as the sanction for a finding of "responsible."

G. Determination of Responsibility

Following the Administrative Hearing, the hearing officer will take into consideration all information in the case including, but not limited to, students' previous conduct records, conversation and statements during hearings, written complaints, incident reports, witness statements, and other relevant information. No decisions regarding any of the responding students will be made until all parties conduct meetings have concluded. After review of this information, the hearing officer will make a determination to:

1. Find the accused student was not responsible for a violation of the Code of Conduct.
2. Find the accused student was responsible, more likely than not, for violating the Code of Conduct.

Regardless of outcome, each responding student will be contacted via Juniata e-mail to be notified of the decision, usually within five business days.

If responsible, the hearing officer will outline relevant sanctions that a responsible student must complete. An explanation of the sanction, including a timeline for completion, will be presented.

Notes and statements recorded as a part of the student conduct meeting are the property of the College. Student conduct records are maintained for a period of seven years.

H. Conduct Sanctions

One or more of the following sanctions may be imposed upon any student for any single violation of the *Code of Conduct*:

Educational Sanctions

1. Apology: A written or oral apology to a person or group affected by the actions of the student.
2. College Service: For a student or organization to complete a specific supervised College service.

3. Educational Programs: Requirement to attend and/or participate in a program related to the violation.
4. Online Course: For cases involving alcohol and/or other drugs, students may be required to complete an online sanctions course provided by Juniata partner Everfi.
5. Referral: Hearing officer may refer a student to counseling or another appropriate community resource.

Administrative Sanctions

1. Warning: An official written notice that the student has violated Juniata policies and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at Juniata College.
2. Restitution: Compensation for damage caused to the College or any person's property. This could also include situations such as failure to return a space to proper condition—labor costs and expenses. This is not a fine but, rather, a repayment for labor costs and/or the value of property damaged, consumed, destroyed or stolen.
3. Fines: Reasonable fines may be imposed.
4. Holds: A hearing officer may issue a hold to a student's account with the college if terms of a sanction are not completed by the stated deadline. These holds may result in a student's inability to register for classes, apply for on-campus housing, or receive transcripts.
5. Loss of Privileges: The student will be denied specified privileges for a designated period of time.
6. Confiscation of Prohibited Property: Items whose presence is in violation of College policy will be confiscated and will become the property of the College. Prohibited items may be returned to the owner at the discretion of the Associate Dean of Students or designee.
7. Exclusion: Student may be excluded for a definite or indefinite period of time from all or a portion of College premises, property, buildings, or residence areas, which would be specifically outlined in the sanction.
8. Restriction of Visitation Privileges: May be imposed on a resident or non-resident student. The parameters of the restriction will be specified.
9. No Contact Directive: Prohibits contact in any form or capacity (written, face-to-face, electronic, etc.) with a stated person or persons.
10. College Probation: The student is put on official notice that, should further violations of College policies occur during a specified probationary period, the student may face suspension or expulsion. Regular probationary meetings may also be imposed at the discretion of the Associate Dean of Students.
11. Social Probation: The student is deemed "not in good standing" with the College for a specified period of time. Specific limitations or exceptions may be granted by the Associate Dean of Students or designee. Terms of this sanction may include, but not be limited to:
 1. Ineligibility to hold any office in any student organization recognized by College or hold any elected or appointed leadership position at the College; or
 2. Ineligibility to represent the College to anyone outside the College community in any way including: participating in the student abroad program, attending

conferences, or representing the College at an official function, event, or intercollegiate competition as a player, manager, or student coach, etc.

12. College Suspension: Separation from the College for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. If residential, the student is required to vacate the campus within 24 hours of notification of the sanction, though this deadline may be extended at the discretion of the Associate Dean of Students. During the suspension period, the student is banned from College property, functions, events, and activities without prior written approval from the Associate Dean of Students.
13. College Expulsion: Permanent separation from the College. The student is banned from College property and the student's presence at any College-sponsored activity or event is prohibited. This action may be enforced with a no trespass action if necessary. This sanction will be noted as a Conduct Expulsion on the student's official academic transcript.

The following sanctions may be imposed upon groups or organizations found to have violated the *Code of Conduct*

1.
 1. One or more of the sanctions listed above; or
 2. Deactivation, de-recognition, loss of all privileges (including status as a College-registered group/organization), for a specified period of time. Specific instructions for reinstatement will be provided at time of sanction.

I. Parental Notification

The College reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly alcohol, drug, and violence-related violations. The College may also notify parents/guardians of non-dependent students who are under the age of 21 of alcohol and other drug violations. Parental notification may also be utilized discretionarily by College officials when permitted by FERPA or consent of the student.

J. Notification of Outcomes

The outcome of a student conduct hearing is part of the education record of the responding student and is protected from release under the Federal Education Rights and Privacy Act (FERPA), except under certain conditions.

As allowed by FERPA, when a student is accused of a policy violation that would constitute a "crime of violence" or forcible or nonforcible sex offense, the College will inform the party bringing the complaint in writing of the final results of a hearing regardless of whether the College concludes that a violation was committed. Such release of information may only include the responding student's name, the violation committed, and the sanctions assigned (if applicable). In cases of sexual misconduct and other offenses covered by Title IX, the rational

for the outcome will also be shared with all parties to the complaint in addition to the finding and sanction(s).

FERPA defines “crimes of violence” to include:

1. Arson
2. Assault offenses (including stalking)
3. Burglary
4. Criminal Homicide—manslaughter by negligence
5. Criminal Homicide—murder and nonnegligent manslaughter
6. Destruction/damage/vandalism of property
7. Kidnapping/abduction
8. Robbery
9. Forcible sex offense
10. Non-forcible sex offense

K. Failure to Complete Conduct Sanctions

All students, as members of the College community, are expected to comply with conduct sanctions within the timeframe specified by the hearing officer. Failure to follow through on conduct sanctions by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions and/or a hold being placed on the student’s account.

Appeal Review Procedures

Appeal Review Procedures

Any party may request an appeal of the decision of the hearing officer by filing a written request to the appropriate party as outlined below within 5 business days of when the notice of outcome was delivered:

Original Hearing Officer:

Appeal Officer:

Residential Life Coordinator

Assigned by Dean of Student Office

Director of Public Safety

Assistant Dean of Students

Assistant Dean for Campus Life

Associate Dean of Students

Vice President for Student Life and Dean of Students

College Counsel

Appeals must be grounded in one of the following conditions:

1. A procedural error occurred that significantly impacted the outcome of the hearing; or
2. New evidence or information has emerged, that was unavailable during the original hearing, which could substantially impact the original decision or sanction. The additional material and its potential impact must be included in the written appeal; or
3. The disposition or sanction is incommensurate with the violation.

The appeal officer will conduct an initial review to determine if the appeal request meets the limited grounds and was submitted in a timely manner.

