



Beloit College Annual Security Report: Annual Fire Safety Report, and the 2025 Clery Act Report

- **General Safety Information**
- **Fire Safety Report**
- **Security policies and procedures, parking, noise ordinances**
- **Clery Act Policies: Alcohol, smoking, drugs, sexual assault; prevention and aid, supportive resources, Bias, Discrimination, Harassment, Hazing**
- **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 to 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. We believe 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 Campus Safety Act, originally 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, 2013 VAWA & SaVE Act, the 2014 Department of Education 34CFR Part668 VAWA Final Regulations, and the 2024 Stop Campus Hazing Act.

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 can be found online in the Beloit College Student Handbook or the Beloit College Staff Handbook.

General Safety Information

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, and security officers perform continuous patrols through campus buildings, both residential and academic, day and night.

The Safety and Security Director addresses new faculty, Resident Assistants, Orientation Leaders, and other visiting groups around many of the general safety, security, policies, and crime prevention topics below. The RAs share this information with their residents during a mandatory floor meeting each semester, and 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. Use this as a reference to one of the many topics included in it.

All students, faculty, and staff are reminded via email and the website to read the Annual Security Report every September when this document is normally published online. Paper copies can be picked up at the Safety and Security Office in the basement of Pearsons Hall at any time.

Outside emergency telephones are provided at strategic locations around campus, allowing persons to contact Security should an emergency or crime occur. They are listed toward the end of this report, and a campus map is included detailing their locations.

A list of other emergency numbers is listed on the last page of this document, and there are various resources throughout. Save them if you ever need them.

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

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, but you can do many things to *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.

We've provided a list of tips covering a wide variety of topics that can aid you in staying safe.

- Be alert!
- Avoid walking alone at night, particularly in isolated areas with limited lighting.
- If you must walk alone, let a friend know where you are going and call your friend when you arrive safely. 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.
- 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.

- Don't take the same route every day. Patterns are easier to figure out, and you may become a target for an assault.
- If you are being followed, head quickly (run if necessary) to a well-lit area, building, or group of people and call Security (608-363-2355) from your cell phone. If you can, go to the nearest outside blue light emergency telephone, then press the Emergency Button, which calls Security
- 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.
- Using drugs or alcohol will impair your judgment, ability to react, and interfere with your instincts.
- Consider carrying a whistle or other sound-making device to alert others if you're in trouble or injured. Yell "Call 911" when in danger. It gives a clear description of how someone can help.
- Carry the key you will use next once you approach your destination. You will leave yourself vulnerable for a shorter period by having it ready.
- 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 to your building, room, or other areas. Not only is this a fire hazard, but doors that are propped open are invitations to intruders.
- Sleep with your door locked and lock your door whenever you leave.
- Take a self-defense course.

If you see something, say something

Trust your instincts, go to the nearest place of safety, and report suspicious behavior to the Security Department (608-363-2355). Do not attempt to apprehend subjects yourself; observe as much as you can and call Security immediately.

- Remember that behavior, activity, and situations are suspicious. Not somebody's race, ethnicity, gender, national origin, religion, sexual orientation, or gender identity.
- 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.

If you are the victim of an assault

Remain as calm and aware as possible, but the other person is hurting you. You have the right to defend yourself, even if that means hurting the other person.

- Notice everything you can about the perpetrator: clothing, color of shoes, gender, height, weight, race, hair length, color, facial hair, speech, direction of travel, etc.

- Preserve all physical evidence. Do not touch any object that 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.

Run, Hide, Fight!

If you are in danger from a mass attack or shooter:

RUN away from the danger.

HIDE if evacuation is not possible, and prepare to

FIGHT if your life is in immediate danger.

Further instructions can be found in the lime green *Quick Reference Guide to EMERGENCY PROCEDURES AND SAFETY INFORMATION* under the last page labeled "Active Shooter/Run Hide Fight".

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.

- Always lock your car doors even if you'll only be away for a short time. Park in well-lit areas or in view of a camera 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.
- 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 is 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. "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.
- If you own a Kia or Hyundai vehicle, update the software if you have never. Get a steering wheel lock. A known manufacturer vulnerability caused a large surge in vehicle thefts regardless of whether they were affected by the vulnerability.

2025 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 Campus Safety Act and its implementing regulations. The Report includes both fire statistics for the three most recent calendar years and 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 via our website or Security.

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

Report all non-functioning equipment to Security at 608-363-2355.

Fire Safety Report Regulations

You may find up-to-date regulations for private non-profit higher institutions via the Wisconsin State Legislature, OSHA, or other governing bodies, but Beloit College is exempt from many state regulations due to its status as a private nonprofit postsecondary institution via [Wisconsin Statute 118.55\(10\)\(a\)](#). Plainly, most of the stricter laws, statutes, and operational standards in Wisconsin only apply to schools providing a compulsory K-12 education. Beloit College still follows all requirements by the local [City of Beloit Municipal Codes](#) and other governing federal authorities.

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 Class A misdemeanor.

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. A Security officer or firefighter will tell you when it is safe to re-enter. Be aware of the suggested escape routes and gathering points. Discuss the emergency evacuation plan with your R.A. or Emergency Building Coordinator. Emergency evacuation maps are prominently posted in all residence halls.

Fire Safety Education and Training

Residential Assistants are given fire safety training at the beginning of the Fall semester, before 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 should discuss fire safety with all their residents at the beginning of each semester.

Fire Drills

Beloit College performed thirty-one fire drills during the 2024 Spring semester on March 21st, 22nd, 26th, 27th, 28th, and thirty-one drills during the 2024 Fall semester on September 30th, October 1st, 2nd, 3rd, and November 13th.

A drill occurs at each student-occupied residential building when they are actively populated, at a time that is unknown to the students. Life Coordinators and Resident Assistants, when applicable, go over observations and/or fire safety after each drill. At least one fire drill with a fire alarm test is conducted every fall semester in each residential building.

Policy on Smoking, Open Flames, and Portable Electrical Appliances in Campus Buildings

Smoking or vaping of any kind is **prohibited** inside any campus building. Marijuana, vapes, or other substances that are legal in other states are strictly prohibited if they violate Wisconsin or Federal Laws.

The use of anything with an open flame, open heating coil, or appliances with a significantly large power draw is prohibited inside all campus buildings unless already provided by the college in designated areas.

Whenever possible, use flameless or non-burning alternatives like microwaves, induction burners, flameless candles, potpourri, and perfumes that do not emit soot or particulate.

Prohibited items include, but are not limited to: lit and previously lit candles or incense, humidifiers, air conditioners, space heaters, kerosene lamps, halogen lamps, plug-in stove burners, hot plates, toasters, ovens, and air fryers. Anything that could cause a fire alarm can be subject to confiscation for misuse. All fireworks are forbidden on campus regardless of perceived safety. This includes sparklers, firecrackers, sky lanterns, fountains, or anything that emits sparks, loud noises, or loud flashes.

Due to local ordinances, motorcycles, motorbikes, scooters, or other gasoline-powered vehicles/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 in semi-private areas, 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 that have 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

The U.S. Department of Education requires schools with on-campus student housing facilities to 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, 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.

Past three years of fire-related incidents for every on-campus student housing facility:

Fires vs. Fire Alarms	2022	2023	2024
Fires that occurred in/on a student housing facility	1	0	2
Fire alarms that were false, or had smoke but no fire	103	92	101

Student Residence Hall Fire Report – 31 buildings in 2024

Building Names	Years of 2022, 2023, 2024	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	2022, 23, & 24	0				
717 Emerson St. - New Anthro House	2022, 23, & 24	0				
721 Emerson St. – Staff Housing	2022, 23, & 24	0	Staff housing c. 2022			
726 Church St. – BSU House	2022, 23, & 24	0				
732 Church St. - FemCo House	2022, 23, & 24	0				
804 Church St. – Staff Housing	2022, 23, & 24	0	Staff housing c. 2023			
810 Clary St. - Apartments	2022, 23, & 24	0				
810 College St. – Phi Kappa Psi House	2022, 23, & 24	0				
815 College Street - Dorm	2022, 23, & 24	0				
818 Church St. – SAGA House	2022, 23, & 24	0				
820 Clary Street - Apartments	2022, 23, & 24	0				
840 College Street - Dorm	2022, 23, & 24	0				
842 Church St. – BITE House	2022, 23, & 24	0				
843 College St. – LatinX House	2022, 23, & 24	2024-1	U – Cooking	0	0	\$85
Aldrich Hall	2022, 23, & 24	0				
Blaisdell Hall	2022, 23, & 24	0				
Brannon Hall	2022, 23, & 24	0				
Bushnell Hall	2022, 23, & 24	0				
Chapin Hall	2022, 23, & 24	0				
Emerson Hall	2022, 23, & 24	2022-1	U - Cooking Related	0	0	\$670
Haven Hall	2022, 23, & 24	0				
Kappa Delta House	2022, 23, & 24	0				
Maurer Hall	2022, 23, & 24	0				
Moore Hall	2022, 23, & 24	0				
OEC House	2022, 23, & 24	0				
Peet Hall	2022, 23, & 24	0				
Porter Hall	2022, 23, & 24	0				
Sigma Chi House	2022, 23, & 24	0				
Spanish House	2022, 23, & 24	0				
Tau Kappa Epsilon House	2022, 23, & 24	0				
Theta Pi Gamma House	2022, 23, & 24	0				
Whitney Hall	2022, 23, & 24	2024-1	U – Cooking	0	0	\$0
Wood Hall	2022, 23, & 24	0				

