



Beloit College's Annual Security Report: Annual Fire Safety Report, and the 2024 Clery Act Report

- General Safety Information
- Fire Safety Report
- Security policies and procedures, parking, noise ordinances
- Clery Act Policies: Behavior, Alcohol, smoking, drugs, Sexual assault; prevention and aid, supportive resources, Title VII & XI
- Crime statistics
- Campus Maps
- Emergency numbers

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Introduction

The small size and friendly atmosphere of the Beloit College campus make most people feel like “they belong” here very quickly. Even though we have historically been less susceptible to the number and scope of violent crimes more prevalent in larger cities and on large university campuses, we must always remind ourselves that Beloit College is not immune from crime and its effects. We know it would be unsafe and unwise to ignore this potential for crime; whether it is on campus, or even in the sanctuary of our own homes. It is our goal to promote a safe environment in which personal security and safety are taken seriously by all members of the college community.

Everyone on campus plays an important role in preventing and reporting crime and it is essential that we all cooperate (and with law enforcement agencies) to reach our goal of maintaining a safe campus. It is our belief that information and personal awareness are key elements in self-protection and for the protection of each other. They are an integral part of our commitment to crime prevention on campus.

All members of the College community; students, faculty, and staff, are encouraged to report violations of College policy or federal, state, and local laws to campus officials. These persons include Security officers, the Dean of Students, and all members of the Administrative staff. Individuals reporting violations of policy or law will be encouraged to file a formal, written complaint. Anonymous or third-party reports may be made as well, but it is important to note that the College’s ability to effectively consider complaints can be impaired, or even negated if the information provided is limited.

The information provided in this guide is in voluntary compliance with the Jeanne Clery Act, formerly known as the Campus Security Act, passed by Congress in November 1990. It details the policies and procedures that Beloit College uses to help deter and respond to crimes on campus, methods for reporting crimes, support, and assistance available, and guidelines to follow in the event of emergencies. The information provided in this guide is also in voluntary compliance with portions of the Higher Education Act of 2008, the Office of Civil Rights 2011 Dear Colleague letter, the VAWA, the SAVE Act, and the 2014 Department of Education 34CFR Part668 VAWA Final Regulations.

It also offers suggestions on how to increase your safety and security and to help ensure that same level of safety for others. Again, this is part of our commitment to working together, so we may all reduce the opportunity for crime to occur.

Please take your time to read this information carefully. It will help you take steps to increase your safety and will decrease your chances of being a victim of a crime. Additional important information is contained in the [student handbook](#).

General Safety Information

Personal Safety Tips

Add Security's telephone number, 608-363-2355, to your cell phone now!

Security escort services are available by calling Security at 608-363-2355.

- Avoid walking alone at night, particularly in isolated areas with limited lighting.
- Be alert! If you must walk alone, let a friend know where you are going and call your friend when you arrive safely. Consider carrying a whistle or other sound-making device to alert others if you have trouble. If you are being followed, head quickly (run if necessary) to a well-lit area, building, or group of people. If you can, go to the nearest outside emergency telephone then press the Emergency Button, or call Security (608-363-2355) from your cell phone. A campus map that shows the locations of the emergency phones on campus is provided near the end of this brochure.

Report suspicious persons to the Security Department (608-363-2355). Do not attempt to apprehend subjects yourself; observe as much as you can and call Security immediately.

For your protection, no one is permitted to sleep in the residence hall lounges. Keep your doors locked when working alone or sleeping in your room.

If you are the victim of an assault:

- Remain as calm and aware as possible.
- Notice everything you can about the perpetrator; clothing, color of shoes, gender, height, weight, race, hair (its length, color, including facial hair if any), speech, direction of travel, etc.
- Preserve all physical evidence. Do not touch any object which may have been handled by the assailant.
- Seek assistance from Campus Security (608-363-2355) immediately. If you are in severe and immediate danger of great physical harm, call 911.

Make a commitment not to be a "victim". Follow up on this commitment with an effort to use precautionary measures whenever possible. Never be hesitant to call Security with any questions or for assistance.

Security provides safety tips, including Security procedures & practices to the Resident Assistants (RAs) and Orientation Leaders (OLs) at the beginning of each semester including any groups who request one.

The RAs share this information with their residents during a mandatory floor meeting each semester. The OLs share this information with their residents during their orientation meetings at the beginning of each semester.

All new faculty and staff are given a lime green 'Quick Reference Guide to Emergency

Procedures and Safety Information'. Safety tips and procedures are discussed during their orientation meetings.

All students, faculty, and staff are reminded to read the Annual Security Report every September when this document is normally published.

Run, Hide, Fight! in the event of a mass attack or shooter. Further instructions are on the final page "Active Shooter/Run Hide Fight" of the lime green *Quick Reference Guide*. More information can be found at <https://www.ready.gov/> and the [Federal Bureau of Investigation website](#).

Property Safety Tips

Minor thefts of personal property are the most common crimes on campus. It is perhaps one of the most difficult crimes for the college to prevent. YOU, however, have a great deal of control in the prevention of personal property thefts simply by following some common-sense guidelines:

- Keep your room locked at all times! Even if you'll only be out for, "Just a few minutes.", like taking a shower or using the restroom. Always lock your room door before you go to sleep.
- Record serial numbers, brand names, model numbers, and descriptions of valuable items (E.g. laptops, gaming consoles, bicycles) for your records. Take a picture of these serials and items at the start of the year and back them up.
- Immediately notify Security (608-363-2355) if you observe any suspicious activity.
- Report faulty locks, doors, windows, and lights to Facilities via Work Request from the Portal, to your R.A., or Security if neither are available and it's an emergency.
- Take your purse, wallet, laptop, or other valuables with you when you leave a lounge, classroom, or table. Even at the library! NEVER leave your items unattended. Leave your book bag in your room when going to a meal at Commons.
- Always lock your bicycle using a good lock. Chains should be at least 3/8" in diameter and cables at least 1/4" in diameter (not counting the plastic covering). "U" shaped locks are the best when secured through an immovable portion of the bike frame. Remove quick-release items from your bike and store them in your room. Record serial numbers, model numbers, brand names, etc., and keep them for your records. Should your bike be stolen, you will need this information to help get it back.
- Always lock your car doors and park in well-lit areas whenever possible. Never leave your keys in your car. Avoid leaving property in your vehicle. If you must do so, lock it in your trunk or conceal any valuables so they are not visible.
- If you own a Kia or Hyundai, get a steering wheel lock due to a large increase in vehicle thefts due to a manufacturer issue.

General Safety Tips

The following suggestions may help you to further develop the self-protection skills you already have, but it is important to recognize that no list of safety tips will completely cover every situation you may encounter.

- In the case of an assault, remember the other person is hurting you. You have the right to defend yourself even if that means hurting the other person.
- Do not walk alone at night. Call Security for an escort (608-363-2355).
- If you must walk alone, be aware of your surroundings. Stay away from bushes and shrubs where someone could be hiding. Be aware of the location of others around you in case you need help.
- Trust your instincts. If you see someone suspicious, go to the nearest place of safety and call for help. Call Security with a description of the person and for an escort.
- Walking with confidence may deter an attacker, but you should not assume that doing so will always assure your safety. Err on the side of caution and seek help and safety if you feel uncomfortable for some reason.
- Carry your keys in your hand with the key you will use next held separately. It will lessen the amount of time it takes to open a door and leave you vulnerable for a shorter period.
- Let others know where you are and who you are with. Call your destination before you leave and call back when you have arrived safely.
- Safety telephones are located throughout the campus. Do not hesitate to use one of them if you feel you are in danger. You can find a map and their locations near the end of this document.
- Go to parties with friends and leave with those same friends. Look out for one another and if it appears someone may be in trouble, do not hesitate to help.
- Keep alert. Using drugs or alcohol will impair your judgment and interfere with your instincts. Your ability to react will be lessened.
- Drive your own vehicle so you don't have to rely on others for transportation.
- Look in the back seat of your car before entering it to make sure no one is hiding there.
- Don't prop open doors. Doors that are propped open are invitations to intruders.
- Sleep with your door locked and lock your door whenever you leave.
- If in trouble, yell if you can.
- Yell "Call 911" when in danger. It gives a clear description of how someone can help.
- If you jog or walk don't take the same route every day. Patterns are easier to figure out and you may become a target for an assault.
- Take a self-defense course.
- To search for known sex offenders by location:

In Wisconsin, go to: <https://appsdoc.wi.gov/public> (accept the terms at the bottom)

For Illinois, go to: <https://isp.illinois.gov/Sor> (accept disclaimer)

2024 Annual Fire Safety Report

Beloit College has prepared and published this Fire Safety Report in the interest of promoting student and employee safety and to comply with the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act"), as amended by the Higher Education Opportunity Act of 2008 ("HEOA"), and their implementing regulations. The Report includes both fire statistics for the three most recent calendar years and certain fire-related policies of the College. The information is distributed each year to enrolled students and current employees and is also made available to prospective students and employees.

In case of fire, pull the alarm, evacuate the building, and dial 608-363-2355 (Security) immediately to report the fire.

Fire Safety Report Regulations

Don't abuse the fire safety equipment. Discharging fire extinguishers and pulling false alarms are extremely dangerous pranks. Tampering with smoke alarms, detectors, or any other firefighting equipment is a violation of [Wisconsin Statute 941.13](#) and could result in a \$500 fine, imprisonment of up to one year, or both. Report all non-functioning equipment to your R.A. and Security (608-363-2355).

Procedures for Evacuation

Report all fires or smoke to the Security Department (608-363-2355) immediately.

Leave the building if a fire or smoke alarm sounds, even if you think it may be a false alarm. Your R.A. or a Security officer will tell you when it is safe to re-enter. Be aware of the suggested escape routes and gathering points and discuss the Emergency Evacuation Plan with your R.A. Emergency evacuation maps are prominently posted in all residence halls.

Fire Safety Education and Training

At least one fire drill with a fire alarm test is conducted every fall semester in each residential building.

Residential Assistants are given fire safety training at the beginning of the Fall semester prior to the arrival of the student body at large. They are also taught how to report problems that they see or are brought to their attention. Residential Assistants will discuss fire safety with all their residents at the beginning of each semester.

Fire Drills

Beloit College performed thirty-three fire drills during the 2023 Spring semester on March 21st, 22nd, 28th, 29th, and 30th and thirty-one drills during the 2023 Fall semester on October 5th, 9th, 10th, and 29th.

A drill occurs at each student-occupied residential building, when they are actively

populated, at a time that is unknown to the students. The drills are timed by College pro-staff including Security. Residential Life Coordinators and Resident Assistants when applicable go over observations and/or fire safety after each drill. The College attempts to perform all its drills before the first-semester break to ensure the students are equipped with the knowledge of what to do in case of the event of a real fire.

Policy on Open Flames, Portable Electrical Appliances, and Smoking in Residential Facilities

Smoking or vaping of any kind is **prohibited & not allowed** inside any campus buildings.

The use of anything with an open flame such as candles, kerosene lamps, incense, torchiere halogen lamps, electrical appliances with open heating coils (plug-in stove burners/hot plates), or cooling coils, are prohibited in the residence halls.

Cooking equipment of any kind is subject to confiscation from misuse.

All fireworks are forbidden on campus, including sparklers and firecrackers.

Due to local ordinances, motorcycles, motorbikes, scooters, or other gasoline-powered Items, even emptied of fuel, are not permitted inside campus buildings or under canopies.

Fire Log

Beloit College maintains many student housing facilities (Residential Halls, Dorms and Houses) on campus and is therefore required to publish this Annual Fire Safety Report and to keep a "Fire Log".

The Fire Log contains: the date, time of day, general location, and the nature of each fire on campus.

The fire log can be viewed during business hours at the Beloit College Security Department. The fire log will contain a minimum of 60 days' worth of information that is immediately available upon request during business hours. Any portion of the fire log that is older than 60 days will be made available within two business days of the request.

Where to Report Fires for Statistics Inclusion

All fires should be reported immediately to Security at 608-363-2355.

To report fires on this Annual Fire Safety Report please also include:

- The Director of Safety and Security – Eric Sharlow, sharlowe@beloit.edu
- The Safety and Security Department - security@beloit.edu

In addition to the basic Fire Safety Regulations stated above, you should know that Beloit College takes many additional steps to promote fire safety on campus. These steps include but are not limited to:

- Daily patrols by Security Officers through all residential halls, houses, and academic buildings.
- Fire and safety-related violations or hazards are reported to the Dean of Students, Residential Life, and Facilities for correction or repair.
- Fire alarm tests of each detector, strobe, pull station, horn, etc. are conducted annually in every building by an approved fire alarm system contractor.
- All fire extinguishers on campus are checked every month by Security and are replaced, repaired, or recharged if problems are found.
- An inspection of all extinguishers and fire-related equipment (stove/range hoods, exit lights, emergency lighting, etc.) is conducted semi-annually by Security in conjunction with an inspector for the City of Beloit. In addition, an annual inspection is also conducted with an approved fire equipment contractor. Any violations or problems noted are referred to Facilities and/or Residential Life for correction or repair.
- All battery-operated smoke alarms, emergency exit signs, and emergency lighting packs are tested twice per year. Replacements or repairs are performed as needed.
- All fire and smoke alarms are responded to and the evacuation of buildings is expected (and insisted on) until an all-clear is given to re-enter a building by the Beloit Fire Department. In most cases, we encounter false alarms (i.e. burned food items having activated a detector). However, in others, we have encountered small fires in progress. It is essential that all reports and alarms be treated as real until proven otherwise.

Campus Fire Statistics

This table shows a summary of the past three years of fire-related for every on-campus student housing facility (Residential: Dorms, Halls, Houses):

Fires vs. Fire Alarms	2021	2022	2023
Fires that occurred in/on a student housing facility	1	1	0
Fire alarms which were: false, or had smoke but no fire	85	103	92

The U.S. Department of Education requires schools with on-campus student housing facilities include statistics on the number of fires and causes of each fire, as well as fire-related injuries, deaths, and/or fire-related property damage for each on-campus student housing facility. Beloit College considers it a 'Fire' if there were any visible flames reported during the incident. The graph on the following page lists this information for each residential hall throughout the previous three calendar years.

The graphs below list each residence hall, the number of confirmed fires they've had each year, and the fire safety systems in place inside each building. This includes up to multiple Fire Extinguishers on every floor in compliance with Wisconsin NFPA Fire Codes.

Residence Hall Fire Report

Building Names	Years of 2021, 2022, 2023	Year occurred & Number of Fires	Unintentional = U Intentional = I Undetermined = UD Cause of fire	Number of Injuries	Number of Deaths	Value of fire-related property damage
609 Emerson Street - Dorm	2021, 22, & 23	0				
716 Emerson St. – Unused c.2021	2021, 22, & 23	0	Unused since 2021			
717 Emerson St. - New Anthro House	2021, 22, & 23	0				
721 Emerson St. – Unused c.2022	2021, 22, & 23	0	Unused since 2022			
726 Church St. – BSU House	2021, 22, & 23	0				
732 Church St. - FemCo House	2021, 22, & 23	0				
804 Church St. – Old Anthro House	2021, 22, & 23	0				
810 Clary St. - Apartments	2021, 22, & 23	0				
810 College St. – Phi Kappa Psi House	2021, 22, & 23	0				
815 College Street - Dorm	2021, 22, & 23	0				
818 Church St. – SAGA House	2021, 22, & 23	0				
820 Clary Street - Apartments	2021, 22, & 23	0				
840 College Street - Dorm	2021, 22, & 23	0				
842 Church St. – BITE House	2021, 22, & 23	0				
843 College St. - LX, was AST	2021, 22, & 23	0				
Aldrich Hall	2021, 22, & 23	2021-1	U - Smoking Related	1	0	\$0
Blaisdell Hall	2021, 22, & 23	0				
Brannon Hall	2021, 22, & 23	0				
Bushnell Hall	2021, 22, & 23	0				
Chapin Hall	2021, 22, & 23	0				
Emerson Hall	2021, 22, & 23	2022-1	U - Cooking Related	0	0	\$670
Haven Hall	2021, 22, & 23	0				
Kappa Delta House	2021, 22, & 23	0				
Maurer Hall	2021, 22, & 23	0				
Moore Hall	2021, 22, & 23	0				
OEC House	2021, 22, & 23	0				
Peet Hall	2021, 22, & 23	0				
Porter Hall	2021, 22, & 23	0				
Sigma Chi House	2021, 22, & 23	0				
Spanish House	2021, 22, & 23	0				
Tau Kappa Epsilon House	2021, 22, & 23	0				
Theta Pi Gamma House	2021, 22, & 23	0				
Whitney Hall	2021, 22, & 23	0				
Wood Hall	2021, 22, & 23	0				

On-Campus Housing Facilities Fire Safety Systems

Building Names	Common area smoke detectors connected to the fire alarm system, but room detectors are battery-operated only	All smoke detectors throughout the building are connected to the fire alarm system	Automatic sprinkler system in building	Manual pull stations in the building
609 Emerson Street - Dorm	No	Yes	No	Yes
716 Emerson St. – Unused c.2021	Yes	No	No	Yes
717 Emerson St. - New Anthro House	Yes	No	No	Yes
721 Emerson St. - Unused c.2022	Yes	No	No	Yes
726 Church St. - BSU House	Yes	No	No	Yes
732 Church St. - FemCo House	No	Yes	No	Yes
804 Church St. – Old Anthro House	Yes	No	No	Yes
810 Clary St. - Apartments	No	Yes	Yes	Yes
810 College St. – Phi Kappa Psi House	No	Yes	Yes	Yes
815 College Street - Dorm	Yes	No	No	Yes
818 Church St. – SAGA House	No	Yes	No	Yes
820 Clary Street - Apartments	No	Yes	Yes	Yes
840 College Street - Dorm	No	Yes	No	Yes
842 Church St. - BITE House	Yes	No	No	No
843 College St. - LX, was AST	Yes	No	Yes	Yes
Aldrich Hall	No	Yes	No	Yes
Blaisdell Hall	No	Yes	No	Yes
Brannon Hall	No	Yes	No	Yes
Bushnell Hall	No	Yes	No	Yes
Chapin Hall	No	Yes	No	Yes
Emerson Hall	No	Yes	Yes	Yes
Haven Hall	No	Yes	No	Yes
Kappa Delta House	No	Yes	Yes	Yes
Maurer Hall	No	Yes	No	Yes
Moore Hall	No	Yes	Yes	Yes
OEK House	No	Yes	No	No
Peet Hall	No	Yes	No	Yes
Porter Hall	No	Yes	No	Yes
Sigma Chi House	No	Yes	Yes	Yes
Spanish House	Yes	No	No	Yes
Tau Kappa Epsilon House	No	Yes	Yes	Yes
Theta Pi Gamma House	Yes	No	Yes	Yes
Whitney Hall	No	Yes	No	Yes
Wood Hall	No	Yes	No	Yes

End of Annual Fire Safety Report

Updated and Reviewed August 2024

Security Policies

Policies and Procedures

The following statements of policy and procedure are required by the Jeanne Clery Act of 1998, formerly known as the Crime Awareness and Campus Security Act of 1990, amended in October, 2020 to the Clery Act Appendix for FSA Handbook. The handbook can be found online on the U.S. Department of Education's Campus Security website. These requirements were screenshot directly from the handbook below on September 6th, 2022.

Clery Act Requirements – The Basics	
• Collect, classify, and count crime reports and statistics	
• Issue campus alerts and warning notices	• Publish an Annual Security Report (Due date: October 1)
• Disclose missing student notification procedures, when applicable	• Submit crime and fire statistics to the Department, when applicable
• Disclose procedures for institutional disciplinary actions	• Provide educational programs and campaigns
• Keep a daily crime log, when applicable	• Disclose fire safety information, when applicable

To report a crime, call Security; 608-363-2355, or 2355 on campus telephones.

- Outside emergency telephones are provided at strategic locations around campus allowing persons to contact Security should an emergency or crime occur.
- Outside emergency phone locations are listed toward the end of this document and a campus map is included detailing their locations.
- A list of other emergency numbers is on the last page of this document.
- Professional security is provided on campus 24 hours per day, 365 days per year. The Security Office is on the lower level of Pearsons Hall on the north side of the building.
- Security officers perform continuous patrols through campus buildings, both residential and academic, day and night.
- Every reported incident will be responded to by a Security officer and a follow-up investigation will occur when necessary. Local authorities are also called whenever needed, or if requested, by any victim of a crime. It is standard procedure for a Security officer to ask crime victims if they would like to have a police report completed.

