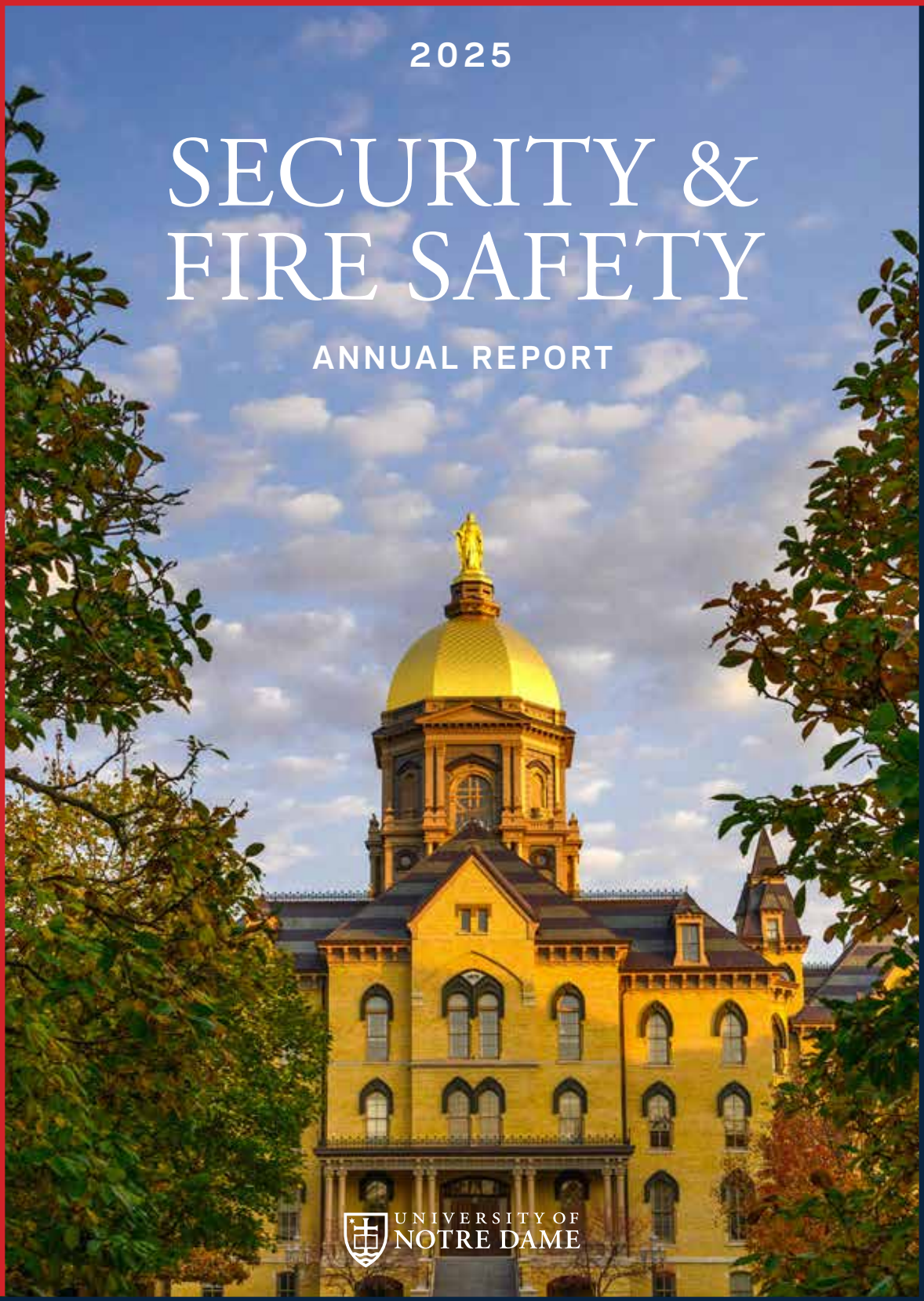
2025

SECURITY & FIRE SAFETY

ANNUAL REPORT



UNIVERSITY OF NOTRE DAME

Chief's Greeting

The Notre Dame Police Department (NDPD) is committed to providing a safe, well-ordered environment where the spirit of Notre Dame can thrive among our students, faculty, staff, and guests. Our team of dedicated professionals works around the clock to prevent crime, accidents, and other sources of harm from impacting the Notre Dame community and to respond efficiently, effectively, and compassionately when issues arise. The department proactively engages partners on and off campus to achieve this mission and asks that every member of the Notre Dame community take responsibility for their own safety and the safety of those around them. NDPD staff strive to exemplify the department values of respect, integrity, service, and excellence in everything they do.

I'd like to highlight a few of the resources NDPD extends to the Notre Dame community. We offer active violence and emergency action planning training for all faculty, staff, and students. This training is updated regularly, and we ask everyone in our community to complete it every two years. We are also thrilled to provide a great safety app called ND Safe. It includes a number of emergency, safety, and support resources. It can be accessed through the ND Mobile app or as a standalone app at https://police.nd.edu/crime-prevention-safety/personal-safety/nd-safe/. This year we are thrilled to introduce our two Comfort K9s Órla and Finn. They are professionally trained therapy dogs who are available to provide a calm, comforting presence to students, faculty, staff, and visitors in crisis or stress relief when needed. We hope you will take advantage of these and many other safety resources available to you at Notre Dame.



This Annual Security and Fire Safety Report ("Report") provides information about campus safety and security policies, procedures, systems, and resources as well as statistical information about reports of crime and other incidents (including fires) that occur on campus and at certain remote locations. It is published in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Higher Education Opportunity Act.

Please familiarize yourself with the resources and other helpful information contained in this Report so you can actively assist us in maintaining a safe and secure environment for the Notre Dame community.

Remember that you are an important part of the safety and success of Our Lady's University, and NDPD is proud to partner with you to ensure that the Notre Dame community can be "one of the most powerful means for doing good in this country."

Sincerely,

Keri Kei Shibata

Keri Kei Shibata
Chief
Notre Dame Police Department

University Operations, Events, and Safety

LEADERSHIP TEAM



MICHAEL D. SEAMON

Vice President for University Operations, Events, and Safety



KERI KEI SHIBATA

Assistant Vice President for Campus Safety; Chief of Police



ANNA BELOTE

Executive Director, Risk Management and Safety



BRUCE HARRISON

Chief
Notre Dame Fire Department



TRACY SKIBINS

Sr. Director of Emergency Management and Global Safety & Security





University Operations, Events, and Safety

MISSION

Promote a safe and secure environment for our students, faculty, staff, and guests that allows all to experience a robust campus life.

DEPARTMENTS

Within the University Operations, Events, and Safety Division, the Campus Safety Team is composed of:

Notre Dame Police Department (NDPD)

Notre Dame Fire Department (NDFD)

Risk Management & Safety Department (RMS)

Office of Emergency Management

Global Safety and Security

RISK MANAGEMENT & SAFETY SERVICES

- Managing and coordinating the University's efforts to address risks through:
  - Health and safety programs
  - Environmental compliance programs
  - Business continuity
- Workers' compensation claims management
- Responding to health, safety, and environmental concerns
- Inspections and training
- Ergonomic assessments

NOTRE DAME FIRE DEPARTMENT (NDFD) SERVICES

NDFD is responsible for minimizing the possibility of fires and promoting fire safety by:

- Educating residence hall staff, student groups, and employees on fire prevention, fire extinguisher use, and fire code compliance.
- Participating in public education activities with students, staff, and local schoolchildren.
- Conducting annual fire code and OSHA safety inspections of campus structures.
- Performing design reviews for building and remodeling projects.



NOTRE DAME POLICE (NDPD) SERVICES

Police and outreach/inspection personnel 24/7

- Safety escorts (SafeBouND)
- Website safety and security info
- Campus crime blotter and alerts
- Crime maps and statistics
- Bike registration
- Property registration
- Crime prevention presentations
- Parking Services
- Lost and found
- Women's self-defense classes (Rape Aggression Defense)

CONTACTING NDPD FOR EMERGENCIES

Landline:
911

Cell Phone:
574-631-5555

- Fire
- Medical
- Weapons
- Suspicious activity
- Hazardous conditions

CONTACTING NDPD FOR NON-EMERGENCIES

Landline and Cell Phone:
574-631-5555

- Locked out of car or office
- Report a theft
- Jump-start vehicle
- If you're just not sure who to call

EMERGENCY INFORMATION AT NOTRE DAME

- The University's mass notification system (NDAlert) informs the Notre Dame community about an emergency through email, telephone, cell phone, and text messaging if you have provided your contact information.
- Provide your contact information through the My Resources tab on InsideND.
- During a major emergency, information can be found here.

CONTACT INFORMATION

Campus Safety

NDPD:
574-631-5555

NDFD:
574-631-6200

Risk Management & Safety:
574-631-5037

Law Enforcement on Campus

The University of Notre Dame Police Department (NDPD) is fully authorized as a police agency by the state of Indiana. The University employs both sworn police officers (with arrest authority) and non-sworn campus safety officers (without arrest authority) who patrol campus and respond to emergencies. Additional staff members work as security monitors or in other support positions in the department.



Notre Dame police officers complete state-mandated training requirements established for law enforcement officers and have the same legal authority as any other police officers in Indiana. Notre Dame police officers have the authority to enforce state and local laws and University policy. The University's police officers have jurisdiction on campus and on public streets immediately adjacent to and running through the campus; they also have jurisdiction throughout St. Joseph County and, under certain circumstances, throughout the state of Indiana.

NDPD has Outreach and Engagement staff who promote events to enhance community awareness and involvement. NDPD also has safety and inspection staff who perform various inspections in campus buildings.

Notre Dame police staff frequently work with city, county, state, and federal law enforcement authorities. Agencies cooperate whenever possible on investigations and crime prevention programs to provide the best possible police services to our campus and local communities. NDPD has a written memorandum of understanding with the South Bend Police Department regarding mutual aid when NDPD or SBPD makes a request for assistance, and a written agreement with the St. Joseph County Prosecutor's Office Cyber Crimes Unit regarding the technology-based investigation of crimes. NDPD has a memorandum of understanding with the St. Joseph County Police Department regarding mutual aid when NDPD or St. Joseph County Police Department makes a request for assistance. When a Notre Dame student is involved in an off-campus offense, University officers may assist with the investigation in cooperation with local, state, or federal law enforcement.

The University of Notre Dame does not officially recognize any student organization with a non-campus location. Many students live in the neighborhoods surrounding Notre Dame. Responsibility for providing police services in these neighborhoods rests primarily with city and county police (depending on location).

Officers maintain a 24-hour patrol of campus every day. In addition to the patrol section, officers are assigned to an investigation unit, a crime prevention and technical service unit, and a parking services and special event security unit.

Threat Assessment & Management

Most of us are aware of recent acts of violence, including incidents on campuses, in schools, in houses of worship, and in public venues. Experts point out that in virtually all cases of violence, someone (sometimes many people) in hindsight had concerns about the perpetrator and may have known of the planned violence, and yet did not report the concerns to authorities before the attack.

If you know about concerning behaviors or threatening behaviors (including statements), please share the information with us so we can evaluate the concern or threat and take steps to promote community safety. Simply put:

If you see something, say something.

The information you provide will be evaluated by trained professionals and kept private to the extent possible, and appropriate action will be taken to promote the safety of the community and support the individuals involved.

Our focus in all instances is on helping individuals and keeping the community safe. If you are unsure of whether a situation should be reported, you should err on the side of caution and talk to one of our reporting resources about your concerns.

If you are aware of an individual exhibiting concerning or threatening behaviors or statements, please promptly notify one of the following resources:

NOTRE DAME POLICE

574-631-5555
available 24 hours every day

Via Email:
reportthreads@nd.edu
An email can be sent to the following email address reportthreads@nd.edu.

STUDENTS

Division of Student Affairs
574-631-5500

Online Reporting
speakup.nd.edu

FACULTY/STAFF

Human Resources
574-631-5900

ANONYMOUS SAFETY

Integrity Line
800-688-9918
compliance-helpline.com/NotreDame
speakup.nd.edu (for students)

Note that if you are making an anonymous report, please provide as much information as possible so that, where necessary, actions can be taken to address your concerns. If you wish to make an anonymous report due to concerns about your safety, please know that University safety officials are committed to working with you to support your safety and that we do so most effectively when working in direct collaboration with you.

Crime Reporting

REPORTING AN INCIDENT

Any crime, emergency, or suspicious situation on campus, including situations that may involve an immediate threat to the health or safety of members of the community, should be reported immediately to the Notre Dame Police Department (NDPD). On-campus incidents of sexual assault, sexual misconduct, dating violence, domestic violence, and stalking may also be reported to the St. Joseph County Police Department (574-235-9611) or the Indiana State Police (574-546-4900). This includes situations where the victim of a crime elects to report a crime, as well as when a victim is unable to make such a report. Anyone may call at any time.

Individuals are encouraged to accurately and promptly report crimes to NDPD for various security and safety reasons, including for the purpose of notifying and protecting the community when needed, and providing accurate annual crime statistics to the public.

A number of blue-light emergency call stations are positioned around the campus for use in contacting NDPD, and telephones are located at the main entrances of most residence halls. For any emergency, dial 911 to summon assistance. When calling from a cell phone, NDPD recommends dialing 574-631-5555 for emergency and non-emergency situations and to request services on campus. Both of these numbers are answered 24 hours a day.

Except for confidential communications made to pastoral or professional counselors or health care professionals, the University expects all employees to report to NDPD any crime reported to the employee that occurred at the University. This is necessary not only to protect the Notre Dame community, but also to enable the University to comply with its legal obligation to disclose and report campus crimes.

ONLINE REPORTING OPTION

There is an online option for reporting to the Notre Dame Police Department instances of vehicle or property vandalism, property theft, or lost property that are not in progress and have occurred on the main campus. This online reporting option (available here) is intended for crimes involving damage or a loss of up to $2,500. Call NDPD at 574-631-5555 if the incident is in progress or there is more than $2,500 in damage or loss.

RESPONSE TO REPORTED SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING, AND HAZING

The section titled "Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Hazing" provides an overview of the University's procedures for reporting instances of sexual harassment, which includes, but is not limited to, sexual assault, dating violence, domestic violence, stalking, and hazing, and of the confidential and other resources available to students and employees.

For more detailed information concerning the reporting options and on- and off-campus resources available to those who wish to report incidents of sexual assault, dating violence, domestic violence, and stalking, see the Procedures for Resolving Concerns of Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct, which is attached as Appendix 2 .



REPORTING CRIMES CONFIDENTIALLY (I.E., WITHOUT SHARING VICTIM'S NAME)

Members of the Notre Dame community are encouraged to refer crime victims to NDPD to report crimes. Alternatively, victims and/or witnesses who wish to report crimes may do so on a voluntary confidential basis—i.e., without sharing the victim's name—for inclusion in the annual disclosure of crime statistics, as explained below.

Anyone may submit crime reports confidentially (i.e., without sharing the victim's name) on forms available from NDPD. NDPD will then include the reported crimes in the annual disclosure of crime statistics.

The form for reporting sexual assaults confidentially for inclusion in such crime statistics is available here. The form for reporting other crimes confidentially for inclusion in such crime statistics is also available here. These forms are in .pdf format and can be downloaded and filled out.

Once completed, attach the form to an email to NDPD at police@nd.edu; send it by mail to: Notre Dame Police Department, 204 Hammes Mowbray Hall, Notre Dame, IN 46556; or drop it off to NDPD at Hammes Mowbray Hall.

When confidential reports provide sufficient detailed information to enable law enforcement officials to classify the offense by using Department of Education guidelines, including the definitions of FBI's Uniform Crime Reporting (UCR) program, the crime will be included in Notre Dame's annual disclosure of crime statistics.

In addition, confidential crime reports made to pastoral or professional counselors may be shared with NDPD officials with no personally identifying information disclosed for the purposes of including the information in Notre Dame's annual disclosure of crime statistics.

ANONYMOUS REPORTING

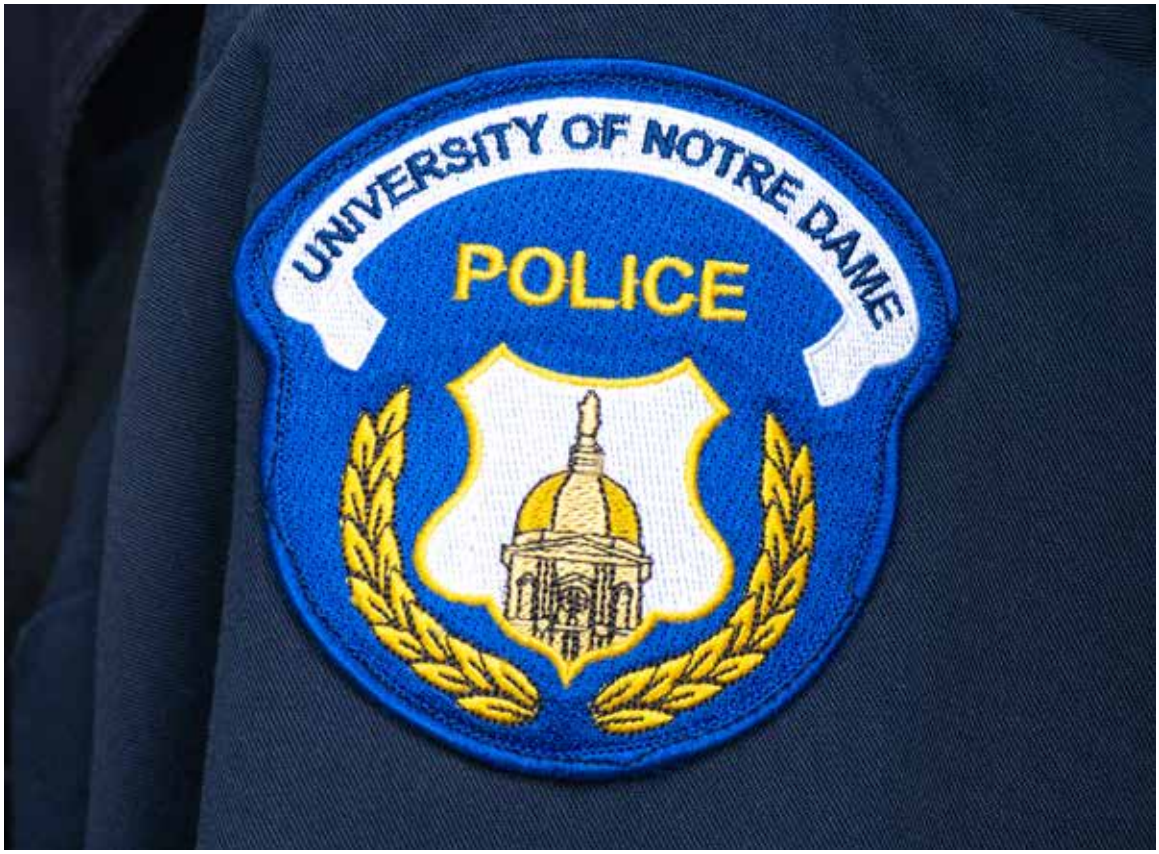
Anonymous crime reports may be made through Michiana Crime Stoppers by calling 1-800-342-STOP (7867) or online here. Anonymous reports that contain sufficiently detailed facts for classification of the offense by law enforcement officials using FBI UCR guidelines will be included in annual crime report disclosures.

Response to Reported Incidents

Communications officers at NDPD are available 24 hours a day to answer your calls. In response to a call, NDPD will take the required action, either dispatching an officer or asking the victim to report to NDPD at Hammes Mowbray Hall to file an incident report. NDPD incident reports concerning students are forwarded to the Office of Community Standards for review and potential disciplinary action, as appropriate. NDPD investigators will investigate a report when it is deemed appropriate.

NDPD officers may also arrest individuals based on a reported criminal incident.

Additional information obtained through the investigation of students will also be forwarded to the Office of Community Standards for review, as deemed necessary. To report incidents of sexual assault, dating violence, domestic violence, and stalking, see the Procedures for Resolving Concerns of Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct in Appendix 2.



Warnings and Emergency Notification

CRIME ALERTS (A.K.A. TIMELY WARNINGS)

In the event a serious crime occurs on campus and poses a serious, ongoing threat to members of the Notre Dame community, a mass email Crime Alert will be sent to all students and employees on campus and posted on the Notre Dame Police Department website, and may be posted in the residence halls and other buildings on campus. The determination of whether a crime poses a serious, ongoing threat is made primarily by NDPD, which may consult with other University officials as appropriate.

The alerts are generally written by the chief of Notre Dame Police or a designee, and they are distributed to the community by LISTSERV operated by the University's Office of Public Affairs and Communications. Updates to the Notre Dame community about any particular case resulting in a Crime Alert may be distributed via email, may be posted on the Notre Dame Police website, or may be shared with *The Observer* student newspaper for a follow-up story. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants, respondents, and other impacted members of the University community. Such alerts and updates shall not include identifying information about these individuals in any publicly available recordkeeping to the extent permitted by law.

Crime Alerts are generally distributed as soon as pertinent information is available, to aid in the prevention of similar crimes. Crime Alerts will usually be distributed for the following Uniform Crime Reporting Program (UCR) classifications: criminal homicide, robbery, and major incidents of arson. Cases involving other serious crimes, such as aggravated assault, sex offenses, and motor vehicle thefts, are considered on a case-by-case basis, depending on the facts of the case and the information known by NDPD. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to other ND community members and a Crime Alert would not be distributed. In cases where a serious crime is reported long after the incident occurred, there may be no ability to distribute a "timely" warning to the community and a Crime Alert would not be issued. For this reason, the decision of whether to issue a Crime Alert for serious crimes is considered on a case-by-case basis, depending on when and where the incident occurred, when it was reported, and other relevant information available to the University.

IMMEDIATE THREAT (NDALERT)

Notre Dame will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. NDPD and NDFD are primarily responsible for confirming that there is a significant emergency or dangerous situation on campus that could cause an immediate threat to the health and safety of the members of the campus community. However, there are other departments on campus that could be in a position to confirm certain types of emergencies, such as a pandemic flu outbreak, chemical spill in a lab, etc.

The University has implemented NDAlert, a comprehensive emergency mass notification system, to communicate with campus constituents during a major emergency. The Emergency Operations Center (EOC) leader, the vice president for University operations, events, and safety (or designee), and the vice president for public affairs and communications (or designee) are generally responsible for developing, authorizing, and initiating the use of such tools as well as approving the messages to be distributed unless there are extenuating circumstances, such as a weather emergency or an active critical situation

that warrants immediate distribution of an alert. In those cases, the NDPD officer in charge is authorized to approve the activation of an alert.

A basic set of alert messages has already been developed by the University to expedite the delivery of these messages during a critical incident, but the vice president for public affairs and communications (or designee), senior director of emergency management (or designee), and NDPD communications officers may edit those messages, as necessary.

The vice president for public affairs and communications (or designee), senior director of emergency management (or designee), and NDPD communications officers will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the mass notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to, NDPD and NDFD), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

While the scope of the University's plan includes physical and non-physical emergencies, the NDAlert mass notification system will be used only during emergencies threatening the health and safety of students, faculty, staff, and other constituencies on campus at the time of an incident. When activated, the emergency mass notification will be sent to all segments of the community, unless the EOC leader, vice president for University operations, events, and safety, and/or the vice president for public affairs and communications (or their respective designees) determine, while taking into account the safety of the community, that circumstances warrant and permit notification to a smaller segment of the community. Depending on the scope of the incident, the EOC may use one or any combination of the mass notification tools available through NDAlert. These tools, which are listed in the following paragraph, may also be used to inform the community about instructions for immediate evacuation, shelter in place, or other action needed on the part of students, employees, and campus visitors.

Mass notification system (NDAlert): Through the NDAlert mass notification system, campus leaders can send simultaneous alerts to individuals in a matter of minutes through cellular phones, indoor and outdoor campus speakers, text messaging, and email. To fully participate in this system, students, faculty, and staff need to provide the University with key contact information such as their cell phone numbers and email addresses in addition to their Notre Dame email. Students can provide emergency contact information during the semester enrollment process, and employees can update such information via InsideND on the University's intranet.

The vice president for public affairs and communications (or designee) and NDPD communications officers are trained to distribute messages via the mass notification system, and the system will be used in events where the University assesses a risk of serious bodily injury or death to Notre Dame constituents.

As noted, while all messages must typically be approved by the vice president for public affairs and communications (or designee), messages may be automatically distributed by the NDPD communications officer in certain campus emergencies. Specifically, in the event that the St. Joseph County tornado siren is activated, the NDPD on-duty supervisor would authorize an NDAlert message to be distributed to the campus community. In other incidents that provide immediate danger to campus (e.g., active shooter, NDPD in pursuit of the suspect of a serious violent crime, HAZMAT situation, etc.), the NDPD officer in charge would approve an NDAlert message.

The University's emergency website, which is updated by the Office of Public Affairs and Communications, will serve as the primary source of follow-up information and instruction during times of campus emergencies. Emergency information is made available to the larger community, including parents of students and the people in South Bend and the surrounding areas, through the website. In times of no emergency, a statement will remain on the site indicating that the University is operating under normal business conditions.


IRISH

Emergency Response and Evacuation Guidelines

ND community members are encouraged to notify NDPD immediately of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve an immediate threat to the health and safety of students, employees, or any others on campus. NDPD has the responsibility of responding to, and summoning the necessary resources to mitigate, investigate, and document, any situation that may cause a significant emergency or dangerous situation.

In addition, NDPD has a responsibility to respond to such incidents to determine if the situation does, in fact, pose a threat to the community. If so, federal law requires that the institution notify the campus community or the appropriate segments of the community that may be affected by the situation.