If it is determined that the appeal does not meet the conditions of appeal:

- From the date of the submission of the appeal, the appeal officer will notify the student if the appeal will not be heard within 5 business days of the filing of the appeal.
- The original findings and sanction will stand and the decision is final.

If it is determined that the appeal does meet the conditions of appeal:

- The original finding and sanction are presumed to have been decided reasonably and appropriately, thus the burden is on the appealing party to show clear error.
- The appeals officer will limit the review to the grounds presented.
 - For instances of appeals on procedural grounds, the appeals officer will make determinations in the case.
 - For instances of appeals on grounds of new evidence or information, the appeal officer will determine if the matter should be returned to the original decision-maker for reconsideration or if it will be reviewed by the appeal officer.
- For instances where the appeal alleges that the disposition or sanction are incommensurate with the violation, the appeal officer may consult with the original decision-maker and the relevant parties before making a final determination.
- The appeal officer may arrange a meeting with parties involved in the original hearing to discuss the appeal, or may determine that there is enough information to make a determination without an additional hearing.
- On reconsideration, the appeal officer may affirm or change the findings and/or sanctions of the original hearing.
- From the date of the submission of the appeal, the appeal officer usually responds to the appeal with either a meeting request or final decision on the matter within ten business days.
- All decisions of the appeal officer are final.

Conduct Records

All conduct records are maintained by the College for seven years from the time of their creation except those that result in separation (suspension or expulsion, including from housing) and those that fall under Title IX, which are maintained indefinitely. Conduct records are accessible by third parties only with the expressed, written, consent of the student or former student, or by legal instrument such as a court-authorized subpoena.

Title IX Policy and Grievance

Juniata College is committed to a policy of equal opportunity for all persons, without regard to race, sex, age, religion, national or ethnic origin, color, disability, veteran status or family status. *"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." Legal Citation: Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX).*

Prohibited Conduct and Definitions

This Policy prohibits "Sexual Misconduct" and "Relationship Violence," broad categories encompassing the conduct defined below. Sexual Misconduct and Relationship Violence can be committed by anyone and can occur between people of the same or of different sex and/or gender. For purposes of this Policy, the various forms of prohibited Sexual Harassment are referred to as "Sexual Misconduct."

Prohibited conduct includes:

Sexual Misconduct:

- Sexual Harassment
- Sexual Assault
- Sexual Exploitation
- Stalking
- Retaliation
- Complicity
- Harassment, Harm to Others, and Harassing Conduct

Relationship Violence:

- Domestic Violence
- Stalking
- Intimate Partner Violence
- Dating Violence

Sexual Harassment

Sexual Harassment can be a single, serious incident or a series of related, repeated incidents. Sexual harassment is defined as unwelcome conduct of a sexual nature (verbal or physical conduct) when the conduct:

- is reasonably perceived as creating an intimidating or hostile work, learning or living environment,
- unreasonably interferes with, denies or limits someone's ability to participate in or benefit from any educational program and/or activities, and
- is based on power differentials, or the creation of a hostile environment.

In addition to the above, specific types of sexual harassment constituting violations of this Policy include:

- **Sexual Assault:** Having or attempting to have sexual intercourse or oral sex, without Consent. Sexual intercourse means anal or vaginal penetration by a penis, tongue, finger, or inanimate object.
- **Non-Consensual Sexual Contact:** Any intentional sexual touching or attempted sexual touching, without Consent.
- **Sexual Exploitation:** An act attempted or committed by a person for sexual gratification, financial gain, or other advancement through the abuse or exploitation of another person's sexuality. Examples of sexual exploitation include, but are not limited to, non-consensual observation of individuals who are undressed or engaging in sexual acts, non-consensual audio- or video recording or streaming of sexual activity, prostituting another person, and allowing others to observe a personal consensual sexual act without the knowledge or consent of all involved parties.
- **Coercion:** The use or attempted use of pressure and/or oppressive behavior, including express or implied threats, intimidation, or physical force such that the application of pressure or oppression causes the recipient of the behavior to engage in unwanted sexual activity. Coercion includes administering or pressuring another to consume a drug, intoxicant, or similar substance with the intent to impair that person's ability to consent prior to engaging in sexual activity.
- **Complicity:** Assisting, facilitating, or encouraging the commission of a violation of the Sexual Misconduct and Relationship Violence Policy.
- **Harm to Others:** Physical violence including (but not limited to) physical abuse, assault, threats of violence, striking, shoving or subjecting another person to unwanted physical contact.
- **Harassing Conduct:** Intentionally or recklessly endangering, threatening, or causing emotional harm to any person. This may also include causing physical damage to their property.
- **Harassment:** Harassment includes any written, verbal or physical acts (including electronically transmitted acts) that is reasonably perceived as creating an intimidating or hostile work, learning or living environment, particularly if questionable behavior is repeated and/or if it continues after the offending party is informed of the objectionable

and/or inappropriate nature of the behavior. Harassment can be a single incident, or a series of repeated incidents.

- **Sexually Inappropriate Behavior:** Conduct that is rude, obscene or sexually suggestive gestures or communication. Public masturbation, disrobing or exposure of one's self to another person without that person's consent is one example. This may be an isolated occurrence

Relationship Violence

Relationship Violence is a violation of this policy and is defined as:

- **Domestic Violence:** Knowingly, intentionally, or recklessly causing or attempting to cause bodily injury, physical or sexual assault, abuse, placing another in reasonable fear of serious bodily injury, engaging in repetitive conduct toward a certain person that puts them in fear of bodily injury, restraining another's liberty or freedom of movement, or stalking where such conduct is directed against the Complainant by an individual's current or former spouse, household member, intimate partner or any other person from whom the Complainant is protected under federal or Pennsylvania law.
- Pennsylvania law defines domestic abuse as knowingly, intentionally or recklessly causing bodily injury of any kind, causing fear of bodily injury of any kind, assault (sexual or not sexual), rape, sexually abusing minor children, or knowingly engaging in a repetitive conduct toward a certain person that puts them in fear of bodily injury. These acts can take place between family or household members, sexual partners or those who share biological parenthood in order to qualify as domestic abuse.
- **Stalking:** Repeated acts or communications directed toward another person, including following the other person without proper justification, which places the other person in reasonable fear of bodily injury or causes substantial emotional distress.
For the purpose of this definition; course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, through third parties, or by any action causes substantial emotional stress. Stress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.
- **Intimate Partner Violence and Dating Violence:** Causing or attempting to cause physical or emotional harm, sexual assault or abuse, placing another in reasonable fear of serious bodily injury, restraining another's liberty or freedom of movement, or stalking, where such conduct is directed against the Complainant by someone with whom they have been in a romantic or intimate relationship. Whether there was such a relationship will be gauged by its length, type, and frequency of interaction. Dating violence can be a single event or a pattern of behavior that includes, but is not limited to, sexual or physical abuse.