Campus Security Authorities

Crimes reported to Campus Security Authorities must also be reported to the Security Office in compliance with the Clery Act for gathering crime statistics explained further below. Campus Security Authorities include:

- Security Officers
- Residential Life Coordinators

- The Director of Residential Life
- The Director of Security
- The Dean of Students
- The College Provost
- On-Call Dean's Staff
- Others "who has significant responsibility for student and campus activities".

The College interprets 'Others' as a faculty or staff member who has a close relationship to dealing with or responding to criminal complaints or those responsible for discipline given to students for violating College policy, such as On-Call Dean's Staff.

Crimes Reported for Statistics

Beloit College will publish and distribute crime statistics by October 1st each year for the criminal offenses listed below which occur in our 'Clery Geography'. That geography consists of areas on campus, in or on non-campus buildings or property, and on public property (reasonably contiguous to campus). A map of Beloit College's Clery Geography can be seen near the end of this pamphlet. The College keeps records of these crimes for the most recent calendar year and two preceding calendar years.

- (i) The following criminal offenses reported to Campus Security Authorities or local police agencies must be included in our Clery Statistics:
 - (I) murder
 - (II) sex offenses
 - (III) robbery
 - (IV) aggravated assault
 - (V) burglary
 - (VI) motor vehicle theft
 - (VII) manslaughter
 - (VIII) arson
 - (IX) stalking
 - (X) domestic violence
 - (XI) dating violence; and
 - (XII) arrests or persons referred for campus disciplinary action for liquor law violations, drug-related violations, and weapons possession; and...
- (ii) of the crimes described in sub-clauses (I) through (XI) of clause (i), and other crimes including larceny-theft, simple assault, intimidation, and vandalism/destruction of property shall also be included if the victim is targeted due to a 'Hate Crime'.
 - The College defines a Hate Crime as an individual or group who is intentionally victimized because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, national origin, disability, or other protected status in compliance with federal law.

Definitions of these crimes will be consistent with those outlined in the Federal Bureau of

Investigations Uniform Crime Reporting System and are defined in the statistics section below. A copy of these statistics will be submitted to the U.S. Secretary of Education.

Notice and Distribution of Reports

The College will publish and distribute the Crime Prevention and Fire Safety Report and other miscellaneous informative materials regarding campus safety and security. Beloit College will, upon written request, disclose to the alleged victim of any crime of violence, or a sex offense, the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased because of the crime or offense, the information shall be provided, upon request, to the next of kin of the alleged victim.

Emergency Notifications & Timely Warnings

The Dean of Students Office in correlation with the Safety and Security Office can distribute periodic **"Emergency Notifications"** via the **"Rave Alert Mass Notification System"** which utilizes email, text, and phone calls. These 'Rave Alerts' consist of information for an active and ongoing situation that is perceived as an immediate threat to the campus at large.

The College also issues *"Timely Warnings"*, referred to as *"Community Alerts"*. The College will issue these via email informing the College community of problems both on campus and in the immediately adjacent neighborhood to campus. The Clery Act requires institutions to issue a timely warning when a Clery crime, occurring within Clery geography, poses a serious or on-going threat to the campus community. Any Alert or Warning for gender crimes shall withhold the names of the victims as confidential.

Not all incidents generate Timely Warnings. Timely Warnings are generated when the information will aid in the prevention of similar crimes or incidents. The decision to issue a Timely Warning is made on a case by case basis considering the facts surrounding a crime or incident, including factors such as the nature of the crime and the continuing danger to the campus community. In addition, several members of the Student Life staff live on or near campus and are available to assist in any campus emergency.

The following chart identifies the differences between emergency notifications and timely warnings:

	Emergency Notifications	Timely Warnings
Scope	Significant emergency or dangerous situation	Clery crimes, reported to CSAs
Triggered by?	Event that is currently occurring on or imminently threatening campus	Crimes that occurred and represent an ongoing threat
Where event occurs?	Only on campus	Anywhere on Clery Geography
How soon to issue?	Immediately upon confirmation of situation	As soon as information is available

Severe Weather/Tornado Plans

All students are expected to move to an area of safety in the event of a **"Tornado Warning"**. A Tornado Warning is only issued when a funnel cloud has been sighted in

person or on radar in the area. The College will also send out a message via the Beloit College emergency notification system to campus members if the Tornado Warning affects the City of Beloit.

In the event of a Tornado Warning, the City of Beloit and all of Rock County will have their tornado sirens sounded for a three to five-minute period to alert residents. At that time, you should move to a place of safety. In most halls, this area is the basement, away from doors and windows.

Please remember that tornadoes are not always associated with severe weather outside even though the area may be on a "*Tornado Watch*". Watches only mean that weather conditions are favorable for a tornado, but one hasn't been spotted yet.

Beloit College Safety and Security utilizes the [National Weather Service's website](#) and emergency alerts broadcast through the Beloit Police Department radio when determining whether to issue an alert. Security reserves the right to issue an alert or keep it in place due to how quickly severe weather can change.

The City of Beloit and Rock County will not sound an all-clear siren. You should remain in a place of safety until you are notified of the all-clear by Security, the radio, or by calling campus information after about fifteen to twenty minutes after the onset of the warning. Some warnings can last an hour or longer though, so remain calm and move quickly when the sirens sound.

Rock County Outdoor Warning Siren System Testing Information:

- Occurs on the First Wednesday of each month at 12:05 PM, April thru October.
- Steady tone of only 2 minutes
- Sirens are **not** tested when inclement weather is being experienced within the County.

Severe weather alerts and/or a tornado warning are more likely to come in the months of April, May & June, but warnings may be issued any day of the year. It is important that all students be aware of any severe weather conditions and know what to do in the event of impending severe weather.

Emergency Response and Evacuations

On occasion, there may be other emergencies on or near campus that you should know about for safety purposes. The college will notify the campus community members about these emergencies with the "**Rave Alert Mass Notification System**".

Immediately upon notification of an emergency on campus, Security will go to the area in question and verify that there is an emergency. If an emergency or dangerous situation is verified, Security will notify whatever Emergency Services would be appropriate for the situation. They will also contact the Dean's staff, or the appropriate college administrator to assist in determining if an emergency notification to portions, or to all, of the campus community should be sent.

Once it is determined that an emergency notification should be sent, the Dean's staff, Security or the administrative staff member will send out an emergency message without delay. On rare occasions an emergency notification will not be immediately sent if it is

determined that sending a message would compromise efforts to assist a victim, or to contain, respond to, or otherwise mitigate an emergency.

Under most circumstances, emergency messages will be sent through Rave which are comprised of telephone, text, and email messages sent out to the campus community.

Affected persons will be advised if evacuation would be prudent, depending on the type of emergency. If an evacuation is necessary, Security, campus Dean's staff, Beloit Police Department, and the Beloit Fire Department (if applicable), may assist in the evacuation. Under most circumstances the Beloit College community will be told to shelter in place, excepting those who may be in immediate danger.

The Emergency Response and Evacuation system will be tested on an annual basis, including publicizing its procedures in conjunction with at least one test per calendar year, and documenting a description of the exercise as well as the date and time of the exercise and whether it was announced or unannounced.

The Beloit College Security Department and the following persons are responsible for carrying out the emergency notification process.

- The Director of Security
- The Vice president for Human Resources and Operations
- The Director of Communications and Marketing
- The Director of Residential Life
- The Dean of Students

Tests of Emergency Response System and Emergency Operations Team Exercise

The Emergency Response system was tested on 2023-02-22 at 12:20 p.m., and 2023-09-13 at 12:15 p.m. These tests were announced in advance via email.

The Beloit College Emergency Operations Team had a table top exercise on October 18th, 2023 with a focus on a whole community response to an Active Shooter Incident. The exercise went from approximately 8:30 a.m. to 12:30 p.m. which included members outside of Beloit College from the Beloit Fire Department, Beloit Police Department, Beloit Health Systems, and others.

Building Security

During business hours academic buildings are generally unlocked by 7 a.m. and relocked at 6 p.m. in buildings without night classes or computer labs. Most other buildings will be locked by 11 p.m. Students studying in Pearsons Hall may remain all night. In other academic buildings students must already be in the building before it is locked. Exceptions are rarely permitted and only allowed when a faculty member has demonstrated beforehand the need for a "one-time exception" and takes all necessary steps to ensure the student's safety.

Residential buildings are normally locked 24 hours a day. There is no hall monitor personnel

stationed in these buildings. Access to the buildings is by electronic key card or key access.

Campus night lighting, fire safety equipment, and other safety concerns, are inspected on a regular basis by Security officers. Deficiencies are reported to the Facilities Department for timely repairs to be completed.

Residence Halls - Locking Schedule

The exterior doors of the residence halls are locked 24 hours per day for the safety and protection of the residents.

Do not prop the doors open! Do not allow anyone into the building that you do not know. Whenever you see a door propped open, remember that your right to safety and security supersedes this practice. Close it, and encourage others to do the same.

If you see someone inside your building, or loitering outside of your building, who you believe does not belong there, obtain the best description you can and report the subject's location to Security (608-363-2355).

Weapons

In keeping with the campus policy of zero tolerance for violence, the use and/or storage of any weapons, guns, firearms, ammunition, or explosives of any kind within the parameters of College property is strictly prohibited. This includes all buildings and rooms, vehicles, and storage areas. Any exceptions to this policy (educational exhibits, theatrical props, special interest clubs, etc.) must follow the safety requirements listed below. Laboratory chemicals are not permitted in residence halls. Fireworks are not permitted anywhere on campus which includes outdoors.

Weapons include any firearm, loaded, or unloaded, any device designed as a weapon and capable of producing death or bodily harm, and any other device or object which, in the manner it is used or intended to be used, is calculated or likely to produce bodily harm.

This definition includes firearms, air guns (pellet, BB, dart, paint, gel ball, blowguns) crossbows, bows and arrows, slingshots, Tasers, stun guns, throwing blades & stars, blackjacks, knuckles of any metal, bladed instruments like swords, daggers, switchblades, bowie, etc.

Any exceptions to the above policy (e.g. an item used for demonstration or educational exhibit) must have the advance approval of the Director of Security. Such exceptions must comply with the safety guidelines set by the Director on a case-by-case basis.

Approved special interest clubs/organizations (BSFFA, etc.) will abide by all safety regulations and practices set by their organizations as well as those set by Student Engagement and Leadership (SEL) or respective sponsoring organizations. Equipment used by clubs/organizations (wooden swords, etc.) will be kept in locked storage when not in use. Certificates of insurance, when required, must be provided by the clubs/organizations to the College's Risk Manager.

Updated and Reviewed August 2024

Local Authority - Memorandum of Understanding

The authority and responsibility for law enforcement rests with the Beloit Police Department, whereas the main responsibility for safety and security rests with the Beloit College Safety and Security Department.

The Safety and Security Department does not have a written memorandum of understanding with the Beloit Police Department, but they work closely with the Beloit Police and Fire Departments in an attempt to ensure a safe and secure campus.

The Security Department often acts as a liaison with the Police Department. For example; a student might wish to report a bicycle theft to both departments. In this instance, the Security Department will contact a police officer so all parties can meet in the Security Office and both department's reports may be obtained simultaneously. The Security Office is also available to any student or person wishing to make a police report if they would rather use that location (instead of their residence hall). Any crime victim ALWAYS has the option of filing a police report, even if they chose not to have a Security Department report.

Security Officers are professional officers with previous training and/or experience in security, law enforcement, or the military. Security Officers are not sworn police officers. Their authority and obligation for enforcement lies within the rules and regulations of Beloit College.

All security/criminal/personal safety related incidents should be reported to Security. This ensures that the College administration is made aware of any problems and/or concerns and ensures that local authorities are contacted when it is appropriate to do so.

Security will notify the appropriate law enforcement authorities when there are reasonable grounds to believe that a crime is being or has been committed and will release evidence of all felony crimes to the local law enforcement authorities in compliance with Wisconsin state law... as well as for lesser crimes whenever police involvement is needed or requested.

Parking – Vehicle Registration. Campus, and city streets.

Students, faculty, and staff who drive and/or park on campus are required to register their vehicles with the Security Department and to display their parking permit as directed. Registration for students is \$85 per semester (\$50 for motorcycles) which are subject to change yearly. Faculty and staff parking permits are issued on a permanent basis, while student parking permits are granted by a first-come first-serve basis with a backup of a lottery system if there are too many applicants. Students who received parking permits are expected to obey all campus parking regulations and to park only in the designated student parking areas. Students who did not get a parking permit will need to park their vehicles on the city streets.

The City of Beloit alternate overnight parking ordinance requires parking on the even numbered side of the street on even numbered calendar days and parking on the odd side of the street on odd numbered days. This is always the case unless otherwise posted by official traffic signs. Further details about this ordinance are provided in the student handbook.

Enforcement hours for alternate overnight parking are from 12:00 midnight to 7:00 a.m. Your parking should be in accordance with the hours of enforcement. Example: You park your vehicle on Sept. 1 at 7:00 p.m. until class the next day. You should park on the even

numbered side of the street as enforcement will occur after midnight (the next day's date) which would be Sept. 2. You also need to remember that some months have 31 days in them and if you park your car on the 31st you need to park on the odd side of the street since the next day is the 1st.

Parking in fire lanes, anywhere the curbs are painted yellow, or in areas designated as "No Parking" by signs is prohibited.

City of Beloit Noise Ordinance

Security Officers respond to noise complaints and/or take the initiative when noise levels become a problem. Student cooperation is essential to help avoid legal involvement with city authorities.

The following excerpts are taken from [Section 15.12](#) of the City of Beloit Code of General Ordinances, relating to unreasonable noise:

(2) GENERAL PROHIBITION. No person shall, at any time, make any noise tending to unreasonably disturb the peace and quiet of any person in the vicinity thereof.

(3) SPECIFIC PROHIBITIONS. Activities which create noise that tends to unreasonably disturb the peace and quiet of a person in the vicinity thereof include, but are not limited to, the following:

(a) Operating a motor vehicle so as to create an unreasonably loud noise by acceleration or deceleration of the vehicle.

(b) Using any hammer, power operated tool, power driven lawn or garden maintenance equipment between the hours of 10:00 p.m. and 7:00 a.m.

(c) Using any musical instrument, radio, television, phonograph, stereo, cassette player, compact disc player or any sound amplification equipment if the sound created thereby:

1. Can be heard on residential property across the street from the premises on which the sound is created.

2. Can be heard inside the residence of another person and disturbs the peace and quiet of any person inside the residence.

3. Can be heard on residential property of another at a distance of more than 30' from the property line of the premises on which the sound is created.

(d) Owning, keeping or harboring of any animal or fowl which disturbs the peace and quiet of the neighborhood by frequent or habitual howling, yelping, barking, crowing or making of other noises. (Cr. #3221)

(e) Creating noise which exceeds the maximum sound levels permitted by §8.8.1 of the Zoning Code. (Cr. #3221)

Missing Resident Policy

If a member of the College community has reason to believe that a student is missing, contact Security at 608-363-2355 immediately.

In compliance with the Higher Education Opportunity Act (2008) Missing Student Notification Policy and Procedures, it is the policy of Beloit College to actively investigate any report made to Security about a missing resident who is enrolled at the College and residing in on-campus housing*. Each student will be notified of the Missing Resident Policy and Procedures via the Student Handbook.

For the purposes of this policy, a student may be a "missing person" if the person's absence is contrary to their usual pattern of behavior or unusual circumstances may have caused the absence. Such circumstances could include, but not be limited to, a report or suspicion that the missing student is: in a life-threatening situation; has been with persons who may endanger the student's welfare; having trouble with medication, drugs, or alcohol; has

expressed suicidal thoughts; or may be the victim of foul play.

Each student is required via the emergency notification information form, to identify the name and telephone number of the individual(s), a primary and secondary contact, to be notified in case of emergency or if the student is reported missing. In the event the student is under the age of 18 and is not emancipated, the College is required to have the primary emergency contact be a custodial parent or guardian.

Upon receiving notification, Security, Residence Life, the Dean of Students office, and other applicable College personnel will make reasonable efforts to locate the student to determine their state of health and well-being. These efforts may include, but are not limited to, checking the resident's room, class schedule, and ID card use, talking with friends, locating the resident's vehicle, viewing security camera footage, and calling the reported cell phone number if one is on file with the College.

At any point during the investigation of a resident believed to be missing, the College may communicate with emergency contacts to help determine the whereabouts of the resident. If the student is under 18 years of age, a College representative may contact the custodial parent or legal guardian.

If upon investigation by Security and staff, the resident student has been determined to be missing for at least 24 hours, the following will occur:

- A College representative will attempt to notify the resident's designated emergency contact.
- If the student is under 18 years of age, a College representative will contact the custodial parent or legal guardian.
- Security will inform the appropriate law enforcement agency.
- Investigation will continue in collaboration with law enforcement officers as appropriate.

***NOTE:** In order to avoid jurisdictional conflicts when an off-campus/commuter student is believed to be missing, the reporting person should notify local law enforcement authorities and campus security. College staff will assist the police with their investigation.

In keeping with "Bryan's Law", Beloit College will promptly investigate any reports of students missing from campus. Security will check the student's room and immediately known habitats and will not delay in notifying the Dean's Staff member on call. The Dean's Staff member will notify parents, guardians, and the local police authorities if this initial check should be unfruitful. It is both our policy and procedure to not "sit on information".

Updated and Reviewed August 2024

Clery Act Policies

The following statements of policy are required by the Jeanne Clery Act of 1998, formerly known as the Crime Awareness and Campus Security Act of 1990, amended in October, 2020 to the Clery Act Appendix for FSA Handbook. The handbook can be found online on the U.S. Department of Education's Campus Security website. These requirements were screenshot directly from the handbook below on September 6th, 2022. Below this screenshot you will find Beloit College's policies in adherence with the Clery Act, many of which have already been discussed above in the **Security Policies and Procedures** section. Many of the policies below are excerpted directly from the current Student Handbook.

- 1) Policies regarding alcoholic beverages and underage drinking laws
- 2) Policies regarding illegal drugs and applicable federal and state drug laws
- 3) Programs on substance abuse
- 4) Programs to prevent dating violence, domestic violence, sexual assault and stalking, and the procedures institutions will follow when such crimes are reported
- 5) Information regarding sex offenders
- 6) Descriptions of emergency response and evacuation procedures
- 7) Policies regarding missing student notifications

- 8) Campus crime statistics
- 9) Policies regarding procedures for reporting criminal actions or other emergencies on campus
- 10) Policies on security of and access to campus facilities
- 11) Policies on enforcement authority of security personnel; working relationship of campus security personnel with State and local police agencies; accurate and prompt reporting of crimes; pastoral and professional counselors
- 12) Programs on campus security procedures and practices

Follow the Laws: Violations of Civil/Criminal, International or Foreign Country Law

As a part of the larger community, students accept full responsibility for their own actions under federal, state, and local laws (U.S. or abroad). While affording reasonable advice to its members in difficulties with the law, the College provides no immunity from the consequences of illegal acts. The College does not provide legal counsel for its students. The College or the aggrieved party always has recourse to the civil authorities (U.S. or abroad) for violations of civil/criminal law.

Financial Obligations

All students are to meet all financial obligations to the College.

Prohibited Behavior

The following acts are strictly prohibited. Their commission will result in immediate

investigation by the Director of Residential Life (or designated representative) and disciplinary action, if warranted. Individuals violating these student regulations and policies may face disciplinary action such as, but not limited to fines, warnings, probation, suspension, or expulsion (see [Judicial/Hearing System](#)):

- Violence, of any type, that is harmful to another member of the College community or any property of an individual, the College or the community.
- Assault, which includes forced or coerced sexual contact; or the threat thereof against any member or guest of the College. (See [Policy Against Sexual Harassment and Associated Grievance Procedures](#)).
- Discrimination or harassment based on or related to sex, race, national origin, religion, age, disability, protected veteran status, medical information, or characteristics.
- Sexual, personal, physical, emotional or psychological harassment, or the threat thereof, including hazing, against any member or guest of the College.
- Phone or social media harassment which includes prank calls, threatening, obscene or otherwise harassing use of a phone or any social media platform.
- Theft of or deliberate damage to College property or the property of any member or guest of the College.
- Disorderly conduct which includes behavior that fails to treat other members of the community with courtesy or respect, or that fails to maintain the highest standards of honesty and integrity.
- Lewd, indecent or obscene conduct.
- Possession and/or use of dangerous weapons which includes, but is not limited to, firearms (including anyone with a concealed carry permit), pellet and BB guns, ammunition, knives, chemicals, explosives, fireworks, laser pointers, swords, axes, paintball guns, and other objects or substances used as a weapon or in a dangerous manner.
- Illegal possession and/or use and sale of any form of drug classified as illegal by local, state, or federal statutes; Including (but not limited to) narcotics, barbiturate drugs, hallucinogenic drugs, marijuana, cocaine, date rape drugs such as Rohypnol (Roofies), GHB, or Ketamine.
- Failure to comply with federal or state law, county, or city ordinances, including but not limited to those governing alcoholic beverages and drugs.
- Intentional misuse of or tampering with fire alarms or other safety equipment.
- Unauthorized entry or use of campus equipment or facilities and possession of and/or use of unauthorized keys/key cards.
- Knowingly giving entry to campus buildings or rooms to unauthorized persons.
- Furnishing false information, or furnishing false academic or co-curricular credentials; intentionally making a false report of an emergency; forging, altering, misusing, or transferring to another person College identification, records, or documents. Acts of personal dishonesty – knowingly lying, cheating, academic and non-academic acts of plagiarism, providing false or misleading information.
- Violation of housing contract regulations and agreement; failure to abide by the conditions of the Residence Hall application and agreements.