On-Campus Student Housing Fire Safety Systems in 2025

Building Names	Common area smoke detectors are 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 the building	Manual pull stations in the building
609 Emerson Street - Dorm	No	Yes	No	Yes
717 Emerson St. - Anthro House	Yes	No	No	Yes
721 Emerson St. – Staff H. 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. – Staff H. c.2023	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. – LatinX House	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
OEC 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

Security Policies and Procedures

The following statements of policy and procedure are required by the Jeanne Clery Campus Safety Act, amended most recently through the 2024 Stop Campus Hazing Act. The Clery Act Appendix for the FSA 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	
<ul style="list-style-type: none">• Collect, classify, and count crime reports and statistics	
<ul style="list-style-type: none">• Issue campus alerts and warning notices	<ul style="list-style-type: none">• Publish an Annual Security Report (Due date: October 1)
<ul style="list-style-type: none">• Disclose missing student notification procedures, when applicable	<ul style="list-style-type: none">• Submit crime and fire statistics to the Department, when applicable
<ul style="list-style-type: none">• Disclose procedures for institutional disciplinary actions	<ul style="list-style-type: none">• Provide educational programs and campaigns
<ul style="list-style-type: none">• Keep a daily crime log, when applicable	<ul style="list-style-type: none">• Disclose fire safety information, when applicable

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

Notice and Distribution of Reports

The College will publish and distribute the Annual Security Report, Annual Fire Safety Report, and other miscellaneous informative materials regarding campus safety and security. We do not share Beloit College Security Department Incident Reports unless required for disciplinary, judicial, legal, or law enforcement purposes. All efforts will be made to ensure the privacy and confidentiality of those involved in the reports, unless otherwise required by law.

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 collaboration 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 ongoing 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

At various times during the year, you may receive a weather alert from the National Weather Service via your phone, or hear tornado sirens across Rock County for a Tornado Warning, or Destructive Severe Thunderstorm Warning. These warnings are only sent after a tornado or destructive storm has been confirmed. Rock County will have its tornado sirens sounded for a three to five-minute period to alert all residents, whether or not the warning affects the City of Beloit.

Security will send out Rave Alerts via email, text message, and phone call if a Tornado Warning affects the City of Beloit, and will only send out the All-Clear message after the NWS alert has expired. Security will use their best judgment on whether to send out an alert for the Severe Thunderstorm Warning with a Destructive tag or other severe weather. If they do, they will send out an All-Clear message after the NWS has expired or the severe weather has passed. Rock County will not sound an all-clear siren or message.

All students are expected to follow the directions sent via Rave Alert. For severe weather, students will be expected to move to an area of safety like the lowest level of the nearest building, away from doors and windows. You should remain in a place of safety until the NWS alert expires or you receive an All-Clear from the college.

You can view any NWS alerts that may affect the City of Beloit here: <https://forecast.weather.gov/product.php?site=NWS&issuedby=MKX&product=HWO>.

Rock County Outdoor Warning Siren System Testing Information:

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

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 comprises 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, except for 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 the Emergency Response System and Emergency Operations Team Exercise

The Emergency Response system was tested on 2024-02-14 at 12:15 PM, 2024-09-25 at 12:15 PM, and 2024-11-26 at 11:45 AM. These tests were announced in advance via email.

The Beloit College Emergency Operations Team had a training session and discussion on January 10th, 2025, focused on revised decision-making structures, how the Emergency Operations Center applies to Beloit College, EOC roles and their relationship to other organizations, and feedback around the previous tabletop exercise. The exercise went from approximately 9:00 AM to 11:00 AM, which included members solely from Beloit College.

Building Security

During business hours, academic buildings are generally unlocked by 7 AM and relocked by 6 PM in buildings without night classes or computer labs. Most other buildings will be locked by 10-11 PM. In other academic buildings, students must already be in the building before it is locked. Exceptions are rarely permitted and are 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

For the safety of our community, the possession or use of dangerous weapons is strictly prohibited. This includes, but is not limited to: firearms (including those carried with a concealed carry permit), pellet or BB guns, ammunition, knives (other than small utility tools), explosives, fireworks, chemicals intended to cause harm, laser pointers, swords, axes, paintball guns, and any object used or intended to be used in a threatening or dangerous manner.

Personal safety devices such as pepper spray or other approved less-lethal alternatives are permitted, provided they are used solely for self-defense and carried in accordance with local, state, and federal laws.

Security reserves the right to confiscate any item they reasonably believe may be used in a threatening, harmful, or inappropriate manner, regardless of whether it is otherwise permitted. Confiscated items may be returned at their discretion.

You must have advance approval from the Safety and Security Director that complies with

case-by-case safety guidelines for any exceptions to the policy, like educational exhibits, theatrical props, or special interest club equipment.

Approved special interest clubs/organizations will abide by all safety regulations and practices set by their organizations, as well as those set by Student Engagement and Leadership (SEL). Equipment like wooden swords or props used by clubs/organizations 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.

Local Authority - Memorandum of Understanding

The authority and responsibility for law enforcement rest 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 departments' 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 choose 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 for 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 is subject to change yearly. Faculty and staff parking permits are issued permanently, while student parking permits are granted on a first-come, first-served 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's 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 AM (midnight) to 7:00 AM. Your parking should be in accordance with the hours of enforcement. Example: You park your vehicle on Sept. 1 at 7:00 PM 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 PM and 7:00 AM

(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 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; has 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:** 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 is unfruitful. It is both our policy and procedure not to "sit on information".

Clery Act Policies

The following statements of policy are required by the Jeanne Clery Campus Safety Act via the Clery Act Appendix for the 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. You will find Beloit College's Clery Act policies below, many of which are excerpted directly from the Student or Staff Handbooks, and may have already been addressed above in the **Security Policies and Procedures** section.

- | | |
|---|---|
| <ol style="list-style-type: none">1) Policies regarding alcoholic beverages and underage drinking laws2) Policies regarding illegal drugs and applicable federal and state drug laws3) Programs on substance abuse4) Programs to prevent dating violence, domestic violence, sexual assault and stalking, and the procedures institutions will follow when such crimes are reported5) Information regarding sex offenders6) Descriptions of emergency response and evacuation procedures7) Policies regarding missing student notifications | <ol style="list-style-type: none">8) Campus crime statistics9) Policies regarding procedures for reporting criminal actions or other emergencies on campus10) Policies on security of and access to campus facilities11) 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 counselors12) Programs on campus security procedures and practices |
|---|---|

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

Students accept full responsibility for their own actions under federal, state, and local laws (U.S. or abroad). The College provides no immunity from the consequences of illegal acts, and 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. Ignorance of the law does not mitigate the responsibility for following the law.

Prohibited Behavior

The following acts are prohibited. Individuals violating these student regulations and policies may face disciplinary action as outlined in the Adjudication of Violations of Policy section. Actions that are also crimes may also face criminal charges. Many of these prohibited behaviors have separate policies that describe them more specifically later on in this Student Handbook. This is a general overview:

- 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 the 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.
- Sharing of any photo, video, audio, or other recording or image of any student other than themselves without the express and sober consent of students (and any other College community members) present in the recording or image.
- Theft of or 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, interferes with functions at the College (from classes to sporting events or plays), or 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.
- Consumption of alcohol by minors, providing alcohol to minors, and drinking games of any sort.
- 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.
- Providing entry to campus buildings or rooms to unauthorized persons.
- Furnishing false information or false academic or co-curricular credentials and 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, and 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. Not complying with the college residential residency requirement.
- 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 and/or disciplinary sanctions.
- Failure to meet your financial obligations to the college. Misrepresenting that you have met your financial obligations to others, on-campus or off-campus. Failure to provide appropriate documentation for claimed expenses. Failure to gain appropriate permissions for using college funds before spending the funds.
- Willful misrepresentation of the words, actions, deeds, or intentions of another person.
- Failure to gain authorized 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 any of the above regulations and policies will be considered when disciplinary action is taken and will likely 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 at (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).