Other Definitions

- **Reporting Individual:** Any individual who has allegedly experienced an act or acts of Sexual Misconduct or Relationship Violence.

- **Responding Individual:** Any individual or authorized student organization that is alleged to have committed an act or acts of Sexual Misconduct or Relationship Violence.
- **Adjudicator:** The College administrative official who will be responsible for disposition and resolution of a Sexual Misconduct or Relationship Violence complaint. Typically, this will be the Assistant Dean of Students/Title IX Investigator or other Title IX Deputy Investigator.
- **Mandatory Reporters:** Mandatory Reporters are persons who, as a result of their profession, may be aware of cases of abuse or violence. At Juniata, all professional and student staff (with the exception of professional health counselors and pastoral counselors) are designated as mandatory reporters with regard to cases of suspected sexual assault/violence, sexual misconduct, and relationship violence. Suspected incidents need to be immediately reported to the Title IX Coordinator or Dean of Students office. If requested by the reporting party, a “John or Jane Doe” report may be made. This type of report will protect the privacy of the reporting individual, but may still require the mandatory reporter to communicate other details of the alleged violation.

Sexual Misconduct/Assault

Sexual misconduct can be generally defined as non-consensual sexual activity that occurs as a result of intimidation, threat of force, force, coercive behavior, or taking advantage of one who is unable to give consent due to mental or physical incapacitation. Non-consensual and/or inappropriate sexual behaviors include but are not limited to: non-consensual sexual contact or sexual intercourse, non-consensual touching or fondling, harassment by communication or social media, stalking, and threats of physical harm. Juniata recognizes that sexual misconduct may affect anyone, regardless of gender or sexual identity.

Students who are survivors of sexual misconduct are urged to report the incident to a staff member of Public Safety, Residential Life, the Dean of Students Office, Counseling Services, Campus Ministry, or any other appropriate member of the college community with whom they feel comfortable. The other aforementioned members of the campus community (with the exception of professional health, counselors, and campus ministry staff) may be required to file an incident report with the college’s Title IX Coordinator, Public Safety and/or the Dean of Students Office. All efforts will be made to maintain the confidentiality of both the survivor and the accused. The survivor may decide whether or not to file an official complaint; however, under the requirements of Title IX and the Cleary Act, an investigation will be pursued if the College deems it advisable to conduct a full investigation to protect the safety and interests of the greater campus community. Survivors of sexual misconduct are urged to seek a medical examination within 48 hours of the incident whether or not the survivor chooses to report the incident or press criminal charges. The survivor is also encouraged to undergo an examination for DNA evidence, and therefore is advised not to change clothes or shower prior to examination (rainn.org). Please note that medical facilities have the obligation to inform law enforcement of any reports of rape or sexual assault. However, it is the survivor’s choice on whether to speak with an officer or file a report.

If the survivor chooses to file an official complaint of the incident of sexual misconduct, the case will be investigated by a trained Title IX investigator, assisted by Juniata Public Safety and/or

local law enforcement as appropriate. After an incident has been formally reported to the Title IX Coordinator and/or the Dean of Student's office, an investigation will be launched by a Title IX investigator and disposition will take place within 60 days. The preponderance of evidence standard of proof will be used by the College throughout the investigation. Both the reporting individual and the responding individual will be offered periodic updates of the status of the investigation. After receiving official notification of the recommended resolution or judicial disposition, both parties will have seven days in which to submit an appeal to the Dean of Students.

Student affairs staff and other members of the college community are available for support and advocacy for both parties throughout the process.

Retaliation by the reporting individual, the responding individual, or anyone on their behalf is prohibited by college policy and will not be tolerated. If necessary, action will be taken by the college to protect the reporting or responding individual and the campus community at large. Depending on the findings of the investigation, the college may choose to act to protect members of the community and separate an offender under the "Emergency and Extraordinary Situations" section of the Pathfinder.

Survivors may choose to press criminal charges independent from any investigation and enforcement carried out by the college.

Sexual Harassment

It is policy of Juniata College to promote and maintain a campus environment free of all forms of discrimination, intimidation, and exploitation—including sexual harassment. The use of one's institutional position or authority to seek or solicit unwanted sexual relations with a member of the Juniata College community is incompatible with the mutual trust and respect among members of the college community fundamental to the mission of Juniata College. If a student has a supervisor or teacher who has used his or her position to seek or solicit unwanted sexual relations, that student should report the matter to the Associate Dean of Students /Title IX Coordinator, Dan Cook-Huffman, 814-641-3151 or cookhud@juniata.edu.

On Campus Contacts

Public Safety

(814) 641-3636: Emergency Line

(814) 641-3162: Jesse Leonard, Director of Public Safety

(814) 641-3163: Carla Panosetti, Public Safety Officer & Office Assistant

Title IX Compliance Officer

(814)641-3151: Dan Cook-Huffman, Associate Dean of Students and Title IX Coordinator

(814)641-3197: Cady Kyle, Associate Director of Human Resources and Deputy Title IX Officer

Dean of Students Office

(814) 641-3157: Matthew Damschroder, Vice President for Student Life and Dean of Students

(814) 641-3151: Dan Cook-Huffman, Associate Dean and Title IX Coordinator

(814)641-3322: Tasia White, Assistant Dean of Students

Glaeser Counseling Center, Counseling

(814) 641-3353: Office Phone

Campus Ministry

(814) 641-3360: Office Phone

The SPoT (Office for the Prevention of Interpersonal Violence)

(814)-641-3077: Jody Althouse, Director

Additional Resources

Huntingdon Borough Police

911 or (814) 643-3960

Abuse Network (Sexual Assault & Rape)

(814) 506-8237

Huntingdon House (Domestic Violence & Abuse)

(814) 643-1190

**Victim Services Hotline- Family Services Inc.
(Domestic Abuse, Relationship & Sexual Violence)**

(814) 944-3585 (Altoona)

Penn Highland Hospital - Huntingdon

(814) 643-2290 or 911

Reporting an Incident

Schools receiving Federal financial assistance must designate at least one professional employee as the Title IX Coordinator to oversee compliance efforts and investigate any complaint of sex discrimination. The Title IX Coordinator is responsible for monitoring the overall implementation of Title IX policies for the College and coordinating compliance with Title IX regulations. Administering procedures to provide prompt and equitable resolution of complaints is a critical function of the Title IX Coordinator. The Coordinator can assist those alleging sexual harassment or discrimination in filing a report. The Title IX Coordinator at Juniata is Daniel Cook-Huffman, Associate Dean of Students, 1700 Moore Street, Founders Hall, Huntingdon, PA 16652, 814-641-3151, cookhud@juniata.edu

Any student who believes he or she has been the victim of sex discrimination (including sexual harassment and sexual misconduct) is urged to submit a [report](#) to the Title IX coordinator, Daniel Cook-Huffman, Associate Dean of Students.