- Failure to identify oneself properly, or to comply with the directions of a member of the College faculty or staff, particularly Residence Life and Security Staff or support staff requesting an appointment, acting in the performance of their duties.
- Failure to comply with official academic or disciplinary sanctions.
- Beloit College does not permit the unauthorized use of the College seal or logos, or official reference to the College, or the use of the College name in a manner that might imply official approval, authorization, or sponsorship of an activity or publication. This prohibition extends to references to Beloit College students or a Beloit College organization, whether officially recognized or not. Exceptions to this policy require written authorization from the head of Communications and Marketing or their designee. This policy includes, but is not limited to, public performances or statements, electronically distributed statements, printed matter, Internet Web pages, social media platforms, souvenirs, or merchandise.
- Willful obstruction of the normal processes essential to the function of the College.
- Intentional misuse and/or abuse of College regulations, policies, and judicial system.

Repeated violations of the above regulations and policies will be considered when disciplinary action is taken, and may lead to more serious penalties. Collusion in disobeying any of the College's Regulations and Policies will be treated as the commission of the act.

Note: Potential complainants are reminded that the College's ability to effectively consider complaints can be impaired or negated by the passage of time.

Off-Campus Behavior

A Beloit College student is expected to obey all local, state, federal, international, and foreign country laws while on campus or off. Although a student's off-campus conduct ordinarily will not affect their College status, there may be occasions in which off-campus conduct is so destructive to the College or of such a nature as to indicate to the community that College disciplinary action must be taken. Even if civil/criminal action is pending, the College may act if this appears to best serve the interests of the College and the students.

Offenses of such seriousness that they would normally be considered felony offenses will often be handled in civil courts. Examples of cases in this category include but are not limited to:

1. Forcible interference with the educational processes of the College.
2. Assault, rape/sexual assault, sexual misconduct, sexual abuse, hate crimes as defined under state and federal law.
3. Theft and aggravated criminal damage to property.
4. Willful or negligent actions that endanger the health and safety of other persons on, or off campus.
5. Use of explosives or firearms on, or off, campus property.
6. Arson.
7. Misuse of the College telephones, telephone fraud, and computer network misuse.
8. Breaking into and entering College buildings.
9. Drug and alcohol violations.
10. Tampering with fire safety equipment.

Some cases may be violations of both College regulations and civil law (U.S. or abroad). In these instances, including the ten listed above, the College reserves the right to hear the case on campus even though civil authorities may also have jurisdiction.

Off-Campus Study: Students on Domestic and Student Exchange Programs

Students registered for Beloit College's domestic and study abroad programs are expected to comply with all the College's policies and procedures and obey all local, state, federal, international, and foreign country laws while they are away from campus.

Students registered for domestic and study abroad programs through Beloit College will notify Beloit's Study Abroad Advisor (608) 363-2270 or the Director of Residence Life (608) 363-2350 by phone or email when violations of College policy occur and they wish to file a complaint. If an emergency exists and these individuals are not available, Beloit College Security can be notified (608) 363-2355.

While a student is away from campus on a domestic or study abroad program, disciplinary action may be taken by the College against an individual (or individuals) accused of violating College policies or civil/criminal laws. Disciplinary procedures are outlined in the Student Handbook under "Judicial System."

Good Samaritan Policy

All members of the campus community are encouraged to immediately seek medical or security assistance for students whose health and well-being may be at risk due to the over-consumption of alcohol and/or drugs. Taking responsibility for helping a student in need will always be viewed positively in any post-incident follow-up, including those incidents where the "Good Samaritan" and/or the person needing emergency assistance may have violated the College policy(s).

Reviewed August 2023

Alcohol Policy

Alcohol Use On-Campus

Beloit College is committed to maintaining a living, learning, and working environment free from alcohol abuse, or its unlawful use because these uses are detrimental to students' health, safety, and academic success. As an educational institution, we place a great deal of responsibility and trust in students to make decisions about drinking alcohol that are in their best interest academically and socially. Any sort of peer pressure to use alcohol violates the College's expectation, as does irresponsible use of alcohol, whether or not the student is of legal age to drink.

Beloit defines responsible alcohol use as:

- maintaining control and drinking no more than one average-size drink per hour;
- not using alcohol as the focus of the event;
- paying careful attention to what you are drinking and being aware of how it is

affecting your body and behavior.

To ensure a safe and positive environment for all students, irresponsible behavior involving alcohol should be confronted by members of the College community, including students, faculty, and staff. Bystanders are expected to intervene; watching out for each other has been common practice and must continue. Students should seek out help when needed, support others, and challenge behaviors that might lead to unwanted outcomes. Students are encouraged to enlist the aid of security and Residence Life staff to help in confronting irresponsible use of alcohol.

Wisconsin State Law

The Wisconsin drinking age is 21 years of age. Underage drinking violates College policy, since Beloit College, its students, faculty, and staff are subject to all laws of the State of Wisconsin regarding possession, consumption, sale, and distribution of alcoholic beverages. All students are required to show proof of age when purchasing, or accepting alcoholic beverages on campus. Students who fail to provide this information or use false information violate the law and/or College policy are liable for disciplinary action.

Beloit College does not promote the use of alcohol nor condone the abuse of alcohol. As adults, students should know and abide by the Wisconsin state law and make an informed, responsible decision regarding alcohol. All community members are expected to respect the rights of those individuals who choose not to use alcoholic beverages.

The Wisconsin state law concerning alcoholic beverages is applicable on-and-off the campus. A [complete copy of the state statute](#) can be found on the Wisconsin State Legislature website.

The unlawful possession, use, distribution, manufacture of, or dispensing of alcohol and illicit drugs by students or employees on College property or as a part of College activities is prohibited. Individuals who violate local, state, or federal laws concerning the unlawful possession, use, distribution, manufacture, or dispensing of alcohol and illicit drugs are subject to arrest and/or College disciplinary action, which may result in sanctions up to and including required substance abuse treatment and/or suspension from the College.

Regulations

More explicitly, the following behaviors violate College policy, whether a student is of legal age to consume alcohol, because they are examples of irresponsible, even dangerous, or abusive, alcohol use.

- Using alcoholic beverages as the primary focus of any activity, such as playing drinking games. Kegs and other common sources of alcohol tend to be the focus of the events at which they can be found and they are not permitted.
- Pressuring others to drink; pressure means exerting direct or nonverbal pressure to consume alcohol.
- Drinking hard liquor directly from the bottle (non-single serving size), or multiple shots.
- Mixing alcohol with energy drinks.
- Consuming or being under the influence of alcohol in academic buildings.

- Driving on or off campus while intoxicated.
- Displaying violent, inappropriate, or other kinds of offensive behavior. Intoxication does not absolve the drinker of responsibility for their actions.
- Repeated instances of alcohol consumption interfering with academic performance or interpersonal/social interactions.
 - Being severely intoxicated, indicated by actions or behaviors such as but not limited to:
 - Stumbling while walking or falling
 - Difficulty standing up, disoriented
 - Lack of awareness about surroundings
 - Inability to state or recall basic personal information such as name, address, telephone, birthdate, hometown, etc.
 - Slurring of speech, loud speech, rambling train of thought
 - Belligerent/aggressive behavior
 - Vomiting
 - Unconsciousness
 - Difficulty remembering, loss of memory about recent events or actions/behaviors of self and others during or prior to an event
- Drinks with a high alcohol concentration are not allowed, including alcohol lacking color and odor, pure grain alcohol, any distilled liquor exceeding 100 proof (50% alcohol), or other mixed drinks with a high concentration of alcohol. These drinks can be more potent than expected.
- Serving alcohol to other students is prohibited.

Discipline and Sanctions

As members of the College community we expect you to make decisions about alcohol use with care and concern for yourself and those around you. As in any community, there may be those whose decisions about alcohol conflict with the College and community standards and violate College policy or Wisconsin state law. We encourage you to talk with those who may be having difficulty with their alcohol use or their alcohol decisions and to confront or seek help for those whose behavior may be damaging to themselves or the community.

The normal judicial processes, described here in the Student Handbook, will be used to respond to violations of the alcohol policy. Though the full range of sanctions are possible, including a discussion with parents (for which there is a FERPA exemption), the usual sanctions associated with alcohol policy violations include, but are not limited to:

- Alcohol/Drug Screening
- Drug Testing
Required counseling
- Community Service with Facilities
Conversations on responsible drinking, social norming, etc.
- Apology letters

- Writing an educational essay about alcohol
- Brainstorming a list of alternative behaviors
- Participating in alcohol education class
- Notification of parents
- Notification of faculty advisor
- Restriction on participation in non-class activities
- Probation
- Suspension
- Agreed break from drinking (with penalties if drinking again)
- Review of age requirements and sanction for underage consumption
- Change residence room/disciplinary transfer

Violations of College policy where alcohol is one element of the incident may result in more serious disciplinary action with possible sanctions that may include restitution, probation, suspension, or dismissal. Violation of the alcohol policy, coupled with other policy violations, may be treated as two separate offenses, with appropriate sanctions for each violation.

Alcohol in Academic Buildings

Alcoholic beverages may not be served or consumed in academic areas unless prior approval is received from the Department/Division Chair or Provost. In any other areas, alcohol may not be served to or consumed by anyone under the age of 21.

Parties and Social Gatherings

For any social gathering, there must be at least one unintoxicated person responsible for the gathering, the facility, and the guests. In a student room, this is normally the resident of the room. In a planned party, it is often the person planning who is responsible for the event.

Host Responsibilities:

1. Registering your party

- a. Planned parties, private parties, or social gatherings must be registered in the event that they have an impact on the larger community and to make sure that they are compliant with the party host policies.
- b. Both the Office of Residential Life and the SEAL office must be provided with the names of all hosts (students responsible for the event) at least 48 hours prior to the event. If the event is a large gathering of students, such as a social in a special interest house, the office of Residential Life must be provided with a security list and IDs must be checked at the door.
- c. If the event takes place in a residential area, the host is obligated to consult the RA, neighbors, or other building residents that may be

- affected, to obtain permission to host a social gathering in their room or lounge.
- d. All large social events must be approved by the Office of Residential Life or the SEAL office if any of the following is true about the event:
 - i. It is advertised (posters, public announcements, written, verbal or any form of social media invitation constitute some of the usual forms of advertising);
 - ii. It is funded (entirely or partially) by money obtained from the Student Activity Fee, Student Life programming or departments; It occurs in a public area (residence hall lounge, hallway, campus meeting space, outside area or Greek house when non-members are present).
 - e. Large all campus events, such as large parties may not occur during New Student Days and days when there are classes the following day.
 - f. Advertising implicitly or explicitly that alcohol will be present at the event is prohibited.

2. Additional regulations regarding parties or social gatherings (registered or not):

- a. Hosts may not serve alcohol as a feature of any party or social gathering. Hosts are obligated to follow all state laws concerning the distribution of alcoholic beverages in their rooms, apartments, or personal gathering spaces.
- b. Alcohol cannot be sold and donations cannot be exchanged for alcohol. Selling tickets or cups, charging admission fees, taking up a collection or using any direct or indirect means of collecting money from persons attending the event is prohibited.
- c. Hosts assume responsibility for the behavior and safety of their guests.
- d. Hosts must supply at least one student trained in bystander intervention for the entire duration of the event.

All College sponsored events where alcohol is provided, the College reserves the right to limit the type and/or amount of alcohol (or the amount of alcohol served, if applicable) at the event.

Licensed Facilities

Bon Appetit

Bon Appetit (food vendor for Beloit College) maintains a liquor license with the City of Beloit and is subject to the same rules and regulations as any establishment that serves alcohol. By law, absolutely no alcohol can be brought into the building or removed from it, except through the authority of the liquor agent and staff. Violations of this policy risk not only arrest, but also revocation of the College's license. Groups wishing to sponsor an event with alcohol need to meet with the Bon Appetit director to arrange for the sale, service, and purchase of alcoholic beverages.

Coughy Haus Additional Regulations

The Coughy Haus maintains a Class B Beer license with the City of Beloit and is subject to the same rules and regulations as any other bar within the City of Beloit and the State of Wisconsin. The law states that absolutely no alcohol may be brought into the building or

removed from it, except by licensed distributors. Individuals who violate age restrictions, use false IDs, provide alcohol to those under 21 years of age, or are intoxicated while on the premises may be ticketed by the Beloit Police. Such violations may also result in the revocation of the C-Haus license to serve alcoholic beverages. The premises are regularly inspected by government agencies such as the Health, Fire, and Police Departments. Police officers have the authority to enter the Coughy Haus at any time without warning and may, at their discretion, check IDs and open containers on the premises, including the porch. Coughy Haus is reserved for student use and occasionally the registered guest of a student. It is not a public bar open to the community at large. To minimize risks and ensure the focus is on students whose activity fees contribute to the operation, access by nonstudents is limited.

Examples of alcohol-related penalties, excerpted from Wisconsin State Law

For the most current information, visit: <https://docs.legis.wisconsin.gov/statutes/statutes/125>
 Operation While Intoxicated: <https://wisconsin.gov/documents/safety/education/drunk-driv/owi-penchrt.pdf>

<u>OFFENSE</u>	<u>STATUTE</u>	<u>PENALTY</u>
Underage Person Procuring, Possessing or Consuming an Alcoholic Beverage	S125.07(4)	1st Violation - \$250 - \$500, 30-90-day suspension of operating privileges 2nd Violation in 12 months - \$300-\$500, < 1-year suspension of operating privileges 3rd Violation in 12 months - \$500-\$750, < 2-year suspension of operating privileges 4th Violation in 12 months - \$750-\$1000. < 2-year suspension of operating privileges
Underage Person Knowingly on Bar Premises Without Parent	S125.07(4)	(same as above)
Falsely Representing Age for Purpose of Receiving Alcohol	S125.07(4)	(same as above)
Causing Injury or Death by Providing Alcohol to a Minor – Class H Felony	S125.075	Up to \$10,000 fine and up to 3 years in prison
Recklessly Endangering the Safety of Another – Class G Felony i.e., providing too much alcohol to another with knowledge of the possible risks to that person or others	S941.30(1/2)	Up to \$10,000 fine and up to 6 years in prison Up to 12.5 years in prison if circumstances show utter disregard for human life - Class F Felony

Recklessly Injury - Causing Great Bodily Harm to Another i.e., providing too much alcohol to another with knowledge of the possible risks causing substantial injury to that person or another	S940.23	Up to \$25,000 and up to 12.5 years in prison – Class F Felony Up to 25 years in prison if circumstances show utter disregard for human life - Class D Felony
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Consuming intoxicants and driving includes boating, snowmobiling, ATVs, etc.
Fines and jail time can both be included in your penalty.

<u>OFFENSE</u>	<u>STATUTE</u>	<u>PENALTY</u>
Operating a Motor Vehicle While Under the Influence of An Intoxicant or With an Illegally High Blood Alcohol Concentration	S346.63	1ST Offense – Up to \$300 fine, 9-month suspension of operating privileges 2nd Offense in 5 years – Up to \$1,100 fine, 6 months in county jail, 18 months suspension of operating privileges 3rd Offense in 10 years – Up to \$2,000 fine, 1 year in county jail, 36 months suspension of operating privileges 4th Offense in 10 years – Class H Felony – Up to \$10,000 fine, 6 years jail/prison, 3-year revocation of operative privileges 5th or greater Offense in 10 years – Class G Felony – Up to \$25,000 fine, 10 years jail/prison, 3-year revocation of operating privileges
Causing Injury While Operating a Motor Vehicle While Under the Influence of An Intoxicant or With an Illegally High Blood Alcohol Concentration	S940.25	1 st Offense - Up to \$2,000 fine, 1 year in the county jail 2 nd Offense – Class H Felony – Up to \$10,000 fine, 6 years in prison
Causing Injury (Great Bodily Harm) By the Intoxicated Use of a Vehicle	S940.25(1)	Up to \$25,000 fine, 6 years in prison
Homicide While OWI	S940.09(1)	Up to \$100,000 fine, 40 years in prison

Note: refusal to take an evidentiary test of blood, urine, or breath results in additional revocation of operating privileges.

<u>OFFENSE</u>	<u>STATUTE</u>	<u>PENALTY</u>
Going Armed or Operating A Firearm While Intoxicated – Class A Misdemeanor	S941.20	Up to \$10,000 fine, 9 months in the county jail

Carrying a Handgun Where Alcoholic Beverage May Be Sold or Consumed – Class A Misdemeanor	S941.237	Up to \$10,000 fine, 9 months in the county jail
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<u>OFFENSE</u>	<u>STATUTE</u>	<u>PENALTY</u>
Presenting A False ID Card	S125.085	Up to \$1250 fine, 30 days in the county jail

Updated and Reviewed August 2024

Smoking Policy

This policy refers to legal substances. **The recreational usage of Cannabis (Marijuana) is illegal in Wisconsin.** Please visit the Drug Policy regarding illegal substances.

Beloit College adheres to the smoking ordinance of the City of Beloit¹. Within these limits, the College seeks to provide a healthy environment and satisfactory level of comfort to non-smokers while minimizing the discomfort of those who smoke. When in doubt, one should accommodate the preferences of non-smokers to a reasonable extent. All members of a civil community should have mutual respect for one another while keeping in mind each individual's ability to negotiate the situation. The following provisions are in support of this general policy:

- Smoking is prohibited inside all academic buildings, residence halls and museums. This includes, but is not limited to, the Pearsons Hall, Coughy Haus, and all restrooms.
- Smoking is not permitted in residence halls. This includes, but is not limited to, the following areas: (1) any living environment, including student rooms; (2) in public areas, including hallways, lounges, bathrooms, and kitchens; (3) in shared or individual rooms.
- Smoking is not permitted within fifteen feet of doors and windows of all College buildings, with the exception of specifically designated smoking areas. This limit will be marked in high traffic areas.
- No smoking is allowed on sidewalks.
- All-campus events should normally be held in areas where smoking is not permitted.
- In keeping with the Beloit Statement of Culture, smokers should be aware of their surroundings and be respectful of others' rights to clean air, particularly on walking paths during congested times and in front of Commons, Coughy Haus, the library and Pearsons Hall.
- As a courtesy to the community and Facilities, dispose of your smoking debris in the smoking receptacles or the trash.
- The above policy applies to all users of Beloit College facilities.
- The use of e-cigarettes and vaporizers is prohibited in all campus buildings.
- With student input we have designated a smoking area in the gazebo outside of Peet.

Beloit City Ordinance 16.08, section 6 states: "Smoking shall be prohibited in all enclosed areas of public places and places of employment within the City of Beloit, including, but not limited to, the following places: ... 9. Educational facilities, including all premises owned, rented by or under the control of a school board... A person who smokes in an area where smoking is prohibited by this section shall, upon conviction for the violation, be subject to a penalty as provided in §25.04 of this Municipal Code."

Updated and Reviewed August 2024

Drug Policy

Beloit College is a private, coeducational, residential institution of higher education committed to providing a sound liberal arts education that promotes life-long learning and personal growth. The College is committed to maintaining an environment of learning, living, and working which is free of illicit drugs and the unlawful use or abuse of alcohol. The unlawful possession, use, distribution, manufacture of, or dispensing of alcohol or illicit drugs by students or employees on College property or as part of College activities is prohibited. Individuals who violate College policies or local, state, or federal laws concerning the unlawful possession, use, distribution, manufacture, or dispensing of alcohol and illicit drugs are subject to arrest and/or disciplinary action which may result in sanctions up to and including required treatment and/or expulsion from the College.