Alcohol Policy

Alcohol Use On-Campus

Beloit College is committed to maintaining a living, learning, and working environment free from alcohol abuse and its unlawful use. Beloit College does not promote the use of alcohol nor condone the abuse of alcohol. 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 of safety, health, social interactions, and meeting academic expectations. 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-sized 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.

In order 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.

All students are required to show proof of age (Age 21 minimum) when purchasing, accepting alcoholic beverages on campus, or exhibiting signs of public intoxication. Students who fail to provide this information or use false information violate the law and/or College policy and are liable for disciplinary action. All community members are expected to respect the rights of those individuals who choose not to use alcoholic beverages.

The unlawful possession, use, distribution, manufacture, 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.

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 and 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 campus. A [complete copy of the state statute](#) can be found on the Wisconsin State Legislature website.

The unlawful possession, use, distribution, manufacture, 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 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.

Alcohol Regulations

More explicitly, the following behaviors violate College policy, whether or not a student is of legal age to consume alcohol, as they are examples of irresponsible, even dangerous or abusive, alcohol use.

- Using alcoholic beverages as the primary focus of any activity, including participating in drinking games. Kegs are not permitted along with other common sources of alcohol.
- Pressuring others to drink, as in exerting direct or nonverbal pressure to consume alcohol or additional alcohol or alcohol along with other drugs.
- Drinking hard liquor directly from the bottle (non-single serving size), or multiple shots.
- Mixing alcohol with energy drinks.
- Providing alcohol to minors, especially if those minors are not college students at Beloit.
- Consuming or being under the influence of alcohol in academic buildings or any public place, or engaging in disruptive intoxication.
- Driving on or off campus while intoxicated.
- Displaying violent, inappropriate, or other kinds of offensive behavior (including but not limited to groping, harassing, and physical injury). Intoxication does not absolve the drinker of responsibility for their actions.
- Repeated instances of alcohol consumption interfere 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 down
 - 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 before an event
- Drinks with a high alcohol concentration are not allowed, including alcohol lacking color and odor, pure grain alcohol (E.g., Everclear), 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.
- Bringing alcohol to events that are under the jurisdiction of the College's liquor license is prohibited. Also, walking away from the event with alcohol provided

(beyond the borders of the event) is not allowed.

Discipline and Sanctions

Students are to make decisions about alcohol use with care and concern for themselves and those around them. As in any community, there may be those whose decisions about alcohol are problematic within the community or violate state laws. As a community that encourages bystander intervention, students are encouraged to address their peers' behaviors and encourage them to seek help to prevent them from harming themselves or the community. Student Life staff are on hand to get students the kind of help that they need.

The normal judicial processes, described later in this Student Handbook, will be used to respond to violations of the alcohol policy. Whether through Restorative Justice or the traditional processes, the full range of sanctions (and more than one at a time) is possible, including a discussion with parents, for which there is an exemption to the law that limits communication with parents - FERPA. 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 an 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 sanctions for underage consumption
- Change residence room/disciplinary transfer

Other violations of College policy where alcohol is one element of the incident will likely result in more serious disciplinary actions. 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.

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 if they have an impact on the larger community, and to ensure that they are aware of and compliant with the party host policies.
- b. A designee of the College (usually in residence life or the Powerhouse) must be provided with the details of the event, and the names of all hosts (students responsible for the event) at least 48 hours before the event. If the event is a larger gathering of students, such as in a special interest house, Greek House, or other, the College-designated official must be provided with a security list (sober students who will act as supervisors of peer behavior), 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. No high school-aged students or younger are allowed at social gatherings, and large-scale advertising (social media) is not permitted, given the limitations of the size of the spaces for gatherings.
- e. All large social events must be approved by the designated college official before the event (48 hours) if any of the following are 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).
- f. Large all-campus events or parties may not occur during New Student Days and days when there are classes the following day. No parties, small or large, are to occur during Finals Weeks (defined as starting at 5 pm of the last day of classes and going through the last hour of the last final).
- g. 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 for 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-drv/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 the 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
Reckless 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

<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

<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 an Alcoholic Beverage May Be Sold or Consumed – Class A Misdemeanor	S941.237	Up to \$10,000 fine, 9 months in the county jail

<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

Smoking/Vaping 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.

Students must be 21 years of age to purchase, possess, or use tobacco products. Beloit College adheres to the smoking ordinances of the City of Beloit (see below), Wisconsin, and U.S. federal laws. Within these limits, the College seeks to provide a healthy environment and a satisfactory level of comfort to non-smokers while minimizing the discomfort of those who smoke. The following provisions support this general policy:

- Smoking and vaping are not allowed in any campus building, including academic buildings, residence halls, museums, and buildings open to the public. This includes, but is not limited to, Pearsons Hall, Coughy Haus, Powerhouse, Greek or special interest houses, and all restrooms.
- Smoking and vaping are not permitted within fifteen feet of doors and windows of all College buildings (regardless of the weather), except specifically designated smoking areas. This limit will be marked in high traffic areas.
- No smoking or vaping is allowed on any sidewalk nor on the bridge to/from the Powerhouse. 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 Coughy Haus, the library, Pearsons Hall, and any event spaces such as the Chapel, Hendricks, and the Neese Theater, and for any large events, such as outdoor music gatherings and commencement.
- Moving smoking receptacles is prohibited by anyone other than designated facilities staff.
- Smoking or vaping is not permitted in the residence halls in any area. This includes, but is not limited to: (1) any living environment, including individual or shared student rooms; (2) public areas, including hallways, lounges, bathrooms, and kitchens. Students who cover their smoke detectors will be fined for tampering with them.
- All-campus events should normally be held in areas where smoking is not permitted.
- As a courtesy to the community and facilities staff, smoking debris is to be placed in the smoking receptacles.
- The above policy applies to all users of Beloit College facilities.
- There is a designated smoking area in the gazebo outside of Peet unless a large event is taking place there.

When in doubt, smokers should accommodate the preferences of non-smokers to a reasonable extent. All members of a civil community are to have mutual respect for one another while keeping in mind each individual's ability to negotiate the situation.

[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."

Drug/Illegal Substance 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 that is free of illicit drugs and the unlawful use or abuse of alcohol.

The unlawful possession, use, distribution, manufacture, or dispensing of alcohol or illicit drugs by students or employees on College property or as part of College activities is prohibited. 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.

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.

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 or others 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

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 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 Health and Wellness Center (Beloit Health System) counselor(s) and Student Life staff members are available resources on campus.

Conferences with the counselors are privileged, subject to the ethical standards for counselors and HIPAA (The Health Insurance Portability and Accountability Act). Other resources are required to maintain the privacy rules established by FERPA (Family Educational Rights and Privacy Act).

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

Prohibited actions:

- Sharing, selling, producing, or reselling any illicit (including prescription) drugs.
- Possession of ingredients (in sufficient quantity) used to manufacture drugs.

- Engaging with external sources to purchase illicit drugs for personal consumption, distribution, or resale.
- Inviting off-campus drug dealers to campus.
- Direct or indirect involvement with illegal possession, use, or sharing of any illicit drug.
- Possession of drug paraphernalia (E.g., hookahs, non-tobacco pipes) is a violation of city ordinance and College policy. Drug paraphernalia is not allowed on campus. If it comes to the attention of staff or security, it will be confiscated and not returned.
- Possession or use of “Date Rape Drugs” or drugs intended for or used to incapacitate others (often for sexual assault), such as Rohypnol (Roofies), GHB, or Ketamine.

Prohibited substances can include items legally acquired or prescribed in other states and countries, but are illegal under Wisconsin or Federal law. A list of these prohibited controlled substances, including any of their prodrug variants, can include but is not limited to: alcohol, amphetamines, barbiturates, cannabis/THC, cocaine, depressants, designer drugs, DMT, ecstasy, GHB, hallucinogens, heroin, inhalants, ketamine, LSD, mescaline, methamphetamine, methaqualone, narcotics, opiates, PCP, prescription tranquilizers, psilocybin mushrooms, Rohypnol (Roofies), steroids, stimulants, and other illegal compounds.

You should always ensure that any legally prescribed drugs are acquired through licensed, accredited, and reputable businesses. They and their consumption should comply with Wisconsin law, federal law, and college guidelines.

Sanctions/Consequences

Adjudication of violations of the Drug Policy typically follows the College’s Judicial Hearing processes, where the full range of potential sanctions may be possible for any offense.

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.

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

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

- Federal Law supersedes Wisconsin State Law, which supersedes Local Ordinances. 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 in 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 the 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 the 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.