EMERGENCY RESPONSE

The University's Campus Emergency Preparedness and Response Plan includes information about the management of emergency response and operations, the Emergency Operations Center (EOC), and communication responsibilities. University departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The University conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the NDAlert emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. The University's emergency response coordinator plans these drills and exercises, and maintains a record with the following details on each such drill and exercise: description, date, time, whether it was announced or unannounced, and the opportunities for improvement identified as a result of the drill/exercise. Tests of the emergency notification systems, certain emergency response drills, and field exercises will be announced in advance to the campus community via email and other messaging tools. Tabletop exercises and select emergency response drills will not be announced to the campus community.

The University's emergency responders, NDPD police officers, and their supervisors and administrators have all received training in incident command and responding to critical incidents on campus. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually NDPD and NDFD, with the assistance of neighboring public safety agencies, as needed. These agencies typically respond and work together to manage the incident, under the unified command of NDPD and NDFD. Depending on the nature of the incident, other University departments and other local or federal agencies could also be involved in responding to the incident.

EVACUATION GUIDELINES

The University has general evacuation guidelines, in the event that a segment of the campus needs to be evacuated. Most evacuations occur during activated fire alarms, which require all occupants to promptly evacuate the building. Other portions of the plan would be affected by a myriad of factors, including the type of threat, the occupancy of the other buildings and areas of the campus at the time of the incident, etc. Therefore, specific information about a multi-building or area evacuation cannot be shared with the campus community in advance.

Notre Dame expects members of the community to follow the instructions of first responders on the scene, as this type of evacuation would be coordinated on-site. For example, in some emergencies, you may be instructed to "shelter-in-



place." This option may be utilized if an incident occurs and the areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances. In these cases it may be safer to stay indoors, because leaving the area may expose you to that danger. Thus, to "shelter-in-place" means to make a shelter of the building you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside. If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out.

If your building is damaged, take your personal belongings (purse, wallet, access cards, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators).

Other options include moving to another part of your building, or evacuating from your building to an outside area or a neighboring building, as directed. Please follow the directions of on-scene police or fire department personnel or the announcements made via the NDAlert system.

Additional information about the emergency response/evacuation procedures are available in *du Lac* and online (here). The University also publicizes a summary of its emergency response and evacuation procedures at least once each year in conjunction with an emergency test, such as an exercise or drill.

Notification of Missing Students

If a member of the Notre Dame community has reason to believe that a student who resides in on-campus housing is missing, he or she should promptly report the matter to NDPD, which may be contacted at 574-631-5555. When NDPD receives or is referred a report on a missing student, it will generate a missing person report and initiate an investigation.

After investigating the missing person report, should NDPD determine that the student is missing and has been missing for more than 24 hours, ND will notify St. Joseph County Police (and/or any other local law enforcement agency with jurisdiction), and the student's emergency contact, within 24 hours after the student is determined to be missing.

In addition to registering an emergency contact, all students have the option to confidentially identify during the Roll Call process an individual to be contacted by Notre Dame in the event the student is determined to be missing for at least 24 hours. The contact information that students provide for any missing person contact will be registered confidentially, will be made accessible only to authorized Notre Dame officials, and will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. The missing person contact information will be used when a student who resides in on-campus housing is reported as missing. This information can also be used to assist other law enforcement agencies when a student who resides off campus is reported missing.

If a student has identified such an individual, ND will notify that individual (as well as the St. Joseph County Police Department and the student's emergency contact) no later than 24 hours after the student is determined to be missing.

If the missing student is under the age of 18 and is not an emancipated individual, the University will also notify the student's custodial parent or legal guardian within 24 hours after NDPD has determined that the student has been missing. NDPD may make notification sooner than 24 hours.



Campus Safety Begins With You

The Notre Dame Police Department provides important services to the community, but nothing we do can replace your actions in maintaining security and safety on campus. The crime prevention and security awareness programs and information described below are designed to inform students and employees about campus security procedures and practices and to encourage students and employees to be responsible for their own security and the security of others.

Take time to learn about crime prevention and safety—for yourself and your fellow community members. Information and awareness are your best weapons against crime and accidents. Information in *du Lac: A Guide to Student Life* provides important strategies for promoting safety. Additional safety information, addressing a wide variety of safety-related matters, are available from NDPD.

EDUCATIONAL PROGRAMS

Upon request by students, residence hall staff, faculty, or other employees, NDPD staff will provide educational programs addressing safety-related matters including self-defense, security awareness, campus security procedures and practices, crime prevention, alcohol laws, bystander intervention, active shooter prevention and response, or other safety topics. The frequency of programs facilitated in person varies from year to year and is based on requests for programs by the ND community and scheduled programming from NDPD.

Safety information tables are staffed during orientation weekend and throughout the school

year. Staff receive basic safety information during employee orientation. Throughout the year, NDPD in cooperation with other University organizations has presented crime prevention and personal safety awareness training including emergency action plans training. These sessions cover a variety of topics. In addition, information is disseminated to students and employees through crime prevention and campus security procedure messages, posters, displays, online videos, articles, and advertisements in University and student newspapers. For more information about the date and location of such programs, contact the NDPD crime prevention coordinator.

ND SAFE APP

ND Safe is an app for faculty, staff, students, and guests to access multiple resources for personal safety all in one place, including one-button calls to Notre Dame Emergency Dispatch, St. Joseph County 911, and non-emergency assistance. ND Safe is free to use and easy to download on Apple and Android devices. More information about the ND Safe app, including download instructions, can be found here.

POLICE.ND.EDU

The best source of information concerning campus crime reported to NDPD is the department website (here). The site contains Crime Alerts (a.k.a. Timely Warnings), a log of crimes reported to NDPD, annual crime statistics, and crime prevention information (as well as other information about NDPD services). Crime prevention information includes video presentations on a variety of topics such as protecting property and identity, sexual assault, everyday personal safety, stalking, and what to do in a classroom or crowd shooting.

A printed copy of the crime log is also available during normal business hours from NDPD in Room 252, Hammes Mowbray Hall. In the event of a serious crime or incident on campus that may pose a serious, continuing threat, Crime Alerts are sent to the University community via e-mail and posted on the NDPD website. Everyone is encouraged to review such information and to share the information with others who may not have seen it so steps can be taken to minimize exposure to risks.



Clery Act Crime Statistics



The compilation of information and annual crime statistics disclosed in accordance with the Clery Act is the responsibility of the chief of the Notre Dame Police Department.

The Notre Dame Police Department will gather data from its own records, as well as those maintained by other University departments and offices, and from local, county, and state police agencies. A written request for crime statistical information is made on an annual basis to all employees. For purposes of compiling annual crime statistics, crime reports are classified following FBI Uniform Crime Report guidelines. NDPD records all reports of criminal activity made to the department.

The tables on the following pages provide information about serious crimes and attempted crimes that were reported, as well as arrests and referrals for violations of liquor laws, for drug offenses, and for weapons offenses.

NOTES FOR CRIME STATISTICS

NDPD seeks and includes crime data provided by the Indiana State Excise Police, the Indiana State Police, St. Joseph County Police, South Bend Police, and the Roseland Town Marshal.

2022, 2023, AND 2024 HATE CRIMES STATISTICS

There were no hate crimes reported to NDPD or to other campus security authorities in 2023 or 2024 in the categories of crimes listed in the charts on the following pages or for any crime involving bodily injury that manifested evidence that the victim was intentionally selected because of the victim's actual or perceived race, gender, religion, national origin, sexual orientation, gender identity, ethnicity, or disability.

In 2022 there was one hate crime of Intimidation characterized by Race and one hate crime of Battery characterized by Race reported to NDPD.

2022, 2023, AND 2024 UNFOUNDED CRIMES

- **In 2022,** there were three crimes determined to be unfounded.
- **In 2023,** there were no crimes determined to be unfounded.
- **In 2024,** there were no crimes determined to be unfounded.

Main Campus (Notre Dame, Indiana)

STATISTICS FOR REFERRALS, ARRESTS, AND REPORTED CRIMES

	2022					2023					2024				
Criminal Offenses	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	4	0	0	4	4	5	0	0	5	4	5	0	0	5	5
Fondling	7	0	0	7	3	3	1	0	4	1	5	0	0	5	3
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0
Aggravated Assault	0	0	1	1	0	4	0	0	4	2	2	0	0	2	0
Burglary	16	0	0	16	9	22	0	0	22	16	26	0	0	26	19
Motor Vehicle Theft*	99	1	0	100*	6	119	0	0	119*	3	20	0	0	20	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	2	0	1	3	1	2	0	1	3	0	1	0	0	1	0
Dating Violence	2	0	0	2	1	2	0	0	2	1	1	0	0	1	1
Stalking	10	0	0	10	4	10	0	0	10	2	10	0	0	10	3
Total	**140**	**1**	**2**	**143**	**28**	**167**	**1**	**1**	**169**	**29**	**71**	**0**	**0**	**71**	**31**
Arrests	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	4	4	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	6	0	20	26	0	8	0	14	22	0	12	0	7	19	0
Liquor Law Violations	15	0	2	17	3	25	0	3	28	2	38	0	1	39	0
Total	**21**	**0**	**26**	**47**	**3**	**33**	**0**	**17**	**50**	**2**	**50**	**0**	**8**	**58**	**0**
Disciplinary Actions	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	15	0	0	15	11	8	0	1	9	6	11	0	0	11	8
Liquor Law Violations	528	0	1	529	438	465	0	0	465	367	403	0	6	409	306
Total	**543**	**0**	**1**	**544**	**449**	**473**	**0**	**1**	**474**	**373**	**414**	**0**	**6**	**420**	**314**
Hate Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Unfounded Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**3**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

*Since 2020, the University has experienced a significant increase in the on-campus presence of electric scooters/bikes, which are considered Motor Vehicles. This increase of electric scooters/bikes correlates with the increase of reported Motor Vehicle Thefts in recent years. In 2022, of the 100 reported Motor Vehicle Thefts, 94 were thefts of electric scooters/bikes, 3 were thefts of golf carts, and 3 were thefts of automobiles. In 2023, of the 119 reported Motor Vehicle Thefts, 102 were thefts of electric scooters, 7 were thefts of golf/utility carts, 6 were thefts of automobiles, and 4 were thefts of electric bikes. Electric scooters/bikes were banned from campus starting in 2024, which led to a dramatic decrease in the number of reported Motor Vehicle Thefts. In 2024, of the 20 reported Motor Vehicle Thefts, 17 were thefts of electric scooters/bikes, 1 was the theft of an electric golf cart, and 2 were thefts of automobiles.

Chicago Campus

STATISTICS FOR REFERRALS, ARRESTS, AND REPORTED CRIMES

	2022				2023				2024			
Criminal Offenses	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	1	0	0	1	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
Total	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Arrests	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Disciplinary Actions	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Hate Crimes	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Unfounded Crimes	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Notre Dame Dublin

STATISTICS FOR REFERRALS, ARRESTS, AND REPORTED CRIMES

	2022				2023				2024			
Criminal Offenses	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	1	0	0	1	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
Arrests	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Disciplinary Actions	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Hate Crimes	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Unfounded Crimes	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total	Campus	Non-Campus	Public	Total
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Notre Dame Jerusalem

STATISTICS FOR REFERRALS, ARRESTS, AND REPORTED CRIMES

	2022					2023					2024				
Criminal Offenses	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Arrests	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Disciplinary Actions	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Hate Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Unfounded Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Notre Dame London

STATISTICS FOR REFERRALS, ARRESTS, AND REPORTED CRIMES

	2022					2023					2024				
Criminal Offenses	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**1**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Arrests	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Disciplinary Actions	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	2	0	0	2	2	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**2**	**2**	**0**	**0**	**0**	**0**	**0**
Hate Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**1**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Unfounded Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Notre Dame Rome

STATISTICS FOR REFERRALS, ARRESTS, AND REPORTED CRIMES

	2022					2023					2024				
Criminal Offenses	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Arrests	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Disciplinary Actions	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Hate Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Unfounded Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Environmental Research Center (UNDERC)

(Located in northern Michigan on the Wisconsin border)

STATISTICS FOR REFERRALS, ARRESTS, AND REPORTED CRIMES

	2022					2023					2024				
Criminal Offenses	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Arrests	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Disciplinary Actions	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Hate Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Unfounded Crimes	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid	Campus	Non-Campus	Public	Total	Resid
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Getting Around Campus Safely

CAMPUS LIGHTING AND PHYSICAL PLANT

Facilities Design & Operations (FD&O) and Landscape Services maintain University buildings and grounds with a concern for safety and security. Campus facilities and lighting are regularly surveyed by physical plant staff. NDPD staff assist FD&O by reporting potential safety or security concerns. Anyone who notices a safety or security problem with the physical plant or campus landscaping should contact the manager of the facility, Facilities Operations (574-631-7701), or Landscape Services (574-631-6537). After business hours, contact NDPD.

SAFEBOUND

When walking on campus after dark, students can use the SafeBouND app (found on NDMobile) or call 574-631-5555 for an escort from the men and women of Notre Dame SafeBouND. A SafeBouND employee will meet the student and escort that student from any point on campus. The service is free and confidential. SafeBouND is composed of student employees; they will typically operate a golf cart, equipped with an amber light on top, or they will wear a SafeBouND vest. They are in radio contact with the NDPD Communication Center. SafeBouND will operate in the evening hours during the academic year. Golf carts will be used Sunday through Wednesday, and walking escorts will be offered Thursday through Saturday.

During evening hours when SafeBouND is not operating, campus safety officers and police officers provide this service and can be reached by calling 574-631-5555.

BUS SERVICE ON CAMPUS

The University of Notre Dame is party to an agreement with the South Bend Public Transportation Corp. (TRANSPO) that allows students, faculty, and staff to ride fare-free on all TRANSPO routes in South Bend/Mishawaka. This includes the #7 and the Sweep routes that serve the Notre Dame and Saint Mary's campuses.

TRANSPO schedule and route information is available here. Administrative shuttles run to various parking lots and buildings on and around campus. For detailed information and shuttle route maps, please click here. The shuttles run in the morning, at lunch, and at the end of the business day. For more information, contact Business Operations at 574-631-6661.

ND SAFE APP

ND Safe is an app for faculty, staff, students, and guests to access multiple resources for personal safety all in one place, including one-button calls to Notre Dame Emergency Dispatch, St. Joseph County 911, and non-emergency assistance. ND Safe is free to use and easy to download on Apple and Android devices. There are Friend Walk and Virtual Walk features in this app. More information about ND Safe app including download instructions can be found here.

SECURITY OF AND ACCESS TO RESIDENCE HALLS AND OTHER CAMPUS FACILITIES

The Notre Dame campus and University facilities on it are private property. Individuals are allowed on campus at the pleasure of the University. It is the University's expectation that visitors abide by University rules. Policies for persons visiting residence halls are outlined in *du Lac: A Guide to Student Life*. Visitation in residence halls by members of the opposite sex is restricted to hours between 9:00 a.m. and midnight Sunday through



Thursday, and until 2:00 a.m. on weekends. Except in those buildings where posted notices prohibit trespassing, most non-residence campus buildings are open to guests during normal business hours. Visitors' access to offices, rooms, labs, and studios is restricted in these buildings and not permitted without permission from a University representative. Community members are encouraged to immediately notify NDPD if visitors are present in these areas. Academic and administrative buildings are generally open and accessible to students, staff, and visitors during the day and into the evening hours, depending on the activities scheduled in each facility. For information about specific building hours, contact the building manager or NDPD.

Safety and security within undergraduate residence halls is the joint responsibility of the Offices of Community Standards and Residential Life and NDPD. Entrances to residence halls are generally locked at all times except during move-in and move-out. Student ID cards are required to operate the locks on exterior residence hall entrances. Residents of graduate student housing are responsible for maintaining security in their apartments by keeping doors and windows secured.

Ensuring that residence halls are free from uninvited visitors requires that residents themselves take an active role in making sure strangers are reported to hall staff and/or security. Residents should protect themselves by always locking their doors whether they are in or away from their rooms—even when leaving for a moment. Residents should not prop open locked doors. Remember, too, that residents are held accountable for the actions of their guests.

NDPD officers patrol the campus through vehicle, bicycle, and foot patrols and conduct periodic checks of residence halls.

Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Hazing

The University of Notre Dame strives to maintain a community characterized by a respect for others. At a minimum, this means a community that is free from sexual harassment and sexual violence. The acts of sexual assault, dating violence, domestic violence, and stalking can be considered forms of sexual harassment. Accordingly, Notre Dame prohibits sexual harassment in all its forms, including, but not limited to, the acts of sexual assault, dating violence, domestic violence, and stalking. The University also prohibits any form of hazing.

Additional information concerning the University's prohibition of sexual assault, dating violence, domestic violence, and stalking can be found in the University's Policy on Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct ("Policy on Harassment"), which is attached to this Report as Appendix 1.

A. Definitions of Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Acts of sexual assault, dating violence, domestic violence, and stalking not only violate University policy, but can be crimes as well.

1. Indiana State Law

Acts of sexual assault, dating violence, domestic violence, and stalking occurring within the context of interpersonal relationships may be criminal offenses under the Indiana Criminal Code.

a. Sexual assault

Under the Indiana Criminal Code, the crime most closely corresponding to sexual assault is *rape*. The crime of *rape* is committed when an individual knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct when:

(1) the other person is compelled by force or imminent threat of force;

(2) the other person is unaware that the sexual intercourse or other sexual conduct is occurring;

(3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct cannot be given; or

(4) the person disregarded the other person's attempts to physically, verbally, or by other visible conduct refuse the person's acts.

"Other sexual conduct" means an act involving: (1) a sex organ of one (1) person and the mouth or anus of another person; or (2) the penetration of the sex organ or anus of a person by an object.

The crime of rape is a Level 3 felony.

b. Dating violence

There is no specific definition or prohibition of "dating violence" in the Indiana Criminal Code. However, physical violence by one person against another would be considered *battery*, which the Indiana Criminal Code defines as knowingly or intentionally:

(1) touching another person in a rude, insolent, or angry manner; or

(2) placing any bodily fluid or waste on another person in a rude, insolent, or angry manner.

The crime of battery is a Class B misdemeanor.

c. Domestic violence

The Indiana Criminal Code defines *domestic battery* as knowingly or intentionally:

(1) touching a family or household member in a rude, insolent, or angry manner; or

(2) placing any bodily fluid or waste on a family or household member in a rude, insolent, or angry manner.

The crime of domestic battery is a Class A misdemeanor.

d. Stalking

The Indiana Criminal Code defines *stalking* as a knowing or intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.

e. Consent

The age of consent in Indiana is 16, but the term consent is not defined by Indiana law.

2. Definitions under University Policy

The University prohibits all forms of sexual harassment including, but not limited to, the acts of sexual assault, fondling, incest, dating violence, domestic violence, and stalking. The University's definitions of those prohibited acts, along with its definition of consent, can be found in its *Policy on Harassment* (Appendix 1) and are also set forth below.

a. Sexual assault

Sexual assault is any sexual intercourse by any person upon another without consent. It includes oral, anal, and vaginal intercourse or penetration, to any degree, with any part of the body or other object. It is also referred to as "non-consensual sexual intercourse."

b. Fondling

Fondling is touching of the private body parts (i.e., genitals, buttocks, and/or breasts) of another person for the purpose of sexual gratification, without consent.

c. Incest

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

d. Dating violence

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

e. Domestic violence

Domestic violence is physical violence or the threat of physical violence committed by a current or former spouse or intimate partner of an individual, by a person with whom the individual shares a child in common, by a person who is cohabiting or has cohabited with the individual as if a spouse (as determined under applicable law) or intimate partner, or by a person similarly situated to a spouse of the individual under applicable domestic or family violence laws.

f. Stalking

Stalking is knowingly or intentionally engaging in a course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

g. Consent

Consent means informed, freely given agreement, communicated by clearly understandable words or actions, to

participate in each form of sexual activity. Consent cannot be inferred from silence, passivity, or lack of active resistance. A current or previous dating or sexual relationship is not sufficient to constitute consent, and consent to one form of sexual activity does not imply consent to other forms of sexual activity. By definition, there is no consent when there is a threat of force or violence or any other form of coercion or intimidation, physical or psychological. A person who is the object of sexual aggression is not required to physically or otherwise resist the aggressor; sexual contact without informed, freely given consent is sexual misconduct. There is no consent when the individual in question is under the legal age of consent. The legal age of consent in Indiana is 16.

Intoxication is not an excuse for failure to obtain consent.

Incapacitation is a physical or mental state such that a person lacks the ability to make a knowing and deliberate choice to engage in the sexual interaction. For the purposes of the University's *Policy on Harassment*, a person who is asleep or unconscious is incapacitated, without exception. A person may also become incapacitated due to other factors, which may include the use of alcohol and/or drugs to such a degree that the person no longer has the ability to make a knowing or deliberate choice to engage in the sexual interaction. Engaging in sexual activity with a person whom you know, or should reasonably know, to be incapacitated constitutes a violation. If there is a question about whether the complainant was incapacitated, the relevant standard is whether the respondent knew, or a sober, reasonable person in the respondent's position should have known, that the complainant was incapacitated and therefore could not consent to the sexual activity.

B. Prevention and Awareness Campaigns

The University provides prevention and awareness campaigns for new and current students and employees to promote awareness and reduce the risk of sexual assault, fondling, dating violence, domestic violence, and stalking. These programs are offered during orientation sessions for new students and employees to raise awareness of such crimes, and to help prevent them from occurring by addressing options for bystander intervention and information on risk reduction, including recognizing warning signs of abusive behavior and how to avoid potential attacks. Throughout the year, programming of this nature is directed to the campus community through other training programs made available both online and, where possible, in person (e.g., numerous residence halls sponsor speakers and host panel discussions on sexual assault), or through emails or other communications. One such initiative, greeNDot, is a campus-wide violence prevention initiative that aspires to bring about a cultural shift in how we address violence on campus by targeting all students, faculty, and staff and teaching them how to integrate moments of violence prevention into their existing relationships and activities, thereby improving their proactive and reactive bystander behaviors.

The NDPD Crime Prevention office also gives various presentations throughout the year on sexual assault, fondling, stalking, and violence in relationships, and offers "360 Stay Safe," an educational video that addresses stalking and relationship violence, here.

C. Reporting and Responding to Complaints Alleging Sexual Harassment

The University provides resources and has procedures in place to support those who report sexual harassment, which includes, but is not limited to, sexual assault, fondling, dating violence, domestic violence, and stalking.

1. Reporting Sexual Harassment to the University and Law Enforcement

Reports of sexual harassment should be made to the University's Office of Institutional Equity in person, by telephone (574-631-0444), by email (equity@nd.edu), through use of the online incident reporting form at speakup.nd.edu, or by mail at the following address:

Assistant Vice President, Office of Institutional Equity and Title IX Coordinator
100 Grace Hall
University of Notre Dame
Notre Dame, IN 46556
574-631-0444
equity@nd.edu

Additional information concerning how to report violations of the policy can be found in the University's Procedures for Resolving Concerns of Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct ("Procedure for Resolving Concerns of Harassment"), which is attached to this Report as Appendix 2.

In addition to reporting violations to the University, the University encourages all members of the Notre Dame community to report all incidents of sexual assault, dating violence, domestic violence, and stalking to the police. In such cases, complainants may: (a) notify proper law enforcement authorities, including NDPD and other local police; (b) be assisted by campus authorities in notifying law enforcement authorities if the complainant so chooses; or (c) decline to notify law enforcement authorities.

The University will provide complainants with written notice of their rights and reporting options, including their rights to pursue their complaints through the University's administrative Sexual Harassment Procedures. Complainants interested in exploring whether they might be entitled to an order of protection, restraining order, or other similar order issued by a criminal or civil court are encouraged to contact Notre Dame Police or the Family Justice Center of St. Joseph County.

For more detailed information concerning the reporting options available to those who wish to report incidents of sexual assault, dating violence, domestic violence, and stalking, see the *Procedure for Resolving Concerns of Harassment* (Appendix 2).

2. Resources for Medical, Counseling, and Pastoral Care

Individuals who have been sexually assaulted, or subjected to other intimate partner violence such as dating violence, domestic violence, or stalking, are strongly encouraged to seek immediate and appropriate medical treatment. Such treatment is also important to preserve evidence in the event the individual later files criminal charges, or seeks to obtain an order of protection. The two hospitals in the South Bend area are Saint Joseph Regional Medical Center (sjmed.com) and Memorial Hospital (beaconhealthsystem.org). While both offer emergency care and evidence collection, only Saint Joseph has a specially trained sexual assault team available 24 hours a day, seven days a week. Under Indiana law, the tests and procedures at the hospitals are free of charge if treatment is sought within 120 hours of the assault. The evidence gathered in this examination is maintained by the hospital and is not provided to the police unless the individual reports the assault to the police.

Students and employees are provided written notification concerning the medical, mental health, and pastoral services available for complainants and respondents, both within the University and in the community. For additional information concerning these resources, see the *Procedure for Resolving Concerns of Harassment* (Appendix 2).

3. Privacy and Confidentiality of Reports

Notre Dame recognizes that confidentiality is important, and will attempt to protect the confidentiality of those involved in its resolution processes, to the extent practicable. Examples of situations where the University cannot guarantee confidentiality include the following:

- When required by law to disclose information (e.g., in response to a subpoena or court order);
- When disclosure is determined to be necessary for effective investigation of the claim(s); or

- When confidentiality concerns are outweighed by the University's interest in protecting the safety and/or rights of others.

Students and employees who wish to keep confidential the details of an incident of sexual assault, dating violence, domestic violence, or stalking are provided a number of on-campus and off-campus confidential resources (including, but not limited to, counselors, health providers, vowed religious, and off-campus rape crisis resources). These resources will honor confidentiality unless there is an imminent danger to the individual or others, or unless otherwise required by law. In addition, an individual's disclosure of such incidents during the Sacrament of Confession will not be revealed by the priest for any reason, which is a sacred obligation protected by law.