The illegal possession, use, provision, manufacture, or sale of illicit drugs is not allowed in, (or by members of) the Beloit College community. The sale or transfer of prescription and look-alike drugs is also a violation of College policy. Prescription drugs may not be sold or provided to others.

Violation of the College's Drug Policy may result in the following disciplinary actions: expulsion, suspension and/or the turning of evidence over to local authorities for criminal prosecution. The College's initial and foremost response to reported or observed violations is counseling, in conjunction with other disciplinary actions.

Students who may be having difficulty with alcohol or drugs are encouraged to seek appropriate counseling. The College counselor(s) and Student Life staff members are available resources for counseling on campus. Conferences with these people are privileged, subject to the ethical standards for counselors and the privacy rules established by FERPA (Family Educational Rights and Privacy Act), and HIPAA (The Health Insurance Portability and Accountability Act).

Violations

The College will respond to reported or observed violations with counseling and/or disciplinary action. Violations of the College's Drug Policy is considered a very serious matter which may result in expulsion, suspension and/or the turning of evidence over to local authorities for criminal prosecution.

The College will enforce the following regulations, regardless of the status of court decisions:

Violations include selling, providing, or producing illegal substances:

- Sharing, selling, producing, or reselling any illicit (including prescription) drugs may

result in serious disciplinary actions.

- Possession of ingredients (in sufficient quantity) used to manufacture drugs may result in serious disciplinary actions.
- Engaging with external sources to purchase illicit drugs for personal consumption, distribution, or resale will result in suspension or expulsion.
- Inviting off-campus dealers to campus is a serious threat to our community and will result in suspension or expulsion.

Use or Involvement

- Direct or indirect involvement with illegal possession, use, or sharing of any illicit drug may result in disciplinary penalties ranging from warning/counseling or suspension or expulsion.
- Possession of drug paraphernalia (for example hookahs, non-tobacco pipes) is a violation of city ordinance and College policy. Drug paraphernalia is not allowed on campus and if it comes to the attention of staff or security, it will be confiscated and not returned.

So-called "Date Rape Drugs" or drugs intended for or used to incapacitate others (often for sexual assault), e.g. Rohypnol (Roofies), GHB, or Ketamine are strictly prohibited by Beloit College. Possession or use will result in suspension or expulsion and the involvement of appropriate law enforcement authorities.

For student information, the list of prohibited substances includes, but is not limited to: alcohol, amphetamines, barbiturates, cannabis (marijuana, hashish), cocaine, depressants, DMT, ecstasy, GHB, hallucinogens, heroin, inhalants, ketamine, LSD compounds, mescaline, methamphetamine, methaqualone, narcotics, opiates, PCP, prescription tranquilizers, psilocybin mushrooms, Rohypnol (Roofies), steroids, stimulants, and other compounds which are illegal except when under a doctor's prescription.

Sanctions/Consequences

The College will respond to Drug Policy violations with counseling, education, and the College judicial process. The full range of judicial sanctions is possible for any offense. However, the usual sanctions associated with Drug Policy violations may include (but are not limited to) and (and all) of the following:

Counseling/Education

Responses include requiring or recommending a student to:

- meet with a Judicial Officer to discuss the drug use decisions may be student and review of the campus policy.
- research current laws regarding drugs in the community.
- organize educational programming on substance use and abuse.
- seek counseling from a College counselor or a Student Life staff member.
- receive counseling or substance abuse education from a local agency.
- enter a substance abuse treatment facility.

Judicial Action

Any violation of College policy where drugs are an element of the incident may result in more serious disciplinary actions. Violation of the Drug and Alcohol Policy coupled with other violations may be treated as separate offenses with appropriate sanctions for each violation. In connection with violations of the College's Drug and Alcohol Policy not involving sale or distribution, referral to the Judicial Appeals Board (J-Board) is optional for a second violation and mandatory for a third violation. Hearing officers may (but are not required to) waive referral to J-Board on third violations, if the student is in treatment or seeking treatment. Disciplinary actions may include an official warning, disciplinary probation, suspension, dismissal, fines, community service work, and/or referral for prosecution.

If a student fails to complete any imposed sanctions, the Dean of Students or designee, or the Judicial Board reserves the right to take further action.

Responsibility to the Community

The Beloit College community aims to share concern for those struggling with substance abuse and supports their decisions to enter counseling or a recovery program. Even so, drug use is not tolerated on campus because individual drug use inevitably affects more than just the individual. Smoke in buildings can impact neighboring residents who have allergies, asthma, and other medical conditions. In addition, dealers brought to campus compromise the safety of the College community. As a member of the community, it is advised to seek help for those you suspect are struggling with drug abuse. Optional responses for friends and roommates concerned about another individual's substance abuse include, but are not limited to:

- talking to the friend/roommate about their behavior
- talking to a Resident Assistant
- talking to a counselor
- talking to Student Life staff members

Examples of drug-related penalties, excerpted from Wisconsin State Law

Wisconsin state laws concerning drugs and drug information are listed below:

- Federal Law supersedes WI State Law which supersedes WI Local Law. Don't chance it!
- Marijuana is still illegal under Wisconsin Law. It carries a Misdemeanor offense of up to \$1,000 fine and/or 180 days of jail. Rock County voted to lower fines for possession of cannabis for 28 grams or less to \$1 in 2020, but it will still show up on your criminal record. How you are fined is arbitrarily determined by whichever agency responds.
- Penalties can result in fines and/or jail time and quickly worsen on 2nd offense.
- If an individual's involvement with drugs extends across multiple states (such as the Wisconsin/Illinois border) **federal laws** may also apply.

<u>DRUG OFFENSE</u>	<u>STATUTE</u>	<u>PENALTY</u>
Possession of drug paraphernalia	S961.573	Up to \$500 fine, 30 days jail. If Methamphetamine based. Class H Felony. Up to \$25,000 fine, 10 years prison.
Simple Possession of illegal substances (Any amount)	S961.41(3g)	Schedule 1 and 2 Narcotics (Heroin, Fentanyl, etc.) – Class H Felony – Up to \$10,000 fine, 6 years prison Cocaine & bases (crack) 1 st offense – Up to \$5,000 fine, 1 year of jail. 2 nd + offense – Class I Felony Hallucinogens and Stimulants – 1 st offense - Up to \$5,000 fine, 1 year of jail. 2 nd + offense – Class I Felony Marijuana, THC, and Synthetics – 1 st offense – Up to \$1,000 fine, 180 days of jail. 2 nd offense – Class I Felony - If convicted of Felony or Misdemeanor previously GHB, Ketamine & Analogs – Class H Felony – Up to \$10,000 fine, 6 years prison Methamphetamine – Class I Felony – Up to \$10,000 fine, 3.5 years prison Other drugs generally – Misdemeanor – Up to \$50 fine, 30 days jail
Manufacture, Distribution, or Delivery	S961.41	Depending on Substance, including THC: Class I Felony – Up to \$10,000 fine, 3.5 years prison Class H Felony – Up to \$10,000 fine, 6 years prison Class G Felony – Up to \$25,000 fine, 10 years prison Class F Felony – Up to \$25,000 fine, 12.5 years prison Class E Felony – Up to \$50,000 fine, 15 years prison Class D Felony – Up to \$100,000 fine, 25 years prison Class C Felony – Up to \$100,000 fine, 40 years prison
Distribution to persons under age of 18, or 3 years their junior	S961.46	Penalty increased by not more than 5 years for the above MDD offense.
Distribution on or near certain places (within 1,000' of private/public schools, parks, etc.)	S961.49	Penalty increased by not more than 5 years for the above MDD offense.

Updated and Reviewed August 2023

Biennial Review

To meet the timely needs of the students at Beloit College and evaluate the policies concerning substance abuse, the College's drug and alcohol policy will be reviewed every two years by the policy committee of BSG and/or a biennial review team composed of students, staff, and faculty. This revised document is on file in the Dean of Students Office.

Reviewed August 2023

Resources: Support for Drug and Alcohol Addiction, Sexual Assault

We encourage all students to educate themselves about the effects of alcohol, smoking, drugs, and the legal issues involved in their possession and/or use. The College library, the Health and Wellness Center, and Student Life staff members can provide further information and resources. This chart has been created in accordance with the Drug Free Schools Act requirement for information and education.

This list is reviewed prior to October 1st of every year. While we can ensure that they work at the time of publishing this document, some of the resources may not work due to the respective organization closing or halting certain programs.

Campus

- [Health and Wellness Center](#) – 2nd floor of the Powerhouse – 608-299-7780
 - Health Services
 - Counseling Services
 - Health Forms
- [Sexual Assault Support](#)

Greater Beloit

- [Al-Anon Family and Teen Groups](#) – Rockford - (815) 399-0456 – Support group for friends and family of addicts.
- [Alcoholics Anonymous](#) - Rockford and Madison - (815) 968-0333
- [Badgerland Area Narcotics](#) - Madison – (800) 240-0276
- [Beloit Memorial Hospital](#) – Beloit - (608) 364-5011
- [Family Services](#) (Sexual Assault Recovery Program / SARP) – 416 College St., Beloit – 608-365-1244
- [Mercy Hospital Janesville](#) – Janesville - (608) 756-6000
- [Rock County Public Health – Credible Mind](#) – Rock County - 608-757-5440
- [Tellurian Behavioral Health](#) – Madison - (608) 222-7311
- [Wisconsin Department of Health Services Sexual Violence Prevention](#) - Wisconsin
- [Wisconsin Region of Narcotics Anonymous](#) – 1-800-240-0276

National Hotlines

- [SAMHSA](#) - Call or text [988](#) or chat [988lifeline.org](#)
- <https://www.usa.gov/substance-abuse> - for more resources.
- <https://findtreatment.gov/> – (800) 662-4357
- [National Sexual Assault Hotline](#) – 1-800-656-4673 or chat online at [online.rainn.org](#)

The two following policies are excerpted directly from the 2024-2025 Student Handbook: Bias, Discrimination, Harassment, and Violence Against Others. Policy Against Sexual Harassment & Associated Grievance Procedures.

Policies Regarding Bias, Discrimination, Harassment, and Violence Against Others

Anti-Discrimination Policy

It is the policy of Beloit College, in administration of its educational policies and programs, financial aid program, employment policies, or other College-administered activities, not to discriminate against students, applicants for admission, or employees on the basis of sex, race, color, religion, national origin, ancestry, age, sexual orientation, or physical or mental disabilities unrelated to institutional jobs, programs, or activities. Beloit College is a Title IX institution.

Anti-Hate Acts & Bias Incident Policy

Overview

The aim of this policy is to provide a means by which students, faculty, and staff members who experience hate or bias (both defined below) may have their concerns heard and receive support, conflicts may be mediated, and, when called for, effective community responses forged.

This policy recognizes that thought and expression in the context of, and in service to, our learning mission is protected, while offering a mechanism for responding to the hatred and bias that work against it. These freedoms necessarily entail a potential for encountering ideas and speech that one finds controversial and even objectionable, insulting, or offensive. Acts of hate and bias -- whether or not intended -- threaten to undermine individuals' or groups' engagement in the free exchange of ideas. Providing clear means by which suspected hate acts and bias incidents can be reported aligns with Beloit College's commitment to freedom of thought and expression as central to our academic freedom and to our teaching and learning mission.

Beloit College strongly encourages anyone -- student, faculty, or staff -- who is subject to, or witnesses, any hate or bias incident occurring on campus, at College-sponsored events, or during activities occurring off campus involving Beloit students, faculty, staff, or their guests to respond immediately, when possible, and to report the incident. After receiving the report, responders will gather information and devise appropriate strategies for communicating with, educating, and mediating between the involved parties, and when applicable, communicate with the larger campus community. Any acts suspected of violating existing College policies will be referred to the appropriate disciplinary bodies.

Any retaliation against a person who reports an alleged hate act or bias incident or against a person who has been found responsible for such an incident is strictly prohibited and subject to disciplinary action. A knowingly false accusation of a hate act or bias incident may also be subject to disciplinary action. Fact-finding regarding a reported hate act or bias incident does

not itself constitute harassment.

Definitions

A. Hate Crimes

Beloit College will report to the police, and cooperate with them in investigating any act constituting a hate crime, as defined by [Wisconsin statute](#). Those who commit hate crimes will also be subject to discipline by the College in accordance with the anti-hate acts policy outlined below.

B. Hate Acts

At Beloit College a hate act involves (1) violence, threat of violence, actions that are likely to incite violence, or other acts violating College policy that are (2) directed at persons or groups who are marginalized because of their race, color, religion, sexual orientation, ability status, ethnicity/national origin, physical characteristics, sex, gender, gender identity, gender expression, and/or any other legally protected classification, and (3) have the purpose or reasonably foreseeable effect of harassing, dehumanizing, or intimidating those persons or groups.

Examples of hate acts include but are not limited to physical assault, harassment, stalking, cyber stalking, vandalism, or other damage to property.

Investigations of hate acts require due process according to the College's policies, including adherence to AAUP guidelines related to academic freedom. Sanctions will depend on the severity of the action, the impact on the targeted individual/group, intentionality of the action, and on the overall context in which the action occurred. For students, the most likely sanction for violation of this policy will be suspension or expulsion, as determined by the normal disciplinary process. Sanctions for staff may range from reprimands or training to immediate termination of employment, depending on the severity of the incident and taking into account any previous employment concerns. Sanctions for faculty may range from reprimands or training to termination of employment, depending on the severity of the incident and taking into account any previous employment concerns.

C. Bias Incidents

A bias incident is a verbal, written, or physical act of intolerance or prejudice that does not involve violence or other conduct violating College policy, but which threatens, intimidates, or marginalizes individuals or groups because of their

actual or perceived race, color, religion, sexual orientation, ability status, ethnicity/national origin, physical characteristics, sex, gender, gender identity, gender expression, and/or any other legally protected classification and lacks a reasonable relationship to an educational, political, and/or artistic end.

Examples of bias incidents include but are not limited to homophobic or sexist jokes, racist epithets, religious slurs, offensive graffiti, or demeaning remarks on social media. Bias incidents may or may not be intended to cause harm. Responses to bias incidents may include educational opportunities for the individuals and groups involved, as well as for members of the campus community as a whole when reporting patterns suggest broader issues that move beyond the immediate incident. This policy therefore seeks to enhance understanding, provide a forum for expression of multiple viewpoints, mediate conflict, and pursue restoration. Reports will only be referred to a disciplinary body if the behavior violates other College policies.

I. Reporting Hate Crimes, Hate Acts, and Bias at Beloit College

Beloit College students, faculty, or staff may report a hate act or bias incident in any or all of the following ways:

1. Calling Beloit College Security or reporting incidents directly to the Beloit Police.
2. Reporting directly to one of the lead hate and bias responders (Associate Dean of Students for Community Equity and Student Success and one faculty representative, both of whom have received training in restorative justice).
3. Reporting via a web form on the College's website, this includes the option to report anonymously. (<https://www.beloit.edu/live/blurbs/680-anti-hate-acts-and-bias-incident-policy>)

II. Response to Hate Crimes, Hate Acts, and Bias Incidents

Responders are responsible for reviewing all reports, learning as much as they can about the situation, and for developing an appropriate response. This will involve listening and talking with those involved in the situation and assessing whether a hate crime or act or bias incident has occurred.

In cases of bias, the lead responders will communicate with the involved parties with the aim of developing a shared understanding of what occurred and its impact and restoring a successful learning or working environment.

When they conclude a hate crime or act has occurred, the lead responders will convene a response team that may include the Dean of Students, the Provost, the President's Chief of Staff, and the Director of Communications and Marketing or their representatives, and others, as deemed appropriate by the rest of the team. This response team will determine the

appropriate pathway for addressing the hate crime or act. This may include community emails, outreach and support efforts, town hall meetings, class discussions, or floor meetings. The response team will refer disciplinary matters to the appropriate College authority and share the information they have gathered in their own investigation. When a hate crime has been committed, the response team will work with the police and share information they have gathered. The scale and scope of response to hate and bias incidents, and the timeline in which that response occurs, will depend on the following factors:

1. Severity, scale, and scope of the incident and its impact
2. Pace at which information can be gathered; and whether or not that information can be shared publicly
3. Effects on those targeted

Each semester, the lead responders, Dean of Students, and Provost will assess the handling of reported cases, seeking input from the affected parties, and the lead responders will provide to senior staff and to the campus community a summary report regarding the number of reported hate acts and bias incidents, their nature, and resolution. Members of senior staff shall review and analyze these reports and, in consultation with others, determine possible interventions directed toward prevention.

Bias lead responders or any response team they convene are not disciplinary bodies. Hate crimes/hate act responses/responders are disciplinary. Disciplinary action involving any individual or group will be handled by other established bodies of the College, such as Student Life staff and Judicial Board in the case of students, Human Resources in the case of staff, and in the case of faculty, the Provost or Faculty Status and Performance Committee in accordance with guidelines established by the American Association of University Professors (AAUP) related to academic freedom and due process. Outside law enforcement agencies may also become involved as appropriate.

Responsibilities of all responders include:

1. Maintaining appropriate confidentiality
2. Treating all parties with respect and sensitivity
3. Holding Beloit's mission and academic freedom at the center of their work
4. Providing affected parties with information about support services on campus
5. Providing to all involved parties:
 - Clear information regarding the process that will be followed
 - An explanation of the timetable involved
 - An explanation regarding the resolution of the reported incident

Reviewed August 2024

Personal Harassment Policy

1. Statement

Beloit College seeks to maintain the campus as a place of work and study for faculty, staff, and students that fosters an atmosphere conducive to the building of community and personal growth. Personal harassment of students or employees subverts this goal of the College and is against College policy.

2. Definition

Personal harassment (“Harassment”) is verbal or physical conduct including actions motivated by bias, that denigrates or shows hostility or aversion toward an individual. Harassment may include behavior that targets an individual because of race, color, religion, sex, perceived, or actual sexual orientation, gender identity or expression, national origin, age, disability, pregnancy, marital or family status, military or veteran status, citizenship or any other characteristic protected by law. Harassment also includes any kind of nonverbal, verbal, or physical conduct involving either intimidation or promise of reward where:

- a. such conduct has the purpose or effect of substantially interfering with an individual’s academic or professional performance or creating an intimidating, hostile, or demeaning education or employment environment; or
- b. submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic advancement; or
- c. submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting that individual.

While harassment may be indicated by frequent or repetitive acts, it is possible that one severe act could constitute a violation of the harassment policy. Incidents or harassment can occur whether or not the act or actions were intended to harass; the effect of the conduct will determine whether harassment occurred. The effect of the conduct in question will be evaluated from the perspective of a reasonable person in the alleged victim’s position.

Any retaliation against a person who reports alleged harassment, or against a witness or other participant in an investigation, is strictly prohibited and will be considered a violation of this policy. It is also a violation of this policy to make a false accusation of harassment or knowingly provide false information pertaining to a harassment complaint.

An administrative investigation of assault, misconduct, or harassment does not itself constitute harassment.

3. Reporting Options

a. Students

Students who believe they have been the subject of harassment should notify one of the following persons: Dean of Students or one of the Residence Life

Coordinators.

b. Faculty or Staff

Faculty or staff members who believe they have been the subject of harassment should notify the Director of Human Resources.

Individuals who feel threatened or have concerns about their safety because of harassment should call campus security. If you believe you are in immediate danger, contact the police.

4. Procedures

Individuals who believe they have been harassed by another member of the College community should follow the procedures stated below.

a. Students – please see [Judicial/Hearing System](#).

b. Faculty or Staff

Personal Harassment Committee

The Personal Harassment Committee shall consist of two faculty members elected by the faculty, one administrative staff member appointed by the President, and one support staff member appointed by the President; staff appointments will be based on recommendations by the Dean of Students, Vice President for Human Resources and Operations, and Provost. These members of the committee will serve two year, staggered terms. The Director of Human Resources will serve as an ex officio member and shall have all of the rights of a member of the committee. A chair will be selected by and from within the committee. The Vice President for Human Resources and Operations will serve in a chair capacity for Title IX student appeals cases. In the event of a conflict of interest, a committee member must withdraw and be replaced by the first runner-up from the election or by a designated alternate. An up to date list of committee members may be obtained from the Human Resources office, the Provost's office, or Dean of Students' office.

c. Informal Complaints

Current Beloit College faculty, staff or students who believes that they have been a victim of harassment by a current faculty or staff member may speak informally with the Director of Human Resources or the Vice President for Human Resources and Operations, who will offer preliminary consultation and may draw upon other support and counseling services to assist the complainant. Once an initial complaint has been filed, the Director or Vice President will make a determination about whether to continue the investigation. With the consent of both

parties, the Director or Vice President may attempt to mediate the complaint. If the complainant does not agree with the resolution of an informal complaint, the individual has the opportunity to file a formal complaint. The Director or Vice President will keep records of informal complaints and their dispositions. Such records will remain confidential to the extent possible consistent with adequate investigation and appropriate corrective action.

d. Formal Complaints

Beloit College faculty, staff and students may file a formal complaint if they believe they have been the victim of harassment by a current faculty or staff member. This formal option is initiated when the complainant identifies the person against whom the complaint is made and lodging a signed, written complaint. Once a formal complaint has been filed, the committee may continue its investigation and resolution even if the complainant wishes to withdraw the complaint.