Resources: Support for Drug and Alcohol Addiction, Sexual Assault

We encourage all students and employees 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, Student Life staff members, and Human Resources 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 Resources

- [Health and Wellness Center](#) – 2nd floor of the Powerhouse – 608-299-7780

- Health Services
- Counseling Services
- Health Forms
- [Sexual Assault Support](#)

Greater Beloit Resources

- [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
- [Stateline Mental Health](#) – Beloit – 608-368-8087
- [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](#)

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.

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

1. Anti-Discrimination

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 based on sex, race, color, religion, national origin, ancestry, age, sexual orientation, or physical or mental disabilities unrelated to institutional jobs, programs, or activities. Beloit College complies fully with the federal statutes found in Title IX of the Education Amendments Act of 1972.

2. Anti-Hate Acts & Bias Incident Policy

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.

A. Definitions

i. 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.

ii. 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, social media posts making threatening or harassing statements, 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.

If all parties (including the adjudicator) are willing, a Restorative Justice approach may be used in lieu of other disciplinary measures.

iii. 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 or Restorative Justice approaches 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.

B. 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:

- Calling Beloit College Security and/or reporting incidents directly to the Beloit Police (particularly in cases of Hate Crimes or Acts).
- Reporting directly to one of the lead hate and bias responders (Associate Dean of Student Success, Equity and Community and one faculty representative, both of whom have received training in restorative justice).
- 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>)

C. 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 which may include a Restorative Justice approach. 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, and/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:

- Severity, scale, and scope of the incident and its impact
- Pace at which information can be gathered; and whether or not that information can be shared publicly
- 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:

- Maintaining appropriate confidentiality
- Treating all parties with respect and sensitivity
- Holding Beloit's mission and academic freedom at the center of their work
- Providing affected parties with information about support services on campus
- 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

3. Personal Harassment

A. 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.

B. 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:

- 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
- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement; or
- 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.

C. Reporting Options

i. Students

Students who believe they have been the subject of harassment should notify one of the following: Dean of Students staff or Residential Life professional staff.

ii. 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.

D. Procedures

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

i. Students Harassed by Other Students – please see [Judicial/Hearing System](#).

ii. Students Harassed by Faculty or Staff - Informal Complaints

Current Beloit College students who believe that they have been a victim of harassment by a current faculty or staff member may speak informally with the Director of Human Resources, 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 will make a determination about whether to continue the investigation. With the consent of both parties, the Director 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 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.

iii. Students Harassed by Faculty or Staff - 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. 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 the accused of their 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 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.

E. Party Rights During the Hearing Process

During the investigation and hearing 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 after the hearing 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 during an investigation and hearing process. This includes individuals that have made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing.
- **Intimidation, threats, coercion, or discrimination for the purpose of interfering with any right or privilege 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 fact and expert witnesses and other evidence, and other inculpatory and exculpatory evidence. However, character witnesses are normally excluded. The parties also have an equal opportunity to inspect and review any evidence obtained as part of the investigation 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, counselor, or other recognized professional 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 and therapist-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 an 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.
- **Restorative Justice** - If all parties agree (including the adjudicator), a Restorative Justice approach may be used. In the Restorative Justice process, the parties have a right to persons trained in Restorative Justice to facilitate the process. During the process the Facilitator will indicate which of the above rights are relevant to the proceedings.

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.

F. 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.

G. Assistance

Students may contact the campus student counselors located in the Health and Wellness Center in the Beloit College Powerhouse, second floor. Discussions with counselors 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.

4. 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.

Stop Campus Hazing Act

This act requires institutions of higher education (IHEs) that participate in federal student aid programs to report hazing incidents. It also renames the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act as the Jeanne Clery Campus Safety Act. Specifically, the act requires each IHE to disclose hazing incidents that were reported to campus security authorities or local police agencies in its annual security report.

The act defines the term *hazing* to mean any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the IHE or the organization, of physical or psychological injury.

Additionally, each IHE must include in its annual security report (1) a statement of current policies relating to hazing, how to report hazing incidents, the process used to investigate hazing incidents, and information on applicable laws on hazing; and (2) a statement of policy regarding prevention and awareness programs relating to hazing that includes a description of prevention programs.

Further, an IHE must develop a **Campus Hazing Transparency Report** that summarizes findings concerning any student organization found to be in violation of the IHE's standards of conduct relating to hazing. An IHE is not required to develop or update this report unless the IHE has a finding of a hazing violation.

Campus Hazing Transparency Report

The Campus Hazing Transparency Report will be published by the Safety and Security Department, if one is needed, at the same time the Annual Security Report is published. If another is needed, it will be published sometime during the Spring or Summer semesters to the Security website. Notification via email to beloit.edu email addresses will be sent if one is published.

Beloit College Hazing Definition

The Beloit College definition of hazing is consistent with the Stop Campus Hazing Act but is more detailed. In addition to the Hazing Act, [Wisconsin State Statute, 948.51 Hazing](#) prohibit hazing in all forms. Acts that cause physical, mental, or emotional harm are against College policy and will not be tolerated. 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:

- Actions that recklessly or intentionally endanger the physical and mental health or safety of students.
- Forced or required consumption or purchase of any food, liquor, drug, beverage, water, or any other substance.
- Forced or required participation in physical activities, such as calisthenics, exercises, [except those that are appropriate for sports team conditioning] or so-called games including, but not limited to, quests and/or scavenger hunts. Requiring or enticing others to haze or sexually harass others.
- Forced [and unhealthy] exposure to the weather.
- Excessive fatigue resulting from sleep deprivation, physical activities, or exercise.
- Assignment of activities that would be illegal or unlawful, or might be morally offensive to a reasonable person.
- Physical brutality, including paddling, striking (with fists, open hands, or objects) or branding or requiring a tattoo.
- Kidnapping and forced transportation or stranding of individuals, and any activities involving forced blindfolds of any sort.
- Verbal abuse, including "line-ups," interrogations, and berating of individuals.
- Forced or required conduct that could embarrass or adversely affect the dignity of the individual (and/or the College), including the performance of public stunts, property defacement, activities, and/or buffoonery.
- The intentional creation of clean-up work or labor for new members by active members or alumni.
- Denial of sufficient time and energy to devote to class attendance and/or academic assignments.
- 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.

How to report hazing for Students or Employees

Students should report Hazing by contacting one of the following resources:

1. Safety and Security – 608-363-2355
2. Dean of Students Office – 608-363-2660

Employees should report Hazing by contacting one of the following resources:

1. Safety and Security – 608-363-2355
2. Human Resources Director – 608-363-2628

Process to investigate hazing incidents

The process to investigate and adjudicate hazing incidents for students/student groups will follow the same policy as other general violations of College policy. See the Judicial Process/Hearing System further below.

Hazing Prevention Programming

Video based training can show an increased willingness to intervene and help others who are experiencing or have experienced hazing, compared to people who viewed a general leadership video or had no training at all. Outreach to organizations will strengthen these concepts and ensure we have both targeted prevention and campus-wide prevention.

Beloit College primarily utilizes Vector Solutions to educate our students and employees after on-boarding and at least once yearly. This mandatory training primarily occurs through online videos and quizzes like other training the college utilizes. These videos may include how Hazing is defined, bystander intervention, ethical leadership, and strategies for building group cohesion without hazing.

The college also does additional outreach to areas where hazing has conventionally occurred across the nation, which may include but isn't limited to: Greek Organizations, Athletics, and Clubs.

Hazing and Greek Organizations

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.

Campus Hazing Transparency Report

The Campus Hazing Transparency Report is published up to twice a year through the Safety and Security Office if an instance of hazing occurs on campus. This report must include:

- The name of such student organization;
- A general description of the violation that resulted in a finding of responsibility, including:
 - whether the violation involved the abuse or illegal use of alcohol or drugs,
 - the findings of the institution, and
 - any sanctions placed on the student organization by the institution, as applicable; and
- The dates on which:
 - The incident was alleged to have occurred
 - The investigation into the incident was initiated
 - The investigation ended with a finding that a hazing violation occurred, and
 - The institution provided notice to the student organization that the incident resulted in a hazing violation.
- The Campus Hazing Transparency report cannot include personally identifiable information.

The first Campus Hazing Transparency Report must be released by December 23, 2025 and must be published at least 2 times a year if an incident of hazing occurs on campus. Beloit College Security will publish one report at the same time as they publish the Annual Security Report prior to October 1st. A 2nd report will be published sometime during the Spring semester if one is needed.

Campus Resources

- [Vector Solutions Employee Site](#)
- [Vector Solutions Student Site](#)
- [Residence Life Coordinator\(s\)/Director of Residential Life/RAs](#)
- [Dean of Students](#)
- [Health and Wellness 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

Wisconsin State Hazing Law

The following has been excerpted directly from [Wisconsin State Statute, 948.51 Hazing.](#)

948.51 Hazing.

(1) *In this section “forced activity” means any activity which is a condition of 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.*

(b) *A Class H felony if the act results in great bodily harm to another.*

(c) *A Class G felony if the act results in the death of another.*

History: [1983 a. 356](#); [1987 a. 332 s. 32](#); Stats. 1987 s. 948.51; [2001 a. 109](#).

The Judicial Process/Hearing System

Adjudication of Violations of Policies, Rules, Regulations, and Expectations

The College handles violations of community standards in one of two ways: 1) Restorative Justice or 2) sanction-based discipline. Violations of community standards can come to the attention of the adjudicators in a wide variety of ways. Students, faculty or staff, alumni may make an allegation; security reports may document an incident, and/or outside parties (parents, alumni, city community members) may communicate their concerns. In all cases, students and student groups have a right to due process (which includes investigation of the validity of the report), and to appeal as is indicated in the particular policy of the violation. While violations of policies can occur between any two individuals, the focus here is on the student as the actor, and so we will use “students” but it may include faculty, staff, or community members as well.

Violations of policy where significant physical damage occurs, safety is compromised significantly, major destruction occurs and/or irreparable harm has been caused are unlikely to be able to be handled via the restorative justice process.

The Judicial Process/Hearing system for violations of the [Academic Honesty Policy](#) are found in that policy.

The Judicial Process/Hearing system for [Sexual Assault, Sexual Harassment, and related Title IX Violations and Associated Grievance Procedures](#) are in that policy.

All other policy violations are addressed using one of the two Judicial Process/Hearing Systems described below.

A. Restorative Justice

Restorative Justice is an approach which focuses on the offenders taking responsibility for their actions, and involving them in ideas for repairing the harm that they caused and reconciling with those that they harmed and/or the community at large.

Four principles are central to restorative justice:

1. Inclusive decision-making in the hands of the people most closely involved in the incident.
2. Accountability that makes people who cause harm take responsibility and make amends.
3. Reparation and healing that uplifts harmed parties (not drag down offenders).
4. Rebuilding relationships focusing on trust and mutual wellbeing.

Process

Restorative justice facilitators meet with the people involved to explain the process, see if they are interested in participating in it, and to prepare the involved parties to consider outcomes of the process.

If the parties are amenable to the restorative process, the facilitator arranges a time and place for the persons involved in the incident to come together to talk about the harm that was done and agree on actions that can be taken to repair the harm.

B. Educational, Sanction-Based Adjudication

General Process

Students who violate policies and/or harm others or the physical spaces of the community may also be adjudicated by traditional, sanction-based disciplinary procedures. Students involved in alleged violations typically meet with a member of the residential life or dean of students staff. This person is often the Adjudicator - the person who will make a decision on the case. The Adjudicator 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 to attend any function at which the accused's presence is required.

The Adjudicator has the authority to either appoint another staff member to investigate or investigate the alleged violation themselves, when necessary. The Investigator/Adjudicator has the authority to interview witnesses, gather evidence (i.e. swipes in/out of the building, or view video footage), review documents, and consider such information as deemed appropriate to the case.

The Adjudicator considers the body of evidence gathered and makes a determination of responsible or not responsible. If the accused student fails to answer the charges made against them, the Adjudicator may proceed without the student's participation and make a determination including sanctions, when appropriate.

Decision-Making Criteria

The College, like many institutions of higher education, uses a standard of determination known as the "Preponderance of Evidence" which indicates that the adjudicators only need to have evidence that it is "more likely than not" criteria for finding students in violation of policies.

Sanctioning

Students are responsible under this policy, and subject to sanctions if the Adjudicator 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 Adjudicator shall advise the student of their right to appeal (noted below). Typically, the investigation and decision by the Hearing Officer is concluded within twenty (20) college 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, a student may be removed from campus prior to the disciplinary investigation and any related possessions that are in violation of college policies may be confiscated. The Adjudicator shall also have the right to impose such interim conditions as deemed 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, requiring the student to temporarily change rooms, etc.

Possible Disciplinary Outcomes/Sanctions

When imposing sanctions for violating any College regulation or policy, the Adjudicator may select any remedies or corrective actions that are determined as appropriate. The Adjudicator may choose from, but is not limited to, the following alternatives:

1. No Sanction: Not responsible for violating College policy and/or insufficient evidence to decide a violation occurred “more likely than not”.
2. Consequences agreed to as part of the Restorative Justice process to repair harm.
3. Restitution: Wherever appropriate, the student shall pay damages or effect necessary repairs.
4. Verbal and/or Written Warning: A caution given by the Adjudicator to the student according to circumstances in the particular case.
5. Referral: The Adjudicator may refer the student(s) to another person or department within the College or select professionals, agencies or programs outside of the College. The student may be referred to a local or student-selected physician, an Alcohol and Other Drug Abuse (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.
6. Work Penalty: The student is required to report to the facilities or other relevant office to perform satisfactory work under supervision for the number of hours assigned.
7. Fines: Where deemed appropriate, a monetary fine will be imposed.
8. Mandatory Compliance:: The student must carry out the assigned sanction 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.
9. Confiscation: Where appropriate, goods used or possessed in violation of regulations will be confiscated.
10. 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.
11. Disciplinary Probation: Official notice to be placed in a student’s permanent file that the student has been found to have violated College policies, and a warning that further violation of rules and regulations will result in possible suspension or expulsion.
12. Educational projects: May include researching or writing a paper or to do a presentation, or other relevant project. May require organizing and publicizing and

educational program.

13. Restriction from participation in College activities in general, or select activities related to the case.
14. Immediate or deferred exclusion from residential living areas and non-academic activity.
15. Deferred Suspension: The Adjudicator 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.
16. 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.
17. 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.
18. Other sanctions may be imposed if they are appropriate and in the best interest of the College or student, as determined by the Adjudicator.
19. If a student fails to complete any imposed sanctions, the Dean of Students or designee (including the Judicial Board) reserves the right to take additional actions.

Responses include requiring or recommending a student to:

- meet with a Judicial Officer to discuss the drug use decisions made by the 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 meet with a Student Life staff member.
- receive counseling or substance abuse education from a local agency.
- enter a substance abuse treatment facility.
- If the student caused harm to other students or a community of students while under the influence and all parties are willing to participate, participating in a Restorative Justice process may also be an option.

Implementation of a suspension or expulsion will be postponed pending appeal, unless the Adjudicator determines that the student's presence on campus is a safety concern and/or is sufficiently disruptive to the campus community. In such cases the Hearing Officer may order the student to leave the campus or remain outside a specific portion of the campus, immediately and until the appeal is completed.. If the student does not vacate College premises immediately, the Adjudicator or other senior administrative officer may have security personnel remove the student. If the student continues to refuse 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. Neither the College nor any of its officers shall be under any liability for student's actions that cause them to

depart from the College without a refund or remittance.

Appealing Judicial Decisions

A student who has been found responsible for violating College policy(s) or regulations and received disciplinary sanctions by the Adjudicator 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 Adjudicator (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 in the appeal;
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) College work 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. Only in cases of sexual assault or sexual misconduct, the complainant may appeal as well as the respondent, according to the criteria and timeles found in the [Sexual Harassment and Associated Grievance Procedures](#).

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 an Adjudicator’s decision, 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.

Judicial Appeals Board Procedures

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

Judicial Appeal Board members will convene to review the written appeal, go over the full investigation and decision materials and evidence, and provide the relevant parties the option to appear before the Board (in-person or via video call). If the student(s) chooses to present their written appeal, board members have the opportunity to ask questions of the accused, as well as ask for clarifying material from investigators, the adjudicator, and/or witnesses. An appeal decision is reached by a majority of those adjudicating the appeal.

The appeals committee is to 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) in a Judicial Appeals Board Review

1. **Discussing Allegations.** The College does not restrict the ability of either party to discuss the allegations under investigation. However, the college does not disclose information to anyone outside of those involved in the Judicial Process and those that need to implement or track sanctions.
2. **To be informed, in writing, of the policy violations and original judicial decision to be reviewed by the Judicial Appeals Board.**
3. **Evidence:** To gather and present relevant evidence, including witnesses.
4. **Witnesses:** Witnesses are to be limited to those who have direct knowledge of the situation (no “character” witnesses) and not required to participate.
5. **No Retaliation:** The College prohibits intimidation, threats, coercion, or discrimination against any individual who, in good faith, brings a complaint forward, or anyone who testified, assists the other party, or participates in or refuses to participate in investigations, proceedings or hearings.
6. **Advisors:** Complainants and the Accused have a right to an advisor of their choice among the College community. The College may not limit the presence of a party’s advisor in any meeting or proceeding. That advisor is prevented from speaking, except to their party, during the process. Members of the outside community (e.g. lawyers, parents) are not allowed to participate in the hearing, except in Title IX cases.
7. **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.**
8. **If appearing before the Judicial Appeals Board, the complainant has the right to make statements to the Judicial Appeals Board.**
9. **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. Presumption of Innocence. To be informed, in writing, of the policy violations and original judicial decision to be reviewed by the Judicial Appeals Board.
3. Discussing Allegations. The College does not restrict the ability of either party to discuss the allegations under investigation. However, the college does not disclose information to anyone outside of those involved in the Judicial Process and those that need to implement or track sanctions.
4. Evidence: To gather and present relevant evidence, including witnesses.
5. Witnesses: Witnesses are to be limited to those who have direct knowledge of the situation (no “character” witnesses) and not required to participate.
6. No Retaliation: The College prohibits intimidation, threats, coercion, or discrimination against any individual who is accused of violating a college policy or anyone who testifies, assists the other party, or participates in or refuses to participate in investigations, proceedings or hearings.
7. Advisors: Complainants and the Accused have a right to an advisor of their choice among the College community. The College may not limit the presence of a party’s advisor in any meeting or proceeding. That advisor is prevented from speaking, except to their party, during the process. Members of the outside community (e.g. lawyers, parents) are not allowed to participate in the hearing, except in Title IX cases.
8. 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.
9. If appearing before the Judicial Appeals Board, the accused has the right to make statements to the Judicial Appeals Board.
10. To be notified in writing of the final outcome of the case.

Rights of the Judicial Board members:

1. To be informed, in writing, of the policy violations and original judicial decision to be reviewed by the Judicial Appeals Board.
2. To recuse one’s self if there is a concern about an inability to provide a fair and impartial decision.
3. To gather evidence and present relevant evidence during the hearing, including calling witnesses, or not calling witnesses.
4. To hear the Adjudicator’s argument for decision and/or sanctions, and ask questions of the Adjudicator, if needed.
5. To gain access to the accused’s previous disciplinary record (if applicable).
6. To be free from intimidation, threats, or coercion by any party.
7. To monitor and limit the participation of advisors in the process, as needed.

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 Adjudicator, 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 an Adjudicator'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, will be involved via video conferencing. 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.

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.

Sexual Harassment and Associated Grievance Procedures

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

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
Gloria Bradley
608-363-2628
700 College St.
Beloit, WI 53511
titleix@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 14, 2020, 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:

Gloria Bradley
Title IX Coordinator
700 College St.
Beloit, WI 53511
titleix@beloit.edu
608-363-2628

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 harassment 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.

While Title IX does not recognize study abroad programs as education programs or activities, the College reserves the right to process such complaints of discrimination on the basis of sex (including sexual harassment) under separate policies and procedures, including, but not limited to, the policies and procedures set forth in the Beloit College Student Handbook and Beloit College Administrative Policy Manual.

Sexual Harassment

Discrimination on the basis of sex includes sexual harassment. Sexual harassment is defined as conduct on the basis of sex that satisfies one or more of the following:

- A College employee conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity; or
- Sexual assault, dating violence, domestic violence, or stalking.

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 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.

Section 2. Grievance Procedure for Complaints of Discrimination on the Basis of Sex that do not include Allegations of Sexual Harassment

Please refer to the College's Personal Harassment Policy and Anti-Hate Acts and Bias Incident Policy, incorporated herein, for information regarding the College's procedure for processing and responding to complaints of discrimination based on sex other than sexual harassment.

Section 3. Reports of Sexual Harassment

The College encourages victims of sexual harassment 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 the College's 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
- Director of Human Resources

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.

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.

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 causes 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, 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 therefor. 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 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 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 current Chair is Beth Young, Vice President and Chief Financial Affairs Officer.

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 a 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 after receiving a formal complaint but before a determination regarding responsibility, the College may offer the parties the opportunity to engage in informal resolution of the formal complaint. 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, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations (provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint); and
- Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

A party may withdraw from the informal resolution process at any time prior to reaching an agreed resolution without affecting the proceedings.

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.

Off-campus Resources

- [Family Services](#) (Sexual Assault Recovery Program / SARP) – 416 College St., Beloit – 608-365-1244
- [Wisconsin Department of Health Services Sexual Violence Prevention](#) - Wisconsin
- [National Sexual Assault Hotline](#) – 1-800-656-4673 or chat online at online.rainn.org

[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.

Crime Prevention, Log, CSAs, Definitions, and Clery Geography

Crime Prevention

The Safety and Security Director addresses new Faculty and Staff, Resident Assistants, Orientation Leaders, and other visiting groups as necessary around general security and college policies, which include crime prevention among other topics around safety.

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.

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, as 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 the On-Call Dean's Staff.

Crimes Reported for Statistics

Beloit College will publish and distribute statistics by October 1st each year for the criminal offenses listed below, which occur in our 'Clery Geography'.

Definitions of Reportable Crimes:

Excerpted in part from the Implementing Regulations of the Jeanne Clery Campus Safety Act and Wisconsin state law. Definitions of these crimes will be consistent with those outlined in the Federal Bureau of Investigation's Uniform Crime Reporting System and are defined below. A copy of these statistics will be submitted to the U.S. Secretary of Education.

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.

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.

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).

Hazing: Acts that cause physical, mental, or emotional harm are against College policy and will not be tolerated. 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.

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. (Drunkenness and driving under the influence are not included in this definition.)

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 persons 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.)

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.

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 2022, 2023, and 2024.

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.

Clery Geography Definition

The [Clery Act Appendix for FSA Handbook](#) only requires three reporting 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 are 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 that 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 transparency.

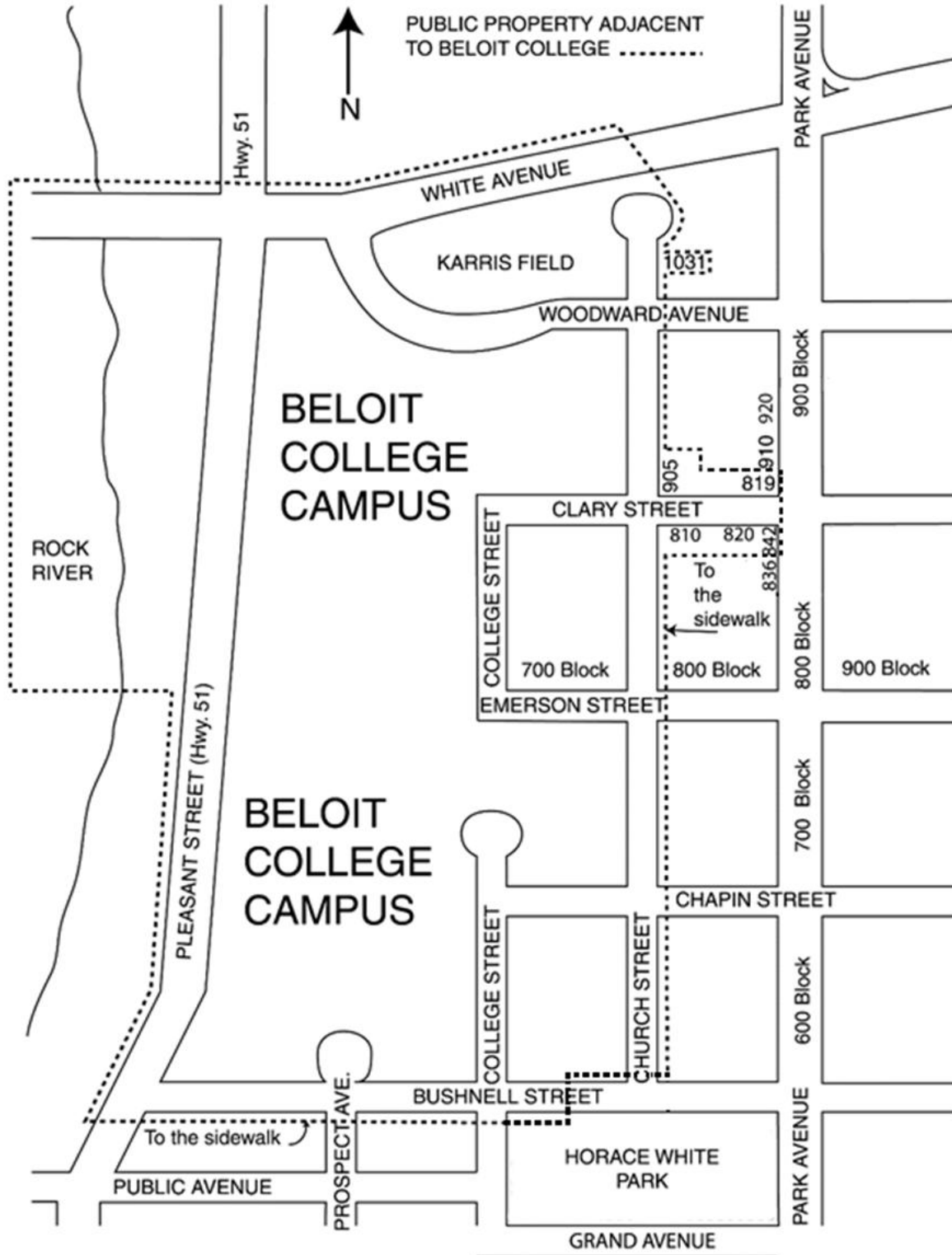
Clery Geography Maps

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 the closest nearby streets and sidewalks, as noted by dotted lines.

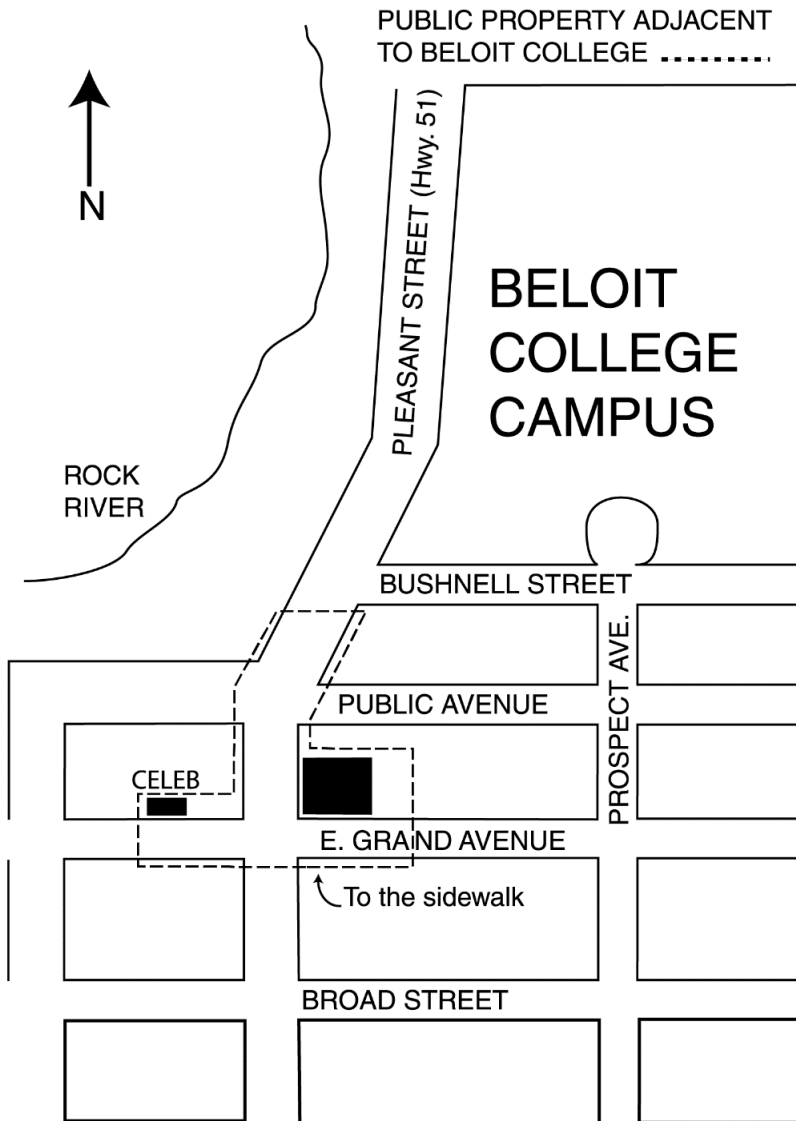
The following maps may be updated yearly to reflect the rough Clery Geography in which crimes are reported for the most recent calendar year.

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

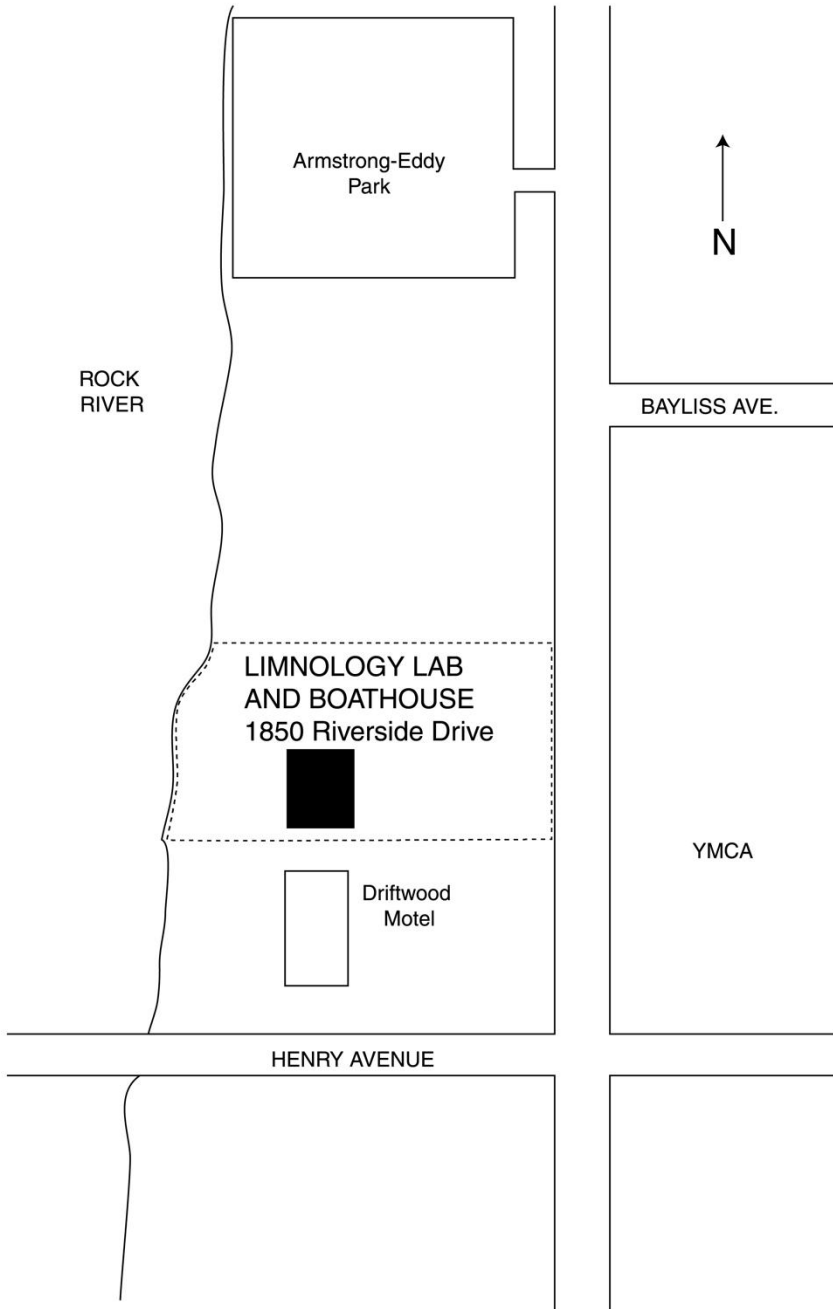
Reporting Area #1: A, B, & D.



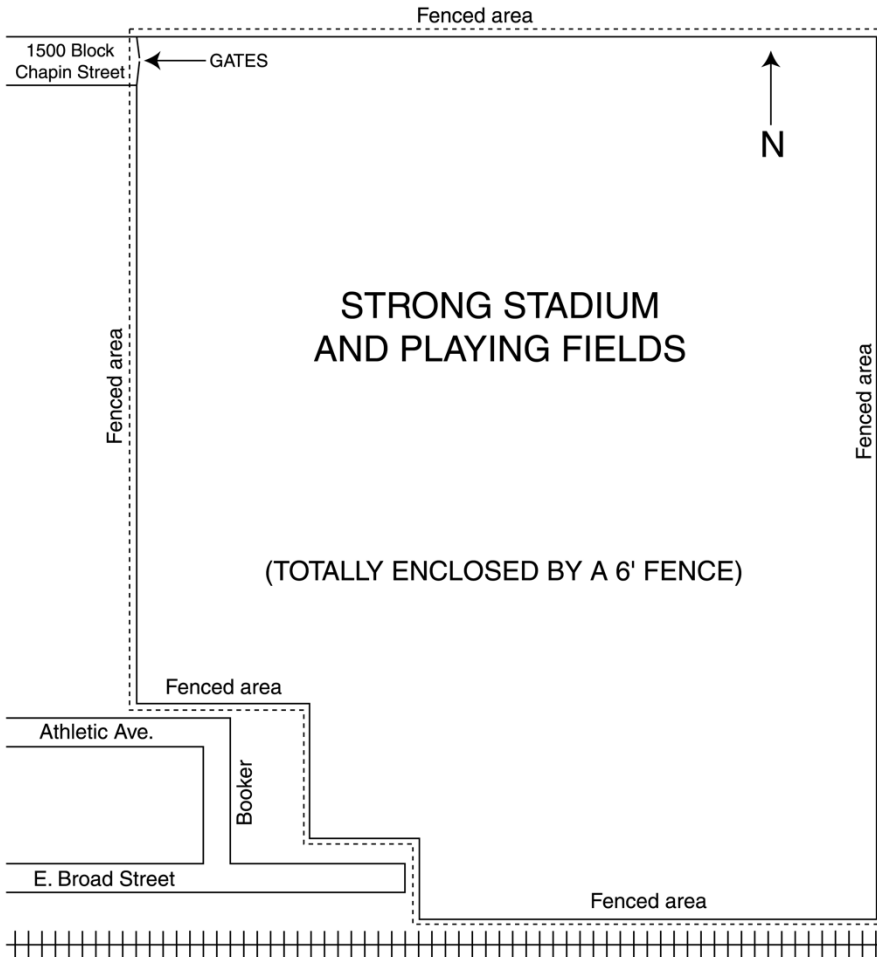
Reporting Area #2: A & D



Reporting Area #3: C & D



Reporting Area #4: A & D



Annual Crime Statistics

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 Campus Safety 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, is available through the Beloit College Security Department's website located at <https://www.beloit.edu/offices/security/>, or by going to the Safety and Security Office to receive a paper copy.

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 Security and through the additional input of other "Campus Security Authorities" discussed earlier in this report. Law enforcement, primarily including the Beloit Police Department, contributes statistics in the reportable categories.

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)

Counselor Exemptions

Professional Counselors (mental health) and Pastoral Counselors are not required to report crimes or issue timely warnings. However, at their discretion and when appropriate under certain provisions, they may choose to submit an anonymous report.

The Professional Counselors at the Health & Wellness Center encourage their counselees, when appropriate, to report crimes voluntarily and confidentially for inclusion in the annual crime statistics.

Beloit College doesn't have Pastoral Counselors as of this publication.

Yearly Statistics

CRIMINAL OFFENSES	VENUE	2022	2023	2024
AGGRAVATED ASSAULT	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
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)	3	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
MOTOR VEHICLE THEFT	A. On-campus (includes A & B)	4	6	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	1	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	2022	2023	2024
FONDLING	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
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)	4	1	0
	B. In residential facilities	4	1	0
	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	2022	2023	2024
DRUG-RELATED ARRESTS	A. On-campus (includes A & B)	0	3	0
	B. In residential facilities	0	0	0
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	4
LIQUOR-RELATED ARRESTS	A. On-campus (includes A & B)	1	0	0
	B. In residential facilities	1	0	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	2022	2023	2024
DRUG-RELATED REFERRALS	A. On-campus (includes A & B)	30	20	13
	B. In residential facilities	29	18	12
	C. In/on non-campus property	1	0	0
	D. On public property	0	0	0
LIQUOR-RELATED REFERRALS	A. On-campus (includes A & B)	31	9	12
	B. In residential facilities	25	7	11
	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	2022	2023	2024
DATING VIOLENCE	A. On-campus (includes A & B)	0	1	1
	B. In residential facilities	0	1	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)	1	2	2
	B. In residential facilities	1	2	1
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0
STALKING	A. On-campus (includes A & B)	1	3	2
	B. In residential facilities	1	0	2
	C. In/on non-campus property	0	0	0
	D. On public property	0	0	0

Hate Crime Statistics

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

2023: There were no hate crimes reported.

2024: One hate crime was reported related to Gender Identity against those on campus, which primarily occurred online.

Safety Telephones: Locations and Maps

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

North Campus Emergency Phone Location List

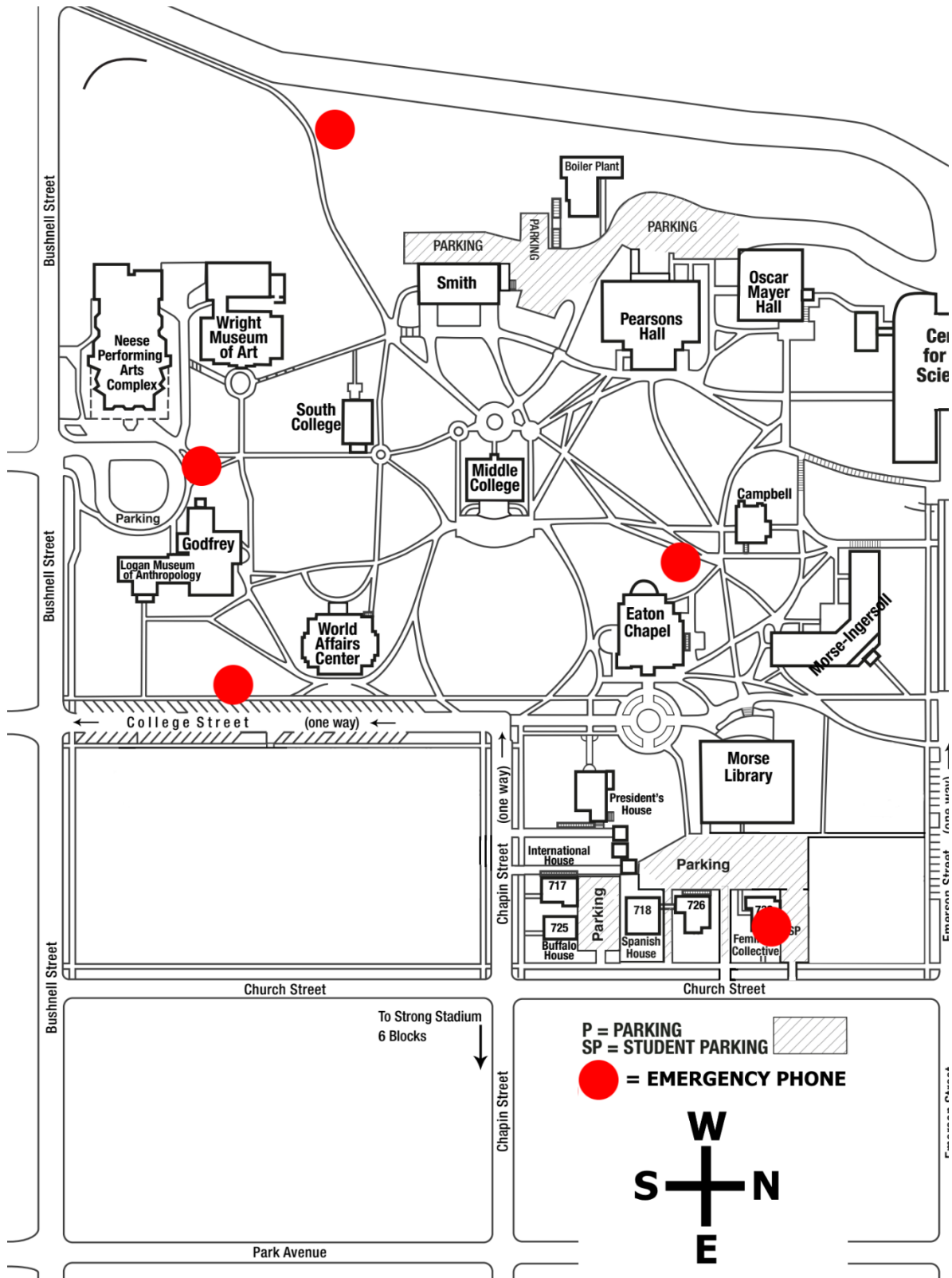
- **703 Emerson:** Blue light tower in the west lawn, near the street corner.
- **820 Clary:** Blue light tower in the north-east lawn.
- **Aldrich Hall:** Blue light tower in parking lot west of building.
- **Chapin Hall:** Telephone box attached to the wall next to the south (main) door.
- **Coughy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

South Campus Emergency Phone Location List

- **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.
- **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.

Map of South Campus Emergency Phones marked with red dots



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