Students may also report instances of sexual harassment and discrimination cases to Dean of Students or Director of Public Safety. In all cases, the Title IX Coordinator will oversee the investigation of the report up to and including the resolution of the case. No retaliation will be tolerated and every effort will be made to maintain confidentiality regarding the report.

Procedures for Administrative Adjudication

1. The student is informed in writing of the policy violation and/or charges against them and the administrative procedures and process.
2. The meetings and hearings are private.
3. The student has the right to call a reasonable number of witnesses who shall be subject to questioning by the administrative officer.
4. If the student chooses not to appear, the hearing will be held in absentia.
5. It is the student's responsibility to tell the truth if it is later discovered that a student has been dishonest and/or misrepresented themselves in the hearing, that student is eligible for suspension from the college.
6. On behalf of the college, the administrative officer presents the charge.
7. The student has an opportunity to make an opening statement.
8. After the opening statement, the administrative officer may address questions to the student and/or any witnesses.
9. After the question and answer period, the student has the opportunity to make a closing statement.
10. The administrative officer summarizes the evidence presented and makes a recommendation. The student will be officially notified of any resulting action.

Rights of Students Charged

Certain procedural rights are normally afforded a student charged with a disciplinary violation of college policy.

- The right to have one's case processed without undue delay.
- Written notice (including email) of the charges and the policy upon which the charges are based no less than 48 hours before the scheduled hearing.
- Written notice of the time, place and date of the hearing. (Students are responsible for checking their electronic inbox and mailboxes daily.)
- The right, but not the obligation, to be present at an Administrative Hearing.
- The right to testify on one's own behalf or to remain silent.
- The right to be accompanied at all meetings and administrative processes by an advisor of one's choice.
- The right of appeal.

Following an alleged act of student misconduct, and until final disposition of the charges, the status of a student shall not be altered or his or her right to be present on campus and to attend classes suspended, except for reasons relating to his or her physical or emotional safety and the well-being of other students, faculty, or college property, or for reasons relating to the protection of the normal functions of the college.

Report/Appeal Processes

The student, or any person(s) acting on behalf of the student, may file a report with the Title IX Coordinator. The Title IX Coordinator will discuss the student's complaint and attempt to resolve or adjust the dispute on an informal basis. The student may present any facts or circumstances he/she deems relevant to the complaint/dispute. Both reporting and responding parties have a right to be accompanied by an advisor of their choice to all related meetings and interviews. The Title IX Coordinator may investigate the matter and gather any relevant facts and circumstances, including conducting interviews or may assign the investigation to a trained investigator. The civil "preponderance" evidentiary standard is utilized to evaluate evidence. Investigations will seek to determine if it is "more likely than not" that a policy violation has occurred. The Title IX Coordinator shall complete an investigation within sixty (60) calendar days after the report.

Within seven (7) calendar days from the date of the determination by the Title IX Coordinator, the student may appeal by submitting a written request for a further review by the Dean of Students Office.

The Dean of Students or designee shall review all matters relating to the complaint/dispute as presented to the Title IX Coordinator and may solicit additional facts and evidence as deemed necessary. The student may present any further facts or evidence he/she feels is relevant. The Dean of Students or designee shall complete the review and render a decision within twenty (20) calendar days after the appeal has been submitted to the Dean of Students.

Intercollegiate Athletics

Title IX governs the overall equity of treatment and opportunity in athletics while giving schools the flexibility to choose sports based on student body interest, geographic influence, budget restraints, and gender ratio. [In other words, it is not a matter of women being able to participate

in football or that exactly the same amount of money is spent per women's and men's basketball player. Instead, the focus is on the necessity for women to have equal opportunities as men on a whole, not on an individual basis.]

In regard to intercollegiate athletics, there are three primary areas that determine if an institution is in compliance:

Substantial Proportionality – satisfied when participation opportunities for men and women are “substantially proportionate” to the institution’s undergraduate enrollment.

History and Continuing Practice – satisfied when an institution has a history and continuing practice of program expansion that is responsive to the developing interests and abilities of the underrepresented sex.

Effectively Accommodating Interests and Abilities – satisfied when an institution is meeting the interest and abilities of its underrepresented sex.

Appraisal of compliance is on a program-wide basis, not a sport-by-sport basis.

Dissemination of Policy and Evaluation

This policy shall be made available to all students, parents/guardians of dependent students, staff members, and organizations. This policy and the institution’s compliance with Title IX objectives will be reviewed on an on- going basis. It is the primary responsibility of the Title IX Coordinator to ensure the effective installation, maintenance, processing, record keeping, and notifications required by the grievance procedures. The Title IX Coordinator shall keep all reports and findings on file for a minimum of five years.

*** No person shall be subjected to retaliation for having utilized or having assisted others in the utilization of the reporting or appeals process.

What To Do If You're Assaulted

Juniata College is very concerned about incidents of gender-based or sexual misconduct and acknowledges that while each person experiences and responds in differing ways, there are a variety of formal and informal options for support. Please review the information pertaining to your options for support, assistance, and reporting so that you can make an informed decision based on your personal needs. Your needs may change over time, so please also know that you may choose to utilize different forms of response at different times.

If you have experienced any act of sexual misconduct, our first concern is for your safety and well-being. Juniata offers on-campus resources to assist students who may have been affected by sexual violence or sexual misconduct. Additional services are available off-campus through the

local community. Individuals are encouraged to utilize any and all on-campus and community resources that may be of assistance to them.

Deciding to get help is a personal decision that belongs to the survivor alone. A person who has been sexually assaulted has already endured a lot and often the thought of talking to someone or seeking medical attention can be overwhelming. It is important to keep in mind however, that there are some recommended actions a survivor can take that can be beneficial in the future:

- **Believe in yourself.** Know that when you are forced to have any form of sexual contact without your consent, it is not your fault.
- **Find a safe environment—anywhere away from the attacker.** Contact someone immediately. Go to this person's house or have them go to where you are. Ask someone you trust to stay with you for support.
- **Seek medical attention immediately.** Do not change your clothes, bathe or brush your teeth. If possible, refrain from using the bathroom. This can help to preserve evidence if you choose to make a police report. Going to the hospital does not mean you have to notify the police. It is for your medical safety to be examined. Even with no visible physical injuries, it is important to determine if internal injuries were sustained (such as tearing or bruising), and to weigh the risks of sexually transmitted diseases and pregnancy. Preventative medication can be provided if the circumstances are appropriate. In order to preserve any forensic evidence, ask the nurse, doctor and/or advocate to explain what the forensic rape kit is, how it is performed, what the process is once it is completed and the benefits of the procedure. If there was no penetration, you may still have the kit completed to obtain evidence elsewhere on your body.
- **If you suspect you may have been drugged,** report immediately to hospital staff. The window period to collect evidence of drugs (either through a urine sample or blood) is extremely short. The sample will be analyzed at a forensic lab.