A formal complaint may be filed with any member of the committee or with the Director of Human Resources, the Provost, Vice Presidents, Dean of Students, or President. A copy of the complaint will be circulated to each of the committee members as well as the senior supervisor of the accused reports. The College may at any time take action necessary to protect the safety of the complainant or any other persons.

Upon receipt of the complaint, the committee will begin an investigation. The Director of Human Resources will undertake the investigation, and present a report to the committee members. The committee will make its decision by gathering any further information it deems necessary, which may include review of documents and/or meetings with the complainant, the accused or the witnesses. At any time in this process, the complainant and the accused may be accompanied by an advisor from the College's current faculty, staff or students; however, the advisor may not speak on behalf of either party. During the investigation, the committee will provide a copy of the complaint to the accused, and such other information as the committee deems appropriate, and notify him/her of his/her rights. The investigation and determination by the committee typically is conducted within forty-five (45) working days. Depending on the complexity of facts, the number of witnesses, witness availability, and other factors, the committee may extend this period.

Once the investigation is concluded, the committee may:

- i. determine that no case of substance exists and decide to take no further action on the complaint;
- ii. attempt mediation or recommend mediation by an individual who is not a member of the committee;

- iii. develop a written recommendation for further action that will be forwarded to two senior staff members, one being the senior supervisor of the accused. In the case of a complaint by or against a senior staff member, the committee's report will be forwarded to the President. In the case of a complaint by or against the President, the report will be sent to the chair of the board of trustees. Recommended actions may include, but are not limited to an oral or written reprimand, a written warning, dismissal of a non-tenured employee, or a hearing for the termination for cause of a tenured faculty member.

Action on the committee's recommendation will be taken by the individuals to whom the recommendation was forwarded. They will reach a decision and communicate it in writing to the accused, the complainant, and the chair of the committee. The complainant or accused may appeal the decision to the President, or, if the accused is the President, to the board of trustees. Normally, the President or board of trustees will make a determination on any appeal within thirty (30) working days. Depending on the complexity of the matter and other factors, this time period may be extended. The decision of the President or the board of trustees is final.

During the committee's investigation, the accused has the following rights:

- i. To be informed in writing of the specific charges and a time to appear before the committee.
- ii. To be informed of the rights here listed.
- iii. To know the name of their accuser(s).
- iv. To present and/or request relevant evidence.
- v. To make an oral statement.

At any point during its investigation and any deliberations, the committee, President, and Board of Trustees may consult with the College's legal counsel. Records of formal complaints will be maintained by the College. All such records shall remain confidential to the extent possible consistent with adequate investigation and appropriate corrective action.

5. Confidentiality

Confidentiality will be maintained to the extent consistent with adequate investigation and appropriate corrective action. All parties will be advised of the need to maintain

confidentiality regarding the information discussed.

6. Reporting

At the end of each academic year, the committee shall report the number of informal and formal complaints it received and their disposition to the Vice President for Human Resources and Operations. Any complaint which is also a Title IX complaint shall be reported to the Title IX coordinator.

Employees who seek advice or support services are encouraged to contact the College's Employee Assistance Program, Family Services (Beloit office), at (608) 365-1244. Students may contact the campus student counselor located in the Health and Wellness Center in the Beloit College Powerhouse, second floor. Discussions with individuals from these organizations will be confidential, however, as they are not Beloit College employees, no complaints will be lodged nor action taken as a result of these consultations.

Revised June 2019/Reviewed August 2024

Hazing Policy

Beloit College believes that establishing a strong learning community is critical to fully experiencing a liberal arts education. We highly encourage students to be involved in co-curricular activities, which can enhance both social and academic growth. Traditions, rituals and rites of passage help to develop a sense of community at Beloit and we value these organizational bonding opportunities. Groups who have their members participate in these activities must ensure that they are positive experiences for all involved.

Hazing is any activity (on or off campus) in which an individual(s) is persecuted and harassed with humiliating, meaningless, or difficult tasks either to attain membership status to an in-group or to perform a favor for those of perceived authority. Hazing can occur within any group of students affiliated with Beloit College; participation in hazing can be compulsory or voluntary. Hazing can be that which is accepted as normal behavior but falls under the categories listed below. Beloit College and Wisconsin state law (see below) prohibit hazing in all forms. Acts that cause physical, mental, or emotional harm are against College policy and will not be tolerated. The Beloit College hazing policy, listed below, sets the primary hazing guidelines for the College. **Any group members or organizations (i.e. within sports teams, clubs, Greek organizations, unofficial groups, etc.) suspected of hazing will have their behavior reviewed by College officials and individuals and/or groups suspected of hazing will follow the normal judicial investigation process.**

It is important to note the social pressure can constitute forced or requisite participation, even if the activity is claimed to be voluntary. The following behaviors and activities constitute hazing on this campus:

1. Actions that recklessly or intentionally endanger the physical and mental health or safety of students.
2. Forced or required consumption or purchase of any food, liquor, drug, beverage, water, or any other substance.

3. Forced or required participation in physical activities, such as calisthenics, exercises, or so-called games including but not limited to quests and/or scavenger hunts. Requiring or enticing others to haze or sexually harass others.
4. Forced exposure to the weather.
5. Excessive fatigue resulting from sleep deprivation, physical activities, or exercise.
6. Assignment of activities that would be illegal or unlawful, or might be morally offensive to potential new members.
7. Physical brutality, including paddling, striking with fists, open hands, or objects, and branding.
8. Kidnapping and forced transportation or stranding of individuals, and any activities involving blindfolds of any sort.
9. Verbal abuse, including “line-ups”, interrogations, and berating of individuals.
10. Forced or required conduct that could embarrass or adversely affect the dignity of the individual, including the performance of public stunts, activities, and/or buffoonery.
11. The intentional creation of clean-up work or labor for new members by active members or alumni.
12. Denial of sufficient time to study.
13. Forced or required nudity or lewd behavior.

NOTE: It is important to note that an active member participating in any of these activities in addition to the inductees does not mean that the activity is not hazing.

Resources

Campus Resources

- RAs
- Residence Life Coordinator(s)/Director of Residential Life
- Dean of Students
- Counseling Center
- Security

National Resources:

- STOP HAZING ORG: www.stophazing.org
- HAZING PREVENTION ORG: www.hazingprevention.org
- INSIDE HAZING: www.insidehazing.com
- THE GORDIE FOUNDATION: www.gordie.org
- Toll-Free number (888) NOT-HAZE, or (888) 668-4293

Greek Organizations at Beloit College

The Inter Fraternal Panhellenic Council (IFPC) may not probe into the internal affairs of any member organization such as new member training programs, initiation rites, and all other activities unique to a member house unless a member or potential member of a Greek organization is suspected of hazing. Hazing in any form shall not be permitted. It is against Beloit College policy for any fraternity or sorority to put any new member through hazing activities as described above and in any Greek risk-management documents.

All new members must sign a copy of the hazing form upon reading and understanding this policy. Actives must inform new members that all events are optional and that they can opt-out at any time without suffering any consequences, physical or social. New members should consult with the Dean or associate Dean if they have questions regarding this policy or any activity. Beloit College officials withhold the right to investigate and impose sanctions in hazing cases.

Wisconsin Hazing Law

[Wisconsin State Statute, 948.51 Hazing](#)

1. In this section “forced activity” means any activity which is a condition or initiation or admission into or affiliation with an organization, regardless of a student’s willingness to participate in the activity.
2. No person may intentionally or recklessly engage in acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, College or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any other forced activity which endangers the physical health or safety of the student.
3. Whoever violates sub. (2) is guilty of:
 - a. A Class A misdemeanor if the act results in or is likely to result in bodily harm to another, which is punishable by a fine of up to \$10,000 and up to nine months in prison.

- b. A Class H felony if the act results in great bodily harm, punishable by up to six years in prison and a \$10,000 fine.
- c. A Class F felony if hazing causes the death of another, punishable by up to 10 years in prison, along with a fine of \$25,000.

Reviewed August 2024

Judicial/Hearing System

The purpose of Beloit College's judicial system is twofold: 1) provide educational opportunities for College and students to reflect on and learn from behaviors that challenge community norms; and 2) articulate clearly College policies and the process by which violations of the policies will be addressed. This Judicial System is used for student violations other than those that have separate processes, such as those for Academic Honesty accusations, and Title IX/Sexual Harassment hearings.

The Hearing Officer

The Director of Residential Life and/or their authorized representative (designee) is officially authorized to act on behalf of Beloit College when investigating and acting upon alleged student violations of College policies, rules and regulations. The staff person(s) designated by the Director of Residential Life to investigate an alleged violation of College policies, rules or regulations is referred to as the "Hearing Officer." The Hearing Officer may enlist Beloit College staff and/or the College's legal counsel to assist in investigating and/or acting on alleged violations as the Hearing Officer deems appropriate.

Conflict of Interest

Various students, faculty and staff have certain roles in this procedure as defined below. The Beloit College community is small, and it is inevitable that persons with roles in this procedure will know, and in some cases work with, be friends with, or have other relationships with each other, witnesses, alleged perpetrators and/or alleged victims. There is a presumption that all persons with roles in this procedure will act in a fair manner, notwithstanding such relationships. No person shall be required to recuse themselves absent a showing of actual bias. The Hearing Officer shall determine whether actual bias exists. If the Hearing Officer determines that actual bias exists, the Hearing Officer shall replace the person in question and assign another person to carry out the functions of that person. The Hearing Officer's determination shall be final. Any person alleging bias must bring the issue to the attention of the Hearing Officer in a timely way, or the issue of bias by the Hearing Officer shall be waived. In any case in which the Hearing Officer is alleged to have some bias, the Director of Residential Life will make the final determination regarding bias and any required reassignment. If the Director of Residential Life is alleged to have some bias, the Dean of Students will make the final determination regarding bias and any required reassignment.

Timelines and Deviation From Procedures

All timeframes indicated in this Policy are general guidelines and may be changed by the Hearing Officer or the Judicial Board. If any participant in any Hearing Officer investigation or

Judicial Board procedure believes that any procedural error has occurred, that person shall bring in a timely way the perceived error to the attention of the Hearing Officer or Judicial Board, as appropriate, or the alleged procedural error shall be deemed waived. Even in the case of an actual procedural error, the fact of an error shall not require an outcome in favor of the person allegedly wronged by the error.

The Judicial Process

If information alleging a violation of College policy is received, the Hearing Officer will advise the accused student of the charge(s) made against them. The student will have the opportunity to explain or answer the charge(s). The accused can enlist the support of any willing member of the Beloit College community, friend, faculty or staff of choice. The support person may attend any function at which the accused's presence is required. The Hearing Officer will have authority to investigate the alleged violation, decide upon the merits of the charge(s) and to impose disciplinary sanctions appropriate to the circumstances. The Hearing Officer may interview witnesses, review documents, or consider such information as the Hearing Officer deems appropriate. If the accused student fails to answer the charges made against them, the Hearing Officer may proceed without the student's participation and make a determination which may include sanctions. The Hearing Officer shall decide whether a violation is more likely than not to have occurred. Students are responsible under this policy, and subject to sanctions, if the Hearing Officer determines that a violation is more likely than not to have occurred. If a student is found responsible and/or disciplinary sanctions are imposed, the Hearing Officer shall advise the student of their right to appeal. Typically, the investigation and decision by the Hearing Officer is concluded within twenty (20) work days. Depending on the complexity of facts, number of witnesses, witness availability, and other factors, the Hearing Officer may extend this period.

In cases where there is an immediate threat to the community, the disciplinary investigation may follow removal from campus. The Hearing Officer shall have the right to impose such interim conditions as the Hearing Officer deems appropriate during any investigation or appeal. Such interim conditions may include, but are not limited to, for instance, a direction to a student to refrain from contact with another student, a direction to refrain from entering a location or participating in an activity, etc.

Possible Disciplinary Outcomes

When imposing disciplinary outcomes for violating any College regulation or policy, the Hearing Officer may select any remedy or corrective action that the Hearing Officer determines is appropriate. The Hearing Officer may choose from, but is not limited to, the following alternatives:

1. **Drop Charges:** Not responsible for violating College policy.
2. **Restitution:** Wherever appropriate, the student shall pay damages or effect necessary repairs.
3. **Verbal or Written Warning:** A caution given by the Hearing Officer to the student according to circumstances in the particular case.

4. **Referral:** The Hearing Officer may refer the student(s) to another person or department in the College for counseling, assistance, or a work penalty. In certain cases, the student may be referred to a local or student-selected physician, AODA program, or a mental health professional or other program or professional as part of the disciplinary sanction and/or as a condition of remaining on or returning to campus.
5. **Work Penalty:** The student is required to report to the facilities office to perform satisfactory work under supervision for the number of hours assigned.
6. **Fines:** Where appropriate, a monetary fine will be imposed.
7. **Required Compliance:** The student must carry out a College rule as a condition for being admitted or continued as a member of the College community. This can also include such actions as restriction of privileges, restitution, required room change, cancellation of housing contract, withholding of diploma, or cancellation of registration for a specified period of time.
8. **Confiscation:** Where appropriate, goods used or possessed in violation of regulations will be confiscated.
9. **Community Action:** This action requires that the student demonstrate for a specific period of time that they are willing and able to contribute to their community living environment.
10. **Disciplinary Probation:** Official notice may be placed in a student's permanent file that the student has been found to have violated College rules and regulations, and a warning that further violation of rules and regulations will result in possible suspension or expulsion. Probation may include restriction from participation in College activities for a specified period of time.
11. **Immediate or deferred exclusion from residential living areas and non-academic activity.**
12. **Deferred Suspension:** The Hearing Officer may offer a student the option of deferring a suspension sanction. Deferred suspension may allow the student to remain on campus and continue attending classes. Accepting a deferred suspension requires the student to waive their right to a Judicial Board hearing and further incidents will result in immediate suspension without right of appeal or possible expulsion from the College.
13. **Suspension:** Exclusion from the College for a specified period. It can be imposed for the balance of the term or for time units of term length. A student who is suspended shall be denied all academic and social privileges and is expected to be absent from College events, grounds and buildings during the period of suspension.

14. **Expulsion:** Permanent exclusion from the College. A student who is expelled is no longer a member of the Beloit College community and is expected to be absent from College events, grounds and buildings.
15. **Other sanctions may be imposed if they are appropriate and in the best interest of the College or student, as determined by the Hearing Officer.**

Execution of a suspension or expulsion will be postponed pending appeal, unless the Hearing Officer determines that the student's presence on campus is not appropriate, in which cases the Hearing Officer may order the student to leave the campus or remain outside a specific portion of the campus, immediately. If the student does not vacate College premises immediately, the Hearing Officer or other senior administrative officer may ask security personnel to remove the student. If the student refuses to leave campus the Beloit Police Department may be called to assist. In cases where suspension or expulsion are involved, fees will not be refunded or remitted, in whole or in part, and neither the College nor any of its officers shall be under any liability whatsoever.

Appealing Judicial Decisions

A student who has been found responsible for violating College policy(s) or regulations and received disciplinary sanctions by the Hearing Officer may appeal this decision to the Judicial Appeals Board in the following circumstances:

1. A procedural error occurred that significantly impacted the outcome of the investigation and/or determination by the Hearing Officer (e.g. substantiated bias, material deviation from established procedures, etc.);
2. New information or evidence exists, which was unavailable during the original hearing or investigation that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included;
3. An argument can be made that the sanctions imposed are substantially disproportionate to the severity of the violation.

Students must notify the Dean of Students, in writing, of their desire to appeal within three (3) working days of being notified of the decision. The notification should contain an explanation of the rationale for appeal and this rationale should be based on the above circumstances. In cases of sexual assault or misconduct, the College permits the complainant to appeal as well according to the same criteria and timeline.

Judicial Appeals Board

Purpose

- To represent the campus community—students, faculty and staff—by reviewing cases of student misconduct brought to the committee on appeal from a Hearing Officer

decision or directly from College's designated disciplinary staff member, typically the Director of Residential Life or their designee.

- To espouse the educational purpose of our judicial system as it deliberates and makes decisions.
- To give students accused of violating College policies a fair appeal review.
- The standard to be applied by the Board is whether it is more likely than not that a violation has occurred. The decision of the Judicial Appeals Board is final and may not be appealed.

Membership and Training

Judicial Appeals Board membership will consist of five members. The Dean of Students, or designee, serves as Chairperson, two faculty members from the Academic Performance Committee serve to represent faculty, and two students from Student Academic Senate and/or Beloit Student Government serve to represent students. Judicial Board members receive, at a minimum, annual training on judicial procedures including but not limited to the preponderance standard of evidence, College response and sanctions, multi-partiality, inclusion, and case studies on possible appeals.

Sexual Misconduct and Relationship Violence appeal cases will be heard by the College's Personal Harassment Committee. Membership will consist of five members. The Vice President for Human Resources and Operations serves as chairperson and the Personal Harassment Committee is comprised of two elected faculty members, one administrative staff member appointed by the President, and one support staff member appointed by the President; both based on recommendations by the Dean of Students, Vice President for Human Resources and Operations, and Provost. Sexual Misconduct and Relationship Violence appeal board members receive additional training. Specifically, a minimum of a half day training will be held twice a year that will focus on but will not be limited to: disciplinary procedure, College response and sanctions, College Title IX protocol, victim trauma, substantiated bias, sexual assault statistics and experiences within higher education, as well as case-studies.

Judicial Appeals Board Procedures

An appeal must be submitted in writing to the Dean of Students within three (3) business days of receiving the decision letter and will be reviewed within 30 business days. Depending on board member schedules and time of year, the judicial board may need to extend the timeline.

Sexual Misconduct and Relationship Violence Appeals Board Procedures

An appeal must be submitted in writing to the Vice President for Human Resources and Operations within three (3) business days of receiving the decision letter and will be reviewed within 30 business days. In sexual misconduct and relationship violence cases, either the complainant or accused may appeal.

Judicial Appeal Board members will convene to review written appeal(s), go over the full investigation and decision, and provide all parties involved the option to present their written appeal in-person. If a party chooses to present their written appeal, board members have the opportunity to ask questions to the applicable party, as well as ask for clarifying material from investigators and/or witnesses. An appeal decision is reached by a majority of those

adjudicating the appeal.

The appeals committee will render one of three decisions: uphold the original decision, modify the original decision, or overturn the original decision. The latter two options could result in a new finding such as responsible or not responsible, sanction(s) being removed, or sanction(s) being added or increased. Under all circumstances, the appeals committee decision is final.

Rights of Students During Judicial Appeals Board Review

Rights of the complainant (if relevant to case) in a Judicial Appeals Board Review

1. To be informed, in writing, of the policy violations and original judicial decision to be reviewed by the Judicial Appeals Board.
2. To be informed, in writing, of the time and date of the Judicial Appeals Board Review, at least five (5) working days before the hearing.
3. To be notified that at any point during the Judicial Appeals Board process, the complainant has the right to have the support of any willing member of the Beloit College community, friend, faculty or staff of their choice. The support person has the right to attend any function at which the complainant's presence is required. The support person may be a licensed attorney who offers counsel, but may not participate verbally in any of the hearings.
4. If appearing before the Judicial Appeals Board, the complainant has the right to make statements to the Judicial Appeals Board.
5. To be notified in writing of the final outcome of the case.

Rights of the accused in a Judicial Appeals Board hearing

1. To be informed, in writing, of the policy violations and original judicial decision to be reviewed by the Judicial Appeals Board.
2. To be informed, in writing, of the time and date of the Judicial Appeals Board Review, at least five (5) working days before the hearing.
3. To be notified that at any point during the Judicial Appeals Board process, the accused has the right to have the support of any willing member of the Beloit College community, friend, faculty or staff of their choice. The support person has the right to attend any function at which the accused's presence is required. The support person may be a licensed attorney who offers counsel, but may not participate verbally in any of the hearings.
4. If appearing before the Judicial Appeals Board, the accused has the right to make statements to the Judicial Appeals Board.
5. To be notified in writing of the final outcome of the case.