Campus officials (other than those identified as confidential resources) who receive a report of sexual harassment, which includes, but is not limited to, a report of sexual assault, dating violence, domestic violence, or stalking, are required to share that information with the assistant vice president of the Office of Institutional Equity and Title IX coordinator (the "AVP/TIX coordinator") (or designee) for investigation and follow-up. To the extent any such reports result in the creation of publicly available recordkeeping, including the issuance of Crime Alerts (a.k.a. Timely Warnings) and other Clery Act reports to the campus community, these records, Crime Alerts, and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants, respondents, and other impacted members of the University community. Such alerts and updates shall not include identifying information about these individuals in any publicly available recordkeeping to the extent permitted by law.

For additional information concerning the privacy and confidentiality of reports, including the identification of the specific confidential resources available to members of the Notre Dame community and the role of University ombudspersons, see the *Procedure for Resolving Concerns of Harassment* (Appendix 2).

4. University Response to Reports

The University offers a wide range of resources for complainants and respondents, to provide support and guidance throughout the initiation, investigation, and resolution of a report under the policy. Upon receipt of a report, the University may provide interim measures to address concerns regarding safety and well-being and to facilitate the parties' continued access to University programs and activities. Interim measures can include, but are not limited to, no-contact orders, making alternative academic arrangements, making changes to class or work schedules or extracurricular activities, and making transportation, housing, and dining arrangements. To the extent possible, the University will maintain the confidentiality of any interim measures provided to the extent practicable.

When the name of a respondent has been identified, the AVP/TIX coordinator (or designee) will, where appropriate, issue no-contact orders to the complainant and respondent. These orders are separate and distinct from protective and/or restraining orders issued by courts, and questions about the court-issued orders should be directed to local law enforcement.

The University will also provide written notice to student and employee complainants and respondents about existing counseling, health, mental health, victim advocacy, visa, and immigration assistance, and other services available for complainants and respondents, both within the University and in the community.

The complainant and respondent will also be referred to separate resource coordinators, who will help the complainant and respondent to identify, explain, and navigate University processes and available support services. This can include referrals to counseling, educational support, pastoral care, and medical treatment,

as well as information about University and legal processes.

For additional information concerning the University's response to reports, including the implementation and notification to complainants and respondents of interim or other protective measures, see the *Procedures for Resolving Concerns of Harassment* (Appendix 2).

5. Procedures for University Disciplinary Action in Cases of Alleged Sexual Harassment

Members of the Notre Dame community who have been subjected to sexual harassment, which includes, but is not limited to, sexual assault, dating violence, domestic violence, or stalking, are strongly encouraged to review and report the incident in accordance with the *Procedures for Resolving Concerns of Harassment* (Appendix 2). They are also strongly encouraged to contact the AVP/TIX coordinator (or designee) with any questions concerning their rights and options, or the University's procedures. University policy prohibits acts of retaliation against those who in good faith report alleged sexual harassment, and/or participate in a related investigation or proceeding. Although the *Procedures for Resolving Concerns of Harassment* describe in detail the University's procedures for institutional disciplinary action in cases of sexual assault, dating violence, domestic violence, or stalking, the following are some of the key components of the University's procedures for disciplinary and other action in such cases:

Initial Assessment

- Upon receiving a report of sexual assault, dating violence, domestic violence, or stalking, the AVP/TIX coordinator (or designee) will respond to any immediate health or safety concerns, and then conduct an initial assessment of the nature and circumstances of the report to determine whether the reported conduct involves a potential policy violation and, if so, the appropriate proceeding(s) to bring the matter to resolution. Following completion of the initial assessment, and depending on the findings in the initial assessment, the report may proceed through several possible resolution mechanisms: (1) the report may be referred to the Alternative Resolution Process; (2) the report may be referred to the University's Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct; (3) if the conduct falls outside the scope of the University's Policy on Harassment, the report may be referred to the appropriate entity to address the concerns reported; or (4) the matter may be closed.

Alternative Resolution

- After completing the initial assessment, the AVP/TIX coordinator (or designee) may determine that the Alternative Resolution Process may be appropriate for resolution of the complainant's report. The Alternative Resolution Process is a voluntary, education- and remedies-based process that is not intended to be disciplinary in nature. Alternative Resolution is conducted under the supervision of University-sanctioned, trained professionals, and may be used in certain circumstances, but only with the voluntary, informed consent of both parties, either of whom may end the process at any time.

Sexual Harassment Procedures—Formal Complaint

- At the conclusion of the initial assessment, if the report alleges conduct that falls within the prohibition of sexual harassment in the *Policy on Harassment* (Appendix 1), the AVP/TIX coordinator (or designee) will inform the complainant that a formal complaint is required to proceed under the Formal Proceedings for Sexual Harassment under

the *Procedures for Resolving Concerns of Harassment* (Appendix 2). The Sexual Harassment Procedures involve continued investigation and could also result in disciplinary action against a respondent.

- As noted above, a formal complaint of sexual harassment should be made to the University's Office of Institutional Equity in person, by email (equity@nd.edu), through use of the online incident reporting form at speakup.nd.edu, or by mail at the following address:

  Assistant Vice President, Office of Institutional Equity and Title IX Coordinator
  100 Grace Hall
  University of Notre Dame
  Notre Dame, IN 46556
  574-631-0444
  equity@nd.edu

  For additional information concerning the filing and the University's handling of formal complaints, see the *Procedures for Resolving Concerns of Harassment* (Appendix 2).

- Upon receipt of a formal complaint of sexual harassment, the AVP/TIX coordinator (or designee) will provide to the complainant and respondent a written notice of investigation containing information concerning (i) the conduct allegedly constituting a policy violation, (ii) the alleged policy violation(s), and (iii) the parties' rights under the Sexual Harassment Procedures.

Sexual Harassment Procedures—Formal Proceedings

- When a formal complaint is referred to the formal proceedings under the Sexual Harassment Procedures, an investigator will be appointed to conduct a prompt, thorough, fair, and impartial investigation.

- *Advisors.* The complainant and respondent may each be accompanied by an advisor of his/her choice at each stage of the Sexual Harassment Procedures in which the party participates. Except during the hearing, the advisor role is non-speaking. If a party does not have an advisor to accompany him/her at the hearing, the party will be appointed to an advisor of the University's choice.

- *Investigation.* The University-appointed investigator will provide a prompt, fair, thorough, and impartial investigation of the formal complaint. During the investigation, both parties will have the opportunity to provide relevant information, including to identify witnesses and provide other relevant evidence.

- *Investigative report.* After completing the information-gathering portion of the investigation, including sharing all evidence with and soliciting additional information from the parties, the investigator will prepare an investigative report that outlines each allegation that potentially constitutes sexual harassment, provides an overview of the procedural steps of the investigation, and summarizes the relevant evidence obtained during the investigation. The parties will be provided access to the final investigative report and all evidence related to the allegation(s) in it, and may provide a written response to the investigative report in advance of the hearing.

- *Hearing.* Upon receipt of the investigative report, the AVP/TIX coordinator (or designee) will convene a hearing board, which will conduct a hearing to determine, by a preponderance of the evidence, whether the respondent violated any provision of the *Policy on Harassment* (Appendix 1). Each party and participant will be provided at least 10 days' written notice of the hearing. Members of the hearing board will be provided a copy of the investigative report, along with all evidence provided to the parties and all party responses to

the investigative report, if any. The hearing is an opportunity for the complainant and the respondent to address the hearing board in person, to make opening and closing statements, and to present relevant witnesses.

- *Hearing—Complainant-Respondent Communications.* Neither the complainant nor the respondent may directly communicate with each other before, during, or after the hearing; nor may they ask questions of each other or of any witnesses that participate in the hearing. However, although not otherwise permitted to participate in the hearing, the advisor to each party will be permitted to ask questions of the other party and any witnesses.
- *Hearing—Determination and Sanctions.* Following the hearing, the hearing board will issue a written determination as to whether, based on a preponderance of evidence, a violation of policy has occurred and which sanctions, if any, shall be assigned. The hearing board will provide its written determination to the parties simultaneously.
- Where there is a finding of a violation of University policy, the hearing board may assign one or more sanctions. A complete list of sanctions, which the hearing board may assign individually or in combination, can be found in Section 4 of the *Procedures for Resolving Concerns of Harassment* (Appendix 2). The University may also take other remedial measures, as appropriate, to protect the complainant.

Appeal

- Within 10 calendar days of being informed of the University's dismissal of a formal complaint or a determination regarding responsibility by a hearing board, either a complainant or the respondent may request an appeal by filing a written request for appeal. The written request for appeal must identify an appropriate ground for review, as explained in Section 4 of the *Procedures for Resolving Concerns of Harassment* (Appendix 2). If a request for appeal is filed, the University's dismissal or the hearing board's determination will not become effective until the appeal process is complete.
- An appeal coordinator appointed by the AVP/TIX coordinator (or designee) will administer the appeal process, which the University will aim to resolve within a reasonably prompt timeframe. Requests for appeal are screened by the appeal coordinator. If the request is not timely, or if the request lacks information concerning the appropriate ground(s) for review, the request for appeal may be denied by the appeal coordinator. Requests for appeal that are timely submitted and that include the required information concerning the ground(s) for review will be forwarded to the other party and to the hearing board, each of which will be permitted to respond in writing to the request for appeal.
- The appeal coordinator will then forward the request for appeal, and any responses from the other party and/or the hearing board, to one of the following individuals, who will decide the appeal:
  - For student respondents, the vice president for student affairs (or designee);
  - For staff respondents, the vice president for human resources (or designee); and
  - For faculty respondents, a three-member advisory panel that will provide a recommendation to the provost (or designee).
- The appeal decision will be made based on the request for appeal, any responses from the other party and/or hearing board, and the case file. The vice president for

student affairs, the vice president for human resources, or provost (or their respective designees) may remand the case for additional proceedings, where appropriate. The appeal decision will be communicated to the complainant and respondent in writing. This appeal decision is final and not subject to further review.

Procedures for Disciplinary Action—Timelines and Training

- *Time to completion.* The University will seek to complete the Alternative Resolution Process within 60 calendar days following the decision to proceed with the process. Under the formal Proceedings for Sexual Harassment, the University will seek to complete the investigation within 60 calendar days of the filing of a formal complaint. The University will seek to complete the appeal process within a reasonably prompt time frame after receiving the request for appeal. However, the University may extend any of these time frames for good cause and will notify all parties of such delays.
- *Training.* The officials involved in responding to reports of sexual harassment receive annual training on issues related to sexual assault, dating violence, domestic violence, and stalking, and on how to conduct an investigation and hearing process that provides parties with notice and a meaningful opportunity to be heard.

HAZING

The University prohibits any and all forms of hazing. Under Indiana state statute, hazing is defined as forcing or requiring another person, with or without consent of the other person and as a condition of association with a group or organization, to perform an act that creates substantial risk of bodily injury.

Hazing and Hazing-Like Initiation Under University Policy

The University prohibits hazing and hazing-like initiations. The University policy and standards pertaining to hazing are set forth in du lac: A Guide to Student Life and are also set forth below.

The only appropriate manner in which to assimilate members into the Notre Dame community is to welcome them. Hazing and hazing-like initiation-related rites, ceremonies, exercises, or activities of any kind that jeopardize the self-esteem and safety of students affect the University as a whole and, therefore, are strictly prohibited.

Hazing or hazing-like initiation refers to any behavior on or off campus that singles out members of this community or members of a student organization in a manner that is unwelcoming.

Due to the coercive nature of hazing, implied or expressed consent to hazing is not a defense under this policy. Put another way, that members may state that they willingly participated in any such activity will not negate characterization of the event as initiation or hazing nor relieve those planning, sponsoring, or participating in the event of responsibility.

Examples of prohibited behavior may include, but are not limited to, the following:

- Acts that are prohibited under any applicable law, including but not limited to Indiana Criminal Law statutes IC 35-42-2-2 and IC 35-42-2-2.5, under which hazing is a criminal violation.
- Compelling conduct to embarrass or adversely affect the dignity of another, including but not limited to the performance of public stunts and activities, restricting the use of utensils when dining, assign to carry or wear objects, performance of sexual activities, personal servitude by another, or assignment of pranks.

- Acts that induce pain or illness or otherwise endanger the physical health and/or safety of another.
- Compelling participation in physical activities, including but not limited to calisthenics, runs, or physical contests.
- Additional examples include, but are not limited to, exposure to weather elements, total or partial nudity, abandonment of the person at a remote location, or confinement to unreasonable spaces.
- Compelling consumption of any food, liquid, or substance, including but not limited to food concoctions, liquids, non-food items, "grogs," alcohol, cannabis, or other controlled substance.
- Committing or threatening to commit any act of physical brutality, assault, or harm toward another.
- Compelling any act that results in damage to, or the destruction, defacement, or unauthorized removal of private or public property, including but not limited to scavenger hunts.
- Inducing, causing, or requiring an individual to perform a duty or task that involves the commission of a crime or an act of hazing or hazing-like initiation.
- Inaction in the presence of hazing or hazing-like initiations may also be a violation of this policy.

Incidents involving alleged sexual harassment or other sex-based misconduct may be referred to the Office of Institutional Equity for review and resolution.

If students from any residential community, student organization, club, athletic team, or other group violate this rule, the residential community, student organization, club, athletic team, or other group may also be subject to collective outcomes.

Hazing and hazing-like initiations are serious violations of our Community Standards and students who engage in such conduct may be dismissed from the University.

For more information about reporting and resources please visit speakup.nd.edu.

Reporting an Incident of Hazing

The University encourages students, faculty, and staff to report all incidents of hazing and hazing-like initiation so that the University can take appropriate action to assist the students involved and improve the campus climate. The course of action taken by the University will depend on the facts and circumstances of each report.

Submit an Online Report

- When submitting a report via speakup.nd.edu, you will be asked to provide detailed information regarding the incident you are reporting. Information provided through Speak Up is not anonymous.
- Speak Up reports are not monitored 24/7. A Notre Dame administrator will review the information you submit within two business days (Monday–Friday, 8:00 a.m.–5:00 p.m.).

Report to Law Enforcement

- Reports can also be filed with the appropriate local police department. If the incident occurred on campus, you may file a report with the Notre Dame Police Department or the St. Joseph County Police Department. Note that police reports will also be shared with the Office of Community Standards and/or the Office of Institutional Equity for review and possible referral to University processes.

Notre Dame Police Department (emergency and non-emergency):

574-631-5555

St. Joseph County Police Department (non-emergency):

574-235-9611

In an emergency situation, please contact 911.

Review and Resolution

The University will review all reports of hazing and hazing-like initiation that it receives. Based upon the involved parties and the nature of the allegations, the reviewing units may include, but are not limited to, the Office of Community Standards, the Office of Institutional Equity, the Notre Dame Police Department, and the Student Activities Office.

Alleged violations of this policy will be addressed under applicable policies and procedures, including, but not limited to, the Standards of Conduct and University Conduct Process for alleged student violations.

Registered Student Group Violations

In compliance with the Stop Campus Hazing Act, the University of Notre Dame publicly reports hazing and hazing-like initiation violations involving registered student groups. This report covers incidents after July 1, 2025, and will be updated twice a year as violations occur.

Education

The University provides anti-hazing education and prevention programming for students, faculty, and staff. Education sessions include, but are not limited to, bystander intervention training, online education for new undergraduate and graduate students prior to matriculation, general hazing and hazing-like initiation policy and reporting awareness, and strategies for community-building for student leaders. In-person anti-hazing educational sessions are also provided by request. Please contact the Office of Community Standards via email at ocs@nd.edu to request an educational training or workshop.



Alcohol and Other Drugs

The University has adopted and implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees.

With respect to students, the specific policies and standards pertaining to the use of illicit drugs and alcohol are presented in *du Lac: A Guide to Student Life*, which is available here. The information presented in *du Lac* includes the standards of conduct that apply to the unlawful possession, use, sale, or distribution of illicit drugs and alcohol by students; the sanctions the University will impose on students for violations of such standards; the legal sanctions that apply to the unlawful possession or distribution of illicit drugs and alcohol; the health risks associated with the use of illicit drugs and the abuse of alcohol; and the drug and alcohol counseling, treatment, or rehabilitation programs available to students.



With respect to employees, the specific policies and standards pertaining to the use of illicit drugs and alcohol are maintained by the Office of Human Resources and are available here. These policies and standards include the standards of conduct that apply to the unlawful possession, use, sale, or distribution of illicit drugs and alcohol by employees; the sanctions the University will impose on employees for violations of such standards; the legal sanctions that apply to the unlawful possession or distribution of illicit drugs and alcohol; the health risks associated with the use of illicit drugs and the abuse of alcohol; and the employee assistance program available for employees who want assistance with overcoming drug and/or alcohol abuse.

Student Well-Being
MCDONALD CENTER

The website of the McDonald Center for Student Well-Being describes the drug and alcohol education, counseling, treatment, rehabilitation, and reentry programs available to students.

The McDonald Center for Student Well-Being provides prevention, intervention, and educational programs and coordinates assessment activities that support the health of Notre Dame students.

All incoming students must complete AlcoholEdu, an online pre-matriculation course, prior to their arrival on campus. The center also provides online assessments, group education, and workshops upon request to support the health and well-being of all students throughout their time at the University.

Additional information is available for students from the McDonald Center for Student Well-Being (574-631-7970) and the University Counseling Center (574-631-7336). Employees may call Carebridge at 1-800-437-0911 for information or assistance programs.

Resources

SUPPORT SERVICES FOR CRIME VICTIMS

A number of services are available to assist students, faculty, and staff who may become the victim of a crime on campus, or who may be injured in a serious accident or other emergency situation on campus. In addition to prompt and professional emergency medical services provided by NDPD, NDFD, ambulance, hospital, or Health Center staff, victims will be offered an opportunity to meet with Campus Ministry staff, and students may meet with professional staff from the Division of Student Affairs. University Counseling Center staff provide services for students 24 hours a day in emergency situations during the academic year.

In cases of criminal activity, information regarding victims' rights and the steps followed by the criminal justice system to address their case is available from NDPD staff. Assistance for crime victims is also available from the County Prosecutor's Office.

RESOURCES FOR VICTIMS NEEDING VISA AND IMMIGRATION ASSISTANCE

Assistance for those victims needing help with visa and immigration issues can be found at Notre Dame's Office of International Student and Scholar Affairs located in Room 105 of the Main Building. The office can be contacted by phone at 574-631-3825 or by email at issa@nd.edu. The office is open Monday through Friday from 8:00 a.m. to 5:00 p.m.

Immigration services are also available off-campus through Catholic Charities at 1817 S. Miami St. in South Bend. It can be reached at 260-422-5625 or by email at kporter@ccfwsb.org.

The Board of Immigration Appeals (US Department of Homeland Security) recognizes Catholic Charities' Immigration Services as a program that provides accurate and affordable services to immigrants who seek to adjust their status, reunite with family members, obtain employment authorization, or file paperwork to make other status adjustments through USCIS (US Citizenship and Immigration Services, formerly the US Immigration and Naturalization Service, or INS). Citizenship classes and assistance with the process of naturalization are also provided.

Another off-campus resource for assistance with visa and immigration issues is Indiana Legal Services. Its local office is located in the Commerce Building at 227 S. Main St., Suite 200, South Bend, IN 46601. Its phone number is 574-234-8121 and its web address is www.indianalegalservices.org. It is open from 8:00 a.m. to 4:30 p.m. Monday through Friday. Additional information regarding visas and immigration issues can be found on the US State Department website here.

INDIANA SEX AND VIOLENT OFFENDER REGISTRY

The Indiana Sheriffs' Sex and Violent Offender Registry provides detailed information about individuals who register as sex or violent offenders at Indiana sheriff's departments.

The purpose of the registry is to inform the general public about the identity, location, and appearance of sex and violent offenders who live, work, or study in Indiana.

The registry, as well as detailed information about Indiana's laws governing the Sex and Violent Offender Registry, is available here.

Indiana's Sex and Violent Offender Directory is maintained by the Indiana Criminal Justice Institute (ICJI) and lists individuals who have been convicted of one or more of the sex and violent offenses requiring registration with local law enforcement authorities. The directory and information about ICJI is available here.

Campus and Local Resources



ON CAMPUS

Crime/Fire/Medical Emergency
911

Notre Dame Police Department
574-631-5555

University Health Services
574-631-7497

Notre Dame Fire Department
574-631-6200

McDonald Center for Student Well-Being
574-631-7970

University Counseling Center
574-631-7336

Deputy Title IX Coordinator
574-631-7728

Carebridge
800-437-0911

Office of Community Standards
574-631-5551

Division of Student Affairs
574-631-5550

The Notre Dame Police Department website can be found here.

OFF CAMPUS (NOTIFY POLICE IN LOCALE WHERE INCIDENT OCCURRED)

St. Joseph County Police Department
574-235-9611

South Bend Police Department
574-235-9201

Mishawaka Police Department
574-258-1678

Indiana State Police (District 24)
574-546-4900

St. Joseph County Prosecuting Attorney's Office
574-235-9544

Saint Joseph Medical Center ER
574-335-1110

SOS of the Family Justice Center
574-289-4357

Indiana Legal Services
574-234-8121

Immigration Services at Catholic Charities
574-234-3111 ext. 33

The policy statements included in this brochure are up-to-date as of September 2025. For the most current version of campus policies, please visit http://dulac.nd.edu and http://equity.nd.edu/.

The Notre Dame Police Department gratefully acknowledges the assistance of campus law enforcement agencies from across the country for their assistance in developing this brochure.

Fire Safety Policies



REPORTING A FIRE

If a fire occurs in a Notre Dame building, community members should immediately notify the Notre Dame Fire Department by calling 574-631-5555 or 911 from a campus phone. If a member of the ND community finds evidence of a fire that has been extinguished, and the person is not sure whether NDFD has already responded, the community member should immediately notify NDFD, which will investigate and document the incident.

The University maintains a fire log that records, by the date the fire was reported, any fire that occurred in an on-campus student housing facility. The fire log includes the nature, date, time, and general location of each fire, and can be viewed by visiting 252 Hammes Mowbray Hall during normal business hours.

HEALTH, SAFETY, AND SECURITY POLICIES

1. Unless authorized by the Division of Student Affairs or Notre Dame Police Department, firearms or other weapons of any kind, fires, fireworks, explosives, explosive devices, and highly flammable materials are not allowed on University property.

2. The tampering with or misuse of fire alarm and safety devices, emergency communication equipment, and related emergency system components is strictly prohibited.

3. Failure to respond appropriately to fire alarms and emergency notifications may result in disciplinary action.

4. Unauthorized presence in construction areas, campus underground tunnels, or any restricted area is prohibited.

HOUSING POLICIES

The University believes its residence hall facilities provide the foundation of community life. In order to maintain the proper safety and security of these communities, residents and guests must abide by certain housing policies and expectations. The following includes some of the University's housing policies. Students are expected to know and abide by these policies. Failure to do so may result in disciplinary action.

HOUSING SAFETY: CONDITIONS IN HALLS

All students share responsibility for the health and safety conditions of their residence halls. To keep halls safe, students must keep the following facts in mind:

1. Know the fire exit routes from the residence hall.

2. Burned-out light bulbs in corridors will be replaced by maintenance technicians. Students should not replace any light bulb with brighter or colored bulbs. Oversized bulbs can overload the circuits and create a fire hazard.

3. Installation and/or the use of ceiling fans, air conditioners, water beds, and/or electronic or kerosene space heaters is not permitted.

4. Propane grills or any other type of liquid gas tanks are not to be stored in residence halls.

5. The following are prohibited as interior finish to any residence hall room:

- The installation of plywood paneling, plywood sheets, decorative wood shingles, particleboard, hardboard, wallpaper, paperboards, and any other flame- and smoke-propagating materials.
- Combustible fabrics, burlap, paper, cork, and other flame- and smoke-propagating materials.

6. Combustible materials should not be placed against or left in contact with radiators, heating units, light bulbs or lighting fixtures, or any other electrical items.

7. Halogen torchiere lamps that have a tubular halogen bulb greater than 300 watts are prohibited. All halogen lamps must have a properly installed safety guard. Individuals owning these lamps must be able to prove the bulb wattage is 300 watts or less, replace all bulbs without wattage ratings, and obtain and properly install the wire safety guard. Lamps should never be placed near curtains, bedding, posters, or pictures. Clothing, towels, etc., should not be draped over lamps.

8. Carpeting is not permitted on walls or ceilings. Ceilings shall not be draped with any fabric, netting, or paper products.

9. Partitions shall not be constructed in any residence hall suites or rooms.

10. Storage is not permitted in corridors or stairwells.

11. Bunk beds, as provided by the University, are always permissible. No more than two beds in any bunk structure are permitted. Extension beyond normal height of bunk structure is not permitted. A single bed spring raised on double end pieces is not permitted. Beds must be debunked and returned to floor level when residents move out of the hall.

12. Platforms or structures at any level constituting additional floor surfaces are prohibited.

13. Bed structures may not render windows unusable for emergency access or for air circulation. Bed structures may not block access to heating or ventilating units, plumbing, lighting fixtures, or thermostats. Automatic sprinkler heads will be kept clear of all obstruction.

14. In multi-room suites, the corridor door in the center room shall be maintained for easy exit. The center room corridor door must be maintained so as to open at least 90 degrees. No bed structure or other furniture will block use of the connecting room doors so there is a clear passage or direct access to the center room for exiting. All corridors in every room (including suites) shall be maintained for easy exit.

15. Fire safety equipment may not be tampered or interfered with for any reason.

HOUSING SAFETY: APPLIANCES

To meet fire, health, and safety requirements, the University discourages the proliferation of electrical appliances in student rooms. All large, domestic-type refrigerators are prohibited. Refrigerators in student rooms must not exceed

5.0 cubic feet in size and must be in good operating condition.

The use of the following electrical appliances is prohibited in all residence halls:

1. Air conditioners
2. Broilers
3. Rotisseries
4. Ceiling fans
5. Skillets
6. Rice cookers
7. Dimmer switches
8. Hot plates
9. Microwaves
10. Tabletop grills
11. Toaster ovens
12. Bread makers
13. Other such high-wattage appliances

HOUSING SAFETY: DECORATIONS

For reasons of residence hall safety and security:

1. All decorations must be non-combustible or factory-treated with flame retardant. No paper of any type may be used to line the exit corridors and stairs.

