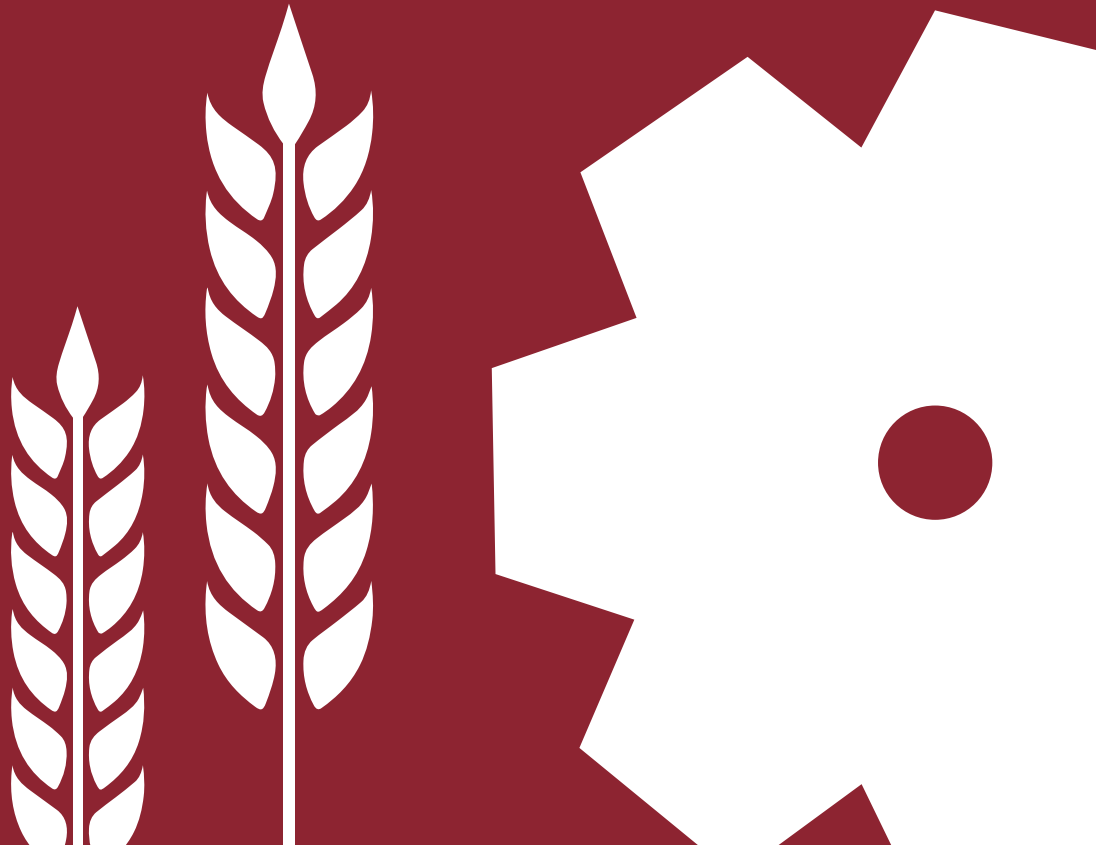

BETHEL COLLEGE

**ANNUAL SECURITY
&
FIRE SAFETY REPORT**

2023-2024

DR. MESHONYA WREN-COLEMAN

VICE PRESIDENT OF STUDENT LIFE AND DEAN OF STUDENTS
BETHEL COLLEGE
PHONE: 316-284-5337
EMAIL: MESHONYAWC@BETHELKS.EDU



Bethel College Annual Security Report 2023

This report is created in compliance with the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act”. It does not include confidential counseling or medical information or identifiable student disciplinary actions.

Reporting Criminal Actions or Other Emergencies

Bethel College encourages victims and witnesses to report crimes to the police. Police reports are public records under state law, and as such, Bethel College cannot hold police reports in confidence. If victims wish to make a confidential report, they may contact the Office of Student Life or members of the President’s Cabinet via the LiveSafe App through their mobile devices to keep the matter confidential. The total number of these types of reports is provided to the Vice President of Student Life for disclosure of annual crime statistics, but no personal information or details will be shared.

To further emphasize the importance of reporting incidents, and initiating response efforts, Bethel College has made available anonymous reporting allowing individuals to submit a report and protect their identity. Anonymous reports can be made via LiveSafe App, hand-written or typed notes sent to Student Life, anonymous telephone calls made to 316-284-5337, and via the online Student Life Concern Form (<https://www.bethelks.edu/form/student-life-concern>). Information submitted via the online Student Life Concern Form will be sent to Student Life staff without identifying the sender unless the sender chooses to be identified.

Warning Reports to Members of the Campus Community

The North Newton Police Department, Newton Police Department, and Harvey County Sheriff’s Department work together with Bethel College to identify crime patterns and trends in or near the college campus to determine if such crimes pose a safety or security threat to the college community. If a threat is presented, on or off campus, that constitutes an ongoing threat to the college community a timely warning will be issued to the college community and the North Newton Police Department. These warnings will be posted on the Bethel College website homepage at www.bethelks.edu and members of the President’s Cabinet and the Bethel College Crisis Management Team will make appropriate decisions along with the North Newton Police Department regarding use of the campus emergency notification systems which include: campus overhead audio alert, all campus e-mail, and an all campus text message.

Anyone with information that may require the issue of a timely warning via the campus emergency notification systems should report the circumstances to local law enforcement by calling 9-1-1.

Policies for Preparing the Annual Disclosure of Crime Statistics

The Department of Education requires all post-secondary educational institutions that receive federal financial aid to report the frequency of major crime that occurs on campus. This information is to be made available to all current and prospective students, and all Bethel College employees. To comply with the Campus Security Act, the Office of Student Life collects data on the frequency of occurrence of major crime on campus, and collects data on the frequency of occurrence of major crime involving Bethel College students and community members. The summary statistics of crimes, which were reported to campus authorities or North Newton Police Department, Newton Police Department, and Harvey County Sheriff Department during the previous school year, is available from the Office of Student Life and the most recent data is presented in this document which will be distributed to all students of the current academic year, and made available to prospective students, parents, faculty and staff, and other interested parties. The data can also be found online at: <http://www.bethelks.edu/student-life/services/campus-safety/>

Security and Access to Campus Facilities, Including Campus Residences

All the campus facilities are secured daily by the maintenance department with the unlocking and locking of doors between the hours of 7:00 a.m. – 6:00 p.m. If any building needs to remain open beyond the normal operational hours, a work order has to be submitted by the group requested the building. The building is secured immediately after the event.

Campus Residences

- *All students are responsible for the proper care and use all Bethel College grounds and facilities.*
- All Bethel College Residence halls are equipped with fire alarms and smoke detectors
- Unauthorized entry into any Bethel College space and/or facility is prohibited.
- *Keys are to be used only by the student to whom they have been issued.*
 - *Duplication of college keys is prohibited.*
 - *It is a violation to possess and/or use an unauthorized key for college buildings.*
- Sleeping in a room (including the lounge areas of Warkentin Court) assigned to a member of the opposite sex during the stated non-visitation hours is defined as cohabitation in all three residence halls.
 - Students of all sexual orientations are expected to comply with the cohabitation policy in the spirit in which it is written.
- All guests must comply with Bethel College Policies and Community Standards. The resident/student is responsible for the conduct of his/her/their guest, and will be held responsible for any violations of policy and/or Community Standards committed by the guest.
 - Guests must be registered with the Coordinator of Residence Life prior to staying overnight.
 - Emergency contact information for guests should be provided at the time they are registered with the Coordinator of Residence Life.
 - Guests must be with their hosts when in the residence hall.
 - Minors, other than relatives of current Bethel College students, are discouraged from being in residence halls.
 - Guests are limited to no more than three (3) nights per month.

Each evening during the standard academic year, there are two (2) Community Assistants on Duty

- Responsibilities include: walking through each residential community twice each evening; responding to alleged policy violations; checking the safety and security of residence halls; contacting professional staff members &/or community safety agencies (police, fire, ambulance) if necessary.
- Each evening during the standard academic year, there is one (1) Professional Staff On Duty
 - Responsibilities include: providing counsel to the Community Assistants; helping assess emergency situations; facilitating the exchange of information between Bethel College administration and/or the community safety agencies
- Bethel College maintenance staff walks through buildings to address safety and security concerns on a regular basis as well as taking measures for identifying damaged doors and windows that may cause security concerns.
- Bethel College complies with appropriate requests for information from local and state officials including the state fire marshal.

Type and frequency of campus security and prevention programs

Because of the strong commitment to being a community of persons that trust and respect each other, one can feel safe on the campus. However, this does not mean that reasonable safeguards should not be taken. Bethel College presents programming that reinforces this message, furthers our training and preparedness should incidents arise, and helps us to be proactive and implement prevention procedures before incidents occur. Repeated messages throughout these programs encourage all members of the community to observe the following:

- Be aware of your surroundings.
- If walking in less well lighted areas after dark, carry a flashlight or walk with a companion.
- Lock your doors.
- Guard your keys; do not loan them to others.
- If anyone makes comments to you that make you feel uncomfortable or threatened in any way, say so and/or walk away. If anyone continues this behavior after you have asked them to stop report it to any member of the Student Life staff. Employees should report it to their supervisor.
- Students should inform a Student Life staff member immediately of any acts that threaten the safety or security of the residence hall, or of the presence of persons who should not be in building. Likewise, employees should inform their supervisor.
- Know the location of emergency telephones on campus. They are located inside two Emergency Towers with blue light and five red metal boxes, each are set up to dial 911.
- There are three Emergency Stations (with blue light feature) and five Red Metal Box Emergency Phones (for a total of eight emergency telephones on campus). Emergency Phones are located at the following locations:
 - Three Emergency Stations: One on the walkway near the northeast corner of Haury Hall south of the Will Academic Center (WAC). One on the east side of the Fine Arts Center (FAC) parking lot between the Schultz Student Center and the FAC. One on the north side of Mantz Library on the north side of walkover bridge #2 on the path leading to the tennis courts and Goering Hall.
 - Red metal box at Warkentin Court on the east side of Mod 1A next to parking lot

- Red metal box at Haury Hall on the west wall just north of the front sidewalk
- Red metal box at the Schultz Student Center to the left of the front entrance
- Red metal box at Goering Hall on the west exterior wall
- Red metal box at the Fine Arts Center at the west entrance from the parking lot.

The sessions where campus safety and prevention information are typically presented include:

- **Mandatory Residence Hall Meeting:** A mandatory meeting takes place in each residence hall at the start of the fall semester (on the first night of residency in Haury Hall for new students). During this meeting all policies and procedures are discussed. This includes our campus safety protocols, information on prevention.
- **Student Life Convocation: Safety and Institutional Resources at Bethel College:** In August 2022, the Vice President for Student Life presented in person and virtually to all students, faculty, and staff a presentation which focused on safety and institutional resources. This training includes the aforementioned campus safety procedures, information on responding to a violent intruder/active shooter situation, and information on prevention.
- **Faculty Meeting:** Safety information is provided in a Faculty meeting to address campus safety and protocol responses. These sessions also include information on prevention, as well as Title IX and Sexual Misconduct policies and procedures.
- **Staff Welfare Forum:** Safety information is provided in a Staff Forum to address campus safety and protocol responses. These sessions also include information on prevention, as well as Title IX and Sexual Misconduct policies and procedures.
- **Fire drills:** Fire drills take place each semester in each residence hall.
- **E-mails:** Numerous reminders on campus safety and emergency response are sent to the campus community. These e-mails may be sent in response to potential issues on campus, or as a response to current news of safety related incidents on other college campuses.

Policies regarding alcohol and drugs (from Student Handbook)

*In the Bethel College Student Handbook (page 24), **BETHEL COLLEGE POLICY LISTING** the applicable policy is #2 - ALCOHOL & ILLEGAL/ILLCIT SUBSTANCES.*

A. Alcohol

1. The use, possession, purchase, transportation, distribution, sale, delivery, or manufacture of alcoholic beverages by Bethel College students or guests while attending any Bethel College sponsored/supported event and/or on any property owned by Bethel College, including campus-owned houses, and the semi-wilderness park and natural resource area adjacent to the college property on the east of campus, regardless of age is prohibited.
2. Being under the influence of alcohol and/or intoxicated (as defined by federal, state, and/or local law) while attending any Bethel College sponsored/supported event and/or on any property owned by Bethel College, including campus-owned houses, and the semi-wilderness park and natural resource area adjacent to the college property on the east of campus, regardless of age, as a student or guest is prohibited.
3. Persons in the presence of alcohol, with or without objective signs of intoxication, may be in violation of this policy.

4. Open, full, or empty alcohol containers including, but not limited to, beer cans, bottles and/or shot glasses may not be displayed and are prohibited.
 5. Devices and games used or intended for the rapid consumption of alcoholic beverages are prohibited.
 6. The use of powdered alcohol (commonly referred to as “Palcohol”), defined by Kansas House Bill No. 2208 as “alcohol that is prepared in a powdered or crystal form for either direct use or for reconstitution in a non-alcoholic liquid” is prohibited on the Bethel College campus and will be treated as an alcoholic beverage in the enforcement of this policy.
- B. Illegal/Illicit Substances
1. The use, possession, purchase, transportation, distribution, sale, delivery, or manufacture of any narcotic; drug; medicine prescribed to someone else; chemical compound; or other controlled substance by Bethel College employees, students or guests while attending any Bethel College sponsored/supported event and/or on any property owned by Bethel College, including campus-owned houses, and the semi-wilderness park and natural resource area adjacent to the college property on the east of campus is prohibited.
 2. Being under the influence of any narcotic; drug; medicine prescribed to someone else; chemical compound; or other controlled substance and/or intoxicated (as defined by federal, state, and/or local law) while attending any Bethel College sponsored/supported event and/or on any property owned by Bethel College, including campus-owned houses, and the semi-wilderness park and natural resource area adjacent to the college property on the east of campus, as a student or guest is prohibited.
 3. The use, possession, purchase, transportation, distribution, sale, delivery, display, or manufacture of paraphernalia related to any narcotic; drug; medicine prescribed to someone else; chemical compound; or other controlled substance is prohibited.
 - i. This includes the alteration or manipulation of an item for the purpose of using an illegal/illicit substance.
 4. Local law enforcement will be involved with situations involving illegal/illicit substances drugs.
 5. Upon reasonable suspicion of drug use, and approval by the President or designee, the College may require the student to submit to a drug test conducted by a licensed professional. The student may be responsible for the cost of the drug test and subsequent processing.
 6. Employees or students who consume illegal or illicit substance at an off-campus location and/or an event not sponsored by Bethel College, and whose subsequent actions violate the sexual harassment policy may be charged with a Title IX violation.

Disclosure to an alleged victim

Bethel College will disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against an employee or student

who is the alleged perpetrator of such a crime or offense. In circumstances in which the victim is deceased, the College will notify the individual's emergency contact and/or next of kin of the outcome.

Emergency Response and Evacuation Procedures

Bethel College strives to provide safe facilities and a safe environment for all members of our campus community. However, we recognize that emergencies may occur and the college must be prepared to respond appropriately. This crisis response plan provides policies and procedures for the coordination of processes and communication within the college, and between the college, the media and the public in the event of an emergency or controversial issue. Emergencies may include fires, bomb threats, natural disasters or major crimes. Controversial issues may include police investigations, protests or other situations that demand a public response. **The plan is not intended to change the way emergencies are initially reported. All emergencies on campus should be reported immediately to 911 (from other campus phone: 9-911).**

It is the goal of this crisis response plan to establish guidelines for dealing with a variety of situations and to ensure that the campus community is familiar with those procedures and their roles in the event of a crisis. The plan is designed to be used in conjunction with the normal decision-making hierarchy of the college and does not supplant that decision-making process.

Assessment

The individual who encounters the potential crisis should gather accurate information from the appropriate sources. Initial information regarding the crisis or emergency, or one that may have potential crisis impact, should be delivered without delay to the member(s) of the President's Cabinet having responsibility for the area(s) affected.

A crisis is defined as any situation that:

- could affect or has affected the health, safety or welfare of students, faculty, staff or campus visitors
- could result or has resulted in campus disruptions and public relations damage

If the situation warrants, the member of the President's Cabinet will immediately inform the President, or his designee, who will contact the Institutional Communications Office and determine whether or not to convene the Crisis Management Team (CMT).

Assembling Crisis Management Team (CMT)

Core Crisis Team (CCT)	Back Up
President	
Vice President for Student Life	Director of Student Wellness
Vice President for Business Affairs	Director of Physical Plant and/or Controller
Vice President for Academic Affairs	Registrar
Vice President for Advancement	Director of Development
Vice President for Admissions	Director of Admissions
Director for Institutional Communications and Marketing	Institutional Communications Writer/Editor

Other personnel may be added to this core team to form the Crisis Management Team, which will then formulate a response based on the nature of the crisis and existing procedures (see Specific Crisis Procedures). Those added could include the following, depending on the situation:

Other Personnel	Back Up
President's Assistant	
Director of Information and Media Services	Computer Network Administrator
Director of Alumni Relations	
Coordinator of Residence Life	Student Life Staff on Duty and/or Vice-President for Student Life
Affiliate Director	
Dean of the appropriate division/program director	
Athletic Director	Assistant Athletic Director
Athletic Coach	

Responsibility

Students-Community Assistants are responsible for communicating the policy, in conjunction with the Student Life Handbook, during residence hall activities and enforcing the policy. Continued violations by students may lead to suspension from the residence hall.

Faculty- Each department chairperson is responsible for enforcing the policy among the faculty members in his/her department. Refer to Faculty/Staff Handbook.

Staff - Each manager/supervisor is responsible for enforcing the policy among his/her employees. Candidates for employment will be told, prior to hiring, of this policy and the expectation. Refer to Faculty/Staff Handbook.

President's Cabinet and Crisis Management Team are responsible for enforcing the policy with visitors, students, and vendors when appropriate. Enforcement of the policy amongst faculty and staff will be in conjunction with proper department chairperson or manager/supervisor.

Courtesy and diplomacy must be used when enforcing this policy campus-wide. Visitors/Vendors - will be warned and/or escorted from campus by the North Newton Police Department if they fail to comply with the smoking policy.

The appropriate office/department will be notified in the event of a vendor violation. Persons found in violation of this policy will be disciplined according to the steps below. Tampering with fire safety equipment including fire alarms or smoke detectors is an illegal offense and punishable by immediate suspension from the residence hall.

*The following Disciplinary Action will be imposed for any violators:

- 1st time – Written Warning
- 2nd time - \$50.00 fine
- 3rd time - \$100.00 fine
- 4th time – Temporary Banning from the Campus

Actions of the CMT

Upon assembly the CMT will assess the situation, determine resources needed and/or available to address the emergency and issue staff assignments. One person shall be designated to log all events/actions, normally the President's Assistant. In considering events and actions, the essential goals of the CMT will be, in order:

1. Preservation of human life and welfare
2. Preservation of human health and safety
3. Protection of college property and, where possible, personal property
4. Maintenance of college programs and operations
5. Response to external community needs

Campus buildings and areas will receive priority attention with regard to normal operation (restoration of services, maintenance and use). Within the categories listed in order below, the CMT will prioritize locations within these categories and among all remaining locations.

1. Crisis Command Center
2. Maintenance Areas
3. Residence Halls
4. Administrative and Academic Facilities
5. Recreational Facilities

When responding to a catastrophic event, effort and action will focus on Priority I Objectives until substantially met. Priority II and III Objectives will be addressed as resources are available.

Priority I Objectives

1. Establish emergency communications.
2. Assess damage, injuries and location of major problems.
3. Evacuate affected locations pending additional assessment.
4. Isolate dangerous areas until judged safe for reentry.
5. Establish medical triage and first aid areas and transport seriously injured to medical facilities if necessary.
6. Repair utilities and lifelines to prevent further life/safety hazards.
7. Identify and rescue persons trapped in damaged facilities.
8. Control secondary hazards.

Priority II Objectives

1. Communicate critical information and instructions to campus, the public, families and students.
2. Shore up damaged facilities that pose safety hazards.
3. Provide emergency food and shelter as needed.
4. Conduct rapid structural engineering assessment of campus facilities.
5. Track status of all injured and missing college students and personnel.
6. Restore college telecommunications systems as soon as possible.
7. Assess local transportation conditions and advise campus regarding viable routes.
8. Secure closed facilities.
9. Begin documentation of damages.

Priority III Objectives

1. Initiate Data Recovery Plans.
2. Identify and secure valuable college materials.
3. Normalize flow of supplies and equipment from off campus.
4. Provide psychological and personal assistance to staff, faculty, students and others impacted by the event.
5. Re-allocate residential, academic and administrative operating space, if necessary.
6. Provide space to external agencies, if necessary and possible.

Missing Student Notification Procedures

Any individual who believes that a currently enrolled Bethel College student is missing should immediately contact the Office of Student Life at (316) 284-5324. Once this information is received, the Office of Student Life will begin an investigation. Should the investigation result in the conclusion that the student is missing, and has been missing for 24 hours, the Office of Student Life will notify the North Newton Police Department and/or the appropriate local law enforcement agency, as well as the student's emergency contact within a span of time not to exceed 24 hours from the time the student was determined to be missing. If the missing student is under the age of 18, and not an emancipated individual, the Office of Student Life will notify the student's parent or legal guardian immediately after the determining the student is missing.

Upon receipt of information that a student might be missing, the Office of Student Life will enlist the aid of various College departments to assist in determining if the student is in fact missing.

Bethel College has developed a means by which all students living on campus housing can confidentially identify and register an individual to be contacted within 24 hours after investigation has determine that they are missing. In the event a student goes missing, this contact information will be accessed and notification made to this individual within 24 hours using the student provided information. Students may register and update this contact information by contacting the Office of Student Life and/or the Director of Residence Life.

Dating Violence, Domestic Violence, Sexual Assault, and Stalking Prevention Programs and Procedures for Reporting

Statement of Policy

Bethel College prohibits, and is committed to preventing, the crimes of dating violence, domestic violence, sexual assault and stalking, and other acts of sexual misconduct and relationship violence within the College community, as defined by the *Violence Against Women Act (VAWA)*, by Kansas law, and by College policy. These incidents may interfere with or limit an individual's ability to benefit from or fully participate in the College's educational programs. Additionally, these incidents may cause serious physical and/or psychological harm.

The Bethel College [Equal Opportunity, Harassment, & Non-Discrimination Policy and Procedures](http://www.bethelks.edu/equalopp) (www.bethelks.edu/equalopp) prohibits acts of violence and harassment based on sex or gender, including sexual orientation, gender identity, and gender expression, which may also constitute crimes. Prohibited behavior includes, but is not limited to *quid pro quo* sexual harassment and sexual harassment which creates a hostile environment, as well as incidents of sexual assault, incest, statutory rape, dating violence, domestic violence, and stalking. Such behavior is at times is collectively referred to in this report as "sexual misconduct."

Bethel College policy language utilizes standards and definitions reflected in the Kansas Code and the Uniform Crime Reporting standards and definitions referenced by the Clery Act. Individuals who have experienced incidents involving one or more of these behaviors are protected not only by College policy and state law, but also by federal laws, specifically the *Title IX of the Education Amendments of 1972*, the *Violence Against Women Act (VAWA)*, and the *Clery Act*. The contents of this report are mandated by that later law.

Sexual harassment is a form of sexual misconduct that undermines the integrity of the academic environment. All members of the Bethel College community, especially administrators, faculty, and other individuals who exercise supervisory authority have an obligation to promote an environment that is free of sexual harassment and to report any violation of policy to the Bethel College Title IX Coordinator, (316) 284-5248, titleixcoordinator@bethelks.edu, located inside the main floor of the Administration Building.

Bethel College maintains primary prevention and awareness programs for all incoming students and new employees, and ongoing prevention and awareness campaigns for all students and employees. These comprehensive programs are aimed at promoting awareness, preventing such crimes and misconduct, and providing resources to assist and support those who are involved in such incidents.

Bethel College responds promptly and equitably to reports of dating violence, domestic violence, sexual assault, stalking and other acts of sexual misconduct within the College community. Retaliatory actions against any individual involved in reporting or participating in the investigation of a complaint is not tolerated.

Definitions

Reporting of statistics under the Clery Act uses federal offense definitions that allow comparability across campus locations, regardless of the state in which a campus is located.

Definitions for Clery Act offenses related to sex- or gender-based discrimination, harassment, violence, and sexual misconduct (as defined by Bethel College Policy) or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence amongst members of the campus community are detailed below, as well as corresponding definitions of similar offenses under Kansas law (where noted).

Sexual Assault, defined as:

- Sex Offenses, Forcible – Any sexual act directed against another person, without the consent of the Complainant including instances where the Complainant is incapable of giving consent.
 - *Forcible Rape* – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
 - *Forcible Sodomy* – Oral or anal sexual intercourse with another person, forcibly and/or against that person’s will or not forcibly or against the person’s will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - *Sexual Assault with An Object* – To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person’s will or not forcibly or against the person’s will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - *Forcible Fondling* – The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person’s will (non-consensually) or not forcibly or against the person’s will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Sex Offenses, Nonforcible – Nonforcible sexual intercourse:
 - *Incest* – Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by [insert state] law.
 - *Statutory Rape* – Nonforcible sexual intercourse with a person who is under the statutory age of consent of 16.

Sexual Assault, as defined as an “unlawful sexual act” in the Kansas criminal code, means rape, criminal sodomy, aggravated criminal sodomy, indecent liberties with a child, aggravated indecent liberties with a child, sexual battery, aggravated sexual behavior, and lewd and lascivious behavior.¹

¹ Such crimes are defined by Kansas law. Generally, those crimes are defined as:

- **Rape** means (1) knowingly engaging in sexual intercourse with a victim who does not consent to the sexual intercourse under any of the following circumstances: (A) When the victim is overcome by force or fear; or (B) when the victim is unconscious or physically powerless; (2) Knowingly engaging in sexual intercourse with a victim when the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by the offender or was reasonably apparent to the offender; (3) sexual intercourse with a child who is under 14 years of age; (4) sexual intercourse with a victim when the victim's consent was obtained through a knowing misrepresentation made by the offender that the sexual intercourse was a medically or therapeutically necessary procedure; or (5) sexual intercourse with a victim when the victim's consent was obtained through a knowing misrepresentation made by the offender that the sexual intercourse was a legally required procedure within the scope of the offender's authority. K.S.A. 21-5503

Dating Violence, defined as: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition:

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

Under Kansas law, dating violence is a subset of domestic violence.

Domestic Violence, defined as: violence committed

- By a current or former spouse or intimate partner of the Complainant;
- By a person with whom the Complainant shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse

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- **Criminal Sodomy** means (1) Sodomy between persons who are 16 or more years of age and members of the same sex; (2) sodomy between a person and an animal; (3) sodomy with a child who is 14 or more years of age but less than 16 years of age; or (4) causing a child 14 or more years of age but less than 16 years of age to engage in sodomy with any person or animal. *K.S.A. 21-5504*
 - **Aggravated Criminal Sodomy** means (1) Sodomy with a child who is under 14 years of age; (2) causing a child under 14 years of age to engage in sodomy with any person or an animal; or (3) sodomy with a victim who does not consent to the sodomy or causing a victim, without the victim's consent, to engage in sodomy with any person or an animal under any of the following circumstances: (A) When the victim is overcome by force or fear; (B) when the victim is unconscious or physically powerless; or (C) when the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by, or was reasonably apparent to, the offender. *K.S.A. 21-5504*
 - **Sexual Battery** means the touching of a victim who is not the spouse of the offender, who is 16 or more years of age and who does not consent thereto, with the intent to arouse or satisfy the sexual desires of the offender or another. *K.S.A. 21-5505*
 - **Aggravated Sexual Battery** means the touching of a victim who is 16 or more years of age and who does not consent thereto with the intent to arouse or satisfy the sexual desires of the offender or another and under any of the following circumstances: (1) When the victim is overcome by force or fear; (2) when the victim is unconscious or physically powerless; or (3) when the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by, or was reasonably apparent to, the offender. *K.S.A. 21-5505*
 - **Indecent Liberties with a Child** means engaging in any of the following acts with a child who is 14 or more years of age but less than 16 years of age: (1) Any lewd fondling or touching of the person of either the child or the offender, done or submitted to with the intent to arouse or to satisfy the sexual desires of either the child or the offender, or both; or (2) soliciting the child to engage in any lewd fondling or touching of the person of another with the intent to arouse or satisfy the sexual desires of the child, the offender or another. *K.S.A. 21-5506*
 - **Aggravated Indecent Liberties with a Child** means: (1) Sexual intercourse with a child who is 14 or more years of age but less than 16 years of age; (2) engaging in any of the following acts with a child who is 14 or more years of age but less than 16 years of age and who does not consent thereto: (A) Any lewd fondling or touching of the person of either the child or the offender, done or submitted to with the intent to arouse or to satisfy the sexual desires of either the child or the offender, or both; or (B) causing the child to engage in any lewd fondling or touching of the person of another with the intent to arouse or satisfy the sexual desires of the child, the offender or another; or (3) engaging in any of the following acts with a child who is under 14 years of age: (A) Any lewd fondling or touching of the person of either the child or the offender, done or submitted to with the intent to arouse or to satisfy the sexual desires of either the child or the offender, or both; or (B) soliciting the child to engage in any lewd fondling or touching of the person of another with the intent to arouse or satisfy the sexual desires of the child, the offender or another.
 - **Lewd and Lascivious Behavior** means: (1) Publicly engaging in otherwise lawful sexual intercourse or sodomy with knowledge or reasonable anticipation that the participants are being viewed by others; or (2) publicly exposing a sex organ or exposing a sex organ in the presence of a person who is not the spouse of the offender and who has not consented thereto, with intent to arouse or gratify the sexual desires of the offender or another.

- or intimate partner;
- By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Kansas;
- By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Kansas.

To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

Kansas law further expands the definition of domestic violence to includes any other crime committed against a person or against property, or any municipal ordinance violation against a person or against property, when directed against a person whom the offender is involved or has been involved in a dating relationship or when directed against a family or household member by a family or household member.²

Stalking, defined as: engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others; or
- 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 Complainant.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Kansas law further expands the definition of stalking in relation to behavior or actions related to and/or or following protective orders.³

² K.S.A. 21-5111(i). For the purposes of this definition:

- "Dating relationship" means a social relationship of a romantic nature. In addition to any other factors the court deems relevant, the trier of fact may consider the following when making a determination of whether a relationship exists or existed: Nature of the relationship, length of time the relationship existed, frequency of interaction between the parties and time since termination of the relationship, if applicable.
- "Family or household member" means persons 18 years of age or older who are spouses, former spouses, parents or stepparents and children or stepchildren, and persons who are presently residing together or have resided together in the past, and persons who have a child in common regardless of whether they have been married or have lived together at any time. Family or household member also includes a man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time.

³ after being served with, or otherwise provided notice of, any protective order included in K.S.A. 21-3843, prior to its repeal or K.S.A. 2012 Supp. 21-5924, and amendments thereto, that prohibits contact with a targeted person, recklessly engaging in at least one act listed in K.S.A. 21-5427(f)(1) that violates the provisions of the order and would cause a reasonable person to fear for such person's safety, or the safety of a member of such person's immediate family and the targeted person is actually placed in such fear. K.S.A. 21-5427 (*crime*) and K.S.A. 60-31a02 (*civil remedies*)

Sexual Harassment and subsequent Civil Rights Offenses—including sexual exploitation, hazing⁴, and bullying⁵—as defined in the Bethel College [Equal Opportunity, Harassment & Nondiscrimination Policy and Procedures](#) and the Sexual Assault crimes listed in this Section, **is** an umbrella category that includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking. *Both law and policy prohibit specific incidents of sexual harassment.*

At Bethel College, Sexual Harassment is conduct on the basis of sex/gender or that is sexual that satisfies one or more of the following:

- *Quid Pro Quo*:
 - an employee of Bethel College,
 - conditions⁶ the provision of an aid, benefit, or service of Bethel College,
 - on an individual’s participation in unwelcome sexual conduct.
- Sexual Harassment:
 - unwelcome conduct,
 - determined by a reasonable person,
 - to be so severe, and
 - pervasive, and,
 - objectively offensive,
 - that it effectively denies a person equal access to Bethel College’s education program or activity.

Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is younger than the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances (“in the shoes of the Complainant”), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent, as defined by Bethel College policy, means: knowing, voluntary, and clear permission by word or action to engage in sexual activity. Consent is active, not passive.

Individuals may experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain *their* consent to being kissed back.

⁴ Hazing that is not based on actual or perceived membership in a protected class is prohibited by and may be addressed through the Bethel College Student Handbook and its corresponding provisions regarding Actions Against Members of the Community as well as state law (K.S.A. 21-5418).

⁵ Bullying and cyber-bullying that is not based on actual or perceived membership in a protected class is prohibited by and may be addressed through the Bethel College Student Handbook and its corresponding provisions regarding Actions Against Members of the Community as well as state law (K.S.A. 72-8256).

⁶ Implicitly or explicitly.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on Bethel College to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to BDSM⁷ or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual, so Bethel College’s evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

In the State of Kansas, a minor (meaning a person under the age of 16 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 16 years old is a crime, as well as a violation of Bethel College policy, even if the minor wanted to engage in the act.

Incapacitation: A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated. “Should have known” is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

Bethel College policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

The State meaning of “consent” (or the ability to provide it) is implied through the related state definition of rape (and/or sexual assault), as outlined by K.S.A. 44-1131, K.S.A. 21-5501, and/or in Chapter 21 Article

⁷ Bondage, discipline/dominance, submission/sadism, and masochism.

55 of the Kansas Statutes Annotated.⁸ Such a definition may differ from the definition used by Bethel College to address policy violations.

Safe and Positive Options for Bystander Intervention

Bystander intervention means safe and positive options that may be carried out by an individual(s) to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, stalking, or other forms of sexual misconduct.

Recognizing when an incident of sexual misconduct (which includes sexual harassment and sexual assault), domestic violence, dating violence, or stalking is occurring or is likely to occur is the first step to intervening. If you make the decision to intervene, do so safely – violence does not stop violence. If you cannot stop the act with your words, call law enforcement. Do not be afraid to ask other people for help with intervention. If the incident is occurring in the residence halls, ask a Residence Life staff member or a Campus Assistant for help.

If an individual confides in you, listen respectfully and help identify others in whom they can confide. Ask what the individual needs to feel safe, encourage seeking medical attention and counseling, and encourage reporting the incident to law enforcement or a College official if the individual is comfortable doing so. Be a supportive, kind, understanding, and nonjudgmental person and you can be a positive force for the individual to seek the help that is needed to move forward.

Information on Risk Reduction

The Office of Human Resources & Compliance (Title IX), in collaboration with the Office of Student Life, provides the campus community with programs that describe options to decrease perpetration and bystander inaction, and to increase empowerment for Complainants in order to promote safety and to help prevent conditions that facilitate violence. Such programs include alcohol and drug awareness programs, which explain that substance use and substance abuse increases the risk of sexual misconduct, and programs about safe and healthy choices.

Bethel College offers Vector Solution’s “*Safe Colleges*” online training program for students and ThinkHR’s online harassment prevention and Title IX training modules for faculty and staff to help teach more safe and positive options for bystander intervention, as well as mandatory reporting and response incident response requirements for employees.

Additionally, with no intention to victim-blame and with recognition that only those who commit sexual misconduct are responsible for those actions, the Bethel College [*Equal Opportunity, Harassment, and Nondiscrimination Policy & Procedures*](#) offers suggestions that may nevertheless help one reduce the risk

⁸ While the State of Kansas does not specifically define Consent, Kansas law provides that a person commits a sex crime when a person knowingly engages in sexual intercourse and:

- 1) the victim is overcome by force or fear;
- 2) the victim is unconscious or physically powerless;
- 3) the victim is incapable of giving consent because of mental deficiency or disease, or because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by the offender or was reasonably apparent to the offender;
- 4) the victim’s consent was obtained through a knowing misrepresentation that the sexual intercourse was a medically or therapeutically necessary procedure; or
- 5) the victim’s consent was obtained through a knowing misrepresentation made by the offender that the sexual intercourse was a legally required procedure within the scope of the offender’s authority. K.S.A. 21-5503.

of experiencing sexual harassment, sexual assault, dating violence, domestic violence, or stalking (as defined by College policy).

Awareness Programs, Campaigns, and Ongoing Prevention

In an effort to reduce the frequency of sex- or gender-based discrimination, harassment, violence, and sexual misconduct, (as defined by College Policy) or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence amongst members of the campus community, Bethel College offers a range of campaigns, strategies, and initiatives to promote awareness, educational, risk reduction, and prevention programming.

The Office of Human Resources & Compliance (Title IX) and the Office of Student Life oversee such efforts. Additionally, the Office of Human Resources & Compliance (Title IX) act in partnership with local law enforcement and local crisis centers to provide sexual misconduct and relationship violence educational materials, services, and/or programming to the campus community.

Primary Prevention and Awareness Programs for All Incoming Students and New Employees

Bethel College offers programming to identify and prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults), and stalking each year. A new program online program through Vector Solutions, was implemented during the 2020-21 academic year to bolster educational efforts to raise awareness for all incoming students and employees.

Prevention training is offered to identify risky or unacceptable conduct before it occurs. Programs and other campaigns include strong messages regarding not just awareness, but also primary prevention (including normative messaging, environmental management, and bystander intervention), and discuss institutional policies on sex- or gender- based discrimination, harassment, violence, sexual misconduct, and consent, as well as the State of Kansas definitions of domestic violence, dating violence, sexual assault, stalking, and consent in reference to sexual activity.

Awareness programs include community-wide or audience-specific programming which describes initiatives and strategies to prevent sexual misconduct, relationship violence, and stalking, and promote safety, and reduce perpetration of sexual misconduct. Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches. Programs are informed by evidence-based research and/or are assessed for their effectiveness.

Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, identifying allies, and/or creating distractions. Bystander empowerment training, provided through both internally produced trainings offered to all incoming students each fall, as well as a specific online training module through Vector Solutions, highlights the need for those who intervene to ensure their own safety in the intervention techniques they choose, and motivates them to intervene as stakeholders in the safety of the community when others might choose to be bystanders.

Reporting Procedures to Follow After an Incident or Crime of Dating Violence, Domestic Violence, Sexual Assault, Stalking, or Any Other Sexual Misconduct or Relationship Violence Has Occurred

In the event that sex- or gender-based discrimination, harassment, violence, or misconduct (as defined by College policy) or the crimes of sexual assault, stalking, dating violence, or domestic violence do occur, Bethel College takes the matter very seriously.

Bethel College employs supportive and protective measures such as no contact orders or emergency removal in cases in which a violence risk assessment indicates such action is warranted.

If a student is accused of sex- or gender-based discrimination, harassment, violence, or misconduct, they are subject to action in accordance with the Bethel College [*Equal Opportunity, Harassment, and Nondiscrimination Policy & Procedures*](#). A student or employee wishing to officially report such an incident may do so by contacting the Bethel College Title IX Coordinator, (316) 284-5248, titleixcoordinator@bethelks.edu, located on the main floor of the Administration Building. Reports to the Title IX Coordinator may be made by phone, email, or in person, or through [the online reporting form](#) (available at <https://www.bethelks.edu/form/report-harassment-discrimination>).

Anyone with knowledge about sex- or gender-based discrimination, harassment, violence, or misconduct (as defined by College policy) or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence is encouraged to report it immediately.

Supportive and protective measures for individuals who have experienced these incidents are available from the campus whether the individual chooses to report to local law enforcement, and irrespective of whether the individual pursues a formal complaint through the Bethel College resolution process.

It is the policy of the Bethel College not to notify local/campus law enforcement when sex or gender-based discrimination, harassment, or violence occurs, unless a Complainant wishes or there is an emergency threat to health or safety.

Complainants have the option to notify law enforcement directly, or to be assisted in doing so by campus authorities. If requested, campus officials can facilitate reporting to local law enforcement but may also respect a Complainant's request not to do so. A Complainant may decline offers of assistance by a campus official in reporting to law enforcement.

Each semester, Bethel College provides all students and employees with the document, "[Guide on Sexual Misconduct: Campus Policies & Procedures, Victim Services, and Resources](#)," through a stand-alone email. The document, which is separate and distinct from the College's Annual Security Report, details reporting and response information, and both links to and summarizes the institution's related disciplinary procedures. In addition to regular, campus-wide distribution, this document is also provided on an individual basis to any person who reports an incident of sexual misconduct to Bethel College. It is also made publicly available through the Bethel College [Equal Opportunity, Harassment, and Nondiscrimination webpage](#). Similar content is further provided to both students and employees in the resources tabs contained within their respective online prevention education training programs.

Collection and Preservation of Evidence

If you experience sex- or gender-based discrimination, harassment, violence, or sexual misconduct (as defined by College policy); or incidents of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, some or all of the following safety suggestions may guide you after an incident has occurred:

- 1) Get to a safe location as soon as you are able and speak with someone you trust.

- Tell this person what happened. If there is any immediate danger, contact local law enforcement by calling 9-1-1.
- 2) Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you in the crisis.
- 3) If you are on campus during regular business hours, you may go to the Campus Counselor or the Campus Pastor for free and confidential support and guidance. An advocate from Safehope is also typically available for on-campus consultation at least one day per week. After regular business hours, or in any situation an individual wishes, local resources are also available and may be able to provide confidential assistance.
- **For any emergency situation, regardless of location, you can contact local police by calling 911 or their non-emergency line at (316) 283-3191**
 - **Campus Resources** [**Denotes the resource is confidential*]:
 - Title IX Coordinator – (316) 284-5248, 300 E. 27th St., North Newton, KS 67117, Main Floor Administration Building, titleixcoordinator@bethelks.edu, Regular Business Hours, M-F
 - Director of Wellness (Campus Counselor) * – (316) 284-5326, 300 E. 27th St., North Newton, KS 67117, Basement Will Academic Center, jhoopes@bethelks.edu, Regular Business Hours, M-F
 - Campus Pastor* — (316) 284-5318, 300 E. 27th St., North Newton, KS 67117, Basement Administration Building, munruh@bethelks.edu
 - **Local Off-Campus Resources** [**Denotes the resource is confidential*]:
 - North Newton Police Department – **Emergency** – 9-1-1, **Non-Emergency** – (316) 283-3191, 2601 N. Main, North Newton, KS 67117, mpd@northnewton.org, 24/7
 - Prairie View Mental Health Center* – Help Line: (800) 362-0180, (<https://prairieview.org/>), 24/7
 - Safehope*, **Crisis Line** – (800) 487-0510 or (316) 283-0350, (www.safehope.net), 24/7, Staff are available 24/7 off-campus, and are also typically on-campus on Tuesdays between 12:00-2:00pm in a private office on the second floor of the Administration Building.
 - **State & National Resources** [**Denotes the resource is confidential*]:
 - Kansas Coalition Against Sexual & Domestic Violence*, **Crisis Hotline** – 1-888-END-ABUSE (363-2287), (www.kcsdv.org), 24/7
 - LoveIsRespect.org – **Help Line**: (866) 331-9474, (www.loveisrespect.org), 24/7
 - National Sexual Assault Hotline* – **Help Line**: (800) 656-HOPE (4673), (<https://ohl.rainn.org/online/>), 24/7
 - National Domestic Violence Hotline* – **Help Line**: (800) 799-SAFE (7233), (<https://www.thehotline.org/>), 24/7
 - RAINN (Rape, Abuse, & Incest National Network) – **Help Line**: (800) 656-HOPE (4673), (<https://www.rainn.org/>), 24/7
 - Suicide Prevention Lifeline – **Help Line**: (800) 273-8255, (<https://suicidepreventionlifeline.org/>), 24/7
- 4) For your safety and well-being, immediate medical attention is encouraged. Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. Sexual Assault Nurse Examiners (SANE) are available at several area hospitals; however, you can go local providers and they will ensure you receive proper care. The hospital will arrange for a specific medical examination at no charge or can work with you to arrange state reimbursement. Typically, police will be called to the hospital to take custody of the SANE/rape

kit, but it is up to you whether you wish to speak with them or file a criminal complaint. Locally, Safehope (1-800-487-0510) is available to provide assistance or answer questions you may have regarding medical and legal options.

○ **Medical Resources** (24/7 Unless Noted Otherwise):

- Newton Medical Center, **Emergency** – 9-1-1, **Non-Emergency** – (316) 283-2700, 600 Medical Center Dr., Newton, KS 67114, (<https://www.newtonmed.com/>)
- [Ascension Via Christi Health – St. Joseph Hospital](#) (SANE), **Emergency** – 9-1-1, **Non-Emergency** – (316) 268-5000, 3600 E. Harry St., Wichita, KS 67218
- [Ascension Via Christi Health—St. Francis Hospital](#), **Emergency** – 9-1-1, **Non-Emergency** – (316) 268-5000, 929 N. Saint Francis, Wichita, KS 67214
- [Wesley Medical Center](#) (SANE), **Emergency** – 9-1-1, **Non-Emergency** – (316) 962-9122, 550 N. Hillside St., Wichita, KS 67214

5) Preservation of Evidence:

- To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate, or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.
- Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundered clothing, and any other pertinent items that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean **paper** bag or clean bedsheet to avoid contamination. If you are still wearing any clothes worn during the assault, wear them to the hospital, but bring a change of clothes, as the hospital will keep the clothes you are wearing as evidence.
- If you have physical injuries, photograph or have them photographed, with a date stamp on the photo.
- Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.
- Try to memorize details (e.g., physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details, if you have time and the ability to do so.
- If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify the Title IX Coordinator so that those orders can be observed on campus.

6) Even after the immediate crisis has passed, consider seeking support from the Campus Counselor, the Campus Pastor, and/or, Safehope.

7) Contact the Title Coordinator (titleixcoordinator@bethelks.edu, (316) 284-5248) if you need assistance with Bethel College concerns, such as no-contact orders or other supportive measures. The Title IX Coordinator will also assist in any needed advocacy for students who wish to obtain protective or restraining orders from local authorities. Bethel College is able to offer reasonable academic supports, changes to living arrangements, transportation resources or modifications, safety escorts, no-contact orders, counseling services access, and other supports and resources as needed by a victim. The College is able to offer information about legal assistance, visa/immigration assistance, and student financial aid considerations for victims.

8) Choose how to proceed

You have options, and are encouraged to contact the College's Title IX Coordinator to discuss your options:

- ✓ Do nothing until you are ready; or
- ✓ Pursue resolution by Bethel College; and/or
- ✓ Initiate criminal process against the perpetrator; and/or
- ✓ Initiate a civil process against the perpetrator.

These options are not mutually exclusive. You may choose whatever combination of options is best for you. If you wish to have an incident investigated and resolved by Bethel College, students and employees should contact the Title IX Coordinator. Bethel College procedures will be explained. Those who wish incidents to be handled criminally should contact local law enforcement. A campus official may be available to accompany students in making such reports, if desired.

Reporting Crimes to Law Enforcement

It is the policy of the Bethel College not to notify local/campus law enforcement when sex or gender-based discrimination, harassment, violence, or sexual misconduct occurs, unless a Complainant wishes or there is an emergency threat to health or safety.

Complainants have the option to notify law enforcement directly, or to be assisted in doing so by campus authorities. If requested, campus officials can facilitate reporting to local law enforcement but may also respect a Complainant's request not to do so. A Complainant may decline offers of assistance by a campus official in reporting to law enforcement.

Reporting Crimes to Bethel College

In the event that sex or gender-based discrimination, harassment, violence, or sexual misconduct (as defined by College policy) or the crimes of sexual assault, stalking, dating violence, or domestic violence do occur, Bethel College takes the matter very seriously.

Bethel College employs supportive and protective measures such as no-contact orders or emergency removal in cases in which a threat assessment indicates such action is warranted. Supportive measures for individuals who have experienced these incidents are available from the College regardless of whether the individual chooses to report to local law enforcement and irrespective of whether the individual pursues a formal complaint through the Bethel College resolution process.

If a student is accused of sex or gender-based discrimination, harassment, violence, or sexual misconduct, they are subject to action in accordance with the [Equal Opportunity, Harassment, & Non-Discrimination Policy and Procedures](http://www.bethelks.edu/EqualOpp) (<http://www.bethelks.edu/EqualOpp>). A student wishing to officially report such an incident may do so by contacting the Title Coordinator (titleixcoordinator@bethelks.edu, (316) 284-5248), located on the main floor of the Administration Building. Reports to the Title IX Coordinator may be made by phone, email, or in person, or through [the online reporting form](https://www.bethelks.edu/form/report-harassment-discrimination) (available at <https://www.bethelks.edu/form/report-harassment-discrimination>).

Anyone with knowledge about sex- or gender-based discrimination, harassment, violence, or sexual misconduct (as defined by College policy), or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence is encouraged to report it immediately to the Title Coordinator (titleixcoordinator@bethelks.edu, (316) 284-5248), located on the main floor of the

Administration Building. Reports to the Title IX Coordinator may be made by phone, email, or in person, or through [the online reporting form](https://www.bethelks.edu/form/report-harassment-discrimination) (available at <https://www.bethelks.edu/form/report-harassment-discrimination>).

Confidential Reporting Options

An individual who seeks completely confidential assistance may do so by speaking with professionals who have legally protected confidentiality. On campus, confidential reports may be made to a licensed campus mental health counselor or campus pastor. Information shared with these resources will remain confidential and will not be shared with Bethel College or anyone else without express, written permission of the individual seeking services unless required by law or court order. These resources are also encouraged to with their clients voluntary and confidential reporting options with the institution.

Both the Director of Student Wellness and Campus Pastor are available to assist during regular business hours and their service is free of charge to Bethel College students. Off-campus rape crisis center staff (Safehope) and/or members, the student health center, and local medical facilities can maintain confidentiality and have no duty to report your information to Bethel College.

- **Campus Resources** [**Denotes the resource is confidential*]:
 - Student Wellness counselor (Campus Counselor) * – (316) 284-5326, 300 E. 27th St., North Newton, KS 67117, Basement Will Academic Center, pturner@bethelks.edu, Regular Business Hours, M and W from 8:00 a.m. – 5:00 p.m.
 - Campus Pastor* — (316) 284-5318, 300 E. 27th St., North Newton, KS 67117, Basement Administration Building, munruh@bethelks.edu
 - Bethel College Campus Nurse (Campus Nurse) (316) 284-5309, 300 E. 27th St., North Newton, KS 67117, Basement Will Academic Center, skaufman@bethelks.edu, Regular Business Hours, M-F

- **Local Off-Campus Resources** [**Denotes the resource is confidential*]:
 - Safehope*, **Crisis Line** – (800) 487-0510 or (316) 283-0350, (www.safehope.net), 24/7, Staff are available 24/7 off-campus, and are also typically on-campus on Tuesdays between 12:00-2:00pm in a private office on the second floor of the Administration Building.
 - Prairie View Mental Health Center* – Help Line: (800) 362-0180, (<https://prairieview.org/>), 24/7

- **State & National Resources** [**Denotes the resource is confidential*]:
 - Kansas Coalition Against Sexual & Domestic Violence*, **Crisis Hotline** – 1-888-END-ABUSE (363-2287), (www.kcsdv.org), 24/7
 - National Sexual Assault Hotline* – **Help Line**: (800) 656-HOPE (4673), (<https://ohl.rainn.org/online/>), 24/7
 - National Domestic Violence Hotline* – **Help Line**: (800) 799-SAFE (7233), (<https://www.thehotline.org/>), 24/7

Non-Confidential Reporting Options

Non-confidential reports regarding incidents in which a student, employee, or visitor is the Respondent (alleged perpetrator) should be made to Title IX Coordinator by phone, email, or in person, or through [the online reporting form](https://www.bethelks.edu/form/report-harassment-discrimination) (available at <https://www.bethelks.edu/form/report-harassment-discrimination>).

Reports or disclosures regarding incidents in which a student, employee, or visitor is the Respondent that is made to any Mandated Reporter—as identified by the College’s [Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures](http://www.bethelks.edu/EqualOpp) (<http://www.bethelks.edu/EqualOpp>)—will be directed to the Title IX Coordinator for further review.

A report to the Title IX Coordinator is not the same thing as a formal complaint to initiate the formal resolution process. Even after a report is made to the Title IX Coordinator, a Complainant may request confidentiality and/or that the Title IX Coordinator provide them with supportive measures without initiating a formal resolution process. The Title IX Coordinator will weigh requests for confidentiality against the institutional need to address and remedy discrimination under Title IX. Generally, Bethel College will be able to respect a Complainant’s wishes, unless it believes there is an immediate threat to the community in which a violence risk assessment indicates such action is warranted.

In cases where a Complainant’s request for confidentiality is granted, Bethel College will offer available resources and supportive measures. Complainants are not obligated to pursue formal resolution in order to access these available resources. If Bethel College decides that it is obligated to pursue a formal resolution based on the notice a Complainant has given, they are not obligated to participate in the resolution process. However, the ability of the College to enforce its policies or provide some remedies may be limited as a result of the Complainant’s decision not to participate.

Please be aware that institutional duties with respect to minors (those under the age of 18), may require reporting sexual misconduct incidents to state agencies and/or local law enforcement. As a result, confidentiality cannot be guaranteed in sexual misconduct incidents involving minors.

[Amnesty, Good Samaritan, & Whistle Blower Protections](#)

Bethel College encourages the reporting by Complainants and witnesses of potential misconduct and crimes. Sometimes, Complainants or witnesses are hesitant to report or participate in College resolution processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons.

To encourage reporting and participation in the process, Bethel College maintains a policy of offering parties and witnesses amnesty from minor policy violations – such as underage consumption of alcohol or the use of illicit drugs – related to the incident. Bethel College is committed to protecting individuals from interference with making a good faith disclosure and from retaliation for having made a good faith disclosure or for having refused to follow an illegal instruction, as defined and detailed in the Bethel College *Whistleblower Policy*.

Bethel College maintains a policy of amnesty for students who offer help to others in need. Amnesty is addressed in both the [Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures](#) as well as through the *Good Samaritan Policy* detailed within the Bethel College [Student Handbook](#). Although policy violations cannot be overlooked, the Bethel College may provide purely educational options with no official disciplinary finding, rather than punitive sanctions, to those who offer their assistance to others in need.

Bethel College may, at its discretion, offer employee Complainants amnesty from such policy violations (typically more minor policy violations) related to the incident. Amnesty may also be granted to Respondents and witnesses on a case-by-case basis.

Disciplinary Reports Made to Bethel College Campus Authorities

An individual(s) who experiences sex- or gender-based discrimination, harassment, violence, or misconduct (as defined by College policy) or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence may also report such incidents to the Title IX Coordinator of campus authorities (known as “Officials with Authority” or OWAs) for possible disciplinary action against the Respondent.

If a report of a sex- or gender-based discrimination, harassment, violence, or misconduct (as defined by College policy) or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence is made to an OWA or any mandated reporter (as identified by the Bethel College [*Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures*](#)), they must report such information to the Title IX Coordinator. The Title IX Coordinator will determine whether the College must pursue an investigation separate from any investigation undertaken by law enforcement.

After a Report is Made to Law Enforcement

For crimes reported to the College, campus officials will notify, at the reporting party’s request, and assist local law enforcement to investigate the crime and refer the matter for criminal prosecution. All Officials with Authority (OWA) and mandated reporters must notify the Title IX Coordinator when a report of sexual assault or related crime is received.

Supportive Measures

Available Assistance

The Title IX Coordinator will offer assistance to Complainants in the form of supportive measures such as opportunities for academic adjustments (or accommodations); changes in on-campus housing assignment; visa and immigration assistance; changes in working situations; and other assistance as may be appropriate and available on campus or in the community (such as no-contact orders, campus escorts, transportation assistance, targeted interventions, etc.).

The Title IX Coordinator can connect the Complainant with a counselor on- or off-campus, as well as an off-campus victim advocate. No Complainant is required to take advantage of these services and resources, but Bethel College provides them in the hopes of offering help and support. Similar supports may be available to Respondents, upon request.

Orders of Protection, No-Contact Orders, Restraining Orders, or Similar Court Orders

Bethel College does not issue orders of protection. Orders of protection, restraining orders, injunctions, or similar lawful orders may be obtained through the court system and can be enforced by local law enforcement. Individuals who have obtained a protection order are encouraged to provide a copy to the Bethel College Title IX Coordinator as soon as possible following the issuance to ensure full enforcement.

Although Bethel College does not issue orders of protection, individuals may request that the College issue an administrative directive for no-contact and/or a no trespass notice/*persona non grata* notice. Upon request, a determination will be made by the College whether to issue an administrative directive for no-contact and/or a no trespass notice/*persona non grata* notice.

For information regarding how to obtain a protection order, contact local law enforcement or the Title IX Coordinator, (316) 284-5248, titleixcoordinator@bethelks.edu, located on the main floor of the Administration Building.

Changing Academic, Transportation, Living, and Employment Situations

Bethel College provides written notification to Complainants about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations and protective measures.

Each semester, the College provides all students and employees with the document, “[Guide on Sexual Misconduct: Campus Policies & Procedures, Victim Services, and Resources](#),” through a stand-alone email. The document, which is separate and distinct from the College’s Annual Security Report, details reporting and response information, and both links to and summarizes the institution’s related disciplinary procedures. It is also made publicly available through the Bethel College [Equal Opportunity, Harassment, and Nondiscrimination webpage](#). Similar information is also provided to both students and employees in the resource’s tabs contained within their respective online prevention education training programs. In addition to regular, campus-wide distribution, this document is also provided on an individual basis to any person who reports an incident of sexual harassment or sexual misconduct to Bethel College.

Students who desire assistance in changing academic, student housing, campus transportation, and working arrangements are encouraged to contact the Title IX Coordinator who will work with appropriate College offices concerning requests for such changes. The Title IX Coordinator may be reached at (316) 284-5248 or titleixcoordinator@bethelks.edu and is located on the main floor of the Administration Building.

Employees who desire assistance with changing an employment situation due to sexual misconduct or relationship violence are encouraged to contact Director of Human Resources & Compliance (Title IX Coordinator). The Director of Human Resources & Compliance (Title IX Coordinator) may be reached at (316) 284-5248 or titleixcoordinator@bethelks.edu and is located on the main floor of the Administration Building.

Changes will be made if reasonably available regardless of whether or not the Complainant chooses to report the crime to law enforcement or participate in a Bethel College investigation.

Procedures for College Disciplinary Action

Overview

The Bethel College [Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures](#) provides for College procedures and disciplinary action for both students and employees, and is sometimes referred to as a “unified policy” or a “1 Policy, 2 Procedures” resource. Supplemental resources, including illustrative flowcharts, diagrams, and frequently asked questions regarding the unified policy are available on the Bethel College [Equal Opportunity, Harassment, and Nondiscrimination webpage](#).

For offenses including sex- or gender-based discrimination, harassment, violence, or misconduct—which typically include the crimes of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence—sanctions range from warning to expulsion. Serious and violent incidents and acts of sexual assault (the policy equivalent to the crime of rape) usually result in suspension, expulsion, or termination of employment. Knowingly providing false or misleading information to investigators can result in additional consequences under the *Student Community Standards and Policies* as detailed in the Bethel College [Student Handbook](#).

Procedurally, when the College receives a report of sex- or gender-based discrimination, harassment, violence, or misconduct (as defined by College policy) or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, the Title IX Coordinator is notified. If the individual who experienced the behavior (Complainant) wishes to access local community agencies and/or

law enforcement for support, the College will assist them in making these contacts.

Process Rights

A written summary of rights, options, supports, and procedures, is reflected in this document, as well as a resource titled "[Guide on Sexual Misconduct: Campus Policies & Procedures, Victim Services, and Resources](#)," which is provided to all Complainants, whether they are students, employees, guests, or visitors when such an incident is reported. Similarly, this information is also provided to all students and employees each semester through email distribution of the Bethel College [Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures](#) and through a stand-alone email containing the document "[Guide on Sexual Misconduct: Campus Policies & Procedures, Victim Services, and Resources](#)." The later resource, which is separate and distinct from the College's Annual Security Report, details reporting and response information, and both links to and summarizes the institution's disciplinary process and procedures under the above-referenced policy.

When appropriate, upon receipt of notice the Title IX Coordinator will initiate a prompt, fair, and impartial process, commencing with an investigation, which may lead to the imposition of sanctions for a Respondent based on a **preponderance of the evidence** standard (what is more likely than not).

[Procedures detailing the investigation and resolution processes](#) of Bethel College can be found online, but are summarized within this report. The Title IX Coordinator is ultimately responsible for assuring in all cases that the behavior is ended, Bethel College acts to reasonably prevent its recurrence, and the effects of the Complainant and the community are remedied.

Bethel College's policies afford all parties a process which:

- Is prompt, fair, and impartial from investigation to final result, including being:
 - Completed within reasonably prompt timeframes, including allowing for the extension of timeframes for good cause with written notice to the parties of the delay and the reason for the delay;
 - Conducted in a manner that is consistent with the Bethel College policies and transparent to the parties;
 - Given timely notice of meetings at which the parties (one or all) may be present;
 - Given timely provision to the parties and any appropriate officials of equal access to any information that will be used during informal and formal disciplinary meetings and hearings; and is
 - Conducted by officials who do not have a conflict of interest or bias for or against any of the parties
- Is conducted by administrators who, at minimum, receive annual training on:
 - Issues related to dating violence, domestic violence, sexual assault, and stalking; and
 - How to investigate and hearing process that protects the safety of the parties and promotes accountability
- Allows all parties the same opportunities to have others present during any Bethel College disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice
- Does not limit the choice of advisor or presence for any part in any meeting or Bethel College disciplinary proceeding; however, Bethel College may establish regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties
- Provides for simultaneous written notification to all parties of:

- The result of any Bethel College disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking;
- The Bethel College procedures for the parties to appeal the result of the College’s disciplinary proceeding, if such procedures are available;
- Any change to the result; and
- When such results become final
- Prohibits retaliation

Training

The Title IX Coordinator is ultimately responsible for assuring in all cases that the behavior is ended, the College acts to reasonably prevent its recurrence, and the effects on the Complainant and the community are remedied. The Coordinator is also responsible for assuring that training is conducted annually for all institution-provided advisors, investigators, decision-makers, and appeal decision-makers involved in the resolution of formal complaints through a process which ensures the safety of all parties and promotes accountability. At Bethel College such individuals are collectively referred to as “The Pool” members and are cross-trained in all functions of College processes under the [Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures](#).

Training of the Bethel College “Pool” focuses on sexual misconduct (as defined by College Policy), domestic violence, dating violence, sexual assault, stalking, sexual harassment, retaliation, and other behaviors that can be forms of sex or gender discrimination covered by Title IX and Clery Act. Training is provided through institution-wide online training, face-to-face monthly round table meetings, and by attendance of external training events, conferences, and/or seminars. Resources utilized for such purposes are available for review on the Bethel College [Equal Opportunity, Harassment, and Nondiscrimination webpage](#).

Intake Procedures

Upon receipt of a complaint or notice to the Title IX Coordinator of an alleged violation of the Policy, the Title IX Coordinator initiates a prompt initial assessment to determine the next steps Bethel College needs to take.

The Title IX Coordinator will initiate at least one of three responses:

- 1) Offering supportive measures because the Complainant does not want to file a formal complaint; and/or
- 2) An informal resolution (upon submission of a formal complaint); and/or
- 3) A Formal Grievance Process including an investigation and a hearing (upon submission of a formal complaint).

Bethel College uses the Formal Grievance Process to determine whether or not the Policy has been violated. If so, Bethel College will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, their potential recurrence, or their effects.

Following receipt of notice or a complaint of an alleged violation of the [Equal Opportunity, Harassment, & Nondiscrimination Policy & Procedures](#), the Title IX Coordinator engages in an initial assessment, typically within one (1) to five (5) business days. The steps in an initial assessment can include:

- If notice is given, the Title IX Coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.
 - If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint because a threat (or violence) risk assessment indicates a compelling threat to health and/or safety.
- If a formal complaint is received, the Title IX Coordinator assesses its sufficiency and works with the Complainant to make sure it is correctly completed.
- The Title IX Coordinator reaches out to the Complainant to offer supportive measures.
- The Title IX Coordinator works with the Complainant to ensure they are aware of the right to have an Advisor.
- The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance resolution process.

Formal Resolution Process

The Title IX Coordinator will provide written notice of the investigation and allegations (the “NOIA”) to the Respondent upon commencement of the Formal Grievance Process. This facilitates the Respondent’s ability to prepare for the interview and to identify and choose an Advisor to accompany them. The NOIA is also copied to the Complainant, who is to be given advance notice of when the NOIA will be delivered to the Respondent.

The NOIA will include:

- A meaningful summary of all of allegations,
- The identity of the involved parties (if known),
- The precise misconduct being alleged,
- The date and location of the alleged incident(s) (if known),
- The specific policies implicated,
- A description of the applicable procedures,
- A statement of the potential sanctions/responsive actions that could result,
- A statement that Bethel College presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination,
- A statement that determinations of responsibility are made at the conclusion of the process and that the parties will be given an opportunity to inspect and review all directly related and/or relevant evidence obtained during the review and comment period,
- A statement about Bethel College’s policy on retaliation,
- Information about the privacy of the process,
- Information on the need for each party to have an Advisor of their choosing and suggestions for ways to identify an Advisor,
- A statement informing the parties that Bethel College’s Policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process,
- Detail on how the party may request disability accommodations during the interview process,
- A link to the Bethel College “[Guide on Sexual Misconduct: Campus Policies & Procedures, Victim Services, and Resources.](#)”
- The name(s) of the Investigator(s), along with a process to identify, in advance of the interview process, to the Title IX Coordinator any conflict of interest that the Investigator(s) may have, and
- An instruction to preserve any evidence that is directly related to the allegations.

Bethel College will make a good faith effort to complete the resolution process within a sixty-to-ninety (60-90) business day time period, including appeal, which can be extended as necessary for appropriate cause by the Title IX Coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

Once the decision to commence a formal investigation is made, the Title IX Coordinator appoints Pool members to conduct the investigation (typically using a team of two Investigators), usually within two (2) business days of determining that an investigation should proceed.

Any individual materially involved in the administration of the resolution process, including the Title IX Coordinator, Investigator(s), and Decision-maker(s), may neither have nor demonstrate a conflict of interest or bias for a party generally, or for a specific Complainant or Respondent. The Title IX Coordinator will vet the assigned Investigator(s) to ensure impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases.

The Formal Grievance Process involves an objective evaluation of all relevant evidence obtained, including evidence that supports that the Respondent engaged in a policy violation and evidence that supports that the Respondent did not engage in a policy violation. Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or witness.

Bethel College operates with the presumption that the Respondent is not responsible for the reported misconduct unless and until the Respondent is determined to be responsible for a policy violation by the applicable standard of proof.

Investigations are completed expeditiously, normally within thirty (30) business days, though some investigations may take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

Bethel College will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

Bethel College may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include, but are not limited to: a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of parties and/or witnesses, and/or accommodations for disabilities or health conditions.

Bethel College will communicate in writing the anticipated duration of the delay and reason to the parties, and provide the parties with status updates if necessary. Bethel College will promptly resume its investigation and resolution process as soon as feasible. During such a delay, Bethel College will implement supportive measures as deemed appropriate.

Bethel College action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been

dismissed or reduced.

Investigation Procedures

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary.

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

The Investigator(s) typically take(s) the following steps, if not already completed (not necessarily in this order):

- Determine the identity and contact information of the Complainant
- In coordination with campus partners (e.g., the Title IX Coordinator), initiate or assist with any necessary supportive measures
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated
- Assist the Title IX Coordinator with conducting a prompt initial assessment to determine if the allegations indicate a potential policy violation
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all witnesses and the parties
- Meet with the Complainant to finalize their interview/statement, if necessary
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes (or transcript) of the relevant evidence/testimony from their respective interviews and meetings
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible
- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions
- Complete the investigation promptly and without unreasonable deviation from the intended timeline
- Provide regular status updates to the parties throughout the investigation
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) with a list of witnesses whose information will be used to render a finding
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included
- The Investigator(s) gather, assess, and synthesize evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the

investigation that is directly related to the reported misconduct, including evidence upon which Bethel College does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten days. Each copy of the materials shared will be watermarked on each page with the role of the person receiving it (e.g., Complainant, Respondent, Complainant's Advisor, Respondent's Advisor).

- The Investigator(s) may elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses
- The Investigator(s) will incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigator(s) should document all rationales for any changes made after the review and comment period
- The Investigator(s) shares the report with the Title IX Coordinator for their review and feedback
- The Investigator will incorporate any relevant feedback, and the final report is then shared with all parties and their Advisors through secure electronic transmission or hard copy at least ten (10) business days prior to a hearing. The parties are also provided with a file of any directly related evidence that was not included in the report

Witnesses (as distinguished from the parties) who are employees of Bethel College are expected to cooperate with and participate in Bethel College's investigation and resolution process. Failure of such witnesses to cooperate with and/or participate in the investigation or resolution process constitutes a violation of policy and may warrant discipline.

Although in-person interviews for parties and all potential witnesses are ideal, circumstances (e.g., study abroad, summer break) may require individuals to be interviewed remotely. Skype, Zoom, FaceTime, WebEx, or similar technologies may be used for interviews if the Investigator(s) determine that timeliness or efficiency dictate a need for remote interviewing. Bethel College will take appropriate steps to reasonably ensure the security/privacy of remote interviews.

Witnesses may also provide written statements in lieu of interviews or choose to respond to written questions, if deemed appropriate by the Investigator(s), though not preferred. If a witness submits a written statement but does not intend to be and is not present for cross examination at a hearing, their written statement may not be used as evidence.

The investigation does not consider:

- 1) incidents not directly related to the possible violation, unless they evidence a pattern;
- 2) questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Within the boundaries stated above, the investigation can consider character evidence generally, if offered, but that evidence is unlikely to be relevant unless it is fact evidence or relates to a pattern of conduct.

Informal Resolution Processes

The Bethel College [*Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures*](#) allows for both Informal and Formal Resolution of complaints of sex- or gender-based discrimination, harassment, violence, and sexual misconduct. All resolution proceedings, whether formal or informal, are private. All persons present at any time during the resolution process are expected to maintain the privacy of the proceedings in accordance with the Bethel College. Although there is an expectation of privacy around what Investigators share with parties during interviews, the parties have discretion to share their own knowledge and evidence with others if they so choose.

Informal Resolution can include three different approaches:

- When the Title IX Coordinator can resolve the matter informally by providing supportive measures (only) to remedy the situation.
- When the parties agree to resolve the matter through an alternate resolution mechanism as described below—such as mediation, restorative practices, etc.—usually before a formal investigation takes place.
- When the Respondent accepts responsibility for violating policy, and desires to accept a sanction and end the resolution process (similar to above, but usually occurs post-investigation).

To initiate Informal Resolution, a Complainant needs to submit a formal complaint. A Respondent who wishes to initiate Informal Resolution should contact the Title IX Coordinator.

It is not necessary to pursue Informal Resolution first in order to pursue a Formal Grievance Process, and any party participating in Informal Resolution can stop the process at any time and begin or resume the Formal Grievance Process.

Prior to implementing Informal Resolution, Bethel College will provide the parties with written notice of the reported misconduct and any sanctions or measures that may result from participating in such a process, including information regarding any records that will be maintained or shared by Bethel College.

Bethel College will obtain voluntary, written confirmation that all parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the parties to participate in Informal Resolution.

Alternate Resolution is an informal mechanism (such as mediation, restorative practices, etc.) by which the parties reach a mutually agreed upon resolution of an allegation. All parties must consent to the use of an Alternate Resolution mechanism.

The ultimate determination of whether Alternate Resolution is available or successful is to be made by the Title IX Coordinator. The Title IX Coordinator maintains records of any resolution that is reached, and failure to abide by the resolution agreement may result in appropriate responsive/disciplinary actions. Results of complaints resolved by Informal Resolution or Alternate Resolution are not appealable.

The Respondent may accept responsibility for all or part of the alleged policy violations at any point during the resolution process. If the Respondent indicates an intent to accept responsibility for all of the alleged misconduct, the formal process will be paused, and the Title IX Coordinator will determine whether

Informal Resolution can be used according to the criteria above.

If Informal Resolution is applicable, the Title IX Coordinator will determine whether all parties and the Bethel College are able to agree on responsibility, sanctions, and/or remedies. If so, the Title IX Coordinator implements the accepted finding that the Respondent is in violation of Bethel College policy and implements agreed-upon sanctions and/or remedies, in coordination with other appropriate administrator(s), as necessary.

This result is not subject to appeal once all parties indicate their written assent to all agreed upon terms of resolution. When the parties cannot agree on all terms of resolution, the Formal Grievance Process will resume at the same point where it was paused.

When a resolution is accomplished, the appropriate sanction or responsive actions are promptly implemented in order to effectively stop the harassment or discrimination, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

The Title IX Coordinator, with the consent of the parties, may negotiate and implement an agreement to resolve the allegations that satisfies all parties and Bethel College. Negotiated Resolutions are not appealable.

Formal Hearings

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a Formal Hearing.

The Formal Hearing, conducted in accordance with the Bethel College [*Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures*](#) cannot be less than ten (10) business days from the conclusion of the investigation –when the final investigation report is transmitted to the parties and the Decision-maker(s)–unless all parties and the Decision-maker(s) agree to an expedited timeline.

The Title IX Coordinator will select an appropriate Decision-maker or Decision-makers from the Pool depending on whether the Respondent is an employee or a student.

Bethel College will designate either a single Decision-maker or a three-member panel from the Pool, at the discretion of the Title IX Coordinator. The single Decision-maker will also Chair the hearing. With a panel, one of the three members will be appointed as Chair by the Title IX Coordinator. The Decision-maker(s) will not have had any previous involvement with the investigation.

Those who have served as Investigators will be witnesses in the hearing and therefore may not serve as Decision-makers. Those who are serving as Advisors for any party may not serve as Decision-makers in that matter. The Title IX Coordinator may not serve as a Decision-maker or Chair.

The hearing will convene at a time determined by the Chair or designee. No less than ten (10) business days prior to the hearing, the Title IX Coordinator or the Chair will send written notice of the hearing to the parties.

The notice will contain:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the

applicable procedures, and a statement of the potential sanctions/responsive actions that could result.

- The time, date, and location of the hearing and a reminder that attendance is mandatory, superseding all other campus activities.
- Any technology that will be used to facilitate the hearing.
- Information about the option for the live hearing to occur with the parties located in separate rooms using technology that enables the Decision-maker(s) and parties to see and hear a party or witness answering questions. Such a request must be raised with the Title IX Coordinator at least five (5) business days prior to the hearing.
- A list of all those who will attend the hearing, along with an invitation to object to any Decision-maker on the basis of demonstrated bias. This must be raised with the Title IX Coordinator at least two (2) business days prior to the hearing.
- Information on how the hearing will be recorded and on access to the recording for the parties after the hearing.
- A statement that if any party or witness does not appear at the scheduled hearing, the hearing may be held in their absence, and the party's or witness's testimony and any statements given prior to the hearing will not be considered by the Decision-maker(s). For compelling reasons, the Chair may reschedule the hearing.
- Notification that the parties may have the assistance of an Advisor of their choosing at the hearing and will be required to have one present for any questions they may desire to ask. The party must notify the Title IX Coordinator if they do not have an Advisor, and Bethel College will appoint one. Each party must have an Advisor present. There are no exceptions.
- A copy of all the materials provided to the Decision-maker(s) about the matter, unless they have been provided already.
- An invitation to each party to submit to the Chair an impact statement pre-hearing that the Decision-maker will review during any sanction determination.
- An invitation to contact the Title IX Coordinator to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the hearing, at least seven (7) business days prior to the hearing.
- Whether parties can bring mobile phones/devices into the hearing.

Hearings for possible violations that occur near or after the end of an academic term (assuming the Respondent is still subject to this Policy) and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer, as needed, to meet the resolution timeline followed by Bethel College and remain within the 60-90 business day goal for resolution.

If a party or parties prefer not to attend or cannot attend the hearing in person, the party should request alternative arrangements from the Title IX Coordinator or the Chair at least five (5) business days prior to the hearing.

The Title IX Coordinator or the Chair can arrange to use technology to allow remote testimony without compromising the fairness of the hearing. Remote options may also be needed for witnesses who cannot appear in person. Any witness who cannot attend in person should let the Title IX Coordinator or the Chair know at least five (5) business days prior to the hearing so that appropriate arrangements can be made.

The Chair or hearing facilitator after any necessary consultation with the parties, Investigator(s) and/or Title IX Coordinator, will provide the names of persons who will be participating in the hearing, all pertinent

documentary evidence, and the final investigation report to the parties at least ten (10) business days prior to the hearing.

Any witness scheduled to participate in the hearing must have been first interviewed by the Investigator(s) or have proffered a written statement or answered written questions, unless all parties and the Chair assent to the witness's participation in the hearing. The same holds for any evidence that is first offered at the hearing. If the parties and Chair do not assent to the admission of evidence newly offered at the hearing, the Chair may delay the hearing and instruct that the investigation needs to be re-opened to consider that evidence.

The Title IX Coordinator will give the Decision-maker(s) a list of the names of all parties, witnesses, and Advisors at least five (5) business days in advance of the hearing. Any Decision-maker who cannot make an objective determination must recuse themselves from the proceedings when notified of the identity of the parties, witnesses, and Advisors in advance of the hearing. If a Decision-maker is unsure of whether a bias or conflict of interest exists, they must raise the concern to the Title IX Coordinator as soon as possible.

During the ten (10) business day period prior to the hearing, the parties have the opportunity for continued review and comment on the final investigation report and available evidence. That review and comment can be shared with the Chair at the pre-hearing meeting or at the hearing and will be exchanged between each party by the Chair.

The Chair, only with full agreement of the parties, may decide in advance of the hearing that certain witnesses do not need to be present if their testimony can be adequately summarized by the Investigator(s) in the investigation report or during the hearing.

At the hearing, the Decision-maker(s) has the authority to hear and make determinations on all allegations of discrimination, harassment, and/or retaliation and may also hear and make determinations on any additional alleged policy violations that have occurred in concert with the discrimination, harassment, and/or retaliation.

Participants at the hearing will include the Chair, any additional panelists, the hearing facilitator, the Investigator(s) who conducted the investigation, the parties, Advisors to the parties, any called witnesses, and anyone providing authorized accommodations or assistive services.

The Chair will answer all questions of procedure. Anyone appearing at the hearing to provide information will respond to questions on their own behalf.

The Chair will allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the Decision-maker(s) and the parties and the witnesses will then be excused.

The Chair explains the procedures and introduces the participants. This may include a final opportunity for challenge or recusal of the Decision-maker(s) on the basis of bias or conflict of interest. The Chair will rule on any such challenge unless the Chair is the individual who is the subject of the challenge, in which case the Title IX Coordinator will review and decide the challenge.

During the hearing, the Investigator(s) will present a summary of the final investigation report, including

items that are contested and those that are not, and will be subject to questioning by the Decision-maker(s) and the parties (through their Advisors). The Investigator(s) will be present during the entire hearing process, but not during deliberations. Neither the parties nor the Decision-maker(s) should ask the Investigator(s) their opinions on credibility, recommended findings, or determinations, and the Investigators, Advisors, and parties will refrain from discussion of or questions about these assessments. If such information is introduced, the Chair will direct that it be disregarded.

Once the Investigator(s) present their report and are questioned, the parties and witnesses may provide relevant information in turn, beginning with the Complainant, and then in the order determined by the Chair. The parties/witnesses will submit to questioning by the Decision-maker(s) and then by the parties through their Advisors (“cross-examination”).

All questions are subject to a relevance determination by the Chair. The Advisor will pose the proposed question, the proceeding will pause to allow the Chair to consider it, and the Chair will determine whether the question will be permitted, disallowed, or rephrased. The Chair will explain any decision to exclude a question as not relevant, or to reframe it for relevance. The Chair will limit or disallow questions on the basis that they are irrelevant, unduly repetitious (and thus irrelevant), or abusive. The Chair has final say on all questions and determinations of relevance. The Chair may consult with legal counsel on any questions of admissibility.

If a party or witness chooses not to submit to cross-examination at the hearing, either because they do not attend the meeting, or they attend but refuse to participate in questioning, then the Decision-maker(s) may not rely on any prior statement made by that party or witness at the hearing (including those contained in the investigation report) in the ultimate determination of responsibility. The Decision-maker(s) must disregard that statement. Evidence provided that is something other than a statement by the party or witness may be considered.

Cross-examination is an all or nothing proposition, meaning that if any question is refused, no statements of that party or witness are admissible. Only if a party or witness is willing to submit to cross-examination, and answers all questions, will their statements prior to or at the hearing be fully admissible. If a party or witness chooses not to submit to cross-examination at the hearing, either because they do not attend the meeting, or they attend but refuse to participate in questioning, then the Decision-maker(s) may not rely on any prior statement made by that party or witness at the hearing (including those contained in the investigation report) in the ultimate determination of responsibility. The Decision-maker(s) must disregard all statements. Evidence provided that is something other than a statement by the party or witness may be considered. Whether a party or witness does or does not answer questions from the Decision-maker(s), their statements will be admissible as long as they are willing to submit to cross-examination questions, even if they are not asked such questions. The Decision-maker(s) may not draw any inference solely from a party’s or witness’s absence from the hearing or refusal to answer cross-examination or other questions.

Hearings (but not deliberations) are recorded by Bethel College for purposes of review in the event of an appeal. The parties may not record the proceedings and no other unauthorized recordings are permitted.

The Decision-maker(s), the parties, their Advisors, and appropriate administrators of Bethel College will be permitted to listen to the recording in a controlled environment determined by the Title IX Coordinator. No person will be given or be allowed to make a copy of the recording without permission of the Title IX

Coordinator.

Determination of Responsibility

The Decision-maker(s) will deliberate in closed session to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question. If a panel is used, a simple majority vote is required to determine the finding. The preponderance of the evidence is used.

The Decision-maker(s) will determine the appropriate sanction(s). The Chair will then prepare a written deliberation statement and deliver it to the Title IX Coordinator, detailing the determination, rationale, the evidence used in support of its determination, the evidence not relied upon in its determination, credibility assessments, and any sanctions. This report is typically three (3) to five (5) pages in length and must be submitted to the Title IX Coordinator within two (2) business days of the end of deliberations, unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the parties.

Using the deliberation statement, the Title IX Coordinator will work with the Chair to prepare a Notice of Outcome. The Title IX Coordinator will then share the letter, including the final determination, rationale, and any applicable sanction(s) with the parties and their Advisors within five (5) business days of receiving the Decision-maker(s)' deliberation statement.

A written Notice of Outcome will be shared with the parties simultaneously. The Notice of Outcome will articulate the specific policy(ies) reported to have been violated, including the relevant policy section, and will contain a description of the procedural steps taken by Bethel College from the receipt of the misconduct report to the determination, including any and all notifications to the parties, interviews with parties and witnesses, site visits, methods used to obtain evidence, and hearings held.

The Notice of Outcome will specify:

- the finding on each alleged policy violation;
- the findings of fact that support the determination;
- conclusions regarding the application of the relevant policy to the facts at issue;
- a statement of, and rationale for, the result of each allegation to the extent the Bethel College is permitted to share such information under state or federal law;
- any sanctions issued which Bethel College is permitted to share according to state or federal law;
- and any remedies provided to the Complainant designed to ensure access to Bethel College's educational or employment program or activity, to the extent the Bethel College is permitted to share such information under state or federal law (this detail is not typically shared with the Respondent unless the remedy directly relates to the Respondent).

The Notice of Outcome will also include information on when the results are considered by Bethel College to be final, any changes that occur prior to finalization, and the relevant procedures and bases for any available appeal options.

Determination of Sanctions

Sanctions for a student who is responsible sex- or gender-based discrimination, harassment, violence, and sexual misconduct, (as defined by College Policy) while participating in a College program or activity will be determined and administered in accordance with the Bethel College [*Equal Opportunity, Harassment, &*](#)

Nondiscrimination Policy and Procedures. Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent’s disciplinary history
- Previous allegations or allegations involving similar conduct
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the parties
- Any other information deemed relevant by the Decision-maker(s)

Appeals Procedures

Any party may file a request for appeal (“Request for Appeal”), but it must be submitted in writing to the Title IX Coordinator within three (3) business days of the delivery of the Notice of Outcome.

A single Appeal Decision-maker, chosen from the Pool and designated by the Title IX Coordinator, will Chair the appeal. No appeal Decision-maker will have been involved in the process previously, including any dismissal appeal that may have been heard earlier in the process.

The Request for Appeal will be forwarded to the Appeal Chair for consideration to determine if the request meets the grounds for appeal. This review is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds and is timely filed.

Appeals are limited to the following grounds:

- 1) Procedural irregularity that affected the outcome of the matter;
- 2) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- 3) The Title IX Coordinator, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.
- 4)

If any of the grounds in the Request for Appeal do not meet the grounds in this Policy, that request will be denied by the Appeal Chair and the parties and their Advisors will be notified in writing of the denial and the rationale.

If any of the grounds in the Request for Appeal meet the grounds, then the Appeal Chair will notify the other party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigators and/or the original Decision-maker(s).

The other party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigators and/or the original Decision-maker(s) will be emailed and/or provided a hard copy of the

request with the approved grounds and then be given three (3) business days to submit a response to the portion of the appeal that was approved and involves them. All responses will be forwarded by the Chair to all parties for review and comment.

The non-appealing party (if any) may also choose to raise a new ground for appeal at this time. If so, that will be reviewed to determine if it meets the grounds in this Policy by the Appeal Chair and either denied or approved. If approved, it will be forwarded to the party who initially requested an appeal, the Investigator(s) and/or original Decision-maker(s), as necessary, who will submit their responses in three (3) business days, which will be circulated for review and comment by all parties.

Neither party may submit any new requests for appeal after this time period. The Appeal Chair will collect any additional information needed and all documentation regarding the approved grounds and the subsequent responses and the Chair will render a decision in no more than three (3) business days, barring exigent circumstances. All decisions apply the preponderance of the evidence.

A written Notice of Appeal Outcome will be sent to all parties simultaneously including the decision on each approved ground and rationale for each decision. The Notice of Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanctions that may result which Bethel College is permitted to share according to state or federal law, and the rationale supporting the essential findings to the extent Bethel College is permitted to share under state or federal law.

Typically, any sanctions imposed as a result of the hearing are stayed during the appeal process. Supportive measures may be reinstated, subject to the same supportive measure procedures above.

Where the Appeal Chair determines that at least one of the grounds is met, and proceeds with the appeal, additional principles governing the hearing of appeals include the following:

- Decisions on appeal are to be deferential to the original decision, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so.
- Appeals are not intended to provide for a full re-hearing of the allegation(s). In most cases, appeals are confined to a review of the written documentation or record of the original hearing and pertinent documentation regarding the specific grounds for appeal.
- An appeal is not an opportunity for the Appeal Decision-maker to substitute their judgment for that of the original Decision-maker(s) merely because they disagree with the finding and/or sanction(s).
- The Appeal Chair/Decision-maker may consult with the Title IX Coordinator on questions of procedure or rationale, for clarification, if needed. Documentation of all such consultation will be maintained.
- Appeals granted based on new evidence should normally be remanded to the original Investigator(s) and/or Decision-maker(s) for reconsideration. Other appeals may be remanded at the discretion of the Title IX Coordinator or, in limited circumstances, decided on appeal.
- Once an appeal is decided, the outcome is final: further appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new hearing).
- In rare cases where a procedural or substantive error cannot be cured by the original Decision-maker(s) (as in cases of bias), the appeal may order a new hearing with a new Decision-maker(s).
- The results of a remand to a Decision-maker(s) cannot be appealed. The results of a new hearing can be appealed, once, on any of the three available appeal grounds.

- In cases in which the appeal results in reinstatement to Bethel College or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Record Keeping & Privacy

The investigation and records of the resolution process conducted by Bethel College are privately maintained by the Title IX Coordinator for a minimum of seven years. Information is shared internally between administrators who need to know in order to complete their job duties. When information must be shared to permit the investigation to move forward, the parties will be informed. Privacy of the records specific to the investigation is maintained in accordance with Kansas law and the federal *Family Educational Rights and Privacy Act* (FERPA). Any public release of information needed to comply with timely warning provisions of the Clery Act will not include the names of Complainant or information that could easily lead to a Complainant's identification.

Additionally, Bethel College maintains privacy in relation to any supportive measures afforded to a Complainant, except to the extent necessary to provide the supportive measures. Typically, if faculty members or administrators are asked to provide supportive measures for a specific student, they are told that such measures are necessary under Title IX or the Clery Act, but they are not given any details of the incident, or what kind of incident it is.

Irrespective of state law or public records access provisions, information about victims is maintained privately in accordance with Title IX and FERPA.

In any complaint of sex- or gender-based discrimination, harassment, violence, or sexual misconduct (as defined by Bethel College Policy) covered under Title IX and/or the Clery Act, the Complainant and Respondent are entitled to the same opportunities for a support person of their choice throughout and to fully participate in the process, including any meeting, conference, hearing, appeal, or other procedural action.

The role of advisors is described in detail in the Bethel College [*Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures*](#). The parties will receive written notification of the allegations as well as any hearing outcome; they will also be afforded opportunities to review and respond to the investigation report before it is finalized and again before a hearing.

Delivery of written notifications to the parties will occur simultaneously (without undue delay between notifications). All parties will be informed of the Bethel College appeal processes, and their rights to exercise a request for appeal. Should any change in outcome occur prior to finalization, all parties will be timely informed in writing, and will be notified when the results of the resolution process become final.

Disclosure of Disciplinary Proceedings

Bethel College will disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such a crime or offense. In circumstances in which the victim is deceased, the College will notify the individual's emergency contact and/or next of kin of the outcome.

Retaliation

Both Title IX and the Clery Act provide protections for whistleblowers who bring allegations of non-

compliance with the Clery Act and/or Title IX to the attention of appropriate campus administrators. Bethel College does not retaliate against those who raise concerns of non-compliance. Any concerns should be brought to the immediate attention of the Title IX Coordinator and/or to officials of the U.S. Department of Education.

Confidentiality

Bethel College is committed to maintaining the privacy of all individuals involved in a report of sexual harassment, sexual misconduct, domestic violence, dating violence, or stalking to the extent permitted by law. The College will maintain as confidential any supportive measures provided to a Complainant, to the extent that maintaining such confidentiality would not impair the ability of the College to provide such measures. In cases involving sexual misconduct, complete confidentiality cannot be assured due to the College's legal obligation to investigate such reported incidents under Title IX.

Confidential reports may be made to the Campus Counselor or Campus Pastor.

Publicly available record-keeping, including Clery Act reporting and disclosures, will be reported without the inclusion of identifying information about the victim.

Campus and Community Resources

Bethel College shall provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for Complainants, both within Bethel College and outside in the community.

Each semester, the College provides all students and employees with the document, "[Guide on Sexual Misconduct: Campus Policies & Procedures, Victim Services, and Resources](#)," through a stand-alone email. The document, which is separate and distinct from the College's Annual Security Report, details reporting and response information, and both links to and summarizes the institution's related disciplinary procedures. It is also made publicly available through the Bethel College [Equal Opportunity, Harassment, and Nondiscrimination webpage](#). Similar information is also provided to both students and employees in the resource's tabs contained within their respective online prevention education training programs. In addition to regular, campus-wide distribution, this document is also provided on an individual basis to any person who reports an incident of sexual harassment or sexual misconduct to Bethel College.

Campus and community services detailed in the document include, but are not limited to the following on-campus counseling, health, mental health, and intervention resources:

- **Campus Resources** [**Denotes the resource is confidential*]:
 - Title IX Coordinator – (316) 284-5248, 300 E. 27th St., North Newton, KS 67117, Main Floor Administration Building, titleixcoordinator@bethelks.edu, Regular Business Hours, M-F
 - Student Counselor (Campus Counselor) * – (316) 284-5326, 300 E. 27th St., North Newton, KS 67117, Basement Will Academic Center, pturner@bethelks.edu, Regular Business Hours, M and W
 - Campus Pastor* — (316) 284-5318, 300 E. 27th St., North Newton, KS 67117, Basement Administration Building, munruh@bethelks.edu
- **Local Off-Campus Resources** [**Denotes the resource is confidential*]:
 - North Newton Police Department – **Emergency** – 9-1-1, **Non-Emergency** – (316) 283-3191, 2601 N. Main, North Newton, KS 67117, nnpd@northnewton.org, 24/7

- Prairie View Mental Health Center* – Help Line: (800) 362-0180, (<https://prairieview.org/>), 24/7
- Safehope*, **Crisis Line** – (800) 487-0510 or (316) 283-0350, (www.safehope.net), 24/7, Staff are available 24/7 off-campus, and are also typically on-campus on Tuesdays between 12:00-2:00pm in a private office on the second floor of the Administration Building.
- **State & National Resources** [**Denotes the resource is confidential*]:
 - Kansas Coalition Against Sexual & Domestic Violence*, **Crisis Hotline** – 1-888-END-ABUSE (363-2287), (www.kcsdv.org), 24/7
 - LoveIsRespect.org – **Help Line**: (866) 331-9474, (www.loveisrespect.org), 24/7
 - National Sexual Assault Hotline* – **Help Line**: (800) 656-HOPE (4673), (<https://ohl.rainn.org/online/>), 24/7
 - National Domestic Violence Hotline* – **Help Line**: (800) 799-SAFE (7233), (<https://www.thehotline.org/>), 24/7
 - RAINN (Rape, Abuse, & Incest National Network) – **Help Line**: (800) 656-HOPE (4673), (<https://www.rainn.org/>), 24/7
 - Suicide Prevention Lifeline – **Help Line**: (800) 273-8255, (<https://suicidepreventionlifeline.org/>), 24/7
- **Medical Resources** (24/7 Unless Noted Otherwise):
 - Newton Medical Center, **Emergency** – 9-1-1, **Non-Emergency** – (316) 283-2700, 600 Medical Center Dr., Newton, KS 67114, (<https://www.newtonmed.com/>)
 - [Ascension Via Christi Health – St. Joseph Hospital](#) (SANE), **Emergency** – 9-1-1, **Non-Emergency** – (316) 268-5000, 3600 E. Harry St., Wichita, KS 67218
 - [Ascension Via Christi Health—St. Francis Hospital](#), **Emergency** – 9-1-1, **Non-Emergency** – (316) 268-5000, 929 N. Saint Francis, Wichita, KS 67214
 - [Wesley Medical Center](#) (SANE), **Emergency** – 9-1-1, **Non-Emergency** – (316) 962-9122, 550 N. Hillside St., Wichita, KS 67214

Potential Sanctions

Sanctions for a student who is responsible sex- or gender-based discrimination, harassment, violence, and sexual misconduct, (as defined by College Policy) while participating in a College program or activity will be determined and administered in accordance with the Bethel College [Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures](#). Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent’s disciplinary history
- Previous allegations or allegations involving similar conduct
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the parties
- Any other information deemed relevant by the Decision-maker(s)

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

The sanctions described in the Bethel College [Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures](#) are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination:

- *Warning*: A formal statement that the conduct was unacceptable and a warning that further violation of any Bethel College policy, procedure, or directive will result in more severe sanctions/responsive actions.
- *Required Counseling*: A mandate to meet with and engage in either Bethel College-sponsored or external counseling to better comprehend the misconduct and its effects.
- *Probation*: A written reprimand for violation of Bethel College policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any Bethel College policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- *Suspension*: Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at Bethel College.
- *Expulsion*: Permanent termination of student status and revocation of rights to be on campus for any reason or to attend Bethel College-sponsored events. This sanction may be noted permanently as a Conduct Expulsion on the student's official transcript.
- *Withholding Diploma*: Bethel College may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities as a sanction if the student is found responsible for an alleged violation.
- *Revocation of Degree*: Bethel College reserves the right to revoke a degree previously awarded from Bethel College for fraud, misrepresentation, and/or other violation of Bethel College policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- *Organizational Sanctions*: Deactivation, loss of recognition, loss of some or all privileges (including Bethel College registration) for a specified period of time.

The following are the usual responsive actions or sanctions that may be imposed on an employee, singly or in combination:

- *Warning – Verbal or Written*
- *Performance Improvement Plan/Management Process*
- *Enhanced supervision, observation, or review*
- *Required Counseling*
- *Required Training or Education*
- *Probation*
- *Denial of Pay Increase/Pay Grade*
- *Loss of Oversight or Supervisory Responsibility*

- *Demotion*
- *Transfer*
- *Reassignment*
- *Delay of tenure track progress*
- *Assignment to new supervisor*
- *Restriction of stipends, research, and/or professional development resources*
- *Suspension with pay*
- *Suspension without pay*
- *Termination*

Other College Policies

Students and employees should consult the following College policies regarding Sexual Harassment and Sexual Misconduct:

- Bethel College *Equal Opportunity, Harassment, & Nondiscrimination Policy and Procedures* is the College’s comprehensive policy regarding dating violence, domestic violence, stalking, sexual harassment, and sexual misconduct (including sexual assault) on campus for both students and employees. This comprehensive policy details important information concerning how students and employees should report and how the College responds to reports of sexual misconduct, relationships violence, and stalking.
- Bethel College *Student Community Standards and Policies* as detailed in the Bethel College [Student Handbook](#) also expressly prohibits behavior prohibited by the *Equal, Opportunity, Harassment & Nondiscrimination Policy and Procedures*. The former policy, however, explicitly states that College responds to incidents of dating violence, domestic violence, stalking, sexual harassment, and sexual misconduct (including sexual assault), and protected class-based stalking through the Bethel College [Equal, Opportunity, Harassment and Nondiscrimination Policy & Procedures](#).

PRAIRIE VIEW COMMUNITY MENTAL HEALTH CENTER EMERGENCY CONTACTS:

Type	Phone
24-hour emergency hotline	316-284-6400
24-hour emergency hotline	800-992-6292
Direct to hospital unit	800-362-0180

Other resources include:

Safehope 800-487-0510
 The Kansas Crisis Hotline 888-363-2287

Registered Sex Offenders

In accordance to the *Campus Sex Crimes Prevention Act of 2000*, in this document Bethel College provides a link to the Kansas Bureau of Investigation's (KBI) Registered Offender Registry (<http://www.kansas.gov/kbi/ro.shtml>). This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. The statute requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student. Those wishing to know if someone is a registered offender may obtain that information through the Kansas Bureau of Investigation's web site.

2022 CAMPUS SAFETY AND SECURITY SURVEY DATA

CRIMINAL: OFFENSES – ON CAMPUS

Criminal offense	2020	2021	2022
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Manslaughter by Negligence</u>	0	0	0
c. <u>Rape</u>	4	0	2
d. <u>Fondling</u>	1	1	0
e. <u>Incest</u>	0	0	0
f. <u>Statutory rape</u>	0	0	0
g. <u>Robbery</u>	0	0	0
h. <u>Aggravated assault</u>	0	0	0
i. <u>Burglary</u>	3	0	0
j. <u>Motor vehicle theft</u> (Does not include theft <i>from</i> a motor vehicle)	0	0	0
k. <u>Arson</u>	0	0	0

CRIMINAL OFFENSES – ON-CAMPUS STUDENT HOUSING FACILITIES

Criminal offense	2020	2021	2022
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Manslaughter by Negligence</u>	0	0	0
c. <u>Rape</u>	4	0	2
d. <u>Fondling</u>	1	1	0
e. <u>Incest</u>	0	0	0

f. <u>Statutory rape</u>	0	0	0
g. <u>Robbery</u>	0	0	0
h. <u>Aggravated assault</u>	0	0	0
i. <u>Burglary</u>	3	0	0
j. <u>Motor vehicle theft</u> (Does not include theft <i>from</i> a motor vehicle)	0	0	0
k. <u>Arson</u>	0	0	0

CRIMINAL OFFENSES – NONCAMPUS

Criminal offense	2020	2021	2022
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Manslaughter by Negligence</u>	0	0	0
c. <u>Rape</u>	0	0	0
d. <u>Fondling</u>	0	0	0
e. <u>Incest</u>	0	0	0
f. <u>Statutory rape</u>	0	0	0
g. <u>Robbery</u>	0	0	0
h. <u>Aggravated assault</u>	0	0	0
i. <u>Burglary</u>	0	0	0
j. <u>Motor vehicle theft</u> (Does not include theft <i>from</i> a motor vehicle)	0	0	0
k. <u>Arson</u>	0	0	0

CRIMINAL OFFENSES – PUBLIC PROPERTY

Criminal offense	2020	2021	2022
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Manslaughter by Negligence</u>	0	0	0
c. <u>Rape</u>	0	0	0
d. <u>Fondling</u>	0	0	0
e. <u>Incest</u>	0	0	0

f. <u>Statutory rape</u>	0	0	0
g. <u>Robbery</u>	0	0	0
h. <u>Aggravated assault</u>	0	0	0
i. <u>Burglary</u>	0	0	0
j. <u>Motor vehicle theft</u> (Does not include theft <i>from</i> a motor vehicle)	0	0	0
k. <u>Arson</u>	0	0	0

HATE CRIMES – ON CAMPUS

Criminal offense	2022 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2022)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> (Does not include theft <i>from</i> a motor vehicle)	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

Criminal offense	2021 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2021)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin

a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> <i>(Does not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

Criminal offense	2020 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2020)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> <i>(Does not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0

l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

HATE CRIMES – ON-CAMPUS STUDENT HOUSING FACILITIES

Criminal offense	2022 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2022)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

Criminal offense		Occurrences of Hate crimes (Category of Bias for crimes reported in 2021)							
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	2021 Total	Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

Criminal offense	2020 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2020)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0

j. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

HATE CRIMES – NONCAMPUS

Criminal offense	2022 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2022)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

Criminal offense	2021 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2021)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

Criminal offense	2020 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2020)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0

j. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

HATE CRIMES – PUBLIC PROPERTY

Criminal offense	2022 Total	Occurrence of Hate crimes (Category of Bias for crimes reported in 2022)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

Criminal offense	2021 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2021)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0
Criminal offense	2020 Total	Occurrences of Hate crimes (Category of Bias for crimes reported in 2020)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0

j. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

VAWA OFFENSES – ON CAMPUS

Crime	2020	2021	2022
a. <u>Domestic violence</u>	0	0	0
b. <u>Dating violence</u>	0	0	0
c. <u>Stalking</u>	0	0	0

VAWA OFFENSES – ON CAMPUS STUDENT HOUSING FACILITIES

Crime	2020	2021	2022
a. <u>Domestic violence</u>	0	0	0
b. <u>Dating violence</u>	0	0	0
c. <u>Stalking</u>	0	0	0

VAWA OFFENSES – NONCAMPUS

Crime	2020	2021	2022
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a. <u>Domestic violence</u>	0	0	0
b. <u>Dating violence</u>	0	0	0
c. <u>Stalking</u>	0	0	0

VAWA OFFENSES – PUBLIC PROPERTY

Crime	2020	2021	2022
a. <u>Domestic violence</u>	0	0	0
b. <u>Dating violence</u>	0	0	0
c. <u>Stalking</u>	0	0	0

ARRESTS – ON CAMPUS

Does NOT include drunkenness or driving under the influence in Liquor law violations.			
	Number of Arrests		
Crime	2020	2021	2022
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	0	0	0

ARRESTS – ON CAMPUS STUDENT HOUSING FACILITIES

Does NOT include drunkenness or driving under the influence in Liquor law violations.
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Crime	Number of Arrests		
	2020	2021	2022
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	0	0	0

ARRESTS – NONCAMPUS

Does NOT include drunkenness or driving under the influence in Liquor law violations.			
Crime	Number of Arrests		
	2020	2021	2022
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	0	0	0

ARRESTS – PUBLIC PROPERTY

Does NOT include drunkenness or driving under the influence in Liquor law violations.			
Crime	Number of Arrests		
	2020	2021	2022
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	0	0	0

DISCIPLINARY ACTIONS – ON CAMPUS

Do NOT include drunkenness or driving under the influence in Liquor law violations.			
Crime	Number of persons referred for Disciplinary Action		
	2020	2021	2022
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	6	12	13

DISCIPLINARY ACTIONS – ON-CAMPUS STUDENT HOUSING FACILITIES

Do NOT include drunkenness or driving under the influence in Liquor law violations.			
Crime	Number of persons referred for Disciplinary Action		
	2020	2021	2022
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	6	12	13

DISCIPLINARY ACTIONS – NONCAMPUS

Do NOT include drunkenness or driving under the influence in Liquor law violations.			
Crime	Number of persons referred for Disciplinary Action		
	2020	2021	2022

a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	0	0	0

DISCIPLINARY ACTIONS – PUBLIC PROPERTY

Does NOT include drunkenness or driving under the influence in Liquor law violations.			
	Number of persons referred for Disciplinary Action		
Crime	2020	2021	2022
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	0	0	0

UNFOUNDED CRIMES

If a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is "unfounded". Only sworn or commissioned law enforcement personnel may unfound a crime.			
Count unfounded crimes in the year in which they were originally reported.			
	Number		
	2020	2021	2022
a. <u>Total unfounded crimes</u>	0	0	0

Annual Fire Safety Report

The Higher Education Opportunity Act became law in August 2008 and requires all United States academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire related on-campus statistics. The following public disclosure report details information required by this law as it relates to Bethel College for the 2020-2022.

GENERAL STATEMENT OF BETHEL COLLEGE RESIDENCE HALLS

Bethel College's residence halls (Haury Hall, Voth Hall, and Warkentin Court) have a smoke detectors and a fire alarm monitoring system that is monitored by the Newton (KS) Fire Department 24 hours per day, seven days per week.

Each residence hall conducts two fire drills per year, one in each academic semester. Others may be required based on needs of maintenance, or residential life staff.

FIRE SAFETY IMPROVEMENTS AND UPGRADES

Bethel College Maintenance reviews the fire systems in the residence halls and all campus building annually and implements upgrades, repairs, or revisions whenever issues are identified.

RESIDENCE HALL FIRE DRILLS

Fire drills are held for each residence hall at least once per fall and spring semester and are mandatory supervised evacuations for fire. During the fire drills in the fall and spring semesters, students are instructed to go to the gathering location "safe location" away from each residence hall and remain there until instructed it is Ok to re-enter the residence hall. **In the event of a real fire, residential rosters would be used to take a roll call at the "safe location."** The drill is initiated by the Residence Life staff in conjunction with Maintenance, and local public safety agencies.

Evacuation route maps are posted at strategic locations throughout each residence hall to identify the closest egress route. Failures to evacuate and follow proper evacuation protocol are subject to sanctions resulting from the Student Conduct process.

POLICIES REGARDING FIRE AND FIRE SAFETY (FROM STUDENT HANDBOOK)

*In the Bethel College Student Handbook, **BETHEL COLLEGE POLICY LISTING** the applicable policy is #8 – FIRE (page 27).*

- A. Regardless of intent, any action that results in the activation of an alarm or the discharge of a fire suppression apparatus that causes damage to Bethel College or student property will be the responsibility of the student(s) responsible.
- B. Attempting to ignite and/or the action of igniting Bethel College and/or personal property on fire either by intent or through reckless behavior.
- C. Appliances: Every electrical appliance must be UL-listed and may only be used within the limitations of that listing. Flexible wiring (i.e., wiring not in a conduit) shall not be extended through walls, ceilings, floors, under doors or floor coverings, or be subject to environmental or physical damage. Wiring, including but not limited to telephone, *cable, or computer wiring, from room to room is prohibited. All appliances with open/exposed heating elements are prohibited. These would include, but are not limited to, kerosene lanterns, hot plates, "George Foreman" grills, candle warmers and stoves
 - 1. Incidents of cable splicing will be passed to Cox Communications, and may be subject to criminal prosecution.
- D. Electricity: All extension cords must have the following components: 1) Grounded with three wires; 2) Terminate in single receptacle; 3) Sized adequately to handle load. 4) Multi-tap adapters, "cube taps," zip type extension cords, and similar devices are prohibited. 5) Light strings (e.g. Christmas lights) cannot be hung in hallways.
- E. Failure to Evacuate: It is each resident's responsibility to immediately evacuate to designated assembly areas when the fire alarm sounds;
- F. False Fire Alarms: False alarms (pulling fire alarm stations without cause, tampering with smoke detectors, etc.) are prohibited;
- G. Fire and Emergency Equipment: Tampering or interfering with fire alarm pull stations, smoke and heat detectors, fire extinguishers, hoses, fire sprinkler systems, exit signs or lights is prohibited behavior. Violators are subject to disciplinary action as well as legal prosecution;
- H. Flammable or Corrosive Materials: Storage or use of any flammable liquids, fireworks, photo developing chemicals, or corrosive materials in any quantity is prohibited in or around the residential facilities.
- I. No vehicles or machines with flammable or corrosive materials can be brought into or stored in or around the residential facilities;
Halogen Lamps: Halogen lamps are prohibited;
- J. Open Flames: Use of candles, charcoal grills, incense, tiki torches, or any other open flames are prohibited in or around the residential facilities. Propane gas and charcoal for BBQs may not be stored in or around any residential facility;
- K. Smoke Detectors/Sprinkler Heads: Hanging items on, damaging, dismantling, deactivating, covering, or otherwise altering smoke detectors and/or sprinkler heads is prohibited.

REPORTING A FIRE

Students reporting a fire should call 911 (from other campus phone: 9-911). If the fire event is no longer a danger, the Coordinator of Residence Life &/or the Community Assistant on duty should be contacted as soon as possible and the fire event reported.

FIRE EVACUATION PROCEDURES

Building evacuation protocols are discussed with employees when hired and students when they move into their residence hall and are included on the evacuation route maps. In the case of fire, employees and students are instructed to sound the nearest fire alarm and then evacuate the building. The evacuation procedures are:

- Remain calm
- Turn off equipment and appliances
- Check if your door is hot or has smoke around it. If so, stay in your room and wait for firefighters to evacuate you
- Close, but do not lock, doors and windows
- Proceed to the nearest exit. Use the stairs only, DO NOT use the elevators
- Report to your gathering point (“safe location”) and check in with your Community Assistant or Coordinator of Residence Life
- DO NOT REENTER the building until after Public Safety officers have authorized reentry

FIRE SAFETY EDUCATION AND TRAINING

Residence Life staff are trained on fire safety under the supervision local public safety agencies before the beginning of the Fall semester, and as needed/required in the Spring semester.

FIRE LOG

The Bethel College Maintenance Department maintains a fire log that records any fire that occurred in an on-campus student housing facility and other campus buildings that includes information such as the nature, date, time and general location of each fire. Any entry to the log is required to be made within two business days of the receipt of the information. The fire log for the most recent 60 day period remains open for public inspection during normal business hours. Any portion of the log older than 60 days will be available within two business days after receipt of a request for public inspection.

EMERGENCY PHONE NUMBERS

In case of fire always call 911 (from other campus phone: 9-911).

2022 FIRE STATISTICS

The Bethel College Maintenance Department collects fire statistics of any fire that occurred in an on-campus residence hall. The statistics are also published in the Annual Security and Fire Safety Report.

FIRES – SUMMARY

Name of Facility	2020			2021			2022		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Haury Hall	0	0	0	0	0	0	0	0	0
Warkentin Court	0	0	0	0	0	0	0	0	0
Voth Hall	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0