Judicial Process and Appeals When Students Are Studying Off Campus

When the College receives a complaint about a Beloit College student who is participating in a domestic or international off campus program the Director of Residential Life, or their designee, will investigate the complaint. This will proceed in a manner as close to our usual practice as possible, taking into account available communication methods. Similarly, if a student studying off campus wishes to appeal a Hearing Officer's decision, the appeal process will proceed in a manner as close to usual practice as possible. Students who wish to participate in their hearing or Judicial Board cases in person, should return to campus to do so within a 2-week timeframe. If it is determined that a violation of College policies and regulations occurred, sanctions can be applied immediately or upon a student's return to the Beloit College campus. Minor adaptations of the judicial process which result from communicating at a distance will not be viewed as biased against the student.

Appeal Process For Summer and Vacation Periods

During the summer and vacation periods, including New Student Orientation, the first week or last week of classes, and finals week each term, the Judicial Appeals Board will not be convened. A student may appeal a Hearing Officer's decision to the Dean of Students for all non-Title IX discipline. All appeals must be in writing and submitted within three (3) working days of being notified of a decision by the Hearing Officer. The appeal will be considered solely by the specified judicial office above and their decision is final. All disciplinary sanctions will apply, as they do when classes are in session.

Updated June 2019/Reviewed August 2024

Policy Against Sexual Harassment & Associated Grievance Procedures ^[1]

Section 1. General Prohibition of Discrimination on the Basis of Sex

Policy Statement

Beloit College (the “College”) does not discriminate on the basis of sex in its education programs or activities. Title IX of the Education Amendments Act of 1972 (“Title IX”), its regulations, and certain other federal and state laws prohibit discrimination in such a manner. Under Title IX, discrimination on the basis of sex includes sexual harassment.

Title IX’s requirement not to discriminate in any of the College’s education programs or activities applies to both students and employees and extends to both admission and employment. Inquiries about the applicability of Title IX and its regulations to the College may be referred to the College’s Title IX Coordinator, the Assistant Secretary for Civil Rights of the United States Department of Education, or both:

Title IX Coordinator
Cecil Youngblood
608-363-2660
700 College St.
Beloit, WI 53511
youngblc@beloit.edu

Assistant Secretary for Civil Rights
U.S. Dept. of Education Office for Civil Rights
400 Maryland Ave., SW
Washington, D.C. 20202-1100
1-800-421-3481; 1-800-877-8339 (TDD)
202-453-6012 (Fax)
OCR@ed.gov

The College is committed to creating and sustaining an educational and working environment that is free from discrimination on the basis of sex. If you experience discrimination on the basis of sex, you are strongly encouraged to utilize the various on- and off-campus resources available to you, including the resources identified under this Policy. To the extent that any other College policy regarding discrimination or harassment on the basis of sex (as defined by Title IX) conflicts with this Policy, this Policy shall control.

Effective August 1 2024, all reports or complaints of sexual harassment and all reports

or complaints containing an allegation of sexual harassment shall be processed under this Policy.

Title IX Coordinator

The College has appointed a Title IX Coordinator to coordinate the College's efforts to comply with its responsibilities under Title IX. As of this Policy's most recent revision, the Title IX Coordinator's name and contact information are as follows:

Cecil Youngblood
Title IX Coordinator
700 College St.
Beloit, WI 53511
youngblc@beloit.edu
608-363-2660

The Title IX Coordinator's name and contact information shall be provided to all applicants for admission, applicants for employment, students, employees, and any professional organizations required to receive notice under Title IX and its regulations. The Title IX Coordinator's contact information shall be prominently displayed on the College's website and in each Handbook or catalog made available to the above-identified individuals and entities.

Any person may report sex discrimination, including sexual harassment, to the Title IX Coordinator by mail, telephone, or by electronic mail, using the contact information listed above or by any other means that result in the Title IX Coordinator receiving the person's verbal or written report. Reports can be made to the Title IX Coordinator at any time, including during non-business hours.

Education Programs or Activities

Education programs or activities include locations, events, or circumstances over which the College exercises substantial control over the respondent (the person against whom the complaint is filed) and the context in which the sexual based harassment and/or sex discrimination occurs. This includes, but is not limited to, all on-campus activities, dormitories and official student housing, and College-sponsored or College-sanctioned sporting and team events.

Education programs or activities also include any building owned or controlled by a student organization that is officially recognized by the College. This includes, but is not limited to houses owned or controlled by the College's recognized sororities and fraternities.

Title IX also does recognize study abroad programs as education programs or activities, and will process such complaints of sexual based harassment and sex discrimination the

same policies and procedures as outlined when such actions have a negative impact once back on campus. This includes all policies set forth in the Beloit College Student Handbook and Beloit College Administrative Policy Manual.

Sexual Based Harassment

Sexual based harassment is defined as conduct on the basis of sex that satisfies one or more of the following:

Quid Pro Quo Harassment is when an authorized person of the college who provides a service under the institution's educational program explicitly or implies that aid or benefits are conditioned on the person agreeing to unwelcome sexual conduct. (Husch Blackwell 2024)

Hostile Environment Harassment is unwelcome sex based conduct that based on the circumstances is objectively offensive and is so severe or pervasive it limits or denies a person's ability to participate in and benefit from the recipient's program or activity. (Husch Blackwell 2024)

Sexual assault is defined as an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

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

Domestic violence is defined as felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under Wisconsin's domestic or family violence laws, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Wisconsin.

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

For purposes of establishing sexual based harassment under this Policy, consent to sexual activity must be informed and freely and actively given through mutually understood words that indicate a willingness to participate in mutually agreed-upon sexual activity. The College requires a non-intoxicated, verbal, mutually understood "Yes" for sexual contact or intercourse to be considered consensual.

Consenting to sexual activity requires a non-intoxicated, verbal, mutually understood communication free from threats, intimidation, or other coercion. Returning to an individual's room, being physically aroused, removing clothing, stroking, assenting to dancing or cuddling, obtaining contraception, and such similar circumstances do not equate to a non-intoxicated, verbal, mutually understood "Yes" and, therefore, do not constitute consent. Silence or inaction does not constitute consent, nor should non-verbal actions be considered invitations to sexual contact or intercourse.

Individuals who are below their normal cognitive function, inebriated, mentally or physically impaired or incapacitated, have a mental illness or deficiency, are unconscious for any reason, or are physically unable to communicate are assumed to be incapable of giving consent. Someone who is under the influence of drugs and/or alcohol may be physically unable to communicate and therefore may be unable to give consent.

Sex Discrimination

Sex discrimination is defined as adverse treatment of a person based on sex and/or sexual identity which limits or excludes the person from participating in the colleges programs or activities, denies and/or limits the benefits of participation. (Husch Blackwell 2024)

Programmatic Discrimination

Programmatic discrimination affects individuals as a group, by category, rather than individually. It is not usually attributed to an individual. (Husch Blackwell 2024)

Individualized Discrimination

A specific action is taken or decision made that results in treatment of an individual that limits or excludes them from participation, takes away or limits the benefits of participating. Individualized discrimination may have a single respondent who makes the discriminatory decision. (Husch Blackwell 2024)

Section 2. Reports of Sexual Harassment / Sex Discrimination

Reports of Sexual Harassment / Sexual Discrimination

The College encourages victims of sexual harassment/discrimination to talk to someone about what happened so they can get the support they need, and so the College can respond appropriately. Some of these resources are confidential, including speaking with counselors in Beloit Health System Health and Wellness Center. Reporting to a confidential resource does not trigger a response obligation under Title IX. This means that confidential resources are not obligated to report to the Title IX Coordinator.

Whether reporting to a College employee imputes actual knowledge to the College (thereby triggering the College's response obligations) depends on that employee's

responsibilities and authority at the College. For example, reporting sexual harassment to the following College employees is not confidential and imputes actual knowledge to the College:

- Title IX Coordinator
- College Deans
- Campus Security
- Director of Residential Life
- Residential Life Coordinators
- Vice President for Human Resources and Operations
- Director of Human Resources
- Faculty
- Staff

Reporting to these employees is not confidential and does trigger a response obligation from the College under Title IX. All such employees are obligated to immediately notify the Title IX Coordinator in the event they receive a report of sexual harassment. Failure to do so may result in discipline, up to and including termination.

Supportive Measures

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. They are designed to restore or preserve equal access to the College's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or deter sexual harassment.

Supportive measures may include:

- Counseling;
- Extensions of deadlines or other course-related adjustments;
- Modifications of work or class schedules;
- Campus escort services;
- Mutual restrictions on contact between the parties;
- Changes in work or housing locations;
- Leaves of absence;
- Increased security and monitoring of certain areas of the campus; and
- Other similar measures.

When the College has obtained actual knowledge of sexual harassment in an education program or activity, the Title IX Coordinator must promptly contact the complainant

regarding supportive measures. Specifically, the Title IX Coordinator must promptly contact the complainant to:

- Discuss the availability of supportive measures;
- Consider the complainant's wishes with respect to supportive measures;
- Inform the complainant of the availability of supportive measures with or without the filing of a formal complaint; and
- Explain to the complainant the process for filing a formal complaint of sexual harassment as set forth herein.

Section 3. Pregnancy and Parenting

Beloit College Policy states that discrimination and harassment based on pregnancy and related conditions is considered sex discrimination and sex-based harassment. We have a responsibility to provide certain accommodations to individuals with pregnancy and conditions that may be related to pregnancy such as but not limited to pregnancy, childbirth, termination of pregnancy, lactation, or any related medical concerns.

Beloit College cannot discriminate on the basis of current, potential, past terminal or related conditions or on the basis of current, potential, past parental, family, or marital status. (Ballast 2024)

While the Title IX Coordinator is initially obligated to reach out to the complainant regarding supportive measures, the respondent also has an equal right to supportive measures.

In each instance, the Title IX Coordinator must document their response to a report (or formal complaint) of sexual harassment and the basis for that response. This includes documenting that they have offered supportive measures to restore or preserve equal access to the College's education program or activity. If the Title IX Coordinator does not provide a complainant with supportive measures, then he/she must document the basis for not doing so.

Reports of Pregnancy and Parenting

When any employee and anyone with reporting obligations is made aware of a student's pregnancy or related condition that individual will promptly provide the student with the Title IX Coordinators contact information and direct that student to contact the Title IX Coordinator immediately.

The Title IX coordinator will share all the resources available; make the student aware of the Title IX Coordinator's ability to prevent any type of sex discrimination, sexual harassment and/or assist in the assurance of equal access.

Supportive Measures for Pregnancy and Parenting Include

- Breaks during class to pump, breastfeed, deal with issues related to pregnancy and related conditions (needing to eat, use the bathrooms, nausea)
- Absences for medical appointments
- Changes in schedules
- Coursework extensions/scheduling and/or rescheduling exams
- Review on a case by case basis/individual approach for reasonable accommodations
- Counseling
- Allowing a student to sit or stand
- Need to change the physical space
- Access to Elevators

The College shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality will not impair the College's ability to provide the supportive measures.

For purposes of this policy, a **complainant** is the individual who is alleged to be the victim of conduct that could constitute sexual harassment. A **respondent** is the individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Before imposing any disciplinary sanctions or other actions that are not supportive measures against a respondent, the College must follow the grievance process set forth in Section 4.

Emergency Removal

The College reserves the right to remove a respondent from its education program or activity on an emergency basis. In order to do so, the College must first:

- Undertake an individualized safety and risk analysis;
- Determine that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal; and
- Provide the respondent with notice and an opportunity to challenge the decision immediately following the removal.

Subject to the above process, the College may remove a respondent without first having received a formal complaint of sexual harassment.

Section 4. Grievance Procedure for Formal Complaints of Sexual Harassment and Complaints including Allegations of Sexual Harassment.

Formal Complaints of Sexual Harassment

Either a complainant or the Title IX Coordinator can file a formal complaint alleging sexual harassment against a respondent.

To constitute a formal complaint, the document must be filed by a complainant or signed by the Title IX Coordinator. The document must allege sexual harassment against a respondent and request that the College investigate the allegation of sexual harassment. A document filed by a complainant means a document or electronic submission (such as by electronic mail) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.

If the complainant chooses not to file a complaint, the Title IX Coordinator must either document his/her reasons for filing a complaint against the complainant's wishes or document his/her reasons for choosing not to file a formal complaint. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party.

At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the College's education program or activity with which the formal complaint is filed.

A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information listed above.

Party Rights During the Grievance Process

Formal complaints of sexual harassment trigger the grievance process set forth in this Section 4. During the grievance process, the parties have the following rights:

- **Presumption of Innocence.** The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
- **Discussing Allegations.** The College cannot restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.
- **No Retaliation.** The College prohibits intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy, Title IX, or Title IX's regulations.

Intimidation, threats, coercion, or discrimination for the purpose of interfering

with any right or privilege secured by Title IX or its regulations, constitutes retaliation.

- **Advisors.** During the grievance process, all parties have the right to an advisor of their choice, who may be, but is not required to be, an attorney. The College may not limit the choice or presence of a party's advisor in any meeting or grievance proceeding. However, an advisor's active participation during the grievance process is limited to conducting cross-examination at the live hearing.

- **Equal Opportunity to Present Witnesses and Other Evidence.** The parties have an equal opportunity to present witnesses and other evidence, including fact and expert witnesses, and other inculpatory and exculpatory evidence. The parties also have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations in the formal complaint, including evidence upon which the College does not intend to rely in reaching a determination regarding responsibility.

- **Objective Evaluation of All Relevant Evidence.** The parties have a right to an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence.

- **Privacy Protections.** The College cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional unless the school has obtained the party's voluntary, written consent.

- **Privileged Information.** The grievance process may not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege (unless the privilege has been waived). Privileges include, but are not limited to: attorney-client privilege, marital privilege, religious advisor privilege, physician-patient privilege, and psychologist-patient privilege.

- **Credibility Determination.** Credibility determinations may not be based on a person's status as a complainant, respondent, or witness. The College cannot give credence to a person's statements simply because of the position he/she holds.

- **No Conflict of Interest or Bias.** Any individual designated by the College as a Title IX Coordinator, investigator, decision-maker, reviewer, or any person designated by the College to facilitate an informal resolution process, may not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

The grievance process (up to and including an appeals determination, if applicable) shall be completed in a reasonably prompt time frame, which the College designates as 120-180 calendar days from receipt of the formal complaint.

Temporary delays or limited extensions of time frames may be permitted for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

Administrative Leave

During the pendency of the grievance process, the College reserves the right to place a non-student employee respondent on administrative leave.

Standard of Evidence under this Grievance Procedure

The standard of evidence to be used for determining responsibility under this grievance procedure (and for all formal complaints of sexual harassment, sex based discrimination including formal complaints against employees and students) is the preponderance of the evidence standard.

Initial Response to a Formal Complaint

Upon receipt of a formal complaint, the Title IX Coordinator shall promptly provide the following information in a written notice to the known parties:

- Notice of the grievance process, including informal resolution and the name of the individual assigned to conduct the investigation.

Note that any objections to an appointed investigator must be made in writing to the Title IX Coordinator within three (3) calendar days after notice has been provided. Objections must be based on actual bias or conflicts of interest. The Title IX Coordinator will determine if bias or a conflict of interest exists. In that event, the parties will be notified in writing of the name of the new investigator. Any objection to the new investigator will be made in accordance with this section.

- Notice of the allegations of sexual harassment potentially constituting sexual harassment as defined in 34 C.F.R § 106.30, including sufficient details known at the time and with sufficient time to prepare a response before any interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under 34 C.F.R § 106.30, and the date and location of the alleged incident, if known.
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the

conclusion of the grievance process.

- A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney, and who may inspect and review evidence.
- A statement informing the parties of any provisions in the College's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

Investigating a Formal Complaint

Upon receipt of a formal complaint and a determination that the complaint is subject to this grievance procedure, the assigned investigator shall investigate the formal complaint. Note that the College may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.^[2]

The specific steps of the investigation will vary based on the nature of the allegations and other factors; however, the College's inquiry will be prompt, thorough and impartial. The investigation shall be completed within forty-five (45) calendar days of receipt of the formal complaint. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the College and not on the parties.

The investigation process shall include, at minimum, individual meetings with the complainant and respondent to discuss the substance of the complaint and to identify witnesses (lay or expert) and other inculpatory or exculpatory evidence. The investigator shall provide advanced notice to the party, including the date, time, location, participants, and purpose of the investigative meeting at least five (5) calendar days in advance of the meeting to provide sufficient time for the party to prepare to participate.

When investigating a formal complaint and throughout the grievance process, the College must provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

Prior to the conclusion of the investigation, the investigator shall provide to the complainant and respondent (and their respective advisors, if any) the opportunity to review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including any evidence upon which the College does not intend to rely upon in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source.^[3]

Such evidence will be sent in an electronic format to the parties and any identified party advisor (unless requested by a party or advisor to be received in hard copy format). Each party will be given at least ten (10) calendar days to submit to the investigator a written response to the evidence for consideration by the investigator prior to conclusion of the investigation and completion of the investigative report.

The investigator shall conclude the investigation by drafting a written investigative report that fairly summarizes the relevant evidence. The investigative report must also describe the procedural steps from receipt of the formal complaint through the conclusion of the investigation, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence.

Note that the following evidence and information is deemed not relevant or otherwise not subject to use in the grievance process: (1) information protected by a legally recognized privilege; (2) evidence about a complainant's sexual predisposition; (3) evidence about a complainant's prior sexual behavior unless it is offered to prove that someone other than the respondent committed the alleged conduct or it concerns specific incidents of the complainant's prior sexual behavior with respect to the respondent and is offered to prove consent; (4) any party's medical, psychological, and similar records unless the party has given voluntary written consent.

Before the investigative report has been finalized, each party (and their respective advisors, if any) will be provided with a draft copy of the investigative report. The draft report will be provided in an electronic format (unless requested by a party or advisor to be received in hard copy format). Each party will be given five (5) calendar days to submit to the investigator any objections to the draft investigative report prior to its finalization.

The final investigative report will be sent to the parties and any identified party advisor at least ten (10) calendar days prior to the live hearing in electronic format (unless requested by a party or advisor to be received in hard copy format). The parties may review the final investigative report and provide a written response to the decision-maker no later than three (3) calendar days before hearing (discussed below).

Dismissing a Formal Complaint

Jurisdictional Dismissal. Under certain circumstances, a formal complaint of sexual harassment may not be subject to the jurisdiction of Title IX and this grievance procedure for complaints of sexual harassment set forth in this Section 4.

The College must investigate the allegations in a formal complaint. However, a formal complaint must be dismissed for purposes of sexual harassment under Title IX and its regulations (and removed from this grievance process) if:

- The conduct would not constitute sexual harassment as defined under 34 C.F.R

§ 106.30 even if proved;

- The conduct did not occur in the College's education program or activity; or
- The conduct did not occur against a person in the United States.

Dismissing a formal complaint of sexual harassment for any of these reasons does not preclude action under another of the College's policies prohibiting misconduct.

Discretionary Dismissal. The College may dismiss a formal complaint as subject to this grievance process if, at any time during the investigation or hearing:

- The complainant submits a written request for withdrawal to the Title IX Coordinator;
- The respondent is no longer enrolled at or employed by the College; or
- The specific circumstances prevent the College from gathering evidence sufficient to reach a determination.

Regardless of whether a formal complaint is subject to jurisdictional or discretionary dismissal, the Title IX Coordinator shall promptly notify the parties, simultaneously and in writing, of the dismissal and reasons therefore. Parties can appeal the dismissal decision (see below).

Live Hearing

Within twenty (20) calendar days following the conclusion of the investigation, the College will schedule a live hearing before an appointed decision-maker^[4] to reach a determination regarding responsibility.

Key aspects of the live hearing include:

- **Physical or Virtual Presence.** At the College's discretion, live hearings pursuant to this paragraph may be conducted either with all parties physically present in the same geographic location or with any or all parties, witnesses, and other participants appearing at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.

At the request of either party, the College shall provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision-maker and parties to simultaneously see and hear the party or the witness answering questions.

- **§ Records or Transcript.** The College shall create an audio or audiovisual recording, or transcript, of the live hearing and make it available to the parties for inspection and review.
- **Cross-Examination.** At the live hearing, the decision-maker must permit each party's advisor to ask the other party and any witnesses all relevant questions

and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the College's discretion to otherwise restrict the extent to which advisors may participate in the proceedings.

If a party or witness does not submit to cross-examination at the live hearing, the decision-maker must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

- **Relevant Questions.** Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, 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.

- **Advisors for Cross-Examination.** If a party does not have an advisor present at the live hearing, the College shall provide without fee or charge to that party, an advisor of the College's choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party.