Reporting

- If you are able to, write down all the details you can recall about the assault and the perpetrator. Or ask a friend you can confide in to record this information for you.
- Call the National Sexual Assault Hotline, operated by [RAINN](#), for free, confidential counseling, 24 hours a day: [1-800-656-HOPE](tel:1-800-656-HOPE). When you call, you will be connected to your local rape crisis center. An advocate may be available to meet you at the hospital.

- Report the sexual assault to local law enforcement authorities, even if the assault occurred in another district. An advocate can provide the information you'll need to understand the criminal justice system process.
- Report the sexual assault to campus authorities understanding privacy limits for confidential or mandatory reporters.
- To make an online confidential or anonymous report of sexual or gender-based misconduct, [click here](#).

Confidentiality

Confidential vs. Private

All efforts will be made to preserve your privacy; this means that only people who need to know about the incident will be given your name and other limited information as necessary. This is different from confidentiality. Confidentiality means that no information can be disclosed and your support person cannot talk and work with others on your behalf.

Confidential Reporters

Professional counselors through Juniata Counseling Services, Campus Ministries and the Chaplain, when acting in an official capacity, and the Director of the Office for the Prevention of Interpersonal Violence are not considered to be campus security authorities and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, these counselors are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

Mandatory Reporters

In accordance with Title IX requirements, all other College employees are considered “mandatory reporters” for the purpose of reporting sexual assault and misconduct. Furthermore, the Clery act allows for a designation of “Campus Security Advisors” which include residence life staff, security staff, coaching and other athletics staff, Dean of Students office staff, human resources staff and the three Title IX deputies. All mandatory reports must report concerns to a Title IX officer who is also a “campus security advisor.”

Recognize that healing from sexual assault or any trauma takes time.

Allow yourself the time you will need to recover emotionally, mentally, and physically. **There is no set time frame for your healing process.**

How to Help a Friend

- **Say something. Lend a listening ear.** Show that you care and are willing to listen. Do not force the issue but allow the individual to confide in you at his/her own pace. Never blame the person for what is happening or underestimate his/her fear of potential danger. Focus on supporting the individual's right to make his/her own decisions.
- **Guide survivors to campus and community resources.** Let him/her know they are not alone and people are available to help. Encourage him/her to seek sexual violence advocates and assure them that information will be kept confidential in most cases.
- **Do not ever judge survivors.** Tell the person you are sorry they have been hurt. No matter his/her behavior prior to the assault, they are not responsible--the perpetrator is. No one deserves to be assaulted.
- **Remind survivors that their feelings are normal.** They may feel "crazy". Assure survivors they are not "crazy" and any feeling or reaction is normal.
- **Validate survivors in their feelings.** Continue to do so even if they feel everything is terrible and even if you feel frustrated with their recovery.
- **Focus on his/her/their strengths.** The individual has probably continually been told by the abusive person that they are a bad person, a bad student, or a bad friend. They may believe they cannot do anything right and that there really is something wrong with them.
- **Give emotional support and help in recognizing personal strengths and skills.** Emphasize that he/she/they deserves a life that is free from violence.
- **Find your own support.** You cannot support someone else if you are not supported. However, do not try to receive that support from the survivor.

Violence Prevention, Education, Outreach, and Partnerships

Juniata College is committed to creating a culture shift on campus by utilizing prevention programming and developing a user-friendly and easily accessible system for reporting and understanding the equity resolution (conduct) process.

Educational Programs

- Online Education Modules: Everfi's AlcoholEdu and Haven programs have been a

required component of the first-year seminar for all new students for the last five years.

- Bystander Intervention: Juniata College is in the process of adopting the nationally recognized Green Dot bystander intervention program.
- Teams, Clubs, and Student Organizations: Expect Respect and SafeDates programming is facilitated with the athletic teams, orientation leaders, in-bound leaders, and residential life staff.
- Incorporation of nationally recognized programs and speakers into campus speaker series.

Prevention, Outreach, & Support

- In 2014 Juniata College became a pilot member of the Clery Collaborative and has been a member since the beginning of the initiative. <http://clerycenter.org>
- In August of 2016 Juniata College received a grant from the Department of Justice Office on Violence Against Women entitled, JC-CEVN, Juniata Coalition to End Violence Now. Funds were released in January 2017 and JC created a new position/office and hired Jody Althouse as Director of the Office for the Prevention of Interpersonal Violence. Through this office the DOJ grant is administered and prevention efforts are coordinated.
- In the Spring of 2019 Juniata College was awarded a renewal grant from the Department of Justice Office on Violence Against Women entitled, JC-CEVN, Juniata Coalition to End Violence Now

Prevention efforts include:

- All athletic teams meet at least once a semester (1.5 total hours per team) for sessions on healthy relationships, consent, sexual assault prevention and engaging bystanders. Student orientation leaders, in-bound leaders, tour guides, and residential life staff are trained to respond to victims appropriately in a nonjudgmental, non-victim blaming, empowering way.
- Juniata College has created the SPoT (Safe Place to Talk) - a confidential place on campus for students to tell their story, re-write the ending to their story, and get the resources they need including empowerment counseling, medical care, and legal assistance. This, of course, is nonjudgmental, victim-centered help.
- An on-campus Coordinated Community Response Team (CCRT) has been initiated and includes senior administration, athletic department officials, faculty, staff, public safety, and students.
- A community CCRT includes Penn Highlands Hospital, The Abuse Network (sexual violence), Huntingdon House (dating/domestic violence & stalking), the District Attorney, and Huntingdon Borough Police Department.
- In partnership with Huntingdon House and the Abuse Network, Juniata College hosted a half-day training for law enforcement officials on "Trauma Informed Response" to victims of interpersonal violence. 100% of the college public safety officers and staff attended.

Highlights:

- Department of Justice OVW Grant: A second 3-year, \$300,000 grant was awarded.
- It's On Us PA Grant: A third consecutive \$30,000 grant awarded
- Coordinated Community Response Team Partnerships: After a year of planning, three support groups were initiated on campus, facilitated by Huntingdon House and the Abuse Network. Survivors of Sexual Assault, Survivors of Dating/Domestic Violence, LGBTQ+ Survivors
- Sexual Assault Nurse Examiners (SANE): Six additional SANE nurses were trained at JC Blair Hospital through funding provided by our DOJ Grant
- Sexual Assault Response Team (SART) Protocols: After two years of meetings, a new protocol DRAFT for responding to victims of sexual assault at JC Blair Hospital was written
- Curricular Development Mini-Grants: Through a campus grant proposal process, the SPoT and DOS awarded five mini-grants (funds provided by IOU PA) to Juniata faculty to encourage curricular re-design of courses to create course content that addresses consent, safe and healthy relationships, violence and violence prevention, and alcohol use and abuse, and prevention.
- Engaging Bystanders: Green Dot trainings continued on campus, bringing the total of faculty, staff, and administrators trained to over 400
- Peer Advocate Network Training: In the spring of 2019, a three-day training retreat for 35 Juniata students resulted in a Peer Advocate Support Network
- Green Dot Peer Ambassadors: Ten students were awarded mini-grants (funds provided by IOU PA) through an application process and will facilitate Green Dot peer programs in 2019-2020
- Campus Prevention Network (CPN) Summit: Fees were once again waived for Juniata participants and one Juniata student participated on a summit panel, "Student Perspectives on the College Experience"
- SAAM (Sexual Assault Awareness Month) Students planned, organized and implemented 30 SAAM activities during the 30 days in April
- Students: Four student workers at the SPoT completed a 12-hour training to become confidential peer advocates
- Athletics: Each athletic team participated in two 90-minute interactive sessions focused on healthy relationships, positive team building, and creating a student culture shift on campus from reactive to proactive.
- Student Leaders: JAB, student government, RAs, tour guides, global village leaders, and inbound leaders all participated (as individual groups) in interactive learning sessions
- The primary long-term goal of Juniata College is to create a culture of consent, engaged bystanders, and a mindful community which will prevent sexual assaults and dating violence from occurring on our campus and in our students' lives.

Hazing

Hazing is prohibited under Pennsylvania State law. Any person who causes or participates in hazing commits a misdemeanor of the third degree (P.L. 1595, No. 175 subsection 3). Hazing is also a violation of college policy, and infractions may result in a direct referral to the conduct adjudication system or a summary suspension from the College. “Hazing” is defined as any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization operating under the sanction of or recognized as an organization by Juniata College (Antihazing Law).

Bias-Related Confrontations/Incidents

Guidelines for Reporting and Addressing Bias-Related Confrontations/Incidents

Juniata College promotes a community that celebrates respect and inclusion. Attitudes and actions informed by bias create a hostile environment and are unacceptable. When bias-related incidents occur, the cooperation of the college community is expected to ensure that appropriate steps are taken to stop the unacceptable behavior, redress harms, and actively foster a culture of inclusion and support. This three-pronged response will affirm the values of the College and its mission.

A bias incident is an event which expresses negative bias against a person because of a perceived quality of that person such as race, ethnicity, color, national origin, gender, age, sexual identity, gender identity and/or expression, religion, political affiliation, disability, veteran or family status. Bias incidents often increase levels of fear and intergroup tension in communities, and their victims often face greater difficulty coming to terms with their victimization. A bias incident may not always be against a person who is of the targeted group, but it is motivated because the perpetrator believes the victim to be part of the targeted group.

Juniata College makes clear distinctions between bias-related incidents that violate Juniata College policies and illegal intolerance/discrimination based on protected identity characteristics. While criminal or illegal incidents will be reported to local law enforcement and/or the appropriate state and federal offices for civil and/or criminal action, Juniata College responds to bias-related incidents through concurrent processes generated by independent units with responses grounded in their mission, authority, and College policy directives:

- the Bias Response Team
- the Dean of Students Office
- Office of Residential Life
- Office of Human Resources
- Public Safety

Juniata Bias Response Team

The Juniata College Bias Response Team is charged with developing appropriate responses to campus issues which may arise from instances of intolerance and/or biased behaviors by working with a group composed of students, faculty, and administrators. Upon receipt of notice that an incident of bias has taken place on campus, the Team will assemble to gather information, consider reactive and proactive responses, and implement solutions that stop the unacceptable behavior, redress harms, and actively foster a culture of inclusion and support.

Reports of bias may be submitted directly through an online intake form, or made in person at the Office of Diversity and Inclusion (Unity House) or the Dean of Students Office (Founders Hall). Reports may also be forwarded directly to the Bias Response Team. Additionally, key personnel who are made aware of incidents involving bias, such as Residential Life Staff and Public Safety Officers, will also act to ensure that such incidents are brought to the attention of the Bias Response Team for reflection, consideration, and response.

Responses generated by the Bias Response Team will be focused on:

- Attending to the individuals who experienced the bias, and assuring that they are safe, supported, and provided with restorative processes
- Responding to the perpetrator of the incident to provide education, the opportunity to take responsibility, redress harms, and create space for healing.
- Addressing those who were witnesses or contingent to the incident of bias and helping to empower their voices in responding to the incident and contributing to restorative solutions.
- Educating the broader communities in which the bias incident was sourced or situated to help reduce intolerance, shift or change attitudes, and create conditions whereby equity and inclusion overcome biased views and actions.
- Affirming our college and community values and standards and drawing clear distinctions about behaviors that are permissible and those that are impermissible.

Getting help for yourself or another

If you are the victim of bias or witness a bias-related incident, you are urged to report the incident immediately to a campus official:

- If the incident has been physical and/or if anyone is injured, please contact Juniata College Public Safety at 814-641-3636 or local law enforcement at 911.
- Share your experience at the Dean of Students Office 814-641-3150 or the Office of Diversity and Inclusion 814-641-3125.
- Complete the online [bias report form](#)

Drug Free Schools and Communities Act

More information about Juniata College's Drug and Alcohol Prevention Programs (DAAPP) and the colleges biannual review can be requested from the Dean of Students Office. Notification of Juniata Colleges programs are sent annually by the Dean of Students Office.

Drug and Alcohol Abuse Prevention Programs

Prevention program elements are the particular activities implemented at Juniata College to achieve program goals and outcomes. Program elements may refer to the tactics used, such as a campus task force or a campus and community coalition, as well as the elements relating to environmental strategies. Environmental strategies are those areas of strategic intervention that affect the social, legal, economic, and physical environment in which decisions about alcohol use are made.

The Alcohol and Other Drugs program at Juniata College is developed and administered by the Student Life Leadership Team comprised of representatives from student-serving units across the institution, including:

- Dean of Students Office
- Equity, Diversity and Inclusion
- Rights and Responsibilities
- Health Services
- Glaeser Counseling Center
- QUEST, including Orientation and Transitions
- QUEST, including Career Development
- QUEST, including Eagles Care and student case management
- Public Safety
- Office for the Prevention of Interpersonal Violence
- Athletics
- Residential Life
- Dining Services
- Student Engagement and Campus Activities
- Student and Community Engagement

In addition, the campus invites engagement with community stakeholders, such as the Huntingdon Borough Council, Huntingdon Borough Police, Huntingdon High School, Huntingdon House, The Abuse Network, and the District Attorney to promote community standards and values through action items and interest convergence.

Crime Statistics Definitions

In accordance with the Clery Act, specific criminal statistics must be compiled, published, and distributed annually to all current students and employees and to any applicant for enrollment or employment, upon request. The most recent three calendar years of crime statistics are included in this report.

The Office of Public Safety is responsible for compiling these statistics and communicates closely with local law enforcement authorities to obtain crime statistics that may not have been reported to the office of public safety. The compiled statistics will provide information on the following types of incidents:

Primary Crimes:

- Criminal homicide:
- Murder and non-negligent manslaughter
- Negligent manslaughter
- Sex offenses:
 - Rape
 - Fondling
 - Incest
 - Statutory rape
- Robbery
- Aggravated assault
- Burglary
- Arson
- Motor vehicle theft

Hate crimes:

A hate crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation or ethnicity/national origin. For the purposes of this definition, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin or disability. The following crimes, in addition to the primary crimes above, if they were motivated by bias, will be reported as hate crimes:

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

Arrests and referrals for disciplinary action

- Arrests for liquor law violations, drug law violations, and illegal weapons possession;
- Referrals for disciplinary actions for liquor law violations, drug law violations and illegal weapons possession.

Dating Violence, Domestic Violence and Stalking

The college will report incidents of dating violence, domestic violence and stalking that were reported to campus security authorities or the local police.

Note:

The college will disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code) or any non-forcible sex offense, the results of any college disciplinary proceeding against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim will be treated as the alleged victim for the purpose of this policy.

Campus Security Authorities

Juniata College's Campus Security Authorities include the following individuals:

- All Office of Public Safety Staff and Officers.
- All Staff members in Student Life, including but not limited to, Residential Life Staff, Dean of Students, Department of Athletics Staff, Student Engagement Staff, and Human Resources staff.
- Any faculty, staff, or administrator that has a significant responsibility for student and campus activities, including but not limited to club advisors, chaperones, group leaders, etc.
- Exempted officials include pastoral and professional counselors as explained below.

Campus security authorities who witness, learn of, or hear about a Clery Act crime must contact the Office of Public Safety and report what happened and where it happened. If such an official is a pastoral or professional counselor as defined below, the official is not considered a campus security authority when acting as a pastoral or professional counselor.

Pastoral Counselor

An employee of an institution who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor. At Juniata College this includes the Campus Chaplain and other pastoral staff.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. At Juniata College this includes the mental health counselors at the Glaeser Counseling Center.

Crime and Incident definitions

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

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

Burglary: An unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Criminal Homicide –Negligent Manslaughter: The killing of another person through gross negligence.

Criminal Homicide – Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

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 shall be determined based on the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Domestic Violence: A felony or misdemeanor crime of violence committed by —

- (i) a current or former spouse or intimate partner of the victim;
- (ii) a person with whom the victim shares a child in common;
- (iii) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- (iv) 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
- (v) 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.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/ or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession,

transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

Referrals for campus disciplinary action: The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a Unfounded Crimes: An institution may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situations where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded.” Only sworn or commissioned law enforcement personnel may “unfound” a crime report for purposes of reporting under this section. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not “unfound” a crime report.

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

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private 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.

Incest: Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Nonforcible sexual intercourse with a person who is under the statutory age of consent.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- (i) Fear for the person’s safety or the safety of others; or
- (ii) Suffer substantial emotional distress.

For the purposes of this definition:

Course of conduct means 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. *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim. *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Weapons Carrying, Possessing, Etc.: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons; encompasses weapons offenses that are regulatory in nature.

2016 -2018 Crime Statistics

The following statistics are compiled from the Office of Public Safety’s reporting software database, the Dean of Students Office student judicial database, and reports solicited from campus security authorities, the Huntingdon Borough Police, and the Pennsylvania State Police.

Offenses	2016				2017				2018			
	On-Campus		Public Property	Non- Campus	On-Campus		Public Property	Non- Campus	On-Campus		Public Property	Non- Campus
	Residence Hall	Total On- Campus			Residence Hall	Total On- Campus			Residence Hall	Total On- Campus		
Murder/Non-negligent												
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	9	9	0	0	6	7	0	0	17	17	0	0
Fondling	7	8	1	0	10	10	0	0	15	16	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	1	1	0	0
Burglary	0	0	0	0	2	2	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
VAWA Offenses												
Domestic Violence	0	0	0	0	0	0	0	0	0	2	0	0
Dating Violence	7	9	0	0	10	10	1	0	9	9	0	0
Stalking	4	4	0	0	7	7	0	0	9	9	0	0
Arrests												
Weapons	0	0	0	0	0	0	0	0	0	0	0	0
Drugs	1	1	0	0	0	0	0	0	0	0	0	0
Alcohol	0	0	0	0	1	1	1	0	1	1	0	0
Disciplinary												
Weapons	0	0	0	0	0	0	0	0	1	1	0	0
Drugs	7	7	0	0	10	10	0	0	6	6	0	0
Alcohol	32	32	0	0	36	36	1	0	48	48	1	0
Hate Crimes												
Murder/Non-negligent	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0

Hate Crime Key: (D) Disability (E) Ethnicity (Ra) Race (Re) Religion (S) Sexual Orientation (G) Gender (N) National Origin (GI) Gender Identity

* 2016-2018 There were no reports received that were determined to be unfounded.

Annual Fire Safety Report

The Higher Education Opportunities Act (HEOA) of 2008 requires colleges and universities maintaining on-campus housing to compile fire data and issue a fire safety report annually. This report includes required information about student housing fire safety systems, fire drills, fire safety policies, and education and training programs.

This report includes statistics regarding the number/causes of fires, number of fire injuries and deaths, and value of property damage. It also includes information on each campus student housing fire safety systems, the number of regular mandatory fire drills, fire safety policies and education programs and any plans for needed fire safety improvements

Fire Safety

Fire alarm systems and fire extinguishers are required for the protection of all residents and are to be used only in case of fire. Tampering with fire equipment or setting off a false alarm is a misdemeanor under state law. Deliberately causing a fire is a felony. Disciplinary action (and/or arrest) will be taken against any student found tampering with fire equipment, falsely setting off the alarm system, or causing fire. In addition, persons discharging a fire extinguisher unnecessarily will be directly referred to the Dean of Students Office.

For fire safety reasons, the following are expressly prohibited in residence halls:

1. Cut Christmas trees
2. Propane tanks
3. Candles and/or any open flame, including incense
4. Fireworks
5. Potpourri
6. Flame heated stoves, hotplates, and appliances with exposed heating coils
7. Halogen lamps/sun lamps
8. Portable heaters
9. Hookahs
10. Fog and Smoke machines
11. Flammable liquids

Decoration lights (Christmas lights, novelty lights) should not be used as an on-going light source, and should not be attached to room fixtures or ceilings using metal fasteners and should not be used in any manner contrary to manufacturers' recommendations.

Fires are not permitted in small house fireplaces i.e. 1731, 1631, and 2111.

Coffee makers, George Forman grills, hotpots and coffee pots are allowed but must have a metal plate under them at all times. Metal plates can be obtained from your Residence Director.

Hanging fabric (tapestries) from the ceiling or in front of doors or windows is prohibited.

Extension cords must be heavy-duty cords with a minimum of 12-gauge wire. Extension cords are not permitted under rugs, carpet, or run through the ceiling or beds (frames).

Surge protectors must be heavy duty with a self-tripping breaker.

The storage or use of flammable liquids, such as gasoline, kerosene, lighter fluid, etc., is strictly prohibited. Only self-starting charcoal is permitted when using a grill. All grilling must be conducted at a safe distance (10 feet) from any structure.

Hallways

Hallways/Stairwells must remain clear in case of emergency. Items such as: drying racks, shoes, rugs, furniture, bicycles and other items which obstruct access and egress are prohibited from being in hallways or stairwells. Garbage containers and recycling bins should remain in designated areas.

In Case of Fire or Fire Alarm

All residents are expected to participate in fire drill evacuations. Students are expected to leave residence halls when an alarm sounds. Failure to comply will result in disciplinary action.

In case of fire:

- Sound the building fire alarm system.
- Notify a residence hall staff member or Public Safety (814-641-3636).
- In case of smoke, carry a towel to cover your nose and mouth to minimize the danger of asphyxiation.
- Evacuate the building immediately per instructions given by the Residential Life Staff and Public Safety.
- Go to the nearest exit.
- Assemble outside the residence hall at least 200 feet from the building to allow emergency vehicle access.
- DO NOT RETURN to the residence hall until an "all clear" signal is given.

On-Campus Housing Fire Safety Equipment

All of Juniata College's Residence Halls have networked fire alarm systems that are monitored by Public Safety. When a networked fire alarm is activated, the alarm monitoring company notifies the Public Safety Office, which is staffed 24 hours a day, 365 days a year. An officer then responds to the building and determines the cause of the alarm and whether the fire department should be notified. All fire safety equipment is tested, inspected, and cleaned or replaced annually.

Student Housing Fire Safety Systems

Sunderland fire alarm system is monitored by a central station. The building has smoke detectors in common spaces (i.e. hallways, stairwells, lounges) but not in resident rooms.

East Houses Long-Miller has a central fire alarm system that is monitored by a central station. The complex has smoke detectors in common spaces (i.e. hallways, stairwells, lounges) that are tied to the central system. Each resident room has a smoke detector as well; however they are only tied to the other resident rooms in the apartment. Only the common room in the apartment is tied to the central system.

East Houses Flory-Kline receiving a complete building upgrade during the summer of 2007 which included tying all smoke detectors to the central system. These buildings have smoke detectors in common spaces (i.e. hallways, stairwells, lounges) as well as resident rooms and living rooms.

Cloister, Leshar, Sherwood, South, Tussey-Terrace, Mission, Pink, 1610 Moore Street, 1631 Mifflin Street, 1731 Mifflin Street, 1815 Washington Street, 2111 Cold Springs Road and Nathan Hall have central fire alarm systems that are monitored by a central station. The buildings have smoke detectors in common spaces (i.e. hallways, stairwells, lounges) as well as resident rooms and living rooms (in apartments).

2111 Cold Springs Road, Leshar, and Nathan Hall have a sprinkler system throughout the building.

Leshar has 2 rooms that have been equipped with strobe lights inside the room and South Hall has 4 rooms that have been equipped with strobe lights inside the rooms

Hess Apartments has a central fire alarm system that is monitored by a central station. The building has smoke detectors in common spaces (i.e. hallways, stairwells, lounges) and in the living room of each apartment but not in resident rooms.

The two student lodges at the **Raystown Field Station** have smoke detectors in each sleeping area and in all common areas, as well as heat detectors in the kitchen. When activated the system has an audible strobe light. Both units are tied into a central monitoring station located in the ground floor of Shuster Hall.

Statistics for the year ending	2018
What percentages of your student housing sleeping rooms are protected by an automatic fire sprinkler system with a fire sprinkler head located in the individual sleeping rooms?	18%
What percentages of your student housing sleeping rooms are equipped with a smoke detector that is connected to a supervised fire alarm system?	100%
How many malicious fire alarms occur in student housing per year?	0
What percentage of student housing building fire alarm systems, if activated, result in a signal being transmitted to a monitored location, and security investigates before notifying the fire department?	100 %
What percentage of student housing building fire alarm systems, if activated, results in a signal being transmitted immediately to the fire department so they can begin responding?	0% If Campus Public Safety does not answer the initial call from the fire alarm company, the fire department is dispatched.
How many students are trained in fire safety in campus provided housing each semester?	35
What percentage of RAs and housing directors receive fire safety training?	100%
How many contact hours of fire safety training is provided to students not living in student housing (i.e., off-campus, including Greek)?	None NOTE: This will not include fire safety training provided to specialties such as laboratory assistants. This must be actual training with contact time and not include simply handing out brochures, fire safety articles in the student newspaper, etc. An example of contact hours would include fire extinguisher training that is provided to 30 students in one hour which would equal 30 contact hours.
How many regularly scheduled, supervised exit drills are held per year in student housing?	4
How many fires did your school experience last year in student housing?	None
What is the dollar loss related to fire that has occurred on your campus in residential housing?	\$0
How many students have been injured by fires in student housing?	0

How many students have been killed by fires in student housing?	0
Does your school ban any of the following items or activities in student housing sleeping rooms?	<p>Candles- yes</p> <p>Halogen lamps – yes</p> <p>Smoking-Yes</p> <p>Cooking- Coffee maker, hotpots and George Foreman grills are allowed but must have a metal plate under them at all times.</p> <p>Live Christmas trees- yes</p> <p>Ceiling tapestries-yes</p> <p>Other – (please specify) propane tanks, smoke machine, any open flames including incense, fireworks, potpourri, hookahs, flame heated stoves, hotplates and any appliance with an exposed heating coils, sun lamps portable heaters, storage or use of flammable liquids. Only self-starting charcoal is permitted when using a grill. All grilling must be conducted at a safe distance (10 feet) from any structures. Extension cords must be heavy duty with a minimum of 14 gauge wire. Extension cords are not permitted under rugs, carpet, or run through the ceiling or bed frames. If a student uses a surge protector, they must be heavy duty 14 gauge with a self-tripping breaker</p>
Does your school require fire-resistance ratings on furniture (including, but not limited to, beds, mattresses, desks, and chairs) in student housing sleeping rooms?	Yes – But only for college supplied mattresses
Does your school require that furnishings brought in by the students have fire-resistance ratings?	No
How often is fire safety rules-compliance inspections conducted in your school's student housing?	<p>None</p> <p>NOTE: This refers to regularly scheduled, in-room inspections conducted by an inspector or trained individual who is knowledgeable about fire safety issues.</p> <p>It does not refer to a security officer making regular rounds or inspection by Residential Staff during break closings. ALL of the rooms must be inspected during these inspections and checked for hazards.</p>