2. Smoke detectors, heat detectors, or sprinkler heads cannot be covered or removed at any time. Nothing can be attached to these devices.

3. No decorations can be put on the floors that may be a trip hazard in an emergency or otherwise.

4. Hose cabinets, fire extinguishers, cabinets, and fire alarm stations may not be covered with any decorative materials.

5. Residence hall room doors may be decorated (not knobs, just the door surface), but no part of an exit or emergency lighting may be covered.

6. Only artificial, flame-retardant wreaths and trees may be used in residence halls. Natural evergreen branches or trees are not permitted inside residence halls.

7. Only low-voltage, indoor-rated incandescent or LED lighting is permitted and no outdoor displays or animated/mechanized decorations are allowed inside of a building.

8. Open flames, including all types of candles and incense, are prohibited.

9. Nothing may impede or hinder occupants' access to exits, including obstructing the view of an exit sign or exit doorway. This also means windows cannot be blocked with decorations, either inside or outside of the window.

10. No modification of the building electrical system is permitted. Extension cord use must be kept to a minimum, and electrical cords cannot run through doorways, windows, or fire doors.

11. Colored lights may not be installed in corridor lighting fixtures.

SMOKING

Smoking is prohibited in all residence facilities. Refer to the University's Smoking Policy for more information.

PROCEDURES FOR EVACUATING CAMPUS BUILDINGS DURING FIRES

Anyone in a building that is involved in a fire should:

1. Call the Notre Dame Fire Department immediately by pulling the nearest pull station in the building. Pull stations are usually located near or at exits. You can also report a fire by calling 911 from a landline or 574-631-5555 from your cell phone.

2. Upon hearing the fire alarm, immediately evacuate the building using the nearest available exit. Do not attempt to fight a fire unless you have been trained to do so.

3. Use stairwells and stay off elevators.

4. Get out of the building if possible and stay out until firefighters signal that it is safe to return.

5. Stay back a reasonable distance from the building to avoid falling objects from upper floors.

REMEMBER: Call 911 for all fire, medical, or police emergencies.

PROCEDURES FOR THOSE TRAPPED DURING FIRES

Anyone trapped by smoke or fire in corridors and who cannot leave by normal exits should:

1. Stay in or return to his or her room, office, or some other smoke- and fire-free area. Shut the door and remain there until rescued.

2. If smoke enters the room from under or around the door, place sheets, blankets, or clothing around the door to seal it as well as possible.

3. Open windows from the top in order to evacuate any smoke that may enter.

4. Try to stay calm and signal firefighters to your location. They will work their way to you as fast as possible.

REMEMBER: Call 911 for all fire, medical, or police emergencies.

FIRE SAFETY EDUCATION AND TRAINING PROGRAM

The University provides numerous fire safety education and training opportunities for students and employees.

1. The Notre Dame Fire Department's website contains fire safety education and training opportunities for students and employees.

2. Fire Safety and Fire Extinguisher Use Training

- Selected employees receive fire safety training and are trained in the use of extinguishers.
- All residence hall staff are trained in fire safety and are provided hands-on fire extinguisher training.

3. Fire Safety Events

- The Notre Dame Fire Department holds a fire safety event with contests and activities geared to increase fire safety knowledge.
- The Notre Dame Fire Department hosts fire safety awareness booths during several campus-wide events throughout the year.

FUTURE PLANS FOR FIRE SAFETY IMPROVEMENTS IN STUDENT HOUSING

There are no fire safety improvements planned for student housing at this time.



2024 Student Housing Fire Safety Systems

Residence Halls and/or On-Campus Buildings Containing Student Residences	Central Alarm Monitoring by Notre Dame Fire Department	Smoke Detection in Common and Sleeping Areas	Full Automatic Fire Sprinkler System	Fire Extinguishers Installed	Evacuation Plans & Placards	Number of Evacuation (Fire) Drills
Alumni Hall	Yes	Yes	Yes	Yes	Yes	4
Badin Hall	Yes	Yes	Yes	Yes	Yes	4
Baumer Hall	Yes	Yes	Yes	Yes	Yes	4
Breen-Phillips Hall	Yes	Yes	Yes	Yes	Yes	2
Carroll Hall	Yes	Yes	Yes	Yes	Yes	4
Cavanaugh Hall	Yes	Yes	Yes	Yes	Yes	4
Dillon Hall	Yes	Yes	Yes	Yes	Yes	4
Duncan Hall	Yes	Yes	Yes	Yes	Yes	4
Dunne Hall	Yes	Yes	Yes	Yes	Yes	4
Farley Hall	Yes	Yes	Yes	Yes	Yes	4
Fischer Graduate Residences	Yes	Yes	Yes	Yes	Yes	4
Fisher Hall	Yes	Yes	Yes	Yes	Yes	2
Flaherty Hall	Yes	Yes	Yes	Yes	Yes	4
Graham Family Hall	Yes	Yes	Yes	Yes	Yes	2
Hesburgh Center Apartments	Yes	Yes	Yes	Yes	Yes	0
Howard Hall	Yes	Yes	Yes	Yes	Yes	4
Johnson Family Hall	Yes	Yes	Yes	Yes	Yes	4
Keenan Hall	Yes	Yes	Yes	Yes	Yes	4
Keough Hall	Yes	Yes	Yes	Yes	Yes	4
Knott Hall	Yes	Yes	Yes	Yes	Yes	4
Lewis Hall	Yes	Yes	Yes	Yes	Yes	4
Lyons Hall	Yes	Yes	Yes	Yes	Yes	4
McGlinn Hall	Yes	Yes	Yes	Yes	Yes	4
Morrissey Manor	Yes	Yes	Yes	Yes	Yes	4
Old College	Yes	Yes	Yes	Yes	Yes	4
O'Neill Family Hall	Yes	Yes	Yes	Yes	Yes	4
Overlook Apartments 54701 Burdette St. SB	Yes - Monitored by Clay Fire	Yes	Yes	Yes	No	0
Overlook Apartments 54721 Burdette St. SB	Yes - Monitored by Clay Fire	Yes	Yes	Yes	No	0
Overlook Apartments 54746 Twyckenham SB	Yes - Monitored by Clay Fire	Yes	Yes	Yes	No	0
Pangborn Hall	Yes	Yes	Yes	Yes	Yes	2
Pasquerilla Center (ROTC)	Yes	Yes	Yes	Yes	Yes	0
Pasquerilla East Hall	Yes	Yes	Yes	Yes	Yes	4
Pasquerilla West Hall	Yes	Yes	Yes	Yes	Yes	4
Ryan Hall	Yes	Yes	Yes	Yes	Yes	4

2024 Student Housing Fire Safety Systems *(continued)*

Residence Halls and/or On-Campus Buildings Containing Student Residences	Central Alarm Monitoring by Notre Dame Fire Department	Smoke Detection in Common and Sleeping Areas	Full Automatic Fire Sprinkler System	Fire Extinguishers Installed	Evacuation Plans & Placards	Number of Evacuation (Fire) Drills
St. Edwards Hall	Yes	Yes	Yes	Yes	Yes	4
Siegfried Hall	Yes	Yes	Yes	Yes	Yes	4
Sorin Hall	Yes	Yes	Yes	Yes	Yes	2
Stanford Hall	Yes	Yes	Yes	Yes	Yes	4
Walsh Hall	Yes	Yes	Yes	Yes	Yes	4
Welsh Family Hall	Yes	Yes	Yes	Yes	Yes	4
Zahm Hall	Yes	Yes	Yes	Yes	Yes	4
The Landings at Notre Dame	Yes	Yes	Yes	Yes	Yes	0

2022 Student Housing Fire Occurrence Statistics

Residence Halls and/or On-Campus Buildings Containing Student Residences	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Estimated Value of Property Damage Caused by Fire	Incident Number
Alumni Hall	0	N/A	N/A	N/A	0	0	0	N/A
Badin Hall	0	N/A	N/A	N/A	0	0	0	N/A
Baumer Hall	0	N/A	N/A	N/A	0	0	0	N/A
Breen-Phillips Hall	0	N/A	N/A	N/A	0	0	0	N/A
Carroll Hall	0	N/A	N/A	N/A	0	0	0	N/A
Cavanaugh Hall	0	N/A	N/A	N/A	0	0	0	N/A
Dillon Hall	0	N/A	N/A	N/A	0	0	0	N/A
Duncan Hall	0	N/A	N/A	N/A	0	0	0	N/A
Dunne Hall	0	N/A	N/A	N/A	0	0	0	N/A
Farley Hall	0	N/A	N/A	N/A	0	0	0	N/A
Fischer Graduate Residences	0	N/A	N/A	N/A	0	0	0	N/A
Fisher Hall	0	N/A	N/A	N/A	0	0	0	N/A
Flaherty Hall	0	N/A	N/A	N/A	0	0	0	N/A
Hesburgh Center Apartments	0	N/A	N/A	N/A	0	0	0	N/A
Howard Hall	0	N/A	N/A	N/A	0	0	0	N/A
Johnson Family Hall	0	N/A	N/A	N/A	0	0	0	N/A
Keenan Hall	0	N/A	N/A	N/A	0	0	0	N/A
Keough Hall	0	N/A	N/A	N/A	0	0	0	N/A
Knott Hall	0	N/A	N/A	N/A	0	0	0	N/A
Lewis Hall	0	N/A	N/A	N/A	0	0	0	N/A
Lyons Hall	0	N/A	N/A	N/A	0	0	0	N/A
McGlinn Hall	0	N/A	N/A	N/A	0	0	0	N/A
Morrissey Manor	0	N/A	N/A	N/A	0	0	0	N/A
Old College	0	N/A	N/A	N/A	0	0	0	N/A
O'Neill Family Hall	0	N/A	N/A	N/A	0	0	0	N/A
Overlook Apartments 54701 Burdette St. SB	0	N/A	N/A	N/A	0	0	0	N/A
Overlook Apartments 54721 Burdette St. SB	0	N/A	N/A	N/A	0	0	0	N/A
Overlook Apartments 54746 Twyckenham SB	1	12/09/2022	6:51 p.m.	Cooking	0	0	$15,000	22-1862
Pangborn Hall	0	N/A	N/A	N/A	0	0	0	N/A
Pasquerilla Center (ROTC)	0	N/A	N/A	N/A	0	0	0	N/A
Pasquerilla East Hall	0	N/A	N/A	N/A	0	0	0	N/A
Pasquerilla West Hall	0	N/A	N/A	N/A	0	0	0	N/A
Ryan Hall	0	N/A	N/A	N/A	0	0	0	N/A
St. Edward's Hall	0	N/A	N/A	N/A	0	0	0	N/A
Siegfried Hall	0	N/A	N/A	N/A	0	0	0	N/A
Sorin Hall	0	N/A	N/A	N/A	0	0	0	N/A
Stanford Hall	0	N/A	N/A	N/A	0	0	0	N/A

2022 Student Housing Fire Occurrence Statistics *(continued)*

Residence Halls and/or On-Campus Buildings Containing Student Residences	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Estimated Value of Property Damage Caused by Fire	Incident Number
The Landings @ Notre Dame*	0	N/A	N/A	N/A	0	0	0	N/A
Walsh Hall	0	N/A	N/A	N/A	0	0	0	N/A
Welsh Family Hall	0	N/A	N/A	N/A	0	0	0	N/A
Zahm Hall	0	N/A	N/A	N/A	0	0	0	N/A
1015 N. Eddy St. SB	0	N/A	N/A	N/A	0	0	0	N/A
1120 N. Eddy St. SB	0	N/A	N/A	N/A	0	0	0	N/A
1028 N. Eddy St. SB	0	N/A	N/A	N/A	0	0	0	N/A
Morris Inn— Notre Dame Ave.	0	N/A	N/A	N/A	0	0	0	N/A
Holiday Inn Express & Suites* 120 N. Dixie Way	0	N/A	N/A	N/A	0	0	0	N/A
Hampton Inn & Suites* 52709 S.R. 933	0	N/A	N/A	N/A	0	0	0	N/A

*These locations were used solely for student quarantine and isolation for COVID-19 diagnoses during 2022.

2023 Student Housing Fire Occurrence Statistics

Residence Halls and/or On-Campus Buildings Containing Student Residences	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Estimated Value of Property Damage Caused by Fire	Incident Number
Alumni Hall	0	N/A	N/A	N/A	0	0	0	N/A
Badin Hall	0	N/A	N/A	N/A	0	0	0	N/A
Baumer Hall	0	N/A	N/A	N/A	0	0	0	N/A
Breen-Phillips Hall	0	N/A	N/A	N/A	0	0	0	N/A
Carroll Hall	0	N/A	N/A	N/A	0	0	0	N/A
Cavanaugh Hall	0	N/A	N/A	N/A	0	0	0	N/A
Dillon Hall	0	N/A	N/A	N/A	0	0	0	N/A
Duncan Hall	0	N/A	N/A	N/A	0	0	0	N/A
Dunne Hall	0	N/A	N/A	N/A	0	0	0	N/A
Farley Hall	0	N/A	N/A	N/A	0	0	0	N/A
Fischer Graduate Residences	0	N/A	N/A	N/A	0	0	0	N/A
Fisher Hall	0	N/A	N/A	N/A	0	0	0	N/A
Flaherty Hall	0	N/A	N/A	N/A	0	0	0	N/A
Hesburgh Center Apartments	0	N/A	N/A	N/A	0	0	0	N/A
Howard Hall	0	N/A	N/A	N/A	0	0	0	N/A
Johnson Family Hall	0	N/A	N/A	N/A	0	0	0	N/A
Keenan Hall	0	N/A	N/A	N/A	0	0	0	N/A
Keough Hall	0	N/A	N/A	N/A	0	0	0	N/A
Knott Hall	0	N/A	N/A	N/A	0	0	0	N/A
Lewis Hall	0	N/A	N/A	N/A	0	0	0	N/A
Lyons Hall	0	N/A	N/A	N/A	0	0	0	N/A
McGlinn Hall	1	02/15/2023	9:07 p.m.	Cooking	0	0	$500	23-208
Morrissey Manor	0	N/A	N/A	N/A	0	0	0	N/A
Old College	0	N/A	N/A	N/A	0	0	0	N/A
O'Neill Family Hall	0	N/A	N/A	N/A	0	0	0	N/A
Overlook Apartments 54701 Burdette St.	1	10/08/2023	2:46 p.m.	Accidental	0	0	$100	23-4079
Overlook Apartments 54721 Burdette St. SB	0	N/A	N/A	N/A	0	0	0	N/A
Overlook Apartments 54746 Twyckenham SB	1	08/25/2023	3:42 a.m.	Cooking	0	0	0	23-3442
Pangborn Hall	0	N/A	N/A	N/A	0	0	0	N/A
Pasquerilla Center (ROTC)	0	N/A	N/A	N/A	0	0	0	N/A
Pasquerilla East Hall	0	N/A	N/A	N/A	0	0	0	N/A
Pasquerilla West Hall	0	N/A	N/A	N/A	0	0	0	N/A
Ryan Hall	0	N/A	N/A	N/A	0	0	0	N/A
St. Edward's Hall	0	N/A	N/A	N/A	0	0	0	N/A
Siegfried Hall	0	N/A	N/A	N/A	0	0	0	N/A
Sorin Hall	0	N/A	N/A	N/A	0	0	0	N/A
Stanford Hall	0	N/A	N/A	N/A	0	0	0	N/A

2023 Student Housing Fire Occurrence Statistics *(continued)*

Residence Halls and/or On-Campus Buildings Containing Student Residences	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Estimated Value of Property Damage Caused by Fire	Incident Number
The Landings @ Notre Dame	0	N/A	N/A	N/A	0	0	0	N/A
Walsh Hall	0	N/A	N/A	N/A	0	0	0	N/A
Welsh Family Hall	0	N/A	N/A	N/A	0	0	0	N/A
Zahm Hall	1	07/06/2023	10:16 a.m.	Other - Combustibles too close to heat source	0	0	0	21-823
Foundry Apartments 1120 N. Eddy St. SB	0	N/A	N/A	N/A	0	0	0	N/A
Foundry Apartments 1028 N. Eddy St. SB	0	N/A	N/A	N/A	0	0	0	N/A
Foundry Apartments 1015 N. Eddy St. SB	0	N/A	N/A	N/A	0	0	0	N/A

2024 Student Housing Fire Occurrence Statistics

Residence Halls and/or On-Campus Buildings Containing Student Residences	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Estimated Value of Property Damage Caused by Fire	Incident Number
Alumni Hall	0	N/A	NA	NA	0	0	0	N/A
Badin Hall	0	N/A	N/A	N/A	0	0	0	N/A
Baumer Hall	0	N/A	N/A	N/A	0	0	0	N/A
Breen-Phillips Hall	0	N/A	N/A	N/A	0	0	0	N/A
Carroll Hall	0	N/A	N/A	N/A	0	0	0	N/A
Cavanaugh Hall	0	N/A	N/A	N/A	0	0	0	N/A
Dillon Hall	0	N/A	N/A	N/A	0	0	0	N/A
Duncan Hall	0	N/A	N/A	N/A	0	0	0	N/A
Dunne Hall	0	N/A	N/A	N/A	0	0	0	N/A
Farley Hall	0	N/A	N/A	N/A	0	0	0	N/A
Fischer Grad Apt.s	0	N/A	N/A	N/A	0	0	0	N/A
Fisher Hall	0	N/A	N/A	N/A	0	0	0	N/A
Flaherty Hall	0	N/A	N/A	N/A	0	0	0	N/A
Graham Family Hall	0	N/A	N/A	N/A	0	0	0	N/A
Hesburgh Center Apt's.	0	N/A	N/A	N/A	0	0	0	N/A
Howard Hall	0	N/A	N/A	N/A	0	0	0	N/A
Johnson Family Hall	0	N/A	N/A	N/A	0	0	0	N/A
Keenan Hall	0	N/A	N/A	N/A	0	0	0	N/A
Keough Hall	0	N/A	N/A	N/A	0	0	0	N/A
Knott Hall	0	N/A	N/A	N/A	0	0	0	N/A
Lewis Hall	0	N/A	N/A	N/A	0	0	0	N/A
Lyons Hall	0	N/A	N/A	N/A	0	0	0	N/A
McGlinn Hall	1	07/06/2024	2346	Cooking	0	0	$10,000	24-0896
Morrissey Manor	0	N/A	N/A	N/A	0	0	0	N/A
Old College	0	N/A	N/A	N/A	0	0	0	N/A
O'Neill Family Hall	1	04/11/2024	2301	Accidental	0	0	$25,000	24-0521
Overlook Apartments 54701 Burdette St.	0	N/A	N/A	N/A	0	0	0	N/A
Overlook Apartments 54721 Burdette St.	0	N/A	N/A	N/A	0	0	0	N/A
Overlook Apartments 54746 Twyckenham	0	N/A	N/A	N/A	0	0	0	N/A
Pangborn Hall	0	N/A	N/A	N/A	0	0	0	N/A
Pasquerilla Center (ROTC)	0	N/A	N/A	N/A	0	0	0	N/A
Pasquerilla East Hall	0	N/A	N/A	N/A	0	0	0	N/A
Pasquerilla West Hall	0	N/A	N/A	N/A	0	0	0	N/A
Ryan Hall	0	N/A	N/A	N/A	0	0	0	N/A
St. Edwards Hall	0	N/A	N/A	N/A	0	0	0	N/A
Siegfried Hall	0	N/A	N/A	N/A	0	0	0	N/A
Sorin Hall	0	N/A	N/A	N/A	0	0	0	N/A

2024 Student Housing Fire Occurrence Statistics *(continued)*

Residence Halls and/or On-Campus Buildings Containing Student Residences	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Estimated Value of Property Damage Caused by Fire	Incident Number
Stanford Hall	0	N/A	N/A	N/A	0	0	0	N/A
Walsh Hall	0	N/A	N/A	N/A	0	0	0	N/A
Welsh Family Hall	0	N/A	N/A	N/A	0	0	0	N/A
Zahm Hall	0	N/A	N/A	N/A	0	0	0	N/A
The Landings @ Notre Dame	0	N/A	N/A	N/A	0	0	0	N/A

Appendix 1

UNIVERSITY OF NOTRE DAME

POLICY ON DISCRIMINATORY HARASSMENT, SEXUAL HARASSMENT, AND OTHER SEX-BASED MISCONDUCT

Responsible Executive: Provost, Vice President of Human Resources, Vice President for Student Affairs
Responsible Office: Office of Institutional Equity
Issued: November 19, 2013
Revised: October 11, 2022

1. INTRODUCTION

The University of Notre Dame strives to maintain a community characterized by a respect for others. At a minimum, this means a community that is free from harassment. Harassment includes Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct, as defined below. At Notre Dame, our goal is to promote respectful behavior and interactions. Our culture of respect means that no type of harassment is tolerated. Upon receiving a report of alleged violations of this Policy, the University will take prompt action, including a review of the matter and, where appropriate, an investigation and other appropriate action to stop the alleged misconduct. The University is also dedicated to responding quickly and thoroughly to all reported or alleged violations of this Policy, and to enforcing the Non-Retaliation Policy to protect those who report and/or are involved in an investigation of conduct prohibited by this Policy.

2. POLICY STATEMENT

The University of Notre Dame does not tolerate Discriminatory Harassment, Sexual Harassment, or Other Sex-Based Misconduct (as defined in this Policy) by or against any member of its community, nor will it tolerate sexual or discriminatory harassing conduct that affects job or educational benefits or that interferes with an individual's work or academic performance, or that creates an intimidating, hostile, or offensive work or educational environment. All such conduct is expressly prohibited, and individuals who engage in conduct prohibited by this Policy may be subject to disciplinary action, up to and including termination or dismissal.

3. SCOPE

This Policy applies to all faculty, staff, and students. This Policy applies to any allegation of Discriminatory Harassment, Sexual Harassment, or Other Sex-Based Misconduct that is made in the context of an educational program or activity or that otherwise affects the University's work or educational environment. However, the University's investigation may be limited where the alleged conduct occurred outside the context of the University's programs or activities, or work or educational environment.

Nothing in this Policy restricts the University's right to address and take appropriate action with respect to conduct that, while not meeting the definitions of conduct prohibited by this Policy, is nevertheless inconsistent with the University's value of respect for others.

Academic freedom and the associated protections of tenure are fundamental to the scholarly enterprise. Because the University remains committed to the principles of academic freedom as articulated in Article IV/Section 2/Academic Freedom and Associated Responsibilities of

Faculty, protections of academic freedom will be considered in any applications of this Policy. Vigorous discussion and debate are fundamental to the University and this policy is not intended to stifle teaching or research methods or infringe upon academic freedom.

4. RESPONSIBLE PARTY

The Assistant Vice President of the Office of Institutional Equity (or designee) is responsible for implementing and monitoring compliance with this Policy on behalf of the University. This includes coordination of training, education, communications and administration of the reporting and response procedures concerning suspected or alleged violations of this Policy.

Any inquiries regarding conduct prohibited by this Policy may be directed to the Assistant Vice President of the Office of Institutional Equity / Title IX Coordinator:

Assistant Vice President, Office of Institutional Equity & Title IX Coordinator
100 Grace Hall
University of Notre Dame
Notre Dame, IN 46556
574-631-0444
equity@nd.edu

Some types of harassment and related misconduct may be criminal in nature and can also be reported to the Notre Dame Police Department, 911 (emergencies) or 574-631-5555 (non-emergencies).

5. DEFINITIONS

Complainant	An individual who is alleged to have been directly affected by a violation of this Policy.
Consent	Informed, freely given agreement, communicated by clearly understandable words or actions, to participate in each form of sexual activity. Consent cannot be inferred from silence, passivity, or lack of active resistance. A current or previous dating or sexual relationship is not sufficient to constitute consent, and consent to one form of sexual activity does not imply consent to other forms of sexual activity. By definition, there is no consent when there is a threat of force or violence or any other form of coercion or intimidation, physical or psychological. A person who is the object of sexual aggression is not required to physically or otherwise resist the aggressor; sexual contact without informed, freely given consent is sexual misconduct. There is no consent when the individual in question is under the legal age of consent. The legal age of consent in Indiana is 16. Intoxication is not an excuse for failure to obtain consent.
Formal Complaint	A document filed by a complainant or signed by the Title IX

	Coordinator alleging Sexual Harassment against a respondent and requesting that the University investigate the allegation.
Incapacitation	A physical or mental state such that a person lacks the ability to make a knowing and deliberate choice to engage in the sexual interaction. For the purposes of this Policy, a person who is asleep or unconscious is incapacitated, without exception. A person may also become incapacitated due to other factors, which may include the use of alcohol and/or drugs to such a degree that the person no longer has the ability to make a knowing or deliberate choice to engage in the sexual interaction. Engaging in sexual activity with a person whom you know, or should reasonably know, to be incapacitated constitutes a violation. If there is a question about whether the complainant was incapacitated, the relevant standard is whether the respondent knew, or a sober, reasonable person in the respondent's position should have known, that the complainant was incapacitated and therefore could not consent to the sexual activity.
Respondent	An individual who is alleged to have violated this Policy.

6. DISCRIMINATORY HARASSMENT

Discriminatory Harassment is (1) unwelcome conduct (2) that is based on an individual's or group's race, color, national origin, ethnicity, religion, genetic information, age, disability, or veteran status and (3) that interferes with performance, limits participation in University activities, or creates an intimidating, hostile, or offensive University environment when viewed from the perspective of both the individual and a reasonable person in the same situation.

Discriminatory Harassment may include the following types of misconduct, when such misconduct concerns one or more of the characteristics listed above:

- Verbal abuse, slurs, derogatory comments or insults about, directed at or made in the presence of an individual or group.
- Display or circulation of written materials or pictures that are offensive or degrading.
- Damage to, trespass on or unauthorized use of property, such as spraying or scratching of a motor vehicle, damage or theft of property.
- Physical contact, or threatening language or behavior.
- Other conduct that interferes with an individual's performance; limits participation in University activities; or otherwise creates an intimidating, hostile, or offensive University environment.

7. SEXUAL HARASSMENT

Sexual Harassment as defined and prohibited in this Policy includes conduct on the basis of sex that satisfies one or more of the following:

- An employee or agent of the University conditioning the provision of an aid, benefit, or service 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 University's education program or activity.

- Sexual Assault, which is defined as any sexual intercourse by any person upon another without Consent. It includes oral, anal and vaginal intercourse or penetration, to any degree, with any part of the body or other object. It is also referred to as "non-consensual sexual intercourse."
- Fondling, which is defined as touching of the private body parts (*i.e.*, genitals, buttocks, and/or breasts) of another person for the purpose of sexual gratification, without Consent.
- Incest, which is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Dating Violence, which is defined as physical violence or the threat of physical violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with an individual, and the existence of such a relationship shall be determined based on factors such as the length and type of relationship, and frequency of interaction between the persons involved.
- Domestic Violence, which is defined as physical violence or the threat of physical violence committed by a current or former spouse or intimate partner of an individual, by a person with whom the individual shares a child in common, by a person who is cohabiting with or has cohabitated with the individual as a spouse or intimate partner, by a person similarly situated to a spouse of the individual under applicable domestic or family violence laws ("Domestic Partner"). This prohibition also includes a pattern of coercive behavior used to gain or maintain power or control over a Domestic Partner, including, but not limited to verbal, psychological, economic, or technological abuse. Stalking, which is knowingly or intentionally engaging in a course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

8. OTHER SEX-BASED MISCONDUCT

Other Sex-Based Misconduct may include, but is not limited to, any of the offenses listed below.

- Any sexual touching with any part of the body or other object, however slight, by any person upon another, without Consent.
- Unwelcome conduct that is either based on an individual's or group's sex, sexual orientation, or gender identity, or that is sexual in nature, and that interferes with performance, limits participation in University activities, or creates an intimidating, hostile, or offensive University environment when viewed from the perspective of both the individual and a reasonable person in the same situation.
- Exposing one's own or another person's private parts without Consent.
- Recording video or audio, photographing, disseminating, or transmitting intimate or sexual utterances, sounds or images without Consent of all parties involved.
- Allowing others to view sexual acts (whether in person, through electronic means, or via a video camera or other recording device) without the Consent of all parties involved.
- Engaging in any form of voyeurism.
- Sex-based cyber-harassment.
- Prostitution or the solicitation of a prostitute.

To the extent that alleged conduct is prohibited as Sexual Harassment as defined above, such conduct is excluded from the prohibition on Other Sex-Based Misconduct.

9. REPORTING AND RESPONSE PROCEDURES FOR VIOLATIONS OF THIS POLICY

This Policy seeks to encourage all members of the Notre Dame community to report and address incidents of Discriminatory Harassment, Sexual Harassment, and Other Sexual Misconduct. The Procedures for Resolving Allegations of Discriminatory Harassment, Sexual Harassment, and Other Sexual Misconduct as issued and updated by the Office of Institutional Equity, describe the necessary steps for resolving concerns of violations of this Policy.

All University community members are expected to provide truthful information. If an investigation reveals that an individual has provided deliberately false information and/or made an accusation in bad faith or with a view to personal gain or to intentionally harm another in connection with an incident, disciplinary action may be taken. This provision does not apply to information provided in good faith, even if the facts alleged are not later substantiated.

10. CONTACTS

Subject	Office or Position	Telephone Number	Office Email or URL
Policy Clarification	Office of Institutional Equity	574-631-0444	equity@nd.edu
Web Address for this Policy		http://policy.nd.edu	

Appendix 2

UNIVERSITY OF NOTRE DAME

Procedures for Resolving Concerns of Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct

Updated January 17, 2025

1. INTRODUCTION

The University of Notre Dame strives to maintain a community characterized by a respect for others. At a minimum, this means a community that is free from harassment. The University's Policy on Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct ("the Policy") outlines various forms of prohibited conduct. The University will process potential violations of the Policy by University students and employees (including faculty and staff members) in accordance with the reporting and response procedures set forth below.

Section 2 outlines generally applicable procedures that pertain to Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct. Section 3 describes the procedures applicable for Alternative Resolution, which, under certain circumstances, may be available to address allegations of Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct. The procedures applicable to claims of conduct constituting Sexual Harassment under the Policy are outlined below in Section 4. The procedures applicable to claims of Discriminatory Harassment and Other Sex-Based Misconduct under the Policy for student Respondents are outlined below in Section 5.A. The procedures applicable to claims of Discriminatory Harassment and Other Sex-Based Misconduct under the Policy for staff and faculty Respondents are outlined below in Section 5.B.

Any changes to this procedures document will take immediate effect and will be applicable to all pending cases.

2. PROCEDURES THAT APPLY GENERALLY

A. How to Report Violations of the Policy

1. Reporting to the University

The University requires all employees, including faculty, and staff, and encourages all other members of the community, to report all violations of the Policy. The University is committed to eliminating misconduct, and to do so, the University must be informed of any conduct that violates the Policy. Any person may report conduct prohibited by the Policy, in person, by mail, by telephone, by email, or by online form to the Office of Institutional Equity using the contact information listed below or by any other means that results in the Office of Institutional Equity receiving the person's report. A person may make a report at any time, including during non-business hours.

You may report to the Office of Institutional Equity by calling 574-631-0444, emailing equity@nd.edu, or using the online incident reporting form at speakup.nd.edu.

The University has designated the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (AVP), to handle all inquiries regarding its efforts to comply with and carry out its responsibilities under Title IX and other laws pertaining to equal opportunity and access. This includes the handling of alleged violations of the Policy by University students, faculty, or staff. The Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator may be contacted as follows:

Erin N. Oliver
Assistant Vice President, Office of Institutional Equity & Title IX Coordinator
100 Grace Hall
University of Notre Dame
Notre Dame, IN 46556
574-631-0444
equity@nd.edu

2. Reporting to Law Enforcement

In addition to reporting violations to the University, an individual has the option to pursue a criminal complaint with an appropriate law enforcement agency. In such cases, Complainants may (a) notify proper law enforcement authorities, including on-campus and local police (as described below); (b) be assisted by campus authorities in notifying law enforcement authorities if the Complainant so chooses; or (c) decline to notify law enforcement authorities. If the incident occurred on Notre Dame property, the Notre Dame Police Department, a duly authorized police agency in the state of Indiana, is an appropriate agency with which to file a report. On-campus incidents may also be reported to the St. Joseph County Police Department. In the South Bend area, the local law enforcement agencies include the South Bend, St. Joseph County, and Mishawaka police departments. The Notre Dame Police Department (911 from a campus phone, or 574-631-5555 from a cell phone) can assist with contacting the appropriate agency. Reported violations of the Policy allegedly committed by a student, faculty, or staff member that are reported to the Notre Dame Police Department will also be referred to the AVP (or designee), who will follow-up and investigate as appropriate. Similarly, where the University receives a report from another police agency of an alleged violation of the Policy, the AVP (or designee) and the Notre Dame Police Department will follow-up and investigate as appropriate. The University's process and procedures are distinct from the criminal investigation as a result of the University's obligation under Title IX and other laws pertaining to equal opportunity and access to ensure that it is providing an environment free from discrimination for all members of the University community.

If a Complainant wishes to pursue a criminal complaint, the Complainant may choose to temporarily defer the University's administrative investigation by making a formal written request to the AVP (or designee), which may temporarily delay the investigation and the University's ability to respond. However, the University may choose not to defer its investigation and procedures, where it determines a deferral would be inappropriate, taking into consideration the University's obligation to maintain an environment free from Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct. At any time, the Complainant may choose to rescind the deferral by making a formal written request to the AVP (or designee), electing to resume the University's investigation. The University will maintain documentation of the date of deferral. Information obtained through the criminal investigation

may be considered in the University's investigation. Where the University is aware that an individual is pursuing a criminal complaint, a member of the Notre Dame Police Department will request that the St. Joseph County Prosecutor's Office keep the University informed and immediately advise of its decision whether to prosecute the complaint. The University will maintain documentation of the date of the request to the Prosecutor's Office. In cases where the Prosecutor's Office declines prosecution, a member of the Notre Dame Police Department will work with the Prosecutor's Office to notify the Complainant of the Prosecutor's decision.

In addition to having the option of pursuing a criminal complaint, a Complainant may also have the option of exploring whether he or she might be entitled to an order of protection, restraining order, or other similar orders issued by a criminal or civil court. For more information about such orders, including the University's responsibilities concerning such orders, members of the University community should contact the Notre Dame Police Department or the Family Justice Center of St. Joseph County.

B. Group Accountability

In addition to investigating and addressing behavior of individuals, the University reserves the right to investigate and hold accountable the collective behavior of groups of individuals, including but not limited to student clubs, organizations, teams, and residential communities.

C. Confidential Resources and Information About Privacy

1. Confidentiality

Notre Dame recognizes that confidentiality is important. Breaches of confidentiality compromise the University's ability to investigate and resolve claims of Policy violations. Notre Dame will attempt to protect the confidentiality of the process to the extent reasonably possible. Investigators, mediators, members of Hearing Boards, and any others participating in the process on behalf of the University shall keep the information obtained through the process confidential. All other participants in the process (including the Complainant, Respondent, Advisors, and witnesses) are encouraged to respect the confidentiality of the proceedings and circumstances giving rise to the dispute and to discuss the matter only with those persons who have a genuine need to know.

While Notre Dame is committed to respecting the confidentiality of all parties involved in the process, it cannot guarantee complete confidentiality. Examples of situations in which confidentiality cannot be maintained include:

- When the University is required by law to disclose information (such as in response to a subpoena or court order);
- When disclosure of information is determined by the Office of Institutional Equity and/or the department necessary for conducting an effective investigation of the claim; and
- When confidentiality concerns are outweighed by the University's interest in protecting the safety or rights of others.

2. Confidential Resources

If a student, staff, or faculty member wishes the details of an incident to be kept confidential, the student, staff, or faculty member can speak with:

- Counselors, including at the University Counseling Center and Wellness Center;
- Health providers, such as University Health Services and local hospitals;
- Off-campus rape crisis resources, such as S-O-S, the rape crisis center for St. Joseph County; and
- Vowed religious (priests, deacons, and religious sisters and brothers) working within Campus Ministry and who are operating in that role.

These individuals will honor confidentiality unless there is an imminent danger to the person involved or to others. In addition, disclosure during the Sacrament of Reconciliation (confession) will not be revealed by the priest for any reason, which is a sacred obligation protected by law.

3. Parameters of Privacy and Confidentiality for Investigations; Mandatory Reporting Obligation

In all instances and to the extent possible, the University will protect the privacy of all parties to a report of Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct. That said, with the exception of those Confidential Resources listed above, all University employees, including faculty and staff, are considered mandatory reporters. Employees who receive information about any suspected or potential Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct, whether from the student, faculty, or staff involved or from a third party, must report the information to the AVP (or designee).

Employees may provide support and assistance to a Complainant, witness, or Respondent; but, mandatory reporters cannot promise confidentiality or withhold information about Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct.

4. Parameters of Privacy and Confidentiality Related to Crime Alerts Issued by the University

In an effort to provide timely notice to the Notre Dame community, and in the event of a serious crime that occurs on campus and poses a serious, ongoing threat to members of the Notre Dame community, a mass email Crime Alert will be sent to all students, faculty, and staff on campus and is posted on the Notre Dame Police Department website, and may also be posted in residence halls and various other buildings on campus. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of Complainants. Such alerts and updates shall not include identifying information about the Complainant in any publicly-available recordkeeping to the extent permitted by law.

D. Availability of Counseling, Medical and Pastoral Resources

1. Counseling Resources

a. *Resources Available to Students, Faculty, and Staff*

The Family Justice Center of St. Joseph County (fjcsjc.org) is a collaboration of civil, legal, medical, and social services which supports individuals affected by domestic violence. The Family Justice Center can be reached by calling 574-234-6900 and its office is located at 533 North Niles Avenue in South Bend. S-O-S of the Family Justice Center (fjcsjc.org/sos) is staffed by trained professionals and volunteer advocates who are available 24 hours a day. The staff can provide confidential counseling and recovery services, as well as support and information about communication with the police, family and friends. S-O-S Volunteer Advocates provide emotional support and information on the phone and in person at area hospital Emergency Departments around the clock. Specially trained professionals offer confidential counseling, group therapy, information, and referrals. The S-O-S Advocate acts as a liaison between the individual and the legal process, and can accompany the individual to court, if desired. The 24-hour telephone number for the S-O-S is 574-289-4357.

The Rape, Abuse and Incest National Network (RAINN) (rainn.org) is an anti-sexual violence organization that partners with more than 1,100 local rape crisis centers across the country. Among its programs, RAINN has two resources available globally: (1) the National Sexual Assault Online Hotline (https://ohl.rainn.org/online/), a secure web-based hotline that provides live and confidential help through an interface similar to instant messaging; and (2) the National Sexual Assault Hotline (800-656-HOPE), which provides free, confidential services 24 hours a day, seven days a week.

b. *Additional Resources Available to Faculty and Staff*

Carebridge, the Employee Assistance Program for Notre Dame, provides referrals to professionals who provide confidential counseling and support on a wide range of issues. The service is available 24 hours a day, seven days a week, and can be reached by calling Carebridge at 800-437-0911 or visiting carebridgenow.com.

c. *Additional Resources Available to Students*

The University Counseling Center, which is staffed by trained professionals and counselors, offers specialized support and assistance. Current students may seek counseling at any time, even years after the incident. The confidential services of the UCC are available to any student who may need support or assistance. The Counseling Center can be reached at 574-631- 7336 (24 hours). In addition, a Walk-In Crisis Service is available to students in Saint Liam Hall, Monday-Friday, 9 a.m. – 5 p.m. For further information, go to ucc.nd.edu.

2. Medical Resources

It is especially important for individuals who have been sexually assaulted or subjected to other Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct that involves physical contact to seek immediate and appropriate medical treatment. Such treatment is also important to preserve evidence in the event the individual later files criminal charges, or seeks to

obtain an order of protection. The two hospitals in the South Bend area are St. Joseph Regional Medical Center (www.sjmed.com) and Memorial Hospital (www.beaconhealthsystem.org). While both hospitals offer emergency care and evidence collection, St. Joseph has a specially trained sexual assault team available 24 hours a day, seven days a week. Under Indiana law, the tests and procedures at the hospitals are free of charge if treatment is sought within 120 hours of the assault. The evidence gathered in this examination will be maintained by the hospital and will not be provided to the police unless the individual reports the assault to the police. Any decision about whether or not to talk to the police is up to the individual.

Faculty and staff may visit the Notre Dame Wellness Center, 574-634-9355, which is equipped to provide confidential and professional medical care to faculty and staff. Students may visit University Health Services, which is open 24 hours a day during the academic year and is equipped to provide confidential and professional medical care to students. University Health Services can be reached in Saint Liam Hall, 574-631-7567. While the Notre Dame Wellness Center and University Health Services staff are unable to perform procedures related to the collection of evidence for the purposes of pursuing criminal prosecution, they can provide assistance and support when an individual requests or requires transportation to the hospital.

3. Pastoral Resources

An individual's disclosure during the sacrament of confession will not be revealed by the priest for any reason, which is a sacred obligation protected by law. In addition, vowed religious (priests, deacons, and religious sisters and brothers) working within Campus Ministry and who are operating in that role are confidential resources, as described above in Section C.2.. Campus Ministry can be reached at 574-631-7800 or at www.campusministry.nd.edu.

E. Supportive Measures

The University offers a wide range of supportive measures and resources for Complainants and Respondents, to provide support and guidance throughout the initiation, investigation, and resolution of a report under the Policy. Upon receipt of a report, the University may take supportive measures to address concerns regarding safety and well-being and to facilitate the parties' continued access to University programs and activities. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available.

Supportive measures, which may be temporary or permanent, may include changes in class or work schedules, academic modifications and support, changes in University- owned living arrangements, or any other reasonably available measures that the University deems appropriate. Supportive measures are available under all resolution processes and may be implemented prior to the initiation of any process. The University will maintain the confidentiality of any supportive measures provided, to the extent practicable.

F. No Contact Orders

When the name of a Respondent has been identified, the AVP (or designee) will, where appropriate, issue No Contact Orders.

Unless otherwise stated in writing, a Complainant or Respondent who is issued a No Contact Order by the University may not have contact, either directly, indirectly, or through third parties, with specific individuals for a specified period of time. "Third parties" include friends, family, attorneys, and other individuals acting on behalf of a Complainant or Respondent who has been issued a No Contact Order. "Contact" includes, but is not limited to, email, social media, instant messaging, text messaging, phone calls, voicemail, or direct visits. Unintentional contact and contact as outlined below in Section 4 is not considered a violation of the No Contact Order.

No Contact Orders are separate and distinct from court-administered actions such as protective orders and restraining orders. Questions about court-administered actions should be directed to local law enforcement.

The University encourages reporting of violations of No Contact Orders as soon as possible. Individuals may report such violations in accordance with the reporting procedures outlined in Section 2.A.1, above. Upon receiving a report of any violations of the terms of supportive measures, the AVP (or designee) will review the information to determine the appropriate means to address the alleged behavior. Violations of no contact orders or other restrictions may be referred to appropriate student or employee conduct processes for enforcement or added as collateral misconduct allegations to an ongoing Complaint under the Policy.

G. Addressing Student Concerns About Other Violations

At times, students are hesitant to report misconduct to University officials because they are concerned that they themselves, or witnesses to the misconduct, may be found responsible for other policy violations (e.g, parietals or alcohol violations). These behaviors are not condoned by the University, but the importance of addressing Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct outweighs the University's interest in addressing lesser violations. Accordingly, in these cases, the University will not refer reporting and participating students to the University Conduct Process to address lesser policy violations (e.g. parietals or alcohol violations).

Students who feel unsafe in a residence hall after parietals should leave the hall, regardless of the time, without concern for a parietals violation. A student will not be found responsible for a violation of the University's undergraduate residence hall visitation (parietals) policy if the violation is related to an incident of Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct.

H. Administrative Leave, Emergency Removal, and Information About Student Respondent's Enrollment, Transcript, and Degree

In cases involving a student or staff Respondent, the University may, after undertaking an individualized safety and risk analysis and determining that there is an immediate threat to the physical health or safety of any individual arising from the allegations of sexual harassment which justifies removal, remove a Respondent on an emergency basis from participating in some or all University activities. After any such removal, the Respondent will have an opportunity to challenge the decision. The University may place a non-student staff Respondent on administrative leave, pending any investigation under this Policy.

In cases involving a faculty Respondent, the faculty Respondent member may be removed

consistent with the procedures under the Academic Articles.

Generally, in cases involving a student Respondent, the student Respondent may not withdraw or take a leave of absence from the University after the University receives a report of an alleged violation of the Policy. The University reserves the right to proceed with an appropriate resolution process regardless of a Respondent's request for a withdrawal or for a leave of absence from the University. At any time, the University may place an administrative hold on the Respondent's University academic transcript, make a transcript notification, or withhold the award of the Respondent's degree. In cases where the University permits a Respondent to withdraw from the University after receiving a report of an alleged violation of University policy (including while the resolution process is pending), this withdrawal may be considered permanent and the Respondent's academic transcript may be held or noted "withdrawal pending investigation." Even if a Respondent withdraws from the University, the AVP (or designee) may decide to proceed with a resolution process. At the conclusion of a resolution process, the Respondent's transcript will be updated with the appropriate notation or removal of notation as prescribed by the University's Conduct Records Reporting Policy.

I. Requests for Anonymity and/or No University Resolution Process

In the event that a Complainant requests anonymity or requests that a matter not be referred to the Sexual Harassment Procedures, Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, or to Alternative Resolution, the AVP (or designee) will make a determination about whether the request can be granted. The decision will be based on a review of factors, including, but not limited to, patterns of behavior involving the Respondent, a group of individuals, and/or a specific location; threats of future sexual or other violence by the Respondent; the use of a weapon; whether the Complainant is a minor; and/or other risks to the University community.

If the University is able to agree to a Complainant's request for anonymity, the University's ability to meaningfully investigate the incident or impose Sanctions on the alleged Respondent(s) may be limited.

In some cases, based on this review, the University may not be able to agree to the Complainant's request in order to adhere to its obligation to provide a safe, non-discriminatory environment. If the University determines that it is unable to agree to a Complainant's request that a matter not be referred to a process outlined in these procedures, the Complainant will be notified in writing prior to the commencement of any formal process.

If the University is unable to agree to a Complainant's request for anonymity, the Complainant will be notified in writing prior to the University initiating a resolution process and the University will, to the extent possible, share information only with people responsible for handling the University's response.

J. Initial Assessment

After receiving a report of Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct, the AVP (or designee) will gather information about the reported conduct and

respond to any immediate health or safety concerns.

The AVP (or designee), and where appropriate a Student Affairs administrator, will also assess the nature and circumstances of the report and initial information gathered to determine whether the reported conduct is within the scope of the Policy, whether the reported conduct raises a potential Policy violation, and the appropriate manner of resolution under these procedures. This will include, when possible, a discussion of the Complainant's expressed preference for manner of resolution and any barriers to proceeding. It will also take into consideration the University's obligation to maintain an environment free from harassment.

At the conclusion of the initial assessment:

- If the report alleges conduct that falls within the Policy, the AVP (or designee) will inform the Complainant of what processes are available and the applicable procedures; or
- If the report does not fall within the Policy, the AVP (or designee) will refer the report to an appropriate entity to address the concerns or close the matter.

Depending on the content alleged in the report, the matter may be handled through the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct. In either situation, it is possible that Alternative Resolution, described in Section 3 below, may also be available.

1. Consolidation of Reports

The AVP (or designee) has the discretion to consolidate or separate multiple reports of Discriminatory Harassment, Other Sex-Based Misconduct, Formal Complaints of Sexual Harassment, alleged violations of the Non-Retaliation Policy, and/or violations of other University policies or standards into a single Investigation or multiple Investigations, where the allegations arise out of the same facts or circumstances. Consolidation might involve multiple Complainants and a single Respondent, multiple Respondents, and/or conduct that is temporally or logically connected.

2. Moving to or from Different Procedures

If, during the course of a proceeding under the Sexual Harassment Procedures, the AVP (or designee) determines that the conduct alleged does not constitute Sexual Harassment under the Policy or if the AVP (or designee) otherwise determines that the Sexual Harassment Procedures are inapplicable, the matter may be referred to the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

Similarly, if, during the course of a proceeding under the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, the AVP (or designee) determines that the conduct alleged does constitute Sexual Harassment or otherwise determines that the Sexual Harassment Procedures are applicable, the matter may be referred to the Sexual Harassment Procedures.

Finally, if the requirements for participating in Alternative Resolution are otherwise met,

including both parties' agreement to participate in Alternative Resolution, the AVP (or designee) may refer the matter from either the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct to Alternative Resolution. Likewise, the AVP (or designee) may refer a matter from Alternative Resolution to either the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, if applicable.

3. ALTERNATIVE RESOLUTION

Alternative Resolution is a voluntary, remedies-based, and educational process designed to address allegations of harmful and/or prohibited conduct, identify ways that individuals and/or the community have been impacted, and develop a resolution to address the impact and prevent future behavior.

A. Circumstances When Alternative Resolution May Be Appropriate

Alternative Resolution may be available under either the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct. Alternative Resolution, however, may not be appropriate for all forms of alleged Policy violations, and the AVP (or designee) retains the discretion to determine which cases are or are not appropriate for Alternative Resolution.

Alternative Resolution is available only after the AVP (or designee) reviews the matter to confirm that it would be appropriate for Alternative Resolution.

Alternative Resolution may be used only with the voluntary, informed consent of both parties. Before obtaining such consent, the University will notify the parties of the allegations at issue and the requirements of Alternative Resolution, including any limitations on pursuing a resolution under either the Formal Proceedings of the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

At any time prior to agreeing to a resolution in Alternative Resolution, either a Complainant or a Respondent may request to end Alternative Resolution and proceed under either the Formal Proceedings of the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, as applicable.

Alternative Resolution may also only be conducted under the supervision of University-sanctioned, trained professionals, and following a determination by the University that the matter at hand is appropriate for a restorative approach.

Alternative Resolution is not available to resolve allegations that an employee engaged in Sexual Harassment against a student.

In cases involving allegations of Sexual Harassment, Alternative Resolution is not available without the filing of a Formal Complaint.

B. Forms of Alternative Resolution

Alternative Resolution may include, but is not limited to, one or more of the following approaches:

- Supportive Resolution: When the University can resolve the matter informally by providing supportive measures (only) designed to remedy the situation.
- Accepted Responsibility. When the Respondent is willing to accept responsibility for violating Policy and is willing to agree to actions that will be enforced similarly to sanctions, and the Complainant(s) and University are agreeable to the resolution terms.
- Mediation: A facilitated conversation between two or more individuals, most often the Complainant, the Respondent, and/or other community members. Depending on stated interests, the participants may sometimes work towards the development of a shared agreement, although working towards an agreement is not always the intended outcome.
- Indirect Mediation: An indirect conversation individually with the Complainant, the Respondent, and/or other participants to discuss experiences and perspectives and explore interests while working towards meeting expressed needs. This process does not require direct interaction between the parties or the parties and other participants, but rather, independently, with a facilitator. In some cases, such as alleged sexual assaults, mediation will not be appropriate.
- Restorative Conference: A facilitated interaction where the individuals who have been impacted can come together with an individual(s) who assumes responsibility for addressing the impact. A conference may include multiple members of the community to explore individual and community impact, harm, obligations, and opportunity for repairing them.
- Accountability Conference: A facilitated interaction between the Respondent and University faculty and/or staff designed to provide accountability, structured support, and the development of a learning plan. The focus is to balance support and accountability for an individual who has acknowledged their obligation to address impact and willingness to engage in an educational process.

Depending on the form of Alternative Resolution, it may be possible for a Complainant to maintain anonymity in Alternative Resolution.

Additional measures that may be agreed to as a result of Alternative Resolution may include:

- Educational programming and/or training;
- Regular meetings with an appropriate University individual, unit, or resource;
- Extension of a No Contact Order;
- Restriction from participation in facets of the work or educational environment;
- Restriction from participation in particular events;
- Completion of an educational plan with regular meetings with a conversation partner or other appropriate University staff or faculty member;
- Completion of a development plan with oversight from Human Resources or a supervisor, as appropriate;
- Commitment to regular conversations with Human Resources or a supervisor, as appropriate; and/or
- Counseling sessions.

C. Alternative Resolution Agreements

Some forms of Alternative Resolution will result in a written agreement. Any agreements reached in Alternative Resolution must be approved by the AVP (or designee).

If the AVP (or designee) approves an agreement after the parties have voluntarily reached consensus as to its terms, the parties will be required to comply with the agreement. Failure to comply with the agreement may result in the matter being referred back to the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, and/or to the appropriate University conduct process for possible disciplinary action.

If, for any reason, no resolution is reached, the matter may be referred to the AVP (or designee) for further action under the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

D. Timing

The University will seek to complete Alternative Resolution within sixty calendar days following the decision to proceed with Alternative Resolution. The sixty calendar-day timeframe does not typically include academic break periods and may be affected by holidays or other extenuating circumstances. The University reserves the right to reasonably modify Alternative Resolution on a case-by-case basis due to the scope or complexity of the facts and circumstances at issue, or due to other extenuating circumstances. The University may extend any timeframe in this policy for good cause, including extension beyond sixty calendar days. Any modifications will be communicated to both parties.

4. SEXUAL HARASSMENT PROCEDURES

The Sexual Harassment Procedures apply when the Respondent is a student, staff, or faculty member at the University at the time of the alleged conduct and where the conduct alleged includes Sexual Harassment under the Policy.

Following the Initial Assessment, Alternative Resolution may be available in cases alleging Sexual Harassment. In such cases, prior to engaging in Alternative Resolution, the University will provide both parties with written notice of the allegations, explain the requirements and consequences of Alternative Resolution, and obtain both parties voluntary and written consent to participate in Alternative Resolution.

A. Formal Complaint Requirement for Sexual Harassment Procedures

At the conclusion of the initial assessment, if the report alleges conduct that falls within the prohibition on Sexual Harassment in the Policy, the AVP (or designee) will inform the Complainant that in order to proceed under the Sexual Harassment Procedures, a Formal Complaint, as defined in the Policy, is required.

The University will conduct an Investigation under the Sexual Harassment Procedures only upon the filing of a Formal Complaint alleging Sexual Harassment. A Formal Complaint may be

initiated by only the AVP or a Complainant participating in or attempting to participate in a University education program or activity. A Complainant may file a Formal Complaint in person at the Office of Institutional Equity, by mail at Office of Institutional Equity, 100 Grace Hall, Notre Dame, IN, 46556; by email at equity@nd.edu; by contacting the AVP; or speakup.nd.edu. When a Complainant submits a Formal Complaint, he or she must include a physical or digital signature to indicate that the Complainant is the person filing the Formal Complaint.

B. Dismissal of Formal Complaints of Sexual Harassment

The Department of Education requires universities to distinguish between conduct regulated by Title IX and conduct that is not regulated by Title IX but is still prohibited by University policies or codes. Under Title IX, the University must dismiss a Formal Complaint of Sexual Harassment or the part of the allegations in a Formal Complaint of Sexual Harassment, if applicable, where the conduct alleged:

- would not constitute Sexual Harassment as defined in the Policy;
- did not occur in the University's educational programs or activities; or
- did not occur in the United States.

The University may dismiss a Formal Complaint of Sexual Harassment if:

- a Complainant notifies the Title IX Coordinator in writing that he or she would like to withdraw the Formal Complaint or any allegations therein;
- the Respondent is no longer enrolled or employed by the University; or
- the University is prevented from gathering evidence sufficient to reach a determination.

A dismissal pursuant to Department of Education Title IX Regulations, however, does not prevent the University from investigating the matter under otherwise applicable processes in these Procedures. For example, if alleged Sexual Harassment occurs at an off-campus location (*i.e.*, outside the University's educational programs or activities) or outside of the United States, the University may still investigate the matter under the Sexual Harassment Procedures. Similarly, if alleged conduct does not constitute Sexual Harassment as defined in the Policy, the University may still investigate the matter under the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

If the University must dismiss allegations of conduct based upon the determination that the conduct does not fall under one or more provisions of the Policy, the dismissal does not preclude the University from addressing conduct in any manner the University deems appropriate under other University policies.

C. Notice of Investigation

Upon receipt of a Formal Complaint of Sexual Harassment, the AVP (or designee) will provide the Complainant and the Respondent a written Notice of Investigation, containing the following information (if known):

- the conduct allegedly constituting a Policy violation, including the identities of the parties involved in the incident and the date and location of the alleged incident; and
- the alleged Policy violation(s).

This Notice of Investigation will also inform the parties of their rights under the Sexual Harassment Procedures.

If the Investigation reveals the existence of additional or different potential Policy violations, the AVP (or designee) will issue a supplemental Notice of Investigation that includes this information.

D. Formal Proceedings for Sexual Harassment

Where Alternative Resolution is not pursued, a Formal Complaint of Sexual Harassment will go through the Formal Proceedings under the Sexual Harassment Procedures. These Formal Proceedings involve an Investigation and could result in Sanctions against a Respondent. When a Formal Complaint of Sexual Harassment is referred to the Formal Proceedings under the Sexual Harassment Procedures, the AVP (or designee) will appoint one or more Investigators to conduct a prompt, thorough, fair, and impartial Investigation.

As stated in Article IV/Section 2 of the University's Academic Articles regarding Academic Freedom, freedom of inquiry and freedom of expression are safeguarded by the University. The rights and obligations of academic freedom take diverse forms for the faculty, the students, and the administration; in general, however, these freedoms derive from the nature of the academic life and accord with the objectives of the University as a community that pursues the highest scholarly standards, promotes intellectual and spiritual growth, maintains respect for individuals as persons, and advances the Catholic mission. Specific principles of academic freedom supported at the University include: freedom to teach and to learn according to one's obligation, vision, and training; freedom to publish the results of one's study or research; and freedom to speak and write on public issues as a citizen.

Nothing in this policy or these procedures shall be construed to restrict academic freedom and the associated protections of tenure, or the University's educational mission. Based on the protections afforded by academic freedom, speech and other expression occurring in the context of instruction or research will not be considered prohibited conduct unless this speech or expression meets the specific definitions of Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct. The University is committed to the free and vigorous discussion of ideas and issues, which the University believes will be protected by this Policy.

1. <u>Advisors</u>

The Complainant and Respondent will each be permitted to be accompanied by an Advisor of his or her choice at each stage of the Sexual Harassment Procedures in which the party participates. For example, a party may bring his or her Advisor to his or her own Investigation interview and to a Hearing, if one occurs. An Advisor may not appear in the place of either the Complainant or Respondent.

Aside from during the Pre-Hearing Meeting and Hearing, as described below, the Advisor role is

nonspeaking. While the Advisor may provide support and advice to the parties before any meeting and/or interview and during breaks in meetings and/or interviews, outside of the hearing Advisors will not be permitted to make comments, pass notes, or otherwise disrupt any part of the Sexual Harassment Procedures process. Advisors who are disruptive during an Investigation meeting and/or interview will be required to leave.

The University will not delay the scheduling of meetings and/or interviews based on the Advisor's unavailability.

With the exception of the Hearing, as described below, the University will communicate directly with the Complainant and Respondent, not through any third party.

If a party does not have an Advisor to accompany him or her at the Hearing, the AVP (or designee) will appoint such an Advisor of the University's choice.

2. Investigation

The University will provide a prompt, fair, thorough, and impartial Investigation of the Formal Complaint. Investigations are aimed at gathering all available, relevant evidence in the form of witness interviews and other information. The Investigator(s) appointed by the AVP (or designee) will conduct the Investigation.

The University aims to complete all Investigations within sixty calendar days of the filing of a Formal Complaint. However, there may be some Investigations that cannot be completed within sixty calendar days. In such cases, the University will communicate to the Complainant and Respondent that the Investigation is going to take longer than sixty calendar days and, in doing so, will indicate when the University believes it will complete the Investigation.

In the course of the Investigation, both parties will be afforded an opportunity to provide relevant information, including an opportunity to identify witnesses and provide other relevant evidence. The Investigator will meet separately with the Complainant, Respondent, and other relevant witnesses, if any.

While both parties are encouraged to provide any information they believe may be relevant, evidence about a party's prior sexual conduct is ordinarily not considered relevant. Such information may be relevant in those instances where there was a prior sexual relationship between the parties and the information shared may be relevant to the issue of Consent or where such questions and evidence are offered to prove that someone other than the Respondent committed the conduct alleged. In addition, evidence of a prior consensual dating or sexual relationship between the parties, by itself, does not imply Consent or preclude a finding of sexual misconduct.

The Investigator may also gather or request other relevant information or evidence, when available and appropriate. The Complainant and Respondent will be asked to identify witnesses and provide other relevant information, such as documents, communications, photographs, and other evidence. Both parties are encouraged to provide all relevant information (including witness information) as promptly as possible to facilitate prompt resolution. In the course of the Investigation, information will be shared as necessary with people who need to know, such as

Investigators, parties, and witnesses.

3. Investigative Report

At the conclusion of the information-gathering portion of the Investigation but before the completion of an Investigative Report, the Investigator will provide hard-copy or electronic access to all evidence obtained as part of the Investigation to both parties (and their respective Advisors, if any) for their review.

The parties will have ten calendar days to review and respond to the evidence. All responses to the evidence must be submitted by the party in writing to the Investigator. Advisors are not permitted to submit written responses to the evidence on their own or on behalf of the party they are advising. The Investigator will consider all timely responses submitted by a party.

The parties' written responses may provide the following to the Investigator:

- comment or feedback;
- additional information, including identifying additional witnesses; and/or;
- questions for the Investigator to consider asking the other party or witnesses.

Following receipt of the parties' written responses, if any, the Investigators will review all relevant information obtained and may conduct additional interviews with the parties and/or witnesses. The Investigators will then draft an Investigative Report, which will outline each of the allegations that potentially constitutes Sexual Harassment, provide an overview of the procedural steps of the Investigation, and fairly summarize the relevant evidence, both inculpatory and exculpatory, obtained during the Investigation.

The parties, along with their respective Advisors, if any, will be provided hard-copy or electronic access to review the Investigative Report and all evidence directly related to the allegation at least ten calendar days prior to the date of the scheduled Hearing. The parties may provide a written response in advance of the Hearing.

4. Hearing

Upon receipt of the Investigative Report, the AVP (or designee) will convene a meeting of a Hearing Board. The Hearing Board will conduct a Hearing to determine, by a preponderance of the evidence, whether the Respondent violated any provision of the Policy.

The University will provide at least ten days written notice to Hearing participants (including each party's Advisor, if any, upon the party's signed information release for their Advisor of choice), including the date, time, location, and names of all hearing participants.

Prior to the Hearing, members of the Hearing Board shall be provided a copy of the Investigative Report, along with all evidence provided to the parties and all party responses to the Investigative Report, if any.

a. *Constituting the Hearing Board*

The Hearing Board will be composed of a Hearing Officer and the individuals specified below, depending on the identity of the Respondent. The Hearing Officer will be selected by the AVP (or designee) from a standing pool of Hearing Officers nominated annually by the AVP (or designee) and approved by the Executive Committee of the Academic Council. Students may not serve as members of the Hearing Board.

Where the Respondent is a student, there will be two additional members of the Hearing Board, selected by the AVP (or designee) from a standing pool of Student Hearing Board Committee Members. The Student Hearing Board Committee Members shall be nominated annually by the Vice President for Student Affairs, in conjunction with the AVP, and appointed by the University President.

Where the Respondent is a staff member, there will be two additional members of the Hearing Board, selected by the AVP (or designee) from a standing pool of Staff Hearing Board Committee Members.

The Staff Hearing Board Committee Members shall be nominated annually by the Vice President of Human Resources, in conjunction with the AVP, and appointed by the University President. In cases where the Respondent is a staff member and the Complainant is a student, upon the student's request, the AVP (or designee) will appoint a member of the Student Hearing Board Committee to serve in an advisory role to the Hearing Board.

Where the Respondent is a faculty member, there will be three additional members of the Hearing Board. These members will be the Associate Provost for Faculty Affairs and two tenured faculty members selected by the Academic Council from a standing pool of Faculty Hearing Board Committee Members. The Faculty Hearing Board Committee Members shall consist solely of tenured faculty that do not perform a predominately administrative role for the University, nominated annually by the Executive Committee of the Academic Council, and appointed by the University President. In cases where the Respondent is a faculty member and the Complainant is a student, upon the student's request, the AVP (or designee) will appoint a member of the Student Hearing Board Committee to serve in an advisory role to the Hearing Board.

b. *Pre-Hearing Meeting*

At least three calendar days before the Hearing, the Hearing Officer will convene a Pre-Hearing Meeting among the parties and, if applicable, their Advisors. Each party must attend the Pre-Hearing Meeting and may be accompanied by his or her Advisor. Advisors will be permitted to participate actively in the Pre-Hearing Meeting. Either party may request alternative arrangements for participating in the Pre-Hearing Meeting that do not require physical proximity to the other party, including participating through electronic means that permit both parties to simultaneously see and hear each other. The Hearing Officer will set the agenda for the Pre-Hearing Meeting, which may include the following:

- Proceeding structure and logistics, including the process that will be utilized for the presentation of witnesses and evidence

- Stipulations of fact, if any
- Witness lists and order
- Exhibit lists and admissibility
- Relevance of evidence
- Expected length of Hearing and other timing considerations

After the Pre-Hearing Meeting, the Hearing Board will send the parties a written summary of the meeting.

c. *Hearing*

The Hearing is an opportunity for the Complainant and the Respondent to address the Hearing Board in person. The Complainant and the Respondent make opening and closing statements and present relevant witnesses. It is also an opportunity for the Hearing Board to hear directly from the parties and relevant witnesses and to evaluate all relevant evidence obtained during the Investigation. The Hearing Board has the discretion to determine the specific Hearing agenda.

The Complainant and the Respondent will have the opportunity to be present throughout the entire Hearing. Either party may request alternative arrangements for participating in the Hearing that do not require physical proximity to the other party, including participating through electronic means that permit both parties to simultaneously see and hear each other. Should the Complainant or Respondent fail to attend the scheduled Hearing, the Hearing will be held and a determination will be made despite his and/or her absence. The Hearing Board will not however, draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or their refusal to answer cross-examination questions or other questions.

An excused absence from University obligations, including academic courses, will be provided to parties and witnesses in order to attend the Hearing.

Both the Complainant and the Respondent are provided the opportunity to be heard and respond to any questions of the Hearing Board. The Hearing Board will communicate directly with the Complainant and the Respondent, not through any third party. A representative may not appear in the place of a Complainant or Respondent.

Neither the Complainant nor the Respondent will be permitted to engage in direct communication with each other before, during, or immediately after the Hearing.

d. *Role of Advisors in Hearing*

Both the Complainant and the Respondent may have an Advisor of choice present at the Hearing. If a party does not have an Advisor for the live hearing, the University will provide an Advisor of its choice to conduct cross-examination on behalf of that party. Advisors are not permitted to actively participate in the Hearing, except for communicating with the Hearing Officer about evidentiary or procedural issues and asking questions of the other party and any witnesses as described below.

e. *Evidence and Questioning*

Access to Evidence. The Hearing Board will make all relevant evidence obtained as part of the Investigation that is directly related to the allegations raised in the Formal Complaint available at the Hearing and will give each party equal opportunity to refer to such evidence.

Privileged Information. No person will be required to disclose information protected under a legally recognized privilege. The Hearing Officer will not allow into evidence or rely upon any questions or evidence that may require or seek disclosure of such information, unless the person holding the privilege has waived the privilege.

Evidence and Other Procedural Matters. At the Hearing, the Hearing Officer will rule on all procedural and evidentiary matters, including those regarding privilege, relevance, exhibits, and the testimony of Hearing participants. Either a party or an Advisor is permitted to raise such issues with the Hearing Officer.

Requirement to Participate in Investigation. There is a presumption that, to be considered in the Hearing, evidence or witness testimony must be part of the Investigation record. The Hearing Board has the sole discretion to permit evidence or testimony that is not part of the Investigation record to be offered in a Hearing if that evidence is relevant and was previously unknown or unavailable.

Questioning. The Hearing Officer may, at the Hearing Officer's discretion, ask questions during the Hearing of any party or witness and may be the first person to ask questions of any party or witness. Each party's Advisor may ask the other party and any witnesses relevant questions, including those challenging credibility. A Complainant or Respondent will not be permitted to personally ask questions of the other party or any witnesses that participate in the Hearing. Advisors may ask questions under the following procedure: The Advisor will ask a question of the applicable participant. If the Hearing Officer determines the Advisor's question is not relevant to the allegations in the Formal Complaint, then the Hearing Officer must explain any decision to exclude a question as not relevant. If the Hearing Officer allows the question as relevant, the participant will be expected to answer it.

f. *Recording*

Proceedings will be recorded by the AVP (or designee) and may not be recorded by anyone other than the AVP (or designee). The recording will be preserved for at least seven years after the conclusion of the Proceeding or as long as necessary to provide evidence should the matter be referred to legal processes.

5. Determination and Sanctions

Following the Hearing, the Hearing Board will make a written determination as to whether, based on a preponderance of evidence, a violation of the Policy has occurred and which Sanctions, if any, shall be assigned. The Hearing Board will provide its written determination to the parties simultaneously.

The written determination will include a description of the allegations potentially constituting Sexual Harassment, findings of fact supporting the determination, conclusions applying the University's Policy to the facts, the rationale for the Hearing Board's determinations, and any opposing or additional considerations.

The Respondent in the Sexual Harassment Procedures is presumed to be not responsible. This presumption may be overcome only after a Hearing where the Hearing Board concludes that the Respondent violated University policy, based on a preponderance of the evidence (*i.e.*, whether it is more likely than not a violation occurred). The Hearing Board should strive, if possible, to arrive at a unanimous decision.

Where there is a finding of responsibility for a violation of the Policy, the Hearing Board may assign one or more Sanctions, as described below. In assigning Sanctions, the Hearing Board may consider the Respondent's past disciplinary or conduct issues, if any, which will be provided by the relevant University department. In cases where a faculty member is the Respondent, only previous findings of responsibility of Sexual Harassment by the Respondent may be considered.

The assignment of Sanctions is designed to eliminate Sexual Harassment, prevent its recurrence, and remedy its effects, while supporting the University's educational mission.

Sanctions may be assigned individually or in combination. Sanctions may include, but are not limited to, the following:

- Counseling or Education
- Verbal or Written Reprimand
- Participation in an University Program or Activity
- Restorative Justice Conference
- Alcohol Assessment or Education
- Substance Abuse Treatment
- Psychological Assessment
- Ban from Campus or Specific Location(s) on Campus
- Loss of Future Employment or Educational Opportunities with the University
- Additional Sanctions for Student Respondents
    - Loss of Extra-Curricular Privileges
    - Loss of Specific Privileges within a Residential Community
    - Loss of Opportunity to Live in Campus Housing
    - No Contact Order
    - Temporary Hold on Transcript and/or Permanent Transcript Notation
        - Withholding or Delayed Issuance of Degree
    - Student Disciplinary Action
        - *Disciplinary Probation*: Defined as a specified period of observation and evaluation of a student's conduct. Any violation of University or residence hall policy committed by a student on Disciplinary Probation is a serious violation and could result in dismissal from the University. A student placed on Disciplinary Probation may not participate in an international study abroad program or any other off-site University academic program during the period of probation.

    - *Dismissal with the Opportunity to Apply for Readmission*: A separation from the University which provides the student an opportunity to apply for readmission after a specified period of time and after meeting all conditions specified at the time of dismissal. An application to the University is required to seek readmission and readmission is not guaranteed. The University reserves the right to consider in its sole discretion, as a part of a student's application for readmission, any unresolved and/or additional reports of alleged misconduct.
    - *Permanent Dismissal*: A permanent separation from the University with no opportunity for readmission.
- Additional Sanctions for Faculty and Staff Respondents
    - Transfer or Reassignment to another department, position, or schedule
    - Change of Duties and/or Responsibilities
    - Loss of Opportunity for Merit Increase
    - Removal from Positions of Leadership
    - Loss of Employment Privileges
    - Suspension of Employment
    - Demotion, including Demotion in Academic Rank
    - Revocation of Tenure
    - Termination from Employment
    - Reduction of Individual Salary or Pay
    - Written Warning

In cases where the Respondent is a tenured faculty member, and in consideration of academic freedom and the associated protections of tenure referenced in Section 4.D above, if a Sanction selected by the Hearing Board constitutes a "Severe Sanction" (as defined by the Academic Articles), the Hearing Board must make a determination that the specific Severe Sanction selected is proportionate to the misconduct for which the tenured faculty member was found responsible.

Independent of any Sanctions, the University may also take the appropriate remedial measures to protect the Complainant. The remedial measures may include the provision of counseling, training, educational programming, accommodations, and other assistance as appropriate.

6. Appeals

Within ten calendar days of being informed of the University's full or partial dismissal of a Formal Complaint or a determination regarding responsibility by a Hearing Board, either a Complainant or a Respondent may request an appeal by filing a written Request for Appeal.

Third parties may not file a Request for Appeal on behalf of a Respondent or a Complainant. Failure to submit a Request for Appeal within the time specified will render the University's dismissal or the Hearing Board's determination regarding responsibility final and conclusive. Unless otherwise stated, if a Request for Appeal is filed, the University's dismissal or the Hearing Board's determination will not become effective until the appeal process is complete.

An Appeal Coordinator appointed by the AVP (or designee) will administer the appeal process. The University will aim to resolve the appeal process within a reasonably prompt timeframe.

A Complainant and/or a Respondent must establish one or more of the following grounds for review:

- A procedural irregularity that affected the outcome of matter. The Complainant's or Respondent's Request for Appeal must describe the procedural irregularity in detail and explain how it affected the outcome of the matter.

- New evidence that was not reasonably available at the time of the determination of responsibility or the dismissal, which could affect the outcome of the matter. The Complainant's or Respondent's Request for Appeal must describe the new evidence in detail, explain why the evidence was not available prior to the dismissal or determination, and explain how it affected the outcome of the matter. Complainants or Respondents who fail to participate in the Investigation or Hearing process generally will be deemed to have waived the opportunity to present witnesses and relevant information on their own behalf. Such Complainants or Respondents generally will be deemed to have waived the opportunity to present "new evidence" through the appeal process.

- The AVP (or designee), Investigator(s), or Hearing Board member(s) had a conflict of interest and/or bias for or against Complainants or Respondents generally, or against the individual Complainant or Respondent, that affected the outcome of the matter.

- The assigned Sanction does not fall within the range of appropriate Sanctions.

To the extent that any of the foregoing grounds require an evidentiary determination, the standard of evidence shall be a preponderance of the evidence.

Requests for Appeal are screened by the Appeal Coordinator. Requests for Appeal that are not submitted by the communicated deadline, or that do not include required information concerning the specified ground(s) for review, may be denied by the Appeal Coordinator. A Complainant's or a Respondent's Request for Appeal that is submitted within the communicated deadline and that includes the required information concerning the ground(s) for review will be forwarded by the Appeal Coordinator to the other party and to the Hearing Board. The other party will have the opportunity to provide a written response to the Request for Appeal. The other party's response must be submitted within seven calendar days of receipt of the notice of the Request for Appeal. The Hearing Board will also have the opportunity to provide a written response to the Request for Appeal.

The Appeal Coordinator will then forward the Request for Appeal, any responses from the other party and/or the Hearing Board, and the case file to one of the following individuals, who will decide the appeal:

- for student Respondents, the Vice President for Student Affairs (or designee);
- for staff Respondents, the Vice President for Human Resources (or designee); and
- for faculty Respondents, a three-member advisory panel will provide a recommendation to the Provost (or designee). The panel will consist of three tenured faculty who are elected members of the Academic Council, excluding anyone who was a member of the Hearing Board. The advisory panel will forward its recommendation to the Provost (or designee). The Provost or designee will provide a recommendation to the President, to make the decision on the appeal.

The Appeal decision will be made based on a review of the Complainant's or Respondent's Request for Appeal, the case file and, where applicable, any responses from the other party and/or the Hearing Board.

In cases where a tenured faculty member asserts on appeal that any assigned Sanction that constitutes a Severe Sanction (as defined by the Academic Articles) does not fall within the range of appropriate Sanctions, in consideration of academic freedom and the associated protections of tenure referenced in Section 4.D above, the President must make a determination as to whether the specific Severe Sanction is proportionate to the misconduct for which the tenured faculty member was found responsible.

Upon review, the Vice President for Student Affairs, Vice President for Human Resources, the Provost (or designees), or the President may remand the case for additional formal proceedings, where appropriate.

The outcome of the Appeal will be communicated to the Respondent and the Complainant via written notification. The appeal decision is final and not subject to further review.

5. PROCEDURES FOR DISCRIMINATORY HARASSMENT AND OTHER SEX-BASED MISCONDUCT

A. Student Procedures

In cases where a student (including a student employee) is accused of engaging in Discriminatory Harassment or Other Sex-Based Misconduct under the Policy, the procedures described in this section apply.

Grievances related to disability status and/or provision of student accommodations are addressed using the Student Grievance Procedure Relating to Complaints under the Americans with Disabilities Act and the Rehabilitation Act of 1973. However, allegations of discrimination on the basis of an actual or perceived disability will be resolved under the procedures described in this section.

1. Initial Assessment

After receiving a report, the AVP (or designee) will conduct an initial assessment of the report pursuant to Section 2.J.

2. Alternative Resolution

Alternative Resolution may be available in cases alleging Discriminatory Harassment or Other Sex-Based Misconduct, so long as the University provides both parties with written notice of the allegations, explains the requirements and consequences of Alternative Resolution, and obtains both parties' voluntary and written consent to participate in Alternative Resolution as described above.

3. Administrative Review

Where Alternative Resolution is not pursued and an Initial Assessment determines that an investigative process is appropriate, a report of Discriminatory Harassment or Other Sex-Based Misconduct will go through an Administrative Review. In Administrative Review, the Office of Institutional Equity (or designee) will investigate complaints and determine whether or not a violation of the Policy occurred. A preponderance of the evidence standard (i.e., whether it is more likely than not a violation occurred) will be used to determine the outcome of an Administrative Review, which could result in Sanctions against a Respondent.

a. *Support Persons*

Student Complainants and Respondents in an Administrative Review are provided the opportunity to consult with a Support Person of their choosing. The parties may be accompanied by their respective Support Person at any meeting or interview involved in an Administrative Review, but the Support Person's role is non-speaking, and a Support Person who is disruptive may be required to leave. While a Support Person may provide support and advice to the parties before any meeting or interview and during breaks in meetings or investigative interviews, he or she may not speak on behalf of the parties or otherwise participate in, or in any manner delay, disrupt, or interfere with any meetings or interviews involved in the process.

The University will communicate directly with the Complainant and Respondent throughout an Administrative Review, not through any third party. A representative may not appear in the place of either the Complainant or Respondent.

b. *Investigation*

When a report of Discriminatory Harassment or Other Sex-Based Misconduct is referred to an Administrative Review, the University will conduct a prompt, thorough, fair, and impartial Investigation.

During an Investigation, the Investigator will meet separately with the Complainant, Respondent, and relevant witnesses, if any. Witnesses are individuals the Investigator deems to have information relevant to the allegation of a Policy violation. Witnesses may not participate solely to speak about an individual's character.

The Investigator may also gather or request other relevant information or evidence, when available and appropriate. The Complainant and Respondent will be asked to identify witnesses and provide other relevant information, such as documents, communications, photographs, and other evidence. Both parties are encouraged to provide all relevant information (including witness information) as promptly as possible to facilitate prompt resolution.

After conducting interviews and gathering other relevant information, if any, the Investigator will prepare an Investigative Report. The Investigative Report will summarize relevant information obtained during the Investigation.

The Complainant and the Respondent will be afforded the ability to inspect and review the Investigative Report and provide a written response within ten (10) calendar days.

c. *Acceptance of Responsibility*

If, after reviewing the Investigative Report, the Respondent wishes to formally accept responsibility for the alleged Policy violations, the AVP (or designee) may decide, in his or her sole discretion, to recognize the acceptance of responsibility. In this situation, the parties will be notified of the acceptance of responsibility, and the AVP (or designee), may assign one or more Sanctions.

d. *Determination*

Upon receipt of the Investigative Report, the AVP (or designee) shall make a written determination whether a violation of the Policy has occurred.

Where there is a finding of responsibility for a violation of the Policy, the AVP (or designee) may assign one or more Sanctions, as defined in Section 4 above. In assigning Sanctions, the AVP (or designee) retains the sole discretion to consult with the Office of Community Standards.

e. *Appeals*

Within ten calendar days of being informed of a determination that results in a determination of not responsible or a Sanction, either a Complainant or a Respondent may request an appeal by filing a written Request for Appeal.

Third parties may not file a Request for Appeal on behalf of a Respondent or a Complainant. Failure to submit a Request for Appeal within the time specified will render the determination final and conclusive. Unless otherwise stated, if a Request for Appeal is filed, the determination will not become effective until the appeal process is complete.

An Appeal Coordinator appointed by the AVP (or designee) will administer the appeal process. The appeal process will generally be resolved in a reasonably prompt timeframe.

A Complainant or a Respondent must establish one or more of the following grounds for review:

- A procedural defect in the Administrative Review that was substantial enough to have changed the determination. The Complainant's or Respondent's request must describe the procedural defect in detail and explain how it was substantial enough to have changed the determination;
- The discovery of substantive new information that was unknown or unavailable to the Complainant or Respondent during the Administrative Review and was substantial enough to have changed the determination. The Complainant's or Respondent's request must describe the newly discovered information in detail, explain why the information was not available during the Administrative Review, and explain how it was substantial enough to have changed the determination. Complainants or Respondents who fail to participate in the Investigation generally will be deemed to have waived the opportunity to present "substantive new information" through the Appeal process; or
- The assigned Sanction does not fall within the range of appropriate Sanctions.

To the extent that any of the foregoing grounds require an evidentiary determination, the standard of evidence shall be a preponderance of the evidence.

After receiving a Complainant's or a Respondent's Request for Appeal, the Appeal Coordinator will acknowledge receipt to the Complainant or Respondent via written notification. Requests for Appeal are screened by the Appeal Coordinator. Requests for Appeal that are not submitted by the communicated deadline, or that do not include required information concerning the specified ground(s) for review, may be denied by the Appeal Coordinator. Requests for Appeal that are submitted within the communicated deadline and that include information concerning the ground(s) for review will be forwarded by the Appeal Coordinator to the other party and the AVP (or designee). The other party will have the opportunity to provide a written response to the Request for Appeal. The other party's response must be submitted within seven calendar days of receipt of the notice of the Request for Appeal. The Appeal Coordinator will then forward the Request for Appeal, any responses from the other party and the case file to the Vice President for Student Affairs (or designee), who will decide the appeal.

The Appeal decision will be made based on a review of the Request for Appeal, the case file and, where applicable, any responses from the other party.

Upon review, the Vice President for Student Affairs (or designee) may remand the case for additional proceedings, where appropriate.

The outcome of the Appeal will be communicated to the Respondent and the Complainant via written notification. The Appeal decision is final and not subject to further review.

B. Faculty and Staff Procedures

In cases where a faculty or staff member is accused of engaging in Discriminatory Harassment or Other Sex-Based Misconduct under the Policy, the procedures described in this section apply.

1. Initial Assessment

After receiving a report, the AVP (or designee) will conduct an initial assessment of the report pursuant to Section 2.J.

2. Alternative Resolution

Alternative Resolution may be available in cases alleging Discriminatory Harassment or Other Sex-Based Misconduct, so long as the University provides both parties with written notice of the allegations, explains the requirements and consequences of Alternative Resolution, and obtains both parties' voluntary and written consent to participate in Alternative Resolution as described above.

3. Investigation

Where Alternative Resolution is not pursued, the University may investigate allegations to determine whether or not a violation of the Policy occurred or may take other appropriate action. If the University investigates, the University will provide a prompt, thorough, fair, and impartial

investigation and resolution. A preponderance of the evidence standard (i.e., whether it is more likely than not a violation occurred) will be used to determine the outcome of an investigation.

4. Determination and Sanctions

The University may take the appropriate remedial measures to protect the Complainant and/or to stop any misconduct by faculty or staff members, and may impose any Sanctions, as defined in Section 4 above, it deems appropriate. The remedial measures may include, but are not limited to, the provision of counseling, training, educational programming, accommodations, No Contact Orders, and adjustments to work schedules, locations, or assignments.

The University's determination as to whether a violation of the Policy occurred will be communicated to the Complainant and the Respondent in writing. The University will notify the Complainant of any remedial measures or Sanctions imposed that directly relate to the Complainant.

5. Appeal

a. *Where Respondent is a Staff Member*

In cases involving allegations of Discriminatory Harassment or Other Sex-Based Misconduct against a staff member Respondent, the Complainant or Respondent may request a review of the outcome of the Investigation by submitting a written Request for Appeal to the Vice President of Human Resources within ten calendar days of notification of the outcome of the Investigation. The Request for Appeal must state with specificity acceptable grounds for seeking a review. Acceptable grounds for review are limited to the following: (1) a procedural defect that was substantial enough to have changed the outcome; and/or (2) the discovery of substantive new information that was unknown or unavailable at the time of the investigation and was substantial enough to have changed the outcome. To the extent that the foregoing grounds require an evidentiary determination, the standard of evidence shall be a preponderance of the evidence. Except in cases of Termination from Employment, the severity of the Sanction is not considered a legitimate ground for review. The Vice President of Human Resources (or designee) will provide the parties the University's written response, and this response is final.

b. *Where Respondent is a Faculty Member*

In cases involving allegations of Discriminatory Harassment or Other Sex-Based Misconduct against a faculty member Respondent, the Complainant or Respondent may request that the Provost designate an Associate Provost to review the outcome of the investigation. This request must be in writing or email, must occur within ten calendar days of notification of the outcome of the Investigation, and must state with specificity acceptable grounds for seeking a review. Acceptable grounds are limited to the following: (1) a procedural defect that was substantial enough to have changed the outcome; and/or (2) the discovery of substantive new information that was unknown or unavailable at the time of the Investigation and was substantial enough to have changed the outcome. To the extent that any of the foregoing grounds require an evidentiary determination, the standard of evidence shall be a preponderance of the evidence. The designated Associate Provost will provide a written response to the party seeking a review, and this response is final.

If a Respondent faculty member wishes to appeal the outcome of an Investigation that results in "severe sanctions," as defined in the Academic Articles, that faculty member is entitled to the procedural protections (including the right of appeal) set forth in Article IV, Section 9 of the Academic Articles.

Appendix 3

All statements of policy and procedure contained in this Annual Security and Fire Safety Report pertain to all of the University's remote locations, except as otherwise noted below.

CHICAGO CAMPUS

The University of Notre Dame's facility in Chicago is located at the Railway Exchange Building at 224 South Michigan Avenue ("Railway Exchange Building").

SECURITY AND LAW ENFORCEMENT

Allied Universal ("Allied"), a private security company, provides onsite security services. Allied personnel ("security officers") are staffed at the Railway Exchange Building 24 hours per day, seven days per week. The security officers are trained, and while they are licensed by the state of Illinois, they have no powers of arrest. They enforce building regulations, maintain order, investigate building alarms, screen personnel entering and exiting the building, and are on the alert for any unusual activity within the building. During non-business hours, the security officers conduct patrols of the building.

The University does not have a memorandum of understanding with the Chicago Police Department or any other local police agency. The University does not officially recognize any student organization with an off-site location.

EMERGENCY PROCEDURES AND CRIME REPORTING

Individuals are encouraged to accurately and promptly report all crimes to the local law enforcement authorities, including the Chicago Police Department, even when the victim is unable to make such a report. Criminal investigations are handled by the Chicago Police Department.

To contact the police in an emergency, dial 911 on a telephone and ask for the police; in the event of a non-emergency, dial 311.

Any crime, emergency, or suspicious situation should also be reported immediately to the building's security officers, and to the University's program director or designee. The security officers can be reached at 312-341-9436 in the event of an emergency. Building management, Jones Lang LaSalle, can be reached at 312-341-9431 for non-emergency matters.

BUILDING LIGHTING AND PHYSICAL PLANT

Jones Lang LaSalle (the "property manager") maintains the Railway Exchange Building with a concern for the safety and security of the members of our community. The building's facilities and lighting are regularly surveyed by Jones Lang LaSalle staff. Security staff assist Jones Lang LaSalle by reporting potential safety or security concerns. Anyone who notices a safety or security problem with the physical plant should contact the property manager at 312-341-9431, or in person in the Office of the Building located on the third floor.

SECURITY OF AND ACCESS TO THE ACADEMIC FACILITY

The Railway Exchange Building is staffed by security officers 24 hours per day, seven days per week. The Railway Exchange Building is open to the public from 6:00 a.m. to 6:00 p.m. Monday through Friday. Outside of these hours, access to the building is available only by keycard at the Michigan Avenue entrance.

SEX OFFENDER REGISTRIES

The Illinois State Police provides an online listing of sex offenders required to register in Illinois. This registry, as well as detailed information about Illinois laws governing the registry, is available here. The database is updated daily and allows searching by name, city, county, ZIP code, compliance status, or any combination thereof, so that the general public has access to the identity, location, and appearance of sex offenders who live, work, or study in Illinois. The registry can also be searched by geographic location.

CRIME ALERTS (A.K.A. TIMELY WARNINGS)

In an effort to provide timely notice to the Notre Dame Chicago community, and in the event a serious crime occurs at the Railway Exchange Building and poses a serious, ongoing threat to members of the Notre Dame community in Chicago, a mass email Crime Alert will be sent to all students and employees at the building. The alerts are generally written by the program director or a designee, in consultation with the chief of the Notre Dame Police Department, and they are distributed to

the community by email. Updates to the Notre Dame Chicago community about any particular case resulting in a Crime Alert may be distributed via email or may be posted in the Railway Exchange Building.

Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants, respondents, and other impacted members of the University community. Such alerts and updates shall not include identifying information about these individuals in any publicly available recordkeeping to the extent permitted by law.

NOTIFICATION ABOUT AN IMMEDIATE THREAT

The University will immediately notify the Chicago community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff occurring at the Railway Exchange Building. The Chicago Police Department and Chicago Fire Department are primarily responsible for confirming that there is a significant emergency or dangerous situation at the facility that could cause an immediate threat to the health or safety of the members of the community.

The property manager, in conjunction with the program director, is responsible for communicating appropriate, relevant information to students, faculty, and staff in the event of an emergency. In the event of an emergency, notification may be made via fire alarm system, email, and/or announcements (including announcements over the loudspeaker system) by staff inside the building.

Taking into account the safety of the community, the property manager, in conjunction with the program director or designee, will immediately determine the content of the notification and initiate the notification system. Such actions will be delayed if, in the judgment of the first responders (including, but not limited to, police and fire service), issuing a notice will compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Information is made available to the larger community, including parents of students, and the people in Chicago and the surrounding areas, by logging on to the Notre Dame Emergency Information website here.

NOTRE DAME DUBLIN

The University of Notre Dame's facility in Dublin is the O'Connell House, located at 58 Merrion Square South, Dublin 2, Ireland.

SECURITY AND LAW ENFORCEMENT

Law enforcement is provided by An Garda Síochána, the national police service of Ireland. The agency is often referred to simply as the Gardaí. The mission of An Garda Síochána is working with communities to protect and serve. Following the establishment of the Irish Free State in 1922, the Dublin Metropolitan Police merged with the An Garda Síochána in 1925. The Gardaí maintain a permanent 24-hour presence close to O'Connell House at Dáil Éireann, a few hundred yards away.

The Garda Station nearest to O'Connell House is the Pearse Street Garda Station in the Dublin Metropolitan Region. The Pearse Street Garda Station is located at 1 – 6 Pearse Street, Dublin 2 (Tel: +353 1 666 9000).

The premises at O'Connell House are protected by an alarm system that is monitored 24 hours per day, seven days a week, by Top Security company. Top Security also provides key holding services and is the first point of call for intruder and fire alarms. All information in respect of the activation and subsequent actions taken are recorded on a real-time basis and can be recalled at any time. Top Security does not have the authority to make arrests and does not provide any security functions at O'Connell House other than those mentioned above. University employees do not perform these or any security functions.

Neither the University nor Top Security has a memorandum of understanding with the Garda or any local police agency.

The University does not officially recognize any student organization in Dublin with a location outside the O'Connell House.

EMERGENCY PROCEDURES AND CRIME REPORTING

Individuals are encouraged to accurately and promptly report crimes, including when the victim is unable to make such a report. Any crime, emergency, or suspicious situation should be reported immediately to the Garda by dialing 999 or 112. This call is free on landline and mobile phones. For a fire or medical emergency, call 999. In the event of a crime, emergency, or suspicious situation, resident staff at O'Connell house should be notified immediately, regardless of whether local law enforcement officials have already been contacted.

SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT

In addition to the reporting options available to all University students, members of the Notre Dame community in Dublin who are subjected to sexual assault may receive local support and assistance through:

Rotunda Hospital: Sexual Assault Treatment Centre
Tel: 01 817 1736 (9:00 a.m.–4:30 p.m. Mon–Fri),
01 817 1700 (outside normal hours)
Email: satu@rotunda.ie
Opening hours: 24 hours, Mon–Fri

Dublin Rape Crisis Centre
McGonnell House
70 Lower Leeson Street, Dublin 2
Tel: 1800 778 888 (24/7)
Email: info@rcc.ie
Opening hours: 9:00 a.m.–6:00 p.m. Mon–Sat
Closed Sunday

BUILDING LIGHTING AND PHYSICAL PLANT

The staff at O'Connell House maintains the academic building with a concern for the safety and security of the members of our community. University facilities and lighting are regularly surveyed by staff. Anyone who notices a safety or security problem with the physical plant or landscaping should contact the Notre Dame Dublin Operations team.

SECURITY OF AND ACCESS TO THE ACADEMIC FACILITY

The University facilities at O'Connell House are private property. Individuals are allowed onsite at the discretion of the University. It is the University's expectation that visitors abide by University rules. Policies for persons visiting are outlined in the student handbook. Reception has an intercom with an inbuilt monitor so that the receptionist can identify and communicate verbally with a visitor before he/she is granted access to the building.

Building opening hours are from 9:00 a.m.–5:00 p.m. Monday to Friday. They are extended as necessary to meet the needs of students. The building is closed on weekends.

The premises at O'Connell House are monitored 24 hours per day, seven days a week by Top Security company. Top Security also provides key holding services and is the first point of call for intruder and fire alarms.

SEX OFFENDER REGISTRIES

The sex offender registries in Ireland are different from those found in the United States. The details held by the Gardaí in relation to those persons guilty of sex offenses and who are subject to the requirements of the Sex Offenders Act 2001 are not subject to freedom of information legislation. You are not entitled, therefore, to apply under the Freedom of Information Acts to find out details of sex offenders living in your area.

CRIME ALERTS (A.K.A. TIMELY WARNINGS)

In an effort to provide timely notice to the Notre Dame Dublin community, and in the event a serious crime occurs at O'Connell House and poses a serious, ongoing threat to members of the Notre Dame Dublin community, a mass email Crime Alert will be sent to all students and employees at O'Connell House and will typically be posted in the lobby/entrance area of the building. Updates to the Notre Dame Dublin community about any particular case resulting in a Crime Alert may be distributed via email or may be posted in O'Connell House. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants, respondents, and other impacted members of the University community. Such alerts and updates shall not include identifying information about these individuals in any publicly available recordkeeping to the extent permitted by law.

NOTIFICATION ABOUT AN IMMEDIATE THREAT

Notre Dame will immediately notify the community at O'Connell House upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff occurring at O'Connell House. Dublin public safety services are primarily responsible for confirming that there is a significant emergency or dangerous situation onsite that could cause an immediate threat to the health and safety of the members of the Notre Dame community.

The Notre Dame Dublin operations manager is responsible for communicating appropriate, relevant information to students, faculty, and staff at O'Connell House in the event of an emergency. Notification may be made via alarm system, email, and announcements by staff inside O'Connell House.

The operations manager supported by the director will immediately determine the content of the notification and initiate the notification system, unless issuing a

notification will, in the judgment of the first responders (including, but not limited to, police and fire), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency information is available to the Notre Dame community associated with this location, including parents of students, through the Notre Dame Global Safety and Security Emergencies Abroad website here.

NOTRE DAME JERUSALEM

The University of Notre Dame operates the University of Notre Dame in Jerusalem.

SECURITY AND LAW ENFORCEMENT

The University of Notre Dame Jerusalem has a 24/7 security personnel and a series of security cameras located around the complex that are monitored 24 hours a day. During daylight hours, a security guard is stationed at the guard booth by the main gate. This security guard controls the entry of vehicles and pedestrians and monitors some of the security cameras that show the road from the main gate up to the tower. The back gate is monitored 24/7 and entry is controlled from the reception desk. In the evening when the night guard comes on duty, all doors are checked and the administrative building is locked. From that point and through the night, the only public entrance to ND Jerusalem is through the main door at reception. There is a security officer/receptionist on site through the night who remains inside and monitors the security cameras. The security officer/receptionist has no power of arrest and is not affiliated with any police agency. ND Jerusalem has no memorandum of understanding with any local police agency. The University does not officially recognize any student organization in Israel with a location outside ND Jerusalem. An incident/crime log is maintained by the security staff and is available for inspection upon request during business hours.

EMERGENCY PROCEDURES AND CRIME REPORTING

Individuals are encouraged to accurately and promptly report all crimes to the local law enforcement authorities, including when the victim is unable to make such a report. Criminal investigations are handled by the Israeli police. To contact the police in an emergency, dial 100 on a telephone and ask for the police, or contact security/receptionist staff at the building entrance and ask them to summon police. To call an ambulance, dial 101. For a fire emergency, dial 102. In the event of a crime, emergency, or suspicious situation on ND Jerusalem property, resident staff or the security officer/receptionist should be notified immediately, regardless of whether local law enforcement officials have already been contacted.

BUILDING LIGHTING AND PHYSICAL PLANT

The staff at ND Jerusalem maintains the facility with a concern for the safety and security of the members of our community. ND Jerusalem's facilities and lighting are regularly surveyed by ND Jerusalem staff. New emergency lighting and signage, including evacuation routes, were installed throughout the facility. Anyone who notices a safety or security problem with the physical site that may affect the safety and/or security of others should contact the ND Jerusalem receptionist.

SECURITY OF AND ACCESS TO THE ACADEMIC FACILITY

The University facilities at ND Jerusalem are private property. Individuals are allowed onsite at the discretion of the University. It is the University's expectation that visitors abide by University rules.

Vehicular access to the University of Notre Dame at ND Jerusalem is through a locked gate that is monitored by camera and opened by security officer/receptionist staff. This gate is monitored 24 hours a day. There are also two pedestrian gates to ND Jerusalem that are monitored by surveillance cameras. The buildings are locked during the night and any entries into or departures from the buildings are monitored. Residents of ND Jerusalem should protect themselves by always locking their doors whether they are in or away from their rooms—even when leaving for a moment. Residents should not prop open locked doors. Remember, too, that residents are held accountable for the actions of their guests.

SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT

In addition to the reporting options available to all University students, members of the Notre Dame community in Jerusalem who are subjected to sexual assault may receive local support through the Rape Crisis Centers in Israel 24-hour hotline for victims of rape and sexual harassment: Dial 1202 for women, 1203 for men. For medical assistance in Jerusalem, contact Bat-Ami at Hadassah University Hospital Ein Kerem, Telephone 02-6422758 or 02-6777222 at any time.

SEX OFFENDER REGISTRIES

Israel has no sex offender registries that are accessible to the public.

SECURITY ALERTS (A.K.A. TIMELY WARNINGS)

In an effort to provide timely notice to the ND Jerusalem community, in the event that a serious crime occurs at ND Jerusalem and poses a serious, ongoing threat to members of the ND Jerusalem community, a mass email Crime Alert is sent to all students and employees in the ND Jerusalem program. Security alerts may also be posted by program staff inside the entrance to the facility and in the common areas. The alerts are generally written by the executive director, or a designee, in consultation with the University's director for Global Safety and Security and the chief of the Notre Dame Police Department. Updates to the ND Jerusalem community about any particular case resulting in a Security Alert may be distributed via email or may be posted in common areas. Security Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants, respondents, and other impacted members of the University community. Such alerts and updates shall not include identifying information about these individuals in any publicly available recordkeeping to the extent permitted by law.

NOTIFICATION ABOUT AN IMMEDIATE THREAT

Notre Dame will immediately notify the ND Jerusalem community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff at ND Jerusalem. Israeli public safety services are primarily responsible for confirming that there is a significant emergency or dangerous situation onsite that could cause an immediate threat to the health and safety of the members of the community.

The ND Jerusalem executive director is responsible for communicating appropriate, relevant information to students, faculty, and staff in the event of an emergency. Notification may be made via alarm system, email, and announcements by staff inside the facility.

Taking into account the safety of the community, the executive director will immediately determine the content of the notification and then initiate the notification system. Such actions will be delayed if in the judgment of the first responders (including, but not limited to, police and fire service), the notification would compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency information is available to the Notre Dame community associated with this location, including parents of students, through the Notre Dame Global Safety and Security Emergencies Abroad website here.

NOTRE DAME LONDON

SECURITY AND LAW ENFORCEMENT

Notre Dame London, has engaged Blink, a private security company, to provide manned guarding at its two premises: namely, Fischer Hall, the academic facility, and Conway Hall, the residential facility. Notre Dame London has also engaged South Bank Business Watch to provide mobile security operatives who patrol the vicinity of Conway Hall. South Bank Business Watch is registered and regulated by a UK government body, and its security operatives are trained and affiliated by the regulating body, are not armed, and have no powers of arrest. Blink provides two security operatives at Conway Hall for 24 hours per day, seven days per week. Blink provides another security operative at Fischer Hall for 24 hours per day, seven days per week. ND London does not have a memorandum of understanding with the London Metropolitan Police or any other police agency. ND London does not officially recognize any student organization with location outside Fischer Hall and Conway Hall. An incident/crime log is maintained at each location by the security operative and is available for inspection upon request during business hours.

EMERGENCY PROCEDURES AND CRIME REPORTING

Individuals are encouraged to accurately and promptly report all crimes to the local law enforcement authorities, including when the victim is unable to make such a report. Criminal investigations are handled by the Metropolitan Police. Fischer Hall falls within the jurisdiction of the Charing Cross Police Station. Conway Hall falls under the Kennington Police Station. To contact the police in an emergency, dial 999 and ask for the police; in the event of a non-emergency, dial 101. Any crime, emergency, or suspicious situation should be reported immediately to the security operative. The telephone number at the teaching building is 020 7484 7800 and at the residential building is 020 7928 1716.

BUILDING LIGHTING AND PHYSICAL PLANT

The Department of Estate and Facilities Management maintains the London academic building and residence hall with a concern for the safety and security of the members of our community. Facilities and lighting are regularly surveyed by the London staff. Security staff assist estate and facilities management by reporting potential safety or security concerns. Anyone who notices a safety or security problem with the physical plant should contact the facilities manager at 020 7484 7809.

SECURITY OF AND ACCESS TO THE ACADEMIC FACILITY

ND London facilities are private property. Individuals are allowed onsite at the pleasure of ND London. Visitors are expected to abide by ND London's visitation-related policies as outlined in the residence hall rules.

Safety and security within the London residence hall is the joint responsibility of the residence hall staff and security. Entrances to the London residence hall are generally locked at all times except during move-in and move-out. Ensuring that the residence hall is free from uninvited visitors requires that residents themselves take an active role in making sure strangers are reported to hall staff and/or security. London residents should protect themselves by always locking their doors whether they are in or away from their rooms—even when leaving for a moment. London residents should not prop open locked doors. Remember too that residents are held accountable for the actions of their guests.

ND London employs Blink, a private security company that provides security operatives at Conway Hall and Fischer Hall. Blink provides two security operatives at Conway Hall for 24 hours per day, seven days per week. Blink provides a security operative in Fischer Hall 24 hours a day, seven days a week.

SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT

In addition to the reporting options available to all University students, members of the Notre Dame community in London who are subjected to sexual assault may receive local support and assistance through The Havens sexual assault resource centers. Services are available on a confidential basis at any of their three locations:

The Haven—Camberwell
The Haven Camberwell
King's College Hospital, London SE5 9RS
Telephone number - 020 3299 6900 24/7

The Haven—Paddington
St Mary's Hospital, London W10 6DZ
Telephone number - 020 3299 6900 24/7

The Haven—Whitechapel
The Royal London Hospital, London E1 5DG
Telephone number - 020 3299 6900 24/7

SEX OFFENDER REGISTRIES

The sex offender registry in the United Kingdom is different from those found in the USA. The registry in England contains the details of anyone convicted, cautioned, or released from prison for a sexual offense against children or adults since September 1997, when it was set up. The register, which is run by the police, is not retroactive, so does not include anyone convicted before 1997. Under the Sex Offenders Act 1997, as amended by the Sexual Offences Act 2003, all convicted sex offenders must register with the police within three days of their conviction or release from prison. Failure to register is an offense that can carry a term of imprisonment. Registrants must inform the police within three days if they change their name or address, and disclose if they are spending seven days or more away from their home. Convicted sex offenders have to register with their local police every year. Under the Child Sex Offender Disclosure Scheme (CSODS) of 2008, the police can tell parents, carers, and guardians if someone has a record for child sexual offenses.

CRIME ALERTS (A.K.A. TIMELY WARNINGS)

In an effort to provide timely notice to the Notre Dame London community, and in the event a serious crime occurs at either Fischer Hall or Conway Hall and poses a serious, ongoing threat to members of the ND London community, a mass email Crime Alert will be sent to all students and employees in the London program. The alerts are generally written by the director of the London Program, or a designee, in consultation with the University's Director for Global safety and Security and the chief of the Notre Dame Police Department, and they are distributed to the community by listserv. Updates to the Notre Dame London community about any particular case resulting in a Crime Alert may be distributed via email or may be posted in Fischer Hall and Conway Hall. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants, respondents, and other impacted members of the University community. Such alerts and updates shall not include identifying information about these individuals in any publicly available recordkeeping to the extent permitted by law.

NOTIFICATION ABOUT AN IMMEDIATE THREAT

ND London will immediately notify the London community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff occurring at either of the London facilities. Municipal public safety services in London are primarily responsible for confirming that there is a significant emergency or dangerous situation onsite that could cause an immediate threat to the health and safety of the members of the London community.

The London director of student affairs, in conjunction with the executive director, is responsible for

communicating appropriate, relevant information to students, faculty, and staff in the event of an emergency. In the residence hall, the rector may make this notification. In the event of an emergency, notification may be made via alarm system, email, and announcements by staff inside the academic building and residence hall.

Taking into account the safety of the community, the director of student affairs at the academic building and the rectors in the residence hall, in conjunction with the executive director, will immediately determine the content of the notification and initiate the notification system. Such actions will be delayed if, in the judgment of the first responders (including, but not limited to, police and fire service), issuing a notice will compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency information is available to the Notre Dame community associated with this location, including parents of students, through the Notre Dame Global Safety and Security Emergencies Abroad website here.

NOTRE DAME ROME

The University of Notre Dame operates an academic facility in Rome, located at via Ostilia 15, Rome, Italy (the "academic facility"), as well as a nearby residential facility known as the Villa on the Celio (the "Villa"), located in Via Celimontana 23.

SECURITY AND LAW ENFORCEMENT

Police services are provided by the Italian Police. ITALPOL, a security service, checks the academic facility during daylight hours, CCTV monitoring, and during nighttime, after the building is closed, they are promptly notified and intervene if the alarm is triggered. ITALPOL security officers are stationed at the reception desk. They conduct a routine inspection at the end of their shift, and their movements are permitted only in case of necessity. ITALPOL also provides 24/7 security services to the Villa including access control, CCTV monitoring, and a walking patrol of the facility and its vicinity. The ITALPOL security officers are not sworn police officers, have no power of arrest, and are not affiliated with any local police agency. The University has no memorandum of understanding with any police agency in Rome. Security matters for the academic facility in Rome fall under the responsibility of the executive director.

The University does not officially recognize any student organization in Rome with a location outside the via Ostilia facility or the Villa.

EMERGENCY PROCEDURES AND CRIME REPORTING

Individuals are encouraged to accurately and promptly report crimes to the local law enforcement authorities, including when the victim is unable to make such a report. Criminal investigations are handled by Italian Police. In the event of an emergency, please dial 112 and request assistance from the police, firefighters, or ambulance services. Any crime, emergency, or suspicious situation should also be reported immediately to security (if possible) and to residential or academic staff members.

BUILDING LIGHTING AND PHYSICAL PLANT

The via Ostilia facility and the Villa are maintained with a concern for the safety and security of the members of our community. The Rome executive director is responsible to coordinate safety and security matters. The facility and its lighting are regularly surveyed by staff. Please assist by reporting potential safety or security concerns to the executive director. Anyone who notices a safety or security problem with the physical plant should contact the director of international facilities at +39 06 772 643 610.

SECURITY OF AND ACCESS TO THE ACADEMIC FACILITY

The University facilities in Rome are private property. Individuals are allowed on-site at the discretion of the University. It is the University's expectation that visitors abide by University rules. Hours of operation for the via Ostilia facility are from 8:00 a.m. to midnight, and the entrance to the building is locked at all times. Students, faculty, and staff use a key to enter the Rome academic building, and should not admit unknown visitors into the building. Policies for persons visiting the via Ostilia facility are outlined in the student handbook. For more information contact the executive director.

Safety and security within the Villa and its residential community are the joint responsibilities of the residence hall staff and security. Entrances to the residence hall are generally locked at all times. Ensuring that the residence hall is free from uninvited visitors requires that residents themselves take an active role in making sure strangers are reported to hall staff and/or security. Doors within the facility lock automatically whether students are in or away from their rooms—even when leaving for a moment. Residents should not prop open locked doors. Remember, too, that residents are held accountable for the actions of their guests. Policies for persons visiting the Villa are outlined in residence hall rules.

SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT

In addition to the reporting options available to all University students, members of the Notre Dame community in Rome who are subjected to sexual assault may receive local support and assistance through the nearest public hospital. In accordance with Italian law, all medical services rendered in response to sexual assault are free of charge. If desired, the individual may have a support person remain with him/her throughout the visit.

The public hospitals closest to the University's facilities in Rome are:

Ospedale San Giovanni Addolorata
Via di S. Giovanni in Laterano 149

Ospedale San Giovanni Calibita-Fatebenefratelli
Via di Ponte Quattro Capi 39, 00186 Roma

SEX OFFENDER REGISTRIES

Italy has no sex offender registries that are accessible to the public.

CRIME ALERTS (A.K.A. TIMELY WARNINGS)

In an effort to provide timely notice to the Notre Dame Rome community, in the event a serious crime occurs in the academic facility or the Villa and poses a serious, ongoing threat to members of the Notre Dame Rome community, a mass email Crime Alert will be sent to all students and employees in Rome and will typically be posted in the lobby/entrance area of the building(s). Updates to the Notre Dame Rome community about any particular case resulting in a Crime Alert may be distributed via email or may be posted in common areas. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants, respondents, and other impacted members of the University community. Such alerts and updates shall not include identifying information about these individuals in any publicly available recordkeeping to the extent permitted by law.

NOTIFICATION ABOUT AN IMMEDIATE THREAT

Notre Dame will immediately notify the Rome community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff occurring at either of the Rome facilities. Municipal public safety services in Rome are primarily responsible for confirming that there is a significant emergency or dangerous situation that could cause an immediate threat to the health and safety of the members of the Rome community. The Rome director is responsible to communicate with students, faculty, and staff in the Rome facility. The associate director for student programs and the rector are also responsible to communicate with students and others at the Villa. In the event of an emergency, notification may be made via the fire alarm system, email, and/or a verbal announcement by staff inside the building.

The Rome director will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to, police and fire service), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency information is available to the Notre Dame community associated with this location, including parents of students, through the Notre Dame Global Safety and Security Emergencies Abroad website here.

ENVIRONMENTAL RESEARCH CENTER (UNDERC)

The University of Notre Dame Environmental Research Center (UNDERC) is established on land that encompasses both sides of the state line between Wisconsin (in Vilas County) and Michigan's Upper Peninsula (in Gogebic County).

SECURITY AND LAW ENFORCEMENT

Both sites are subject to local law enforcement agencies (respectively, county sheriffs' offices in Gogebic County, MI, and in Vilas County, WI). These law enforcement agencies can be reached as follows:

Gogebic County, MI	906-667-0203
Vilas County, WI	800-472-7290

UNDERC, commonly referred to as Land O'Lakes, the University-owned property located in northern Wisconsin and Michigan's Upper Peninsula, is staffed by a year-round, full-time property manager. Residence halls and teaching facilities at UNDERC are monitored by resident staff members who oversee access privileges during seasonal use (May–September). The University has not entered into any memoranda of understanding with any police agencies with jurisdiction over UNDERC.

The University does not officially recognize any student organizations in any locations outside of UNDERC.

EMERGENCY PROCEDURES AND CRIME REPORTING

Individuals are encouraged to accurately and promptly report all crimes to the local law enforcement authorities, including when the victim is unable to make such a report. Criminal investigations are handled by the county sheriff's department with jurisdiction (see above). In the event of an emergency, contact the police by dialing 911, giving your location, and asking for the appropriate county sheriff's office. In the instance of a non-emergency, or an occurrence that does not merit immediate medical attention, individuals are encouraged to call one of the numbers cited below. In the event of a crime, emergency, or suspicious situation at an UNDERC site, resident staff should be notified immediately, regardless of whether local law enforcement officials have already been contacted. The pertinent telephone numbers to call at UNDERC are:

Nathan Swenson (Director)	574-631-1507
Matthew McClelland (Property Manager)	906-842-2257
Michael Cramer (Assistant Director)	906-842-2486
Teaching Building	906-842-8633

BUILDING LIGHTING AND PHYSICAL PLANT

The UNDERC property manager and maintenance personnel maintain the academic buildings and residence facilities with a concern for the safety and security of the members of our community. Facilities and lighting are regularly surveyed by UNDERC staff. Anyone who notices a problem with the physical site that would jeopardize the safety and/or security of others should contact an UNDERC site staff member, all of whom can be reached via the contact numbers listed below.

Nathan Swenson (Director)	574-631-1507
Matthew McClelland (Property Manager)	906-842-2257
Michael Cramer (Assistant Director)	906-842-2486

SECURITY OF AND ACCESS TO THE ACADEMIC FACILITY

The University facilities at UNDERC are private property. Individuals are allowed on-site at the discretion of the University. Normal operating dates for UNDERC are from May 15 to September 15. Access to the property between March 1 and May 15 is severely limited due to the instability of the roads during the spring thaw. Depending on road conditions, the property manager may restrict or prohibit driving on certain portions of the property until late May.

The gates to the UNDERC property are locked and access is restricted to authorized personnel only. Requests for access to the property for scientific and educational purposes must be made through the director or assistant director, both during the spring-summer field season and at all other times of the year. The property manager does not have the authority to admit visitors to the property for scientific or educational purposes, nor can he permit anyone to use UNDERC facilities or equipment, without prior approval from the director or assistant director.

Residents and regular visitors of UNDERC may be issued proximity cards to the south property gate by the director or assistant director. Proximity cards are not to be duplicated or given to others without permission. Possession of a proximity card to the property gates does not constitute implied permission to enter the property unless specific authorization has been given to do so. Even more, proximity cards must be surrendered immediately at the request of the UNDERC director, assistant director, or the UNDERC property manager.

Each person visiting the property, including field station residents, must complete a visitor information form each time he or she visits the property. Visitors may obtain forms from the assistant director that must be filled out and returned to the assistant director immediately following their arrival. During the spring-summer field season, UNDERC visitors must always inform the assistant director once they are on site. At other times, or if the assistant director is unavailable, visitors must check in with the UNDERC property manager in order to retrieve and complete a visitor information form. Visitors are expected to lock entrance gates each time they enter or leave the property.

Safety and security within the residence facility is the responsibility of the on-site UNDERC staff. For example, residents should immediately notify on-site UNDERC staff concerning the presence of strangers on-site. It is important to note that residents are held accountable for the actions of their guests. Furthermore, it is the University's expectation that visitors abide by all University rules. Policies for persons visiting residence halls are outlined within the sites' residence hall rules.

SUPPORT SERVICES FOR VICTIMS

In addition to the reporting options available to all members of the University community, members of the Notre Dame community at one of the UNDERC locations who are the victims of crime or sexual assault may receive confidential support and assistance at local hospitals, which are noted below. Also, resources

specifically dedicated to serving victims of sexual assault or misconduct are indicated by a (*) mark.

Woodruff, WI
Howard Young Medical Center
Telephone: 715-356-8000
Open for emergencies 24/7

***Tri-County Council on Domestic Violence**
Telephone: 800-236-1222
Telephone: 406-676-4441
Open for emergencies 24/7

National
*RAINN National Sexual Assault Hotline
Telephone: 800-656-HOPE

SEX OFFENDER REGISTRIES

Sex offender registries provide detailed information about individuals who register as sex offenders in the relevant jurisdiction. The purpose of such registries is to inform the general public about the identity, location, and appearance of sex offenders who live, work, or study in a jurisdiction. The sex offender registries for UNDERC are:

Michigan: http://www.mspsor.com
Wisconsin: https://appsdoc.wi.gov/public

CRIME ALERTS (A.K.A. TIMELY WARNINGS)

In an effort to provide timely notice to the Notre Dame community, in the event a serious crime occurs on-site at UNDERC and poses a serious, ongoing threat to members of the Notre Dame community at the UNDERC site, an email Crime Alert will be sent to all students and employees who are documented as being on site at that particular time. The Crime Alert is also typically posted on an established central bulletin board. Updates to the Notre Dame community at the affected site about any particular case resulting in a Crime Alert may be distributed via email and may also be posted on an established central bulletin board. The UNDERC director, the site's assistant director, or the property manager will consult the Notre Dame Police Department chief or designee when drafting a Crime Alert. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants, respondents, and other impacted members of the University community. Such alerts and updates shall not include identifying information about these individuals in any publicly available recordkeeping to the extent permitted by law.

NOTIFICATION ABOUT AN IMMEDIATE THREAT

Notre Dame will immediately notify the appropriate UNDERC community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students, faculty, or staff on the property. County public safety officials near UNDERC sites are primarily responsible for confirming that there is a significant emergency or dangerous situation on the property that could cause an immediate threat to the health and safety of the members of the community.

The UNDERC director, assistant directors, and the UNDERC property manager are responsible for communicating appropriate, relevant information to students, faculty, and staff in the event of an emergency. Notification tactics include the following: A note will be posted on a centralized bulletin board, a mass email or text message will be sent, or an in-person announcement will be made inside the academic and/or resident facilities.

Taking into account the safety of the community, the UNDERC director, assistant directors, or the UNDERC property manager will immediately determine the content of the notification, and then initiate the notification system. Such actions will be delayed if first responders, such as police and fire service, feel that the notification would compromise the efforts to assist a victim or contain, respond to, and mitigate the emergency.

The general public can view information regarding emergency situations at Notre Dame, and on its affiliated properties, by visiting the Notre Dame Emergency Information website here.

Appendix 4

All statements concerning fire safety–related policies and procedures contained in this Annual Security and Fire Safety Report generally pertain to all remote locations, except as noted below.

NOTRE DAME JERUSALEM

FIRE ON CAMPUS

Fire services are provided by the local Fire Brigade. The Fire Brigade can be contacted by dialing 102 from any phone.

FIRE LOG

A printed copy of the daily fire log is available in the director of operations' office during normal business hours.

PROCEDURES FOR EVACUATING BUILDINGS DURING FIRES

Anyone in a building that is involved in a fire should:

1. Call the Israeli Fire Brigade immediately by pulling the nearest pull station in the building. Pull stations are usually located at or near exits. Alternatively, dial 102 to report the fire.

2. Use stairwells and stay off elevators.

3. Get out of the building if possible and stay out until firefighters signal that it is safe to return.

4. Stay back a reasonable distance from the building to avoid falling objects from upper floors.

REMEMBER: Call 102 for all fire emergencies. For an ambulance, call 101.

FUTURE PLANS FOR FIRE SAFETY IMPROVEMENTS IN STUDENT HOUSING

There are no fire safety improvements planned for Notre Dame Jerusalem student housing at this time.

2024 STUDENT HOUSING FIRE SAFETY SYSTEMS

Residence Halls and/or On-Campus Buildings Containing Student Residences	Central Alarm Monitoring	Smoke Detection in Common and Sleeping Areas	Full Automatic Fire Sprinkler System	Fire Extinguishers Installed	Number of Evacuation (Fire) Drills
ND Jerusalem	Yes	Yes	No	Yes	0

STUDENT HOUSING FIRE OCCURRENCE STATISTICS

Residence	Year	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
ND Jerusalem Residence	2022	0	N/A	N/A	N/A	0	0	0
ND Jerusalem Residence	2023	0	N/A	N/A	N/A	0	0	0
ND Jerusalem Residence	2024	0	N/A	N/A	N/A	0	0	0

NOTRE DAME LONDON

FIRE ON CAMPUS

Fire services are provided by the London Fire Brigade. For more information visit the London Fire Brigade website (here). To report a fire emergency, the phone number is 999. For non-emergencies, the phone number is 020 8555 1200.

FIRE LOG

A printed copy of the daily fire log is also available at the Office of the Facilities Manager, in the academic facility during normal business hours.

PROCEDURES FOR EVACUATING BUILDINGS DURING FIRES

Anyone in a building that is involved in a fire should:

1. Call the London Fire Brigade immediately by pulling the nearest pull station in the building. Pull stations are usually located near or at exits. Alternatively, dial 999 to report the fire.

2. Use stairwells and stay off elevators.

3. Get out of the building if possible and stay out until firefighters signal that it is safe to return.

4. Stay back a reasonable distance from the building to avoid falling objects from upper floors.

REMEMBER: Call 999 for all fire, medical, or police emergencies.

FUTURE PLANS FOR FIRE SAFETY IMPROVEMENTS IN STUDENT HOUSING

There are no fire safety improvements planned for London student housing at this time.

2024 STUDENT HOUSING FIRE SAFETY SYSTEMS

Residence Halls and/or On-Campus Buildings Containing Student Residences	Central Alarm Monitoring	Smoke Detection in Common and Sleeping Areas	Full Automatic Fire Sprinkler System	Fire Extinguishers Installed	Number of Evacuation (Fire) Drills
Conway Hall	Yes	Yes	Yes	Yes	3

STUDENT HOUSING FIRE OCCURRENCE STATISTICS

Residence	Year	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Conway Hall	2022	0	N/A	N/A	N/A	0	0	0
Conway Hall	2023	0	N/A	N/A	N/A	0	0	0
Conway Hall	2024	0	N/A	N/A	N/A	0	0	0

ENVIRONMENTAL RESEARCH CENTER (UNDERC)

FIRE SAFETY

All Notre Dame students are required to complete the online fire extinguisher training through ComplyND.

At the UNDERC property in Michigan/Wisconsin, the dormitory in which the students reside has a centralized fire alert system and a sprinkler system. Also, fire extinguishers are located in each of the common areas. All extinguishers are checked for usability monthly. Additionally, each dorm room has an emergency ladder to expedite escaping from a fire if exits are blocked. (The UNDERC staff demonstrates how to use these ladders.)

In the event of a fire, students and staff are trained to safely exit buildings and meet at a predetermined location to ensure that all on-site individuals are accounted for. Fire drills are regularly scheduled to make sure students understand the fire safety protocol. All fire drill protocols are posted in each dormitory building, individual room, and laboratory area.

FIRE ON CAMPUS

If a fire occurs at an UNDERC site, community members should immediately notify the relevant local fire safety department. Local fire services are provided by:

WI-Boulder Junction Volunteer Fire Department,
715-385-2002

Land O' Lakes Volunteer Fire Department,
715-547-6170

FIRE LOG

A printed copy of the daily fire log is available at the UNDERC property during normal business hours.

PROCEDURES FOR EVACUATING CAMPUS BUILDINGS DURING FIRES

Anyone in a building that is involved in a fire should:

1. Call the local fire department. Alternatively, dial 911 to report the fire.

2. Use stairwells and stay off elevators.

3. Get out of the building if possible and stay out until firefighters signal that it is safe to return.

4. Stay back a reasonable distance from the building to avoid falling objects from upper floors.

REMEMBER: Call 911 for all fire, medical, or police emergencies. When calling 911 at UNDERC, tell the call-taker that you need Boulder Junction or Land O' Lakes emergency services.

FUTURE PLANS FOR FIRE SAFETY IMPROVEMENTS IN STUDENT HOUSING

There are no fire safety improvements planned for UNDERC student housing at this time.

2024 STUDENT HOUSING FIRE SAFETY SYSTEMS

Residence Halls and/or On-Campus Buildings Containing Student Residences	Central Alarm Monitoring	Smoke Detection in Common and Sleeping Areas	Full Automatic Fire Sprinkler System	Fire Extinguishers Installed	Number of Evacuation (Fire) Drills
Dormitory A	No	Yes	No	Yes	1
Dormitory B	No	Yes	No	Yes	1
Dormitory C	Yes	Yes	Yes	Yes	1
Ward House	No	Yes	No	Yes	1

STUDENT HOUSING FIRE OCCURRENCE STATISTICS

Residence	Year	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Dormitory A	2022	0	N/A	N/A	N/A	0	0	0
Dormitory B	2022	0	N/A	N/A	N/A	0	0	0
Dormitory C	2022	0	N/A	N/A	N/A	0	0	0
Ward House	2022	0	N/A	N/A	N/A	0	0	0
Dormitory A	2023	0	N/A	N/A	N/A	0	0	0
Dormitory B	2023	0	N/A	N/A	N/A	0	0	0
Dormitory C	2023	0	N/A	N/A	N/A	0	0	0
Ward House	2023	0	N/A	N/A	N/A	0	0	0
Dormitory A	2024	0	N/A	N/A	N/A	0	0	0
Dormitory B	2024	0	N/A	N/A	N/A	0	0	0
Dormitory C	2024	0	N/A	N/A	N/A	0	0	0
Ward House	2024	0	N/A	N/A	N/A	0	0	0

NOTRE DAME ROME

FIRE ON CAMPUS

Fire services are provided by the Vigili del Fuoco. To report an emergency, the phone number is 112. The direct phone number is 115. For more information visit the Vigili del Fuoco website.

The activation of fire doors is automatic in case of a fire in all buildings, including both Villa and Ostilia. Smoke detectors are in place to trigger the automatic closure of doors and activate sirens. Additionally, there are manual activation buttons available in case of a fire, to be used if a resident becomes aware of the danger.

Emergency responders within the buildings are trained and responsible for contacting the Fire Department if needed.

Since 2019, there has been a unified emergency number, which is 112, covering Police, Carabinieri, Fire Department, and Health Services.

FIRE LOG

A printed copy of the daily fire log can be obtained by contacting the administration for the Notre Dame Rome academic facility during normal business hours.

PROCEDURES FOR EVACUATING BUILDINGS DURING FIRES

Anyone in a building that is involved in a fire should:

1. Call the Vigili del Fuoco at 115 or 112 and activate the fire alarm by pushing the buttons located in the building. This will activate the emergency siren and shut off the fire doors that can be opened by push bar.

2. Use stairwells and stay off of elevators.

3. Get out of the building and go to the designated meeting point.

4. Stay back from the building to avoid falling objects.

REMEMBER: Call 112 or 115 for all fire emergencies.

FUTURE PLANS FOR FIRE SAFETY IMPROVEMENTS IN STUDENT HOUSING

The student housing facility at 23 Via Celimontana in Rome (the "Villa") opened in August 2017. It is equipped with fire protection systems that meet all applicable codes. There are no plans for fire safety improvements at this facility at this time.

2024 STUDENT HOUSING FIRE SAFETY SYSTEMS

Residence Halls and/or On-Campus Buildings Containing Student Residences	Central Alarm Monitoring	Smoke Detection in Common and Sleeping Areas	Full Automatic Fire Sprinkler System	Fire Extinguishers Installed	Number of Evacuation (Fire) Drills
23 Via Celimontana	Yes	Yes	No	Yes	2

STUDENT HOUSING FIRE OCCURRENCE STATISTICS

Residence	Year	Total Fires Within the Building(s) for the Year	Date	Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
23 Via Celimontana	2022	0	N/A	N/A	N/A	0	0	0
23 Via Celimontana	2023	0	N/A	N/A	N/A	0	0	0
23 Via Celimontana	2024	0	N/A	N/A	N/A	0	0	0