The Title IX Coordinator will be responsible for coordinating the live hearing process. This includes, but is not limited to: scheduling the hearing; notifying parties and witnesses of the hearing; ensuring that the decision-maker is provided with appropriate materials including any exhibits; coordinating technology; securing a location for the hearing; and providing for a record or transcript. The Title IX Coordinator will also act as liaison between the parties and the decision-maker on procedural matters.

The parties will be given written notice of the date, time, and location of the hearing no sooner than ten (10) calendar days before the hearing has been scheduled. The notice of hearing shall also include the identity of the decision-maker. Any objections to an appointed decision-maker must be made in writing to the Title IX Coordinator within three (3) calendar days after notice has been provided. Objections must be based on actual bias or conflicts of interest. The Title IX Coordinator will determine if bias or a

conflict of interest exists. In that event, the parties will be notified in writing of the name of the new decision-maker. The date for the hearing may also need to be rescheduled. Any objection to the new decision-maker will be made in accordance with this section.

No later than three (3) calendar days before the hearing, each party will provide to the decision-maker (i) the name of, and contact information for, the party's advisor (if any); (ii) any requests to consolidate pending cases for hearing; and (iii) a proposed witness list.^[5]

The decision-maker will make all determinations regarding pre-hearing matters and will promptly notify the Title IX Coordinator who, in turn, will promptly notify the Parties.

Decision-Maker's Determination Regarding Responsibility

Following the live hearing, the decision maker shall issue a written determination regarding responsibility. To reach this determination, the preponderance of the evidence standard must be applied. The decision-maker's written determination shall:

- Identify the allegations potentially constituting sexual harassment;
- Describe the procedural steps from receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Include the findings of fact supporting the determination;
- Include the conclusions regarding the application of the College's code of conduct to the facts;
- Include a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the respondent, and whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided by the College to the complainant; and
- Include the College's procedures and permissible bases for the complainant and respondent to appeal.

The decision-maker shall provide his/her/their written determination to the parties simultaneously. The determination becomes final either on the date the College provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Appeal

Any party can appeal the decision-maker's determination regarding responsibility. Parties can appeal on the following bases:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or
- The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainant or respondent generally or against the individual complainant or respondent that affected the outcome of the matter.

Parties also have the right to appeal the College's mandatory or discretionary dismissal decision.

Appeals must be filed with the Title IX Coordinator (Cecil Youngblood) within three (3) calendar days following issuance of the decision-maker's written determination. Requests for appeal must indicate the basis for the appeal. Upon receipt of the appeal, the Title IX Coordinator shall notify the parties in writing that an appeal has been filed. The Title IX Coordinator shall also notify the Chair of the Personal Harassment Committee (the "Committee") to consider the appeal and notify the parties of the committee. The Chair shall not be the same person as the decision-maker, the investigator, or the Title IX Coordinator. The Committee is made up of hourly staff members, faculty and administrators. The Chair will be the current VP of Operations and Human Resources.

The Chair shall notify the parties of the appeal procedures and set a schedule for the parties to submit written statements in support of, or challenging, the outcome. Such schedule shall provide an opportunity for each party to respond to the arguments of the other party.

Upon reviewing both parties' statements, the Committee shall issue a reasoned written decision describing the result of the appeal and rationale for the result. The written decision shall be provided to both parties simultaneously. The reviewer's decision shall be final and binding upon the parties.

Remedies

This grievance process provides remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent. The Title IX Coordinator is responsible for effective implementation of any remedies.

Remedies under this policy must be designed to restore or preserve equal access to the education program or activity. For students, the range of possible remedies includes, but is not limited to: safety escorts, class section reassignment, residence hall room reassignments, counseling and academic support services, academic accommodations, the ability to retake a test, or withdrawal or re-enrollment in a course without financial penalty. For employees, the range of possible remedies includes, but is not limited to:

office reassignments, job reassignments, accommodations, or counseling.

The grievance process may also provide for discipline or recommendations for discipline where a determination of responsibility for sexual harassment has been made against the respondent. For students, the range of possible discipline includes, but is not limited to: a warning, probation, suspension, or expulsion. For employees, the range of possible or recommended discipline includes, but is not limited to: a verbal warning, written warning, suspension, or termination. Recommendations for discipline will be pursued according to applicable College policies.

Informal Resolution

At any time following receipt of information about conduct that could constitute sexual harassment or sexual discrimination or when a complaint of sexual harassment or sexual discrimination is made but before a determination regarding responsibility, the College may offer the parties the opportunity to engage in informal resolution. However, informal resolution may not be offered or utilized where the allegations involve an employee sexually harassing a student.

The College must obtain the parties' voluntary, written consent to the informal resolution process. The Title IX Coordinator must also provide to the parties a written notice disclosing:

- The allegations;
- The requirements of the informal resolution process,
- Each party may withdraw prior to a resolution and the case can go to the grievance process.
- Agreement to a resolution precludes the parties from resuming a formal complaint arising from the same allegations.
- Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

The terms of the agreement include that a resolution is only binding on the parties. party may withdraw from the informal resolution process at any time prior to reaching an agreed resolution without affecting the proceedings.

An informal resolution facilitator will be assigned to carry out the process. The facilitator can be the Title IX Coordinator or designee. The facilitator cannot be the investigator of the case nor the decision-maker of the case.

All information gathered during the process of an Informal Resolution are confidential and will not be used in any other process if the Informal Resolution does not result in an agreement.

The Informal Resolution process should be completed within twenty-one (21) days

barring any extensions granted by the Title IX coordinator. If there has been no agreement within the twenty-one (21) days the Informal Resolution process will be closed. The formal complaint will then go to the investigation and adjudication process.

Section 5. Miscellaneous Provisions Regarding Discrimination on the Basis of Sex and Sexual Harassment

Confidentiality

The College shall keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act ("FERPA") and its regulations, or as required by law, or to carry out the purposes of 34 C.F.R. Part 106 (Nondiscrimination on the Basis of Sex in Education), including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

Retaliation

The College prohibits intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy, Title IX, or Title IX's regulations.

Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, constitutes retaliation.

Complaints alleging retaliation may be filed according to the College's grievance procedures for sex discrimination.

Recordkeeping

The College will comply with all recordkeeping requirements imposed by applicable law and regulations, including those recordkeeping requirements set forth in 34 C.F.R. § 106.45(b)10. This includes the following records, which must be maintained in compliance with federal and state laws:

- Each sexual harassment investigation, including any determination regarding responsibility and any audio or audiovisual recording or transcript, any disciplinary sanctions imposed on the respondent, and any

remedies provided to the complainant designed to restore or preserve equal access to the education program or activity;

- Any appeal and the result of that appeal;
- Any informal resolution and the result of that informal resolution;
- All Title IX training materials; and
- Records of any actions, including any supportive measures (and the basis for providing or not providing supportive measures based on the deliberate indifference standard) taken in response to a report or formal complaint of sexual harassment.

Beginning on August 14, 2020, the above-cited records must be maintained for no less than seven (7) years from the conclusion of a matter (including any appeal).

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies (e.g., criminal complaints, civil actions, etc.). Use of the College's grievance procedures does not extend any filing deadline related to the pursuit of other remedies.

^[1] This Policy is intended to comply with Title IX of the Education Amendments Act of 1972 ("Title IX") and its regulations. To the extent that this Policy conflicts with Title IX or its regulations, Title IX and its regulations shall control.

^[2] Where a grievance process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

^[3] The College must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

^[4] The decision-maker may not be the Title IX Coordinator or investigator. The decision-maker may also be a panel of decision-makers.

^[5] The investigator may be a witness at hearing. However, the decision-maker must independently reach a determination regarding responsibility without giving deference to the investigative report.

Updated August 2024/Reviewed August 2024

Beloit College Clery Crime Definitions, Geography, and Statistics

Definitions of Reportable Crimes:

Excerpted in part from the Implementing Regulations of the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act" (originally the Campus Security Act) and Wisconsin state law.

Criminal Offenses:

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

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

Burglary and Attempts – Forcible and Non-forcible: The unlawful entry of a building or other structure with the intent to commit a felony or a theft (this may be accomplished via an unlocked door or window). Included are attempts to commit burglary where force is employed or where a perpetrator is frightened off while entering an unlocked door or climbing through an open window. Note that larceny-thefts (e.g. shoplifting, thefts from motor vehicles, thefts of bicycles, thefts from buildings where the offender has legal access) are a separate category and are not reported as a burglary.

Drug Abuse Violations (arrests): Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations (arrests): The violations of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, possession of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkness and driving under the influence are not included in this definition.)

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

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

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

Sexual Offenses: Any sexual act directed against another person against that person's will; or against the person's will where the victim is incapable of giving consent.

- A. *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 victim.
- B. *Fondling* - The touching of the private body parts of another person for the purpose of sexual gratification against that person's will; or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.
- C. *Incest* - sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- D. *Statutory Rape* - Sexual intercourse with a person who is under the statutory age of consent.

Sexual Offenses - Degrees of Criminal Severity: Sexual assault charges in the State of Wisconsin are based upon the severity of the offense and are classified into four levels (three felonies and one misdemeanor) which can be found in [Wisconsin Statute 940.225](#) excerpted below:

- First Degree Sexual Assault (Class B Felony):
 - Has sexual contact or sexual intercourse with another person without consent of that person and causes pregnancy or great bodily harm to that person.
 - Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of use of a dangerous weapon or any article used or fashioned in a manner to lead the victim reasonably to believe it to be a dangerous weapon.
 - Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
 - [940.225\(1\)\(d\)](#) (d) *Commits a violation under sub. (2) against an individual who is 60 years of age or older. This paragraph applies irrespective of whether the defendant had actual knowledge of the victim's age. A mistake regarding the victim's age is not a defense to a prosecution under this paragraph.*
- Second Degree Sexual Assault (Class C Felony):
 - Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
 - Has sexual contact or sexual intercourse with another person without consent of that person and causes injury, illness, disease or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.
 - Has sexual contact or sexual intercourse with a person who suffers from a mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person's conduct, and the defendant

knows of such condition.

- Has sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree which renders that person incapable of giving consent if the defendant has actual knowledge that the person is incapable of giving consent and the defendant has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.
- Has sexual contact or sexual intercourse with a person who the defendant knows is unconscious.
- Third Degree Sexual Assault (Class G Felony):
 - Whoever has sexual intercourse with a person without the consent of that person is guilty of a Class G felony.
 - *Whoever has sexual contact in the manner described in sub. [\(5\) \(b\) 2.](#) or [3.](#) with a person without the consent of that person is guilty of a Class G felony.*
- Fourth Degree Sexual Assault (Class A Misdemeanor):
 - Except as provided in sub. [\(3\)](#), whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor.

Motor Vehicle Theft and Attempts: The theft or attempted theft of a motor vehicle. (Motor vehicle thefts are all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.)

Weapons Law Violations (arrests): The violations of laws or ordinances dealing with weapon offenses, regulatory in nature, such as; manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

VAWA Offenses:

Dating violence includes violence against a person with whom there has been a romantic or intimate relationship. Relationships are gauged by the length, type, and frequency of interaction. This policy applies regardless of sex, gender, or sexual orientation; sexual interaction, or lack thereof; understandings of (non) monogamy; drug or alcohol use. Dating violence may include the following:

- Infliction of physical pain, physical injury, or illness.
- Actions that cause impaired physical or mental condition.
- A violation of the sexual assault policy, or the sexual harassment policy.

Domestic Violence includes violence committed by a current or former spouse or domestic partner. This can include violence committed by someone who lived as a spouse or domestic partner of the victim; violence between individuals who share a child in common; violence between parents and children; or violence between current or former sexual or intimate partners. Domestic violence may include the following:

- Infliction of physical pain, physical injury, or illness.
- Actions that cause impaired physical or mental condition.
- A violation of the sexual assault policy, or sexual harassment policy.

Stalking is defined as engaging in a course of conduct (*a series of two or more acts toward another person*), carried out over time, however short or long, which are not wanted by the victim, and/or that threaten or would cause a reasonable person to fear for their safety or the safety of others or cause them to suffer substantial emotional distress. "Course of conduct" broadly captures the wide range of words, behaviors, and means that perpetrators use to stalk victims, and, as a result, cause their victims to fear for their personal safety or the safety of others or suffer substantial emotional distress. Stalking may include, but is not limited to, the following acts:

- Following the person without proper authority or permission.
- Communicating in repeated, unwelcome ways, which can include communication by any electronic, written, verbal or third-party method.
- Leaving unwanted items for the person. Vandalizing a person's property.
- Appearing at a person's residence, classroom, or workplace without permission.

Hate Crimes:

Criminal Acts Involving Intentional Acts of Prejudice

Hate crimes are not separate, distinct crimes, but any traditional criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias against race, gender, religion, sexual orientation, ethnicity, national origin, or disability. If a bodily injury was involved in the criminal act, then the hate crime statistics must show which category of prejudice it is to be reported to.

For the years 1999 and forward, colleges must indicate hate crimes for all Clery Act categories except for weapons, drugs, and alcohol violations. Also, the perception of hate is governed by the UCR, making it clear that it is not based upon the victim's perception that the crime was motivated by hate, but that actual or perceived bias motivated the perpetrator(s) to select the victim or to commit the crime.

Previous regulations required reporting as hate crimes any occurrence of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury reported to local law enforcement agencies or a campus security authority that manifest evidence that the victim was intentionally selected because of the perpetrator's bias.

The current regulations have added the crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property to the list of crimes that must be reported by Clery geographic area and category of bias in this report. In 2013 the SAVE Act added two new categories of hate crimes—[national-origin violence and gender-identity violence](#) to the reportable hate crimes listed above. Any Security Alerts or Timely Warnings for gender crimes shall withhold the names of victims as confidential.

Larceny-Theft is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing

in the UCR.) Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing. (Ex. pickpocketing, shoplifting, thefts of bicycles.)

Simple Assault is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. Include all assaults that do not involve the use of a firearm, knife, cutting instrument or other dangerous weapon, and in which the victim did not sustain serious or aggravated injuries.

Intimidation is to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack. A person is assumed to be placed in "reasonable fear" if he or she reports threatening words or other conduct to law enforcement personnel. To be the victim of Intimidation, one doesn't have to be the intended target of the offender.

Destruction/Damage/Vandalism of Property is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it. (Ex. drawing obscene pictures on restroom walls, defacing library books.)

Updated and Reviewed August 2024

Multiple Crimes

When more than one crime occurs at a single time, the statistics are to record and disclose only the most serious crime in the annual report except for Arson, Hate Crimes, Sex Offenses, Dating Violence, Domestic Violence, and Stalking which are always counted in addition to any other crimes reported for the same incident.

Counselor Exemptions

Professional counselors (mental health counselors) and Pastoral counselors are excluded for crime reporting purposes and for "timely warnings" unless (at the discretion of the counselor) they feel it appropriate (under certain provisions) for anonymous reporting.

Beloit College doesn't presently have Pastoral Counselors. The Professional Counselors at the Health & Wellness Center encourage, when deemed appropriate, the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis, for inclusion in the annual disclosure of crime statistics.

Arrests and Disciplinary Referrals

Persons referred for campus disciplinary action for Liquor Law Violations, Drug-Related Violations, and Weapons Law Violations are reported in the statistics. However, if both an arrest and a referral are made, only the arrest is reported.

Unfounded Crimes

A crime is “unfounded” if a reported crime is investigated by law enforcement authorities and found to be false or baseless, meaning that the crime did not occur or was never attempted. Only sworn or commissioned law enforcement personnel may unfound a crime. Beloit College Safety and Security officers are not sworn law enforcement.

There were no “unfounded” crimes for 2021, 2022, and 2023.

Updated and Reviewed August 2024

Clery Geography Definition

The Clery Act in its current [Clery Act Appendix for FSA Handbook](#): (October 2020) only requires three areas, which include *Campus*, *Non-campus building or property*, and *Public Property*.

The Clery Act previously designated four areas in which crimes must be reported by the college. These were:

- A. On Campus
 - a. Anywhere on directly college owned property that is close to campus including the areas downtown, and the Stadium due to its proximity.
- B. In a Residential Hall (Always includes A as well)
 - a. Physically inside one of the residential halls, houses, or buildings where students are housed.
- C. Off Campus
 - a. College owned or heavily used property the college uses which isn’t near the main campus seen in reporting area #1. This would include the Boathouse, Limnology Lab, Newark Road Prairie, and potentially areas used regularly by the college like leased land, or areas used in direct support or in relation to the institution’s educational purposes which is frequently used by students.
- D. Public Property
 - a. Areas that are within the same reasonably contiguous geographic area of the institution, such as a sidewalk, street, other thoroughfare, or parking facility which the college doesn’t own, but is directly adjacent to campus owned property.

Security continues to maintain a distinction between On Campus and In a Residential Hall for the purposes of transparency.

Clery Geography Maps

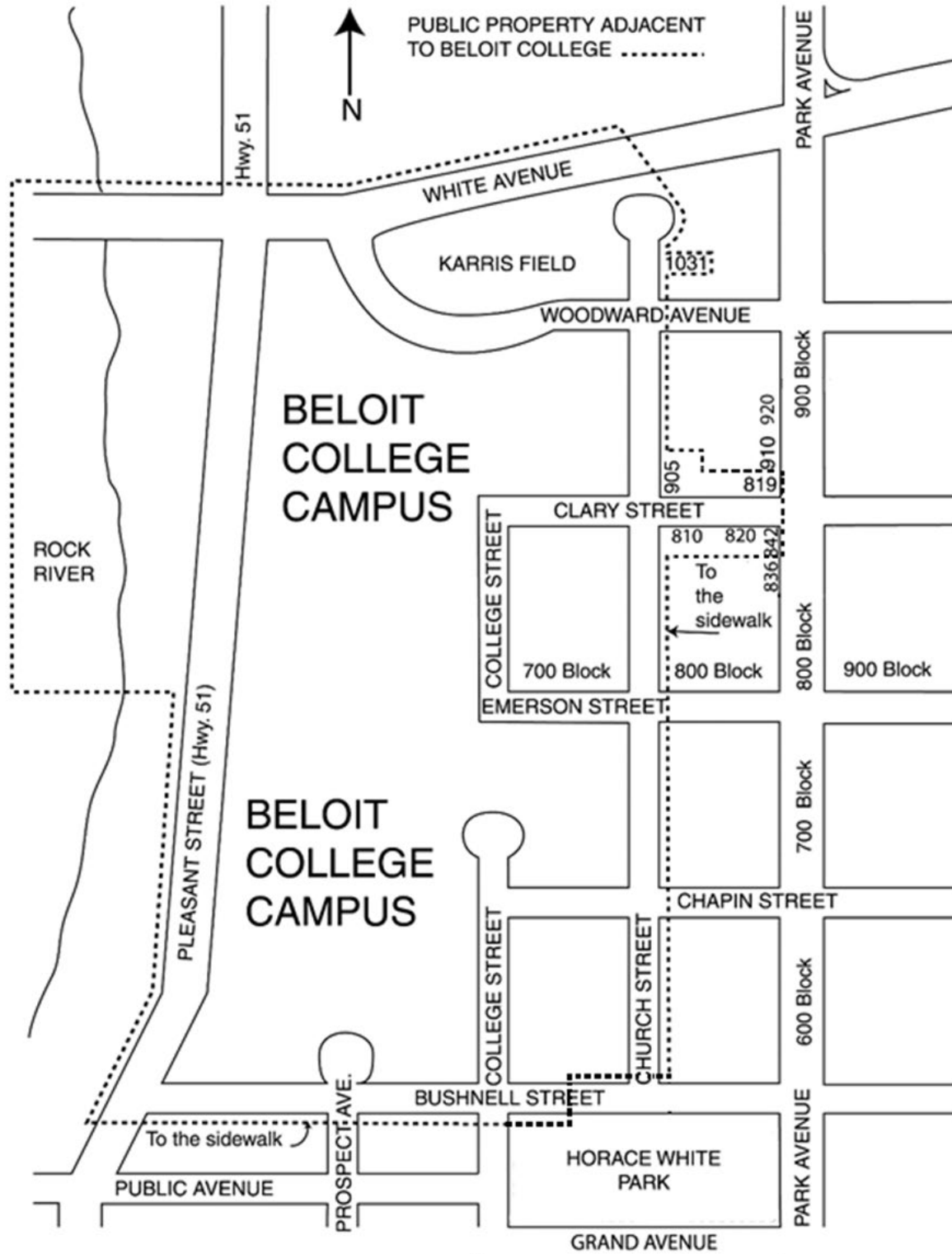
The following maps of the area surrounding campus highlight the designated areas that the College considers nearby “public property”. In most cases that aren’t blocked by structures like highways or tall fencing, these areas extend to the far side of closest nearby streets and sidewalks, as noted by dotted lines.

The following maps may be updated yearly to reflect the rough Clery Geography in which crimes are reported for the last calendar year.

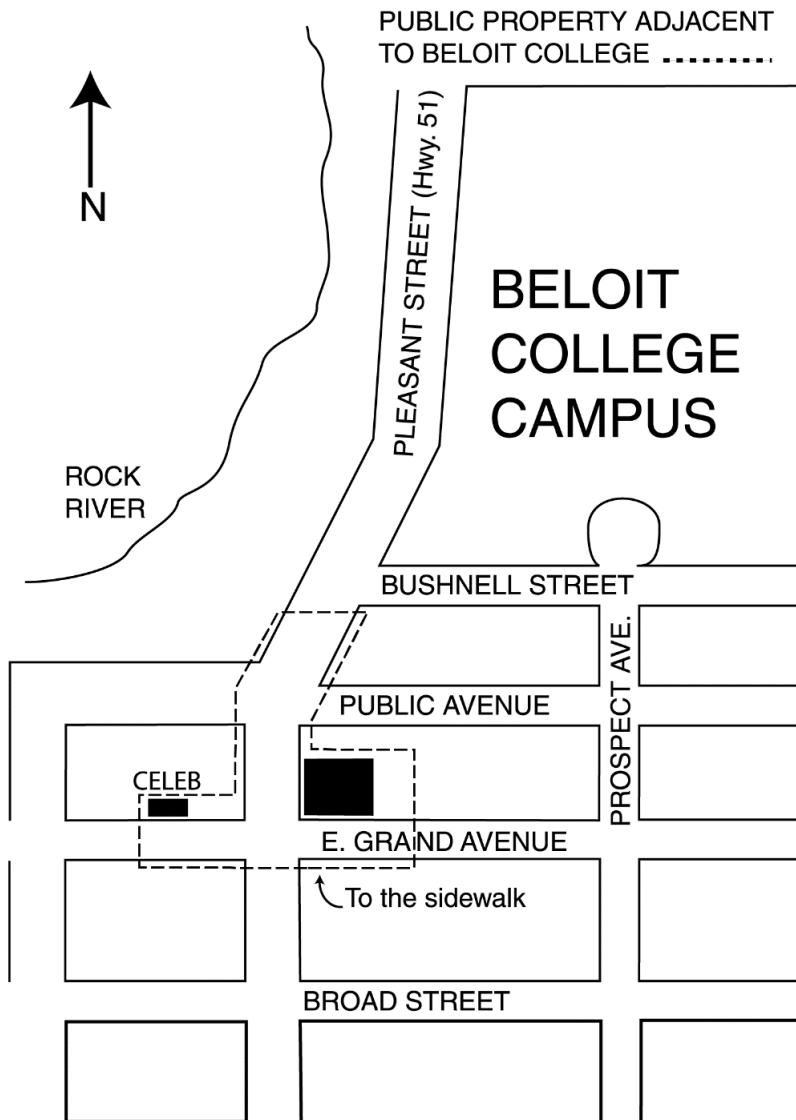
Updated and Reviewed August 2024

Reporting Areas: *The 4 areas inside the dotted line are approximately within our reported Clery Geography.*

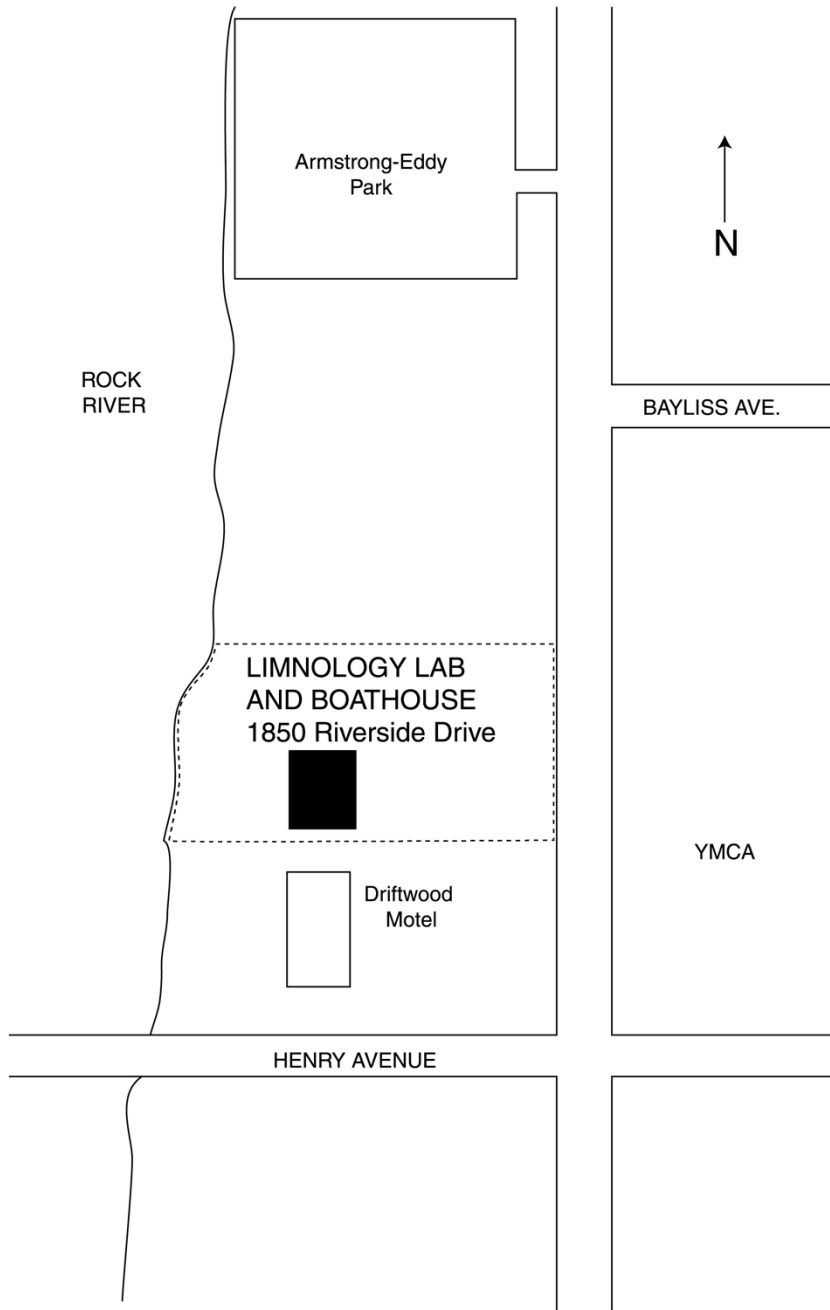
Reporting Area #1: A, B, & D.



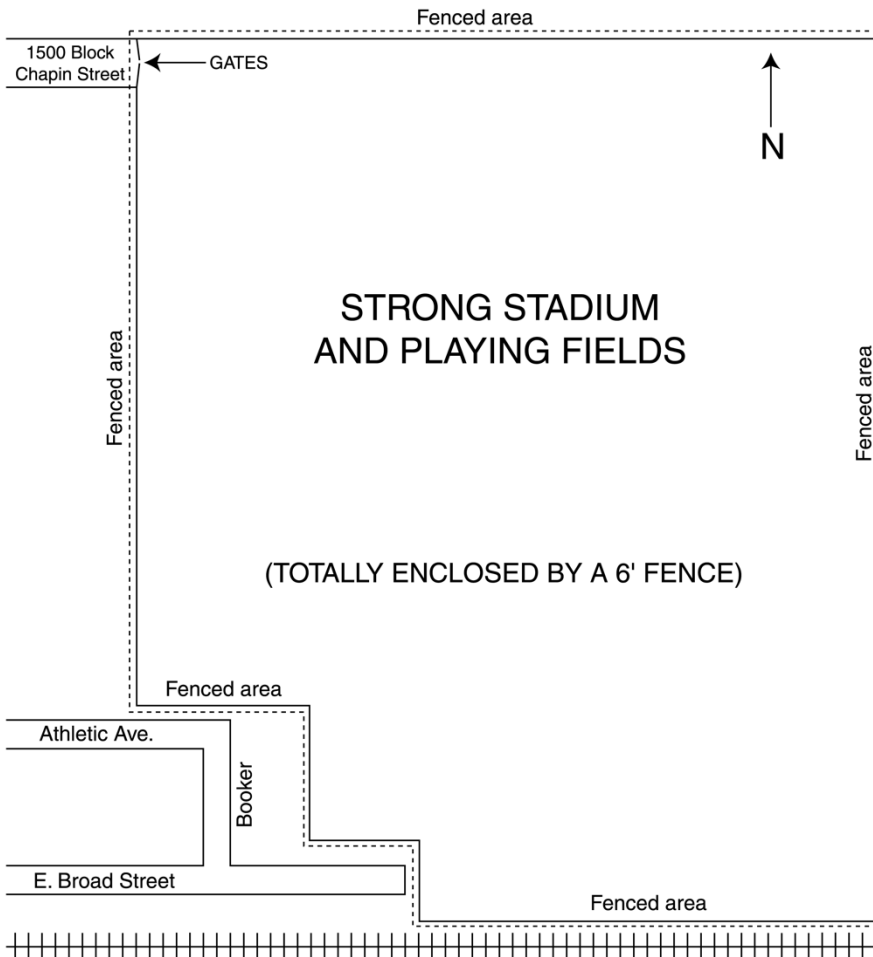
Reporting Area #2: A & D



Reporting Area #3: C & D



Reporting Area #4: A & D



Annual Crime Statistics for the Beloit College 2023 Calendar Year

The following statistics are a detailed accounting of all the crimes reported to Beloit College during the noted calendar year, as required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (formerly known as the Campus Security Act).

The crime statistics for the subject year are published by October of the following year and are made available to interested members of the campus community and the public on request. In addition, this Annual Security Report which includes these statistics are available through the Beloit College Security Department's website located at <https://www.beloit.edu/offices/security/>.

Questions regarding these statistics and/or other information contained in this Annual Security Report should be directed to the Director of Safety and Security at 608-363-2355, or by mail at the following address:

Director of Safety and Security
Beloit College
700 College St.
Beloit, WI 53511

The statistics gathered for this report are derived from all incidents reported to Campus Security and through the additional input of other "Campus Security Authorities" discussed earlier in this booklet. Law enforcement including the Beloit Police Department contributes statistics in the reportable categories.

The City of Beloit Police Records Department and Beloit College Safety and Security verified the City of Beloit's reports for the 2023 calendar year on September 10th, 2024.

Daily Crime Log

The Safety and Security Department maintains a daily log recording all crimes and residential hall fires reported to the department, including the nature, date, time, and general location of each crime or fire; and the disposition of the complaint, if known.

All entries in this log (except where disclosure of such information is prohibited by law or would jeopardize the confidentiality of the victim) are open to public inspection within two business days of the initial report made to the department. Entries are made based on the date the crime was reported, not the date the crime was committed. A log for the past 60 days will also be available for inspection at the Security Office during normal business hours. Business days are Monday through Friday, excluding days the College is closed for holidays.

We strive to ensure an open and honest level of communication about safety and security on campus and it is our goal to continuously improve our programs. Your input is always welcome.

Yearly Statistics

CRIMINAL OFFENSES	VENUE	2021	2022	2023
AGGRAVATED ASSAULT	A. On-campus (includes A & B)	3	0	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	1	0	0
ARSON	A. On-campus (includes A & B)	0	0	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
BURGLARY	A. On-campus (includes A & B)	20	3	1
	B. In residential facilities	3	0	1
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
MOTOR VEHICLE THEFT	A. On-campus (includes A & B)	0	4	6
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	1	1
MURDER AND NON-NEGLIGENT MANSLAUGHTER	A. On-campus (includes A & B)	0	0	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
NEGLIGENT MANSLAUGHTER	A. On-campus (includes A & B)	0	0	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
ROBBERY	A. On-campus (includes A & B)	0	0	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0

SEX OFFENSES	Venues	2021	2022	2023
FONDLING	A. On-campus (includes A & B)	2	0	1
	B. In residential facilities	1	0	1
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
INCEST	A. On-campus (includes A & B)	0	0	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
RAPE	A. On-campus (includes A & B)	3	4	1
	B. In residential facilities	3	4	1
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
STATUTORY RAPE	A. On-campus (includes A & B)	0	0	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0

DLW ARRESTS	Venues	2021	2022	2023
DRUG-RELATED ARRESTS	A. On-campus (includes A & B)	1	0	3
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	3	0	0
LIQUOR-RELATED ARRESTS	A. On-campus (includes A & B)	0	1	0
	B. In residential facilities	0	1	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
WEAPONS POSSESSION ARRESTS	A. On-campus (includes A & B)	0	0	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0

DLW DISCIPLINARY REFERRALS	Venues	2021	2022	2023
DRUG-RELATED REFERRALS	A. On-campus (includes A & B)	38	30	20
	B. In residential facilities	34	29	18
	C. In/on non-campus property	0	1	0
	D. On public property	0	0	0
LIQUOR-RELATED REFERRALS	A. On-campus (includes A & B)	39	31	9
	B. In residential facilities	39	25	7
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
WEAPONS POSSESSION REFERRALS	A. On-campus (includes A & B)	0	0	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0

VAWA CRIMES	Venues	2021	2022	2023
DATING VIOLENCE	A. On-campus (includes A & B)	3	0	1
	B. In residential facilities	3	0	1
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
DOMESTIC VIOLENCE	A. On-campus (includes A & B)	0	1	2
	B. In residential facilities	0	1	2
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
STALKING	A. On-campus (includes A & B)	1	1	3
	B. In residential facilities	1	1	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0

Hate Crime Statistics

2021: There were no hate crimes reported in 2021.

2022: There were two hate crimes reported in 2022. The first hate crime on campus property was graffiti related to race. The second hate crime on campus property was intimidation via email related to race.

2023: There were no hate crimes reported in 2023.

Updated and Reviewed August 2024

Safety Telephones: Locations and Maps

This is the current list of marked Emergency Phones at Beloit College. While most of them feature a blue light emergency tower, there are some without blue lights which are attached to a nearby wall which are still indicated as EMERGENCY PHONE.

North Campus Emergency Phone Location List

Residence halls, sports center, etc.

- **703 Emerson:** Blue light tower in the west lawn, near the street corner.
- **820 Clary:** Blue light tower in the north-east lawn.
- **Aldrich Hall:** Blue light tower in parking lot west of building.
- **Chapin Hall:** Telephone box attached to the wall next to the south (main) door.
- **Coughy Haus (C-Haus):** Blue light tower in the north-west lawn, near the street corner.
- **Moore Hall:** Blue light tower in the parking lot north of the building.
- **Sports Center:** Blue light tower in the parking lot north-west of the building

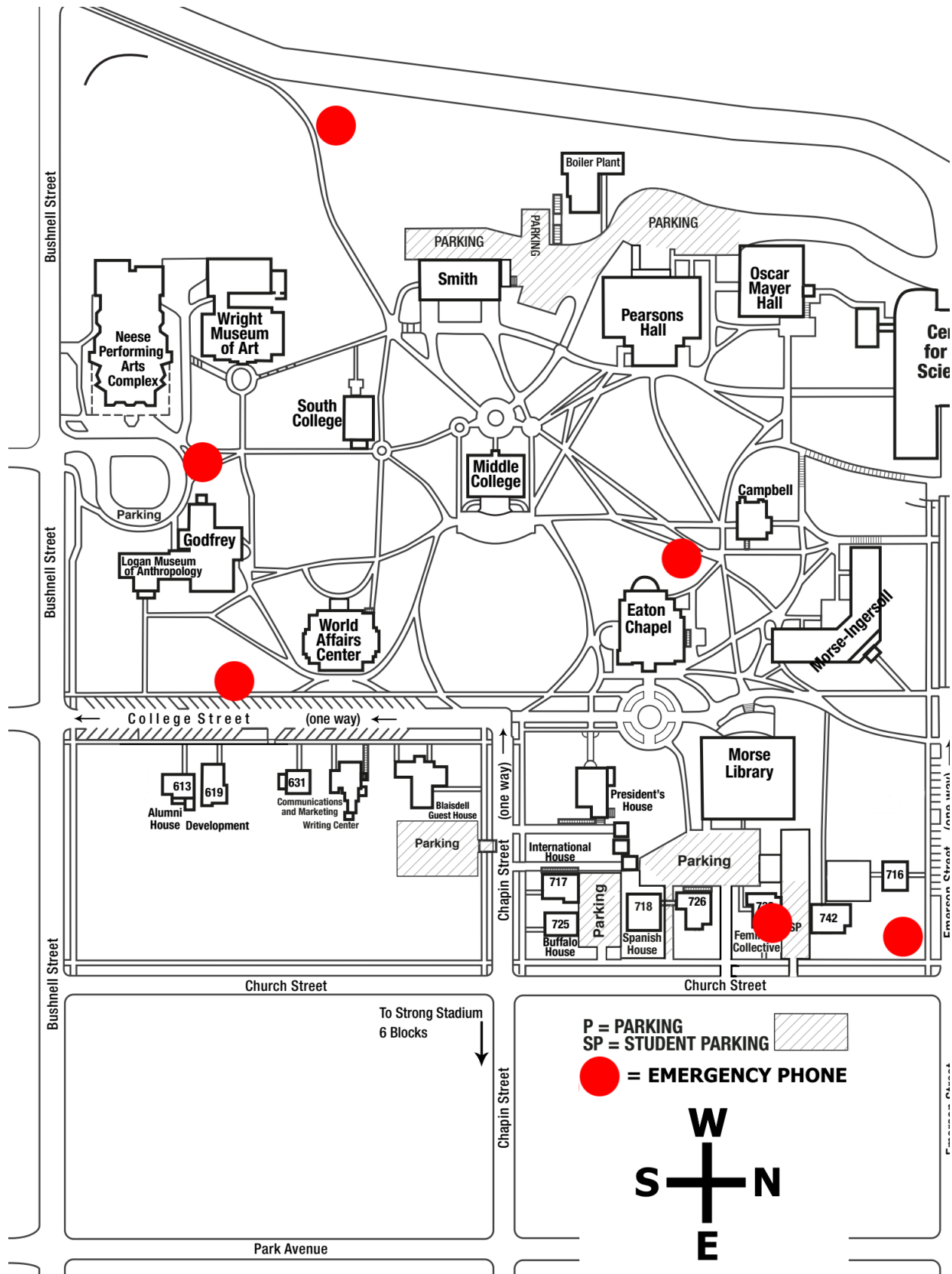
South Campus Emergency Phone Location List

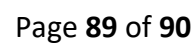
Academic buildings, offices, etc.

- **600 Block of Pleasant Street:** Blue light tower along the east sidewalk leading up to campus from downtown.
- **Arts Center:** Blue light tower in the east walkway, between Neese Theater, Wright Museum, and Logan Museum.
- **Eaton Chapel:** Blue light tower on the west lawn behind the building, near Campbell Hall.
- **Emerson x Church Streets:** Blue light tower in the southwest corner of the intersection.
- **Feminist Collective:** Telephone box attached to the wall next to the east door on the porch.
- **World Affairs Center:** Blue light tower on southeast lawn, off the sidewalk on College Street.

Press the EMERGENCY button on these phones to have them immediately call Security. Students are encouraged to use these for issues where they might not have their phone with them like lockouts in severe weather or to notify Security about a non-emergency.

Updated and Reviewed August 2024





EMERGENCY NUMBERS AND OTHERS

SECURITY_____608-363-2355

POLICE_____911

FIRE, AMBULANCE_____911

Rock County (Beloit Police) Non-emergency_____608-757-2244

Winnebago County Non-Emergency_____920-236-7300

Beloit Fire Department Non-emergency _____608-364-2900

Beloit Memorial Hospital_____608-364-5011

Beloit Clinic_____608-364-2200

Beloit Convenient Care _____608-364-2410

Beloit Transit ([Bus Guide](#))_____608-364-2870

South Beloit Clinic _____815-389-2268

Mercy Health Systems _____608-363-5500

CAMPUS NUMBERS:

Campus Directory_____608-363-2000

Dean of Students _____608-363-2660

Facilities _____608-363-2200

Health Center _____608-299-7780

Title IX Coordinator _____608-363-2660

Mail Center _____608-363-2232

Residential Life _____608-363-2350

Student Engagement and Leadership _____608-363-2961

Others: