



EMORY
UNIVERSITY



2023
Annual Security and Annual Fire Safety Report

Information for 2023-2024 Academic Year, containing crime statistics for 2020, 2021 and 2022

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SECTION I: PREPARATION OF THE ANNUAL SECURITY AND ANNUAL FIRE SAFETY REPORT

Emory University's Annual Security Report, Annual Fire Safety Report and Statement of Campus Security Policy ("Report") is prepared, published and distributed in accordance with the requirements of the Campus Security Act of 1990, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998 ("Clery Act"), the Higher Education Amendments of 1998, the Higher Education Opportunity Act of 2008, the 2013 reauthorization of the Violence Against Women Act, including the Campus Sexual Violence Elimination Act (Campus SaVE), which amends the Clery Act, and all implementing regulations issued by the U.S. Department of Education (34 C.F.R. §668.46; hereinafter collectively the "Regulations").

In accordance with Emory's Clery Act Compliance Policy ([Policy 1.7](#)) Emory University has designated a position, Director of Clery Act Compliance, who serves as the principal official responsible for guiding and directing institutional compliance with all laws and regulations under the Clery Act and who oversees implementation of institutional policies and procedures as may be required to ensure compliance. The Director of Clery Act Compliance manages the publication of the Annual Security and Annual Fire Safety Report, serves as the Campus Security Survey Administrator, and submits the annual statistical report to the Department of Education.

Personnel from the Emory University Police Department (EPD), Emory Fire Safety, the Office of Ethics and Compliance, and the Director of Clery Act Compliance collect and compile, for all campuses, the statistics, information, and other data required for the Report, in accordance with applicable statutory and regulatory requirements. Individual university departments / units are responsible for ensuring that policy statements relative to their operations are accurately presented in the Report.

EPD maintains a daily crime log and an incident report database on an annual basis. EPD records, by date, crimes reported to EPD that occurred "*on-campus*," in a "*non-campus building or property*," "*on public property*," or within EPD's patrol jurisdiction. It is important to note that under the Regulations, each of the foregoing italicized terms has a special definition that requires the reporting of statistics even for certain crimes that occur outside the specific geographic boundaries of the campus property owned by Emory University. The daily crime log is available for viewing at <https://cssso.emory.edu/fmit/CrimeLog/CrimeLog.aspx>. The local campus Public Safety/Security department maintains a daily crime log (and daily fire log if required) for each campus at which EPD does not provide law enforcement services.

As required by law, EPD determines which crime classification to assign to a reported Clery Act crime, hate crime, or VAWA offense by using the definitions of crimes found in the Federal Bureau of Investigation's Uniform Crime Reporting Guidelines (UCR) and the Violence Against Women Act of 1994. Emory also maintains a working list of Clery Crime definitions on its Clery website (<https://clery.emory.edu/>).

Crime statistics are compiled based not only on information received directly by EPD, but also from (a) crimes reported to individuals identified by the institution as Campus Security Authorities, and (b) crimes reported to local police authorities. Campus Security Authorities who are not EPD personnel must notify EPD of all Clery Crimes of which they become aware, either by filing a report directly with EPD or through Emory's on-line Campus Security Authority report form (available at <https://clery.emory.edu/>). Reports of crimes made to persons or agencies outside of EPD are solicited for relevant information by written request from EPD. A formal police report of a crime is not necessary for the crime report to be included in the statistical compilation. Crime victims' names are not disclosed in the statistical report.

The Report is published and made publicly available via a designated Emory University website. The Office of the Senior Vice President of Communications and Marketing distributes the Notice of Availability of the Report in accordance with due dates established by the Department of Education each calendar year. The Notice of Availability of the Report is distributed via Emory e-mail listserv, which includes all Emory University and Emory Healthcare (EHC) email addresses for all faculty, staff and students and covers all campuses. The Notice of Availability is also posted on appropriate Human Resources and Office of Admissions websites to provide notice of availability of the Report to prospective Emory University employees and students.

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SECTION II: SECURITY POLICIES AND INFORMATION APPLICABLE TO ALL CAMPUSES

Policy Encouraging the Reporting of Crimes

Emory Policy 4.68, Thefts and Other Criminal Incidents, states that “All thefts of university property, thefts of property of individuals who are members of the university community, and all other criminal incidents should be immediately reported to the Emory Police Department for investigation.” EPD will conduct an appropriate investigation (or refer the incident to the appropriate law enforcement agency with jurisdiction) and will assist the victim in making an informed decision regarding possible criminal prosecution. A decision on whether criminal prosecution is appropriate for a theft or other criminal act is independent of any determination regarding (1) employee/individual misconduct for purposes of possible employment or administrative action, or (2) student misconduct for purposes of a student conduct matter.

If either (1) the victim of a theft or other criminal incident taking place at Emory or involving Emory property or (2) an individual aware of such a crime, elects not to or is unable to make a report to the Emory Police Department, members of the Emory community with knowledge of the incident are encouraged to make an accurate and prompt report of the crime to the Emory Police Department. These procedures are detailed in the Emory University Human Resources Policy 4.68 (Thefts and Other Criminal Incidents) located at <http://policies.emory.edu/4.68>.

Confidential and Anonymous Reporting of Crimes

A crime can be reported anonymously to the Emory Police Department TIPS line (404) 727-8477, or through the Emory Trust Line (888) 550-8850. A student may request anonymity in reporting a crime to a Residence Life staff member, to the Dean of Campus Life, or to any other Campus Security Authority. In cases of reports of sexual violence or sexual misconduct covered by Title IX, anonymity cannot be guaranteed in all instances. The student will be encouraged to make an official police report, but if the student elects not to or is unable to make such a report, the Campus Security Authority should, depending upon the nature of the report, file a report of the incident directly to EPD or via the on-line Emory CSA Incident Report Form, without identifying the complainant, so that it can be included in the statistical section of this Report.

Pursuant to the University’s Sex and Gender-Based Harassment and Discrimination Policy (<http://www.policies.emory.edu/8.2>), Prohibited Conduct is an umbrella term that encompasses all unwelcome conduct based on sex or gender that is so severe and/or pervasive that it has the purpose or effect of unreasonably interfering with a person’s University employment, academic performance or participation in University programs or activities, or creates a working, learning, program or activity environment that a reasonable person would find intimidating, hostile or offensive. It includes Non-Consensual Sexual Intercourse, Non-consensual Sexual Contact; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Retaliation; Aiding, Facilitating, Encouraging, Concealing, or Otherwise Assisting, Violating a Protective Measure and Title IX Misconduct. Because sexual misconduct may constitute both a violation of University policy and criminal activity, persons having knowledge of a possible violation are strongly encouraged to promptly report alleged sexual misconduct to EPD, or to local law enforcement authorities for incidents that occur off campus. “Responsible Employees” who are informed about an allegation of sexual misconduct are required to notify, either directly or through the employee’s reporting structure, the University Title IX Coordinator who is identified in Policy 8.2. Responsible Employees refer to

individuals who, based on their role with respect to the University, are required to report to the University Title IX Coordinator information about alleged Prohibited Conduct, including Title IX Misconduct. Responsible Employees are (1) University Employees (including Faculty and Staff); (2) Resident Advisors (“RAs”); and (3) Teaching Assistants or Teaching Associates. The University Title IX Coordinator, in turn, provides the reported information to the Director of Clery Act Compliance. If an individual is unwilling or unable to make a report, others who are aware of a crime can contact the police to make a report except as described below.

Except as otherwise specifically disclosed or unless consent is obtained in a particular instance, if a report of a crime is made to a “*pastoral counselor*” or “*professional counselor*” as those terms are defined in the Regulations, and a person has requested confidentiality, no report that includes the names of individuals involved will be made to the Office of Clery Act Compliance or to EPD. However, a counselor may provide a de-identified (anonymous) report containing information about an incident to the Office of Clery Act Compliance or to EPD for statistical reporting purposes, provided the counselor so informs the person making the report in advance of receiving information. Pastoral and professional counselors may, in their professional discretion, suggest that a person file an official police report and may obtain consent from the person to disclose the identifiable incident to EPD, for investigation or for inclusion in the statistical section of this Report.

Emory’s Office of Respect, the university’s central hub for interpersonal violence prevention and survivor resiliency, is a confidential clinical resource for Atlanta campus students who identify as and support survivors. The Director of the Office of Respect provides a de-identified aggregate summary of Clery incidents (accounting for cases in which EPD or Title IX involvement is known to limit double counting) at the end of the year for data collection for public safety purposes. A detailed explanation of disclosure obligations can be obtained from Respect Staff at the [Office of Respect](#) (470-270-5360).

Sex and Gender-Based Harassment and Discrimination Policy

Overview

I. POLICY STATEMENT

It is the responsibility of every member of the University Community to foster an environment free of Sexual and Gender-Based Harassment and Discrimination. All members of the University Community are encouraged to take reasonable and prudent actions to prevent or stop such behavior.

Emory University (“Emory” or the “University”) is committed to maintaining an environment that is free of unlawful harassment and discrimination. Pursuant to Emory’s commitment to a fair and open campus environment and in accordance with federal law, Emory cannot and will not tolerate discrimination against or harassment of any individual or group based upon race, color, religion, sex, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, veteran’s status, or any factor that is a prohibited consideration under applicable law. Emory welcomes and promotes an open and genuinely diverse environment.

Title IX of the Educational Amendments of 1972 (“Title IX”) protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance. Emory fosters a safe learning and working environment that supports academic and professional growth of students, staff, and faculty. Accordingly, Emory does not tolerate Prohibited Conduct in its community and will take prompt action when it occurs.

The University adopts this Policy with a commitment to: (1) a safe and non-discriminatory educational and workplace environment; (2) eliminating, preventing, and addressing the effects of Prohibited Conduct; (3)

fostering an environment where all individuals are well-informed and supported in reporting Prohibited Conduct; (4) providing a prompt, fair and impartial process for all parties; and (5) identifying the procedures by which violations of this Policy will be evaluated. Employees, Students, or Third Parties who violate this Policy may face, as appropriate, disciplinary action up to and including termination, expulsion, or other actions. Prohibited Conduct may also constitute crimes that violate federal and state law.

The Policy sets forth how the University will proceed once it is made aware of possible Prohibited Conduct. The Policy is in keeping with our institutional values and is intended to meet our obligations under Title IX; Title VII of the Civil Rights Act of 1964 (“Title VII”); and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”), as amended by the Violence Against Women Reauthorization Act of 2013 (“VAWA”), with respect to its application to gender- and sex-based misconduct; and other applicable law and regulations. The Policy:

- Specifies Prohibited Conduct;
- Defines important concepts, like affirmative consent, that have a bearing on what is considered acceptable, and Prohibited Conduct;
- Describes available reporting options, including sources of confidential reporting;
- Discusses supportive and protective measures that may be available to support and assist Employees, Students, and Third Parties affected by Sexual and Gender-Based Harassment and Discrimination;
- Explains the investigation, hearing, and sanctioning processes for matters in which Students, Employees, and Third Parties are accused of misconduct; and
- Contains a comprehensive list of on and off-campus resources available to Employees, Students and Third Parties affected by Sexual and Gender-Based Harassment and Discrimination, including phone numbers, addresses, and websites.

Under this Policy, retaliation is prohibited against someone who has filed a Formal Complaint (a Complainant), has been the subject of a Formal Complaint (a Respondent), or any other individual who engages with the University in connection with a Formal Complaint. The University will take steps to prevent retaliation and will also take strong responsive action if retaliation occurs.

Concerns, complaints, or questions relating to this Policy may be directed to the staff members listed below:

Nicole Babcock
University Title IX Coordinator
Department of Title IX
Administration Building, Suite 305
201 Dowman Drive
Atlanta, GA 30322
Phone: (404) 727-8205
nicole.babcock@emory.edu

Questions may also be directed to a Deputy Title IX Coordinator. Their names and contact information are listed at the end of this document.

Applicability

II. POLICY JURISDICTIONAL SCOPE AND APPLICABILITY

This Policy applies to Students, Employees, and Third Parties. This Policy covers acts of Prohibited Conduct committed by or against Students, Employees, and Third Parties when:

- A. Conduct falls within the definition of Title IX Misconduct (as defined in [Section III B](#)).
- B. Conduct occurs in a University Program or Activity, including, but not limited to, conduct that occurs on the University campus or other property owned or controlled by the University; conduct that occurs off campus, but in a University Program or Activity; in the context of University employment; or in the context of University-sponsored study abroad, research, field work, practica, or internship programs; (collectively “Prohibited Conduct”); or
- C. Conduct occurs outside of a University Program or Activity but poses a serious threat of harm, has a continuing adverse effect on, or creates a hostile environment for, Students, Employees, or Third Parties. In determining whether the University has jurisdiction over off-campus or online conduct that is not part of a University program or activity of the University, the University will consider the severity of the alleged conduct, the risk of ongoing harm, whether both parties are members of the University Community, impact on University programs or activities, and whether off-campus conduct is part of a series of actions that occurred both on and off campus (collectively, “Prohibited Conduct”).

Study-abroad programs and off-campus locations that are not within the University’s education program or activity are not covered by the Title IX regulations, but may constitute Prohibited Conduct under this Policy, and is subject the Non-Title IX Prohibited Conduct Procedure for Students (*See [Appendix B](#)*) and the Equal Opportunity and Harassment Policy 1.3. (*See prohibited conduct referral process in [Section XI](#) of this Policy*).

Definitions

III. POLICY DEFINITIONS

Prohibited Conduct includes a range of behaviors focused on sex and/or gender. Prohibited Conduct can occur between strangers, acquaintances, or people who know each other well, including between people involved in a consensual relationship. Prohibited Conduct can be committed by anyone regardless of gender identity or sexual orientation and can occur between people of the same or different sex or gender.

Consensual sexual activity requires a **knowing, voluntary, and mutual decision by all participants involved**. **Any non-consensual sexual activity is Prohibited Conduct**. A person who initiates sexual activity is responsible for obtaining consent for that conduct.

The following are grounding principles:

- Conduct that is not voluntary, including coerced sexual activity, is not consensual.
- A sleeping, unconscious, or incapacitated person cannot give affirmative consent.



- The use of alcohol or drugs does not justify or excuse Prohibited Conduct and never makes someone at fault for experiencing Prohibited Conduct.
- A person cannot give affirmative consent if the person lacks the ability to make or understand the decision to affirmatively consent to sexual activity. A person's ability to decide to give affirmative consent might be significantly impacted by a disability, excessive consumption of alcohol, consumption of drugs, or unwilling restraint of the person by another; in each case, however, the specific factual circumstances regarding the issue of a person's capability to provide affirmative consent must be considered.

For purposes of this Policy, some key terms are defined below. Additional terms are defined within the text of the Policy.

A. **Prohibited Conduct (aka Sexual Misconduct):** As referred to in [Section IV](#), "Prohibited Conduct" is an umbrella term that encompasses all unwelcome conduct based on sex or gender that is so severe and/or pervasive that it has the purpose or effect of unreasonably interfering with a person's University employment, academic performance or participation in University programs or activities, or creates a working, learning, program or activity environment that a reasonable person would find intimidating, hostile or offensive. "Prohibited Conduct" includes Non-Consensual Sexual Intercourse, Non-consensual Sexual Contact; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Retaliation; Aiding, Facilitating, Encouraging, Concealing, or Otherwise Assisting, Violating a Protective Measure and Title IX Misconduct. For a definition of each type of Prohibited Conduct, please refer to [Section IV](#) below.

B. **Title IX Misconduct:** "Title IX Misconduct" is a subset of Prohibited Conduct that rises to a level of severity and pervasiveness such that it is prohibited expressly by Title IX. Prohibited Conduct meets the definition of Title IX Misconduct when:

- An Employee conditions the provision of an aid, a benefit, or a service of the University on another Employee, Student, or Third Party's participation in unwelcome sexual conduct;
- A Student, Employee, or Third Party engages in unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies another person equal access to the University's programs or activities; or
- A Student, Employee, or Third Party engages in Sexual Assault, Dating Violence, Domestic Violence, or Stalking, as defined in [Section IV \(9\)](#) below.

Alleged conduct is Title IX Misconduct (though it may still be Prohibited Conduct) only if:

- The alleged conduct was perpetrated against a person in the United States;
- The conduct took place within the University's Programs or Activities; and
- At the time a Formal Complaint is filed, the Complainant was participating in or attempting to participate in the University's programs or activities.



Conduct that does not meet this strict definition for Title IX Misconduct is still prohibited by this Policy if it otherwise constitutes Prohibited Conduct.

- C. **Student:** “Student” means any person pursuing academic studies at the University. The term also includes:
- A person who, while not currently enrolled, was previously enrolled at Emory and who is reasonably anticipated to seek enrollment at a future date, or
 - A person who has applied to or been accepted for admission to Emory and has accepted an offer of admission or may reasonably be expected to enroll, or
 - A person enrolled in an Emory program on a credit or non-credit basis.
- D. **Employee:** “Employee” means all regular instructional faculty, supplemental instructional faculty, research track faculty, visiting faculty, adjunct faculty, or any individual who has an appointment at the University, librarians, archivists, curators, and all regular and temporary staff.
- E. **Third Party:** “Third Party” means all University contractors, guests, vendors, visitors, volunteers, and any individual who is participating in or attempting to participate in a University program or activity, but who is neither enrolled in an academic program and/or course at the University nor acting as a University Employee for purposes of alleged Prohibited Conduct (e.g., an individual who is participating in a summer camp; an individual who is attending a University program or activity by invitation or that is open to the public).
- F. **Complainant:** “Complainant” is used to refer to a Student, Employee, or Third Party who is reported to have experienced Prohibited (including Title IX Misconduct). In some instances, the person who is reported to have experienced such Prohibited Conduct may not wish to participate in a University process. In those cases, the University may pursue an investigation and adjudication under this Policy without a participating Complainant (in the case of Title IX Misconduct, the Title IX Coordinator may file the required Formal Complaint). For ease of reference, “Complainant” is used throughout this Policy and related procedures to refer generally to an individual who is reported to have experienced Prohibited Conduct (including Title IX Misconduct), even if they do not participate in any related process.
- G. **Formal Complaint:** “Formal Complaint” means a document signed by a Complainant or by the Title IX Coordinator alleging a Respondent engaged in Title IX Misconduct or Prohibited Conduct and requesting initiation of the University’s grievance procedures. Formal Complaints are required when the conduct being reported is Title IX Misconduct or Prohibited Conduct. At the time of filing a Formal Complaint, the Complainant must be participating in, or attempting to participate in, the University’s Programs or Activities. A Formal Complaint must be a written statement or electronic submission (such as by email) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or a party during a grievance process.



- H. **Respondent:** “Respondent” is defined as an individual who is reported to have committed Prohibited Conduct.
- I. **The University’s Programs or Activities:** “The University’s Programs or Activities” are defined as (1) locations, events, and circumstances where the University exercises substantial control over the Respondent and the context in which the Prohibited Conduct (including Title IX Misconduct) occurred; and (2) events or circumstances taking place in any building owned or controlled by a student organization recognized by the University.
- J. **Responsible Employees:** “Responsible Employees” refer to individuals who, based on their role with respect to the University, are required to report to the Title IX Coordinator information about alleged Prohibited Conduct, including Title IX Misconduct. Responsible Employees are (1) University Employees (including Faculty and Staff); (2) Resident Advisors (“RAs”); and (3) Teaching Assistants or Teaching Associates. Designating an individual or group of individuals as “Responsible Employee(s)” does not affect an individual’s employment status at Emory. For instance, RAs and Teaching Assistants or Teaching Associates are not employees. Rather, the University is simply identifying those individuals as mandatory reporters using the terminology familiar to those who participate in the Title IX process. A full list of Responsible Employees and more information about a Responsible Employee’s obligations can be found in [Section VI](#). [As noted below, a Responsible Employee’s receipt of information about alleged Prohibited Conduct (including Title IX Misconduct) will not automatically trigger a formal resolution under this Policy. The University will not commence a formal resolution of Prohibited Conduct (including Title IX Misconduct) without a Formal Complaint (which may be filed by the Complainant or by the Title IX Coordinator).]
- K. **University Community:** “University Community” refers to Students, Employees, and Alums.
- L. **Reasonable Person:** “Reasonable Person” is defined as a person using average care, intelligence, and judgment in the known circumstances.
- M. **Protected Activity:** “Protected Activity” includes most elements of participation in the University’s processes related to this Policy, including, but not limited to: reporting Prohibited Conduct; pursuing a resolution of Prohibited Conduct; providing evidence in any investigation or hearing; or intervening to protect others who may have suffered Prohibited Conduct. Retaliation against any person because of Protected Activity is prohibited under this Policy, as discussed in [Section IV](#).
- N. **Course of Conduct:** “Course of Conduct” is defined as two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- O. **Substantial Emotional Distress:** “Substantial Emotional Distress” is defined as significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- P. **Crime of Violence:** Crime of Violence is defined as (a) an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or



(b) any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.

- Q. **Grievance Procedure:** “Grievance Procedure” is defined as the formal process by which the University evaluates a Complainant’s Formal Complaint as set forth in [Section XI](#).

Policy Details

IV. PROHIBITED CONDUCT

Prohibited Conduct under this Policy includes the following specifically defined forms of behavior: Non-Consensual Sexual Intercourse, Non-Consensual Sexual Contact; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Retaliation; Aiding, Facilitating, Encouraging, Concealing, or Otherwise Assisting in Prohibited Conduct, Violating a Protective Measure and Title IX Misconduct.

Some Prohibited Conduct, that is sufficiently severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity and conduct that conditions an aid or benefit on unwelcome sexual activity, may also constitute Title IX Misconduct. Title IX Misconduct is a subset of Prohibited Conduct that rises to a level of severity and pervasiveness such that it is prohibited expressly by Title IX.

Federal law requires the University to define Title IX Sexual Harassment as including Sexual Assault (as defined in 20 U.S.C. 1092(f)(6)(A)(v)), Dating Violence (as defined in 34 U.S.C. 12291(a)(10)), Domestic Violence (as defined in 34 U.S.C. 12291(a)(8)), and Stalking (as defined in 34 U.S.C. 12291(a)(30)). The statutory definitions for these offenses were written by law enforcement. Because community members are not typically lawyers or law enforcement officials and the statutory definitions may in some cases be difficult for understand, the University has provided summary definitions for Sexual Assault, Dating Violence, Domestic Violence, and Stalking below. These summary definitions are intended to encompass the identical conduct as the legal definitions but are only an aid for community members -- they are not legal definitions. The statutory definitions, which we have inserted the corresponding link in this section, are the definitions that the University must and will use to decide whether reported conduct falls within the scope of Title IX Sexual Harassment for purposes of this Policy.

Whether someone has engaged in Prohibited Conduct under this Policy will be assessed under a Reasonable Person standard, which means the conduct will be evaluated from an objective standard that does not directly depend on the perspective of the Complainant, but it depends on the perspective of a reasonable person similarly situated to the Complainant and in consideration of the context of the behavior and circumstances.

Some reports of Prohibited Conduct may also contain allegations that also implicate other University policies. Where such reports are made to the Title IX Coordinator, the Title IX Coordinator may refer such reports to the appropriate University office.

A. Types of Prohibited Conduct

I. 1. Non-Consensual Sexual Intercourse (Prohibited Conduct)

Any form of vaginal, anal, or oral penetration by a penis, object, tongue, or digits without a



person's affirmative consent; or oral copulation (mouth-to-genital contact or genital-to-mouth contact) without a person's affirmative consent, no matter how slight the penetration or contact.

II. 2. Non-Consensual Sexual Contact (Prohibited Conduct)

Any intentional sexual touching, directly or indirectly, without a person's affirmative consent. Intentional sexual touching includes deliberate contact, under or over clothing, with the breasts, buttocks, groin, or genitals, or conscious and willful touching another with any of these body parts; making another person touch any of these body parts under or over clothing; and the emission of ejaculate on the clothing or body of another person.

III. 3. Sexual Exploitation (Prohibited Conduct)

Non-consensual abuse or exploitation of another person's sexuality for the purpose of sexual gratification, financial gain, personal benefit or advantage, or any other purpose. Examples of sexual exploitation may include, but are not limited to: invasion of sexual privacy; prostituting an individual; non-consensual video- or audio-recording of sexual activity or circulation of such recorded material (i.e. revenge pornography); non-consensual photographing individuals who are partly undressed, naked, or engaged in sexual acts and transmitting or posting those photographs without an individual's consent; observing unsuspecting individuals who are partly undressed, naked, or engaged in sexual acts; knowingly transmitting a sexually transmitted disease (STD); exposing one's breasts, buttocks, or genitals without affirmative consent or inducing another to do the same; and inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

IV. 4. Sexual Harassment (Prohibited Conduct)

Unwelcome sexual advances, requests for sexual contact or favors, conduct based on gender stereotypes, or other verbal, non-verbal, physical, or visual conduct of a sexual nature constitutes sexual harassment when:

- i. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic, co-curricular, or campus life activities or of an individual's employment;
 - ii. Submission to or rejection of such conduct by an individual is used as the basis for academic or student life or employment decisions affecting that individual;
 - iii. The conduct is so severe and/or pervasive that it unreasonably interferes with a person's University employment, academic performance, or participation in University programs or activities; or
 - iv. The conduct is so severe and/or pervasive that it creates an intimidating, hostile, demeaning, or offensive campus or living environment or employment setting.
- Depending upon the severity and/or pervasiveness of the conduct, sexual harassment may include, for example, subjecting a person to egregious, unwelcome sexual attention, physical or verbal advances, sexual flirtations or propositions, vulgar talk or jokes, degrading graphic materials or verbal comments of a sexual nature about an individual or his or her appearance, or the display of sexually suggestive objects outside a scholarly context and purpose.



- Conduct of a sexual nature that falls within the definition of Sexual Activity, above, will typically be reviewed as alleged Sexual Assault or Sexual Exploitation, as applicable, but may also be reviewed as alleged Sexual Harassment. Examples of conduct that may constitute Sexual Harassment include, but are not limited to:
 - a. Unwanted intentional touching such as kissing, hugging, or sexual touching that otherwise does not typically constitute Sexual Assault, defined above;
 - b. Unwanted sexual advances, including repeated unwanted requests for dates, or repeated unwanted requests for sexual contact;
 - c. Unwanted written, verbal, or electronic statements or photos of a sexual nature, including sexually suggestive comments, jokes, or innuendos;
 - d. Exposing one's genitalia, breasts, or buttocks, to another (including electronic means of exposure); and/or
 - e. Touching oneself sexually for others to view (including electronic means of exposure).

This definition addresses intentional conduct. It also includes conduct that results in negative effects even though such negative effects were unintended.

5. Aiding, Facilitating, Encouraging, Concealing, or Otherwise Assisting in Prohibited Conduct (Prohibited Conduct)

Aiding, facilitating, encouraging, concealing, or otherwise assisting in a violation (or attempted violation) of this Policy is prohibited by this Policy.

6. Gender-Based Harassment (Prohibited Conduct)

Gender-Based Harassment includes harassment based on actual or perceived sex, sexual orientation, gender identity, gender expression, or pregnancy. Such harassment may include acts of aggression, intimidation, or hostility, whether verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the behavior:

- Effectively denies access to a University program or activities, as defined by a reasonable person;
- Is used as the basis for or a factor in decisions affecting that individual's employment, education, living environment, or participation in a University program or activity; and/or
- Creates a hostile environment for that individual's participation in a University program or activity. A hostile environment exists when the conduct is sufficiently severe, persistent, and pervasive that it unreasonably interferes with an individual's participation in a University program or activity, or creates an intimidating, hostile, offensive, or abusive environment for that individual's employment, education, living environment, or participation in a University



program or activity. Conduct must be deemed severe, persistent, and pervasive (based upon a reasonable person standard). In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior.

Although a harassing hostile environment is generally created through a series of incidents, for purposes of this Policy, a severe incident, even if isolated, can be sufficient. Examples of conduct that may constitute Gender-Based Harassment include but are not limited to:

- A series of written, verbal, or electronic statements that disparage a person based on their actual or perceived sex, gender identity, gender expression, sexual orientation, or pregnancy;
- Threats of violence toward an individual based on their actual or perceived identity; within a protected class, or toward an entire sex, gender identity, gender expression, sexual orientation, or pregnancy status as a group; and/or
- Defacing University property, or another individual's property, with symbols or language intended or understood by a Reasonable Person to disparage or threaten a person or group based on sex, gender identity, gender expression, sexual orientation, or pregnancy.

This definition addresses intentional conduct. It also includes conduct which results in negative effects even though such negative effects were unintended. Unwelcome behavior constitutes Gender-Based Harassment if a Reasonable Person would consider it sufficiently severe, persistent, and pervasive as to interfere unreasonably with academic, other educational, or employment performance or participation in a University activity or living environment.

7. Violation of Protective Measures (Prohibited Conduct)

Violation of a protective measure occurs when an individual deviates from the guidelines of an express directive by a University official. Violation of a Protective Measure is considered a violation of this policy.

8. Retaliation (Title IX Misconduct and Prohibited Conduct)

Any adverse action or threatened action, taken or made, personally or through a third party, against someone who has filed a sexual harassment/misconduct complaint (a Complainant), has been the subject of a sexual harassment/misconduct complaint (a Respondent), or any other individual who engages with the University in connection with a sexual harassment/misconduct complaint. All individuals and groups of individuals, not just a Respondent or Complainant, are prohibited from engaging in retaliation.

- Retaliation includes directly or indirectly threatening, intimidating, harassing, or engaging in any other conduct that would discourage a reasonable person from engaging in activity protected under this Policy, such as seeking services; receiving



protective measures and accommodations; reporting sexual harassment/misconduct; and/or participating in an investigation or adjudication.

- Retaliation includes maliciously and purposefully interfering with, threatening, or damaging the academic or professional career of another individual before, during or after the investigation and resolution of a report of Sex- and Gender-Based Harassment/Misconduct under this Policy.

Retaliation may be present even when there is a finding of “no responsibility.”

This provision does not apply to reports made, or information provided, in good faith, even if the facts alleged in the report are determined not to be accurate. Filing a counter complaint, counter appeal, or conduct complaint through processes established by University policy does not, in itself, constitute retaliation, unless it is determined that the filing was without a reasonable basis and made in bad faith.

Supportive Measures and other actions taken in accordance with this, or other University policies do not constitute Retaliation. Similarly, charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this Policy does not constitute prohibited retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith. Retaliation also does not include pursuit of civil, criminal, or other legal action, internal or external to the University.

9. Sexual Harassment (Title IX Misconduct):

Sexual harassment occurs when:

- (1) An Employee conditions the provision of an aid, benefit, or service of the university on an individual’s participation in unwelcome sexual conduct, or
- (2) an individual is subjected to unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies the individual equal access to the University’s education program or activity

- (3) **Sexual Assault:** Sexual assault is any sexual act directed against another person without the consent of the complainant, including any of the following:

- Sexual intercourse with another person, including oral or anal sexual intercourse, or the use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without consent of the complainant, including instances where the complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;



- ☐ Touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
- ☐ Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; or
- ☐ Sexual intercourse with a person who is under the statutory age of consent.

Clery Act Definition:

<https://www.law.cornell.edu/cfr/text/34/668.46>

(4) **Domestic violence:** Domestic violence includes felony or misdemeanor crimes of violence committed:

- ☐ By a current or former spouse or intimate partner of the victim,
- ☐ By a person with whom the victim shares a child in common,
- ☐ By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- ☐ By a person similarly situated to a spouse of the victim under the domestic or family violence laws of Georgia, or
- ☐ By any other person against an adult or youth complainant who is protected from that person’s acts under the domestic or family violence laws of Georgia.

Clery Act Definition:

<https://www.law.cornell.edu/cfr/text/34/668.46>

(5) **Dating violence:** Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Clery Act Definition:

<https://www.law.cornell.edu/cfr/text/34/668.46>

(6) **Title IX Stalking:** Stalking, for purposes of [Title IX Misconduct], means engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

Clery Act Definition:

<https://www.law.cornell.edu/cfr/text/34/668.46>



B. Important Related Concepts and Definitions

1. Affirmative Consent

“Affirmative consent” is a knowing, voluntary, clear, and mutual agreement among all participants to engage in specific sexual activity.

- i. Affirmative consent can be given by words or actions, as long as those words or actions express willingness to engage in the sexual contact or activity. It is important not to make assumptions. If there is confusion or ambiguity, participants in sexual activity should stop and verbally clarify each person’s willingness to continue. A person who wants to engage in a specific sexual activity is responsible for obtaining affirmative consent for that activity.
- ii. Affirmative consent to one form of sexual activity does not imply affirmative consent to other forms of sexual activity.
- iii. Affirmative consent to engage in sexual activity with one person does not imply affirmative consent to engage in sexual activity with another person.
- iv. Silence or the lack of resistance, in and of itself, does not demonstrate affirmative consent. Again, it is important not to make assumptions; if confusion or ambiguity arises during a sexual interaction, each participant should stop and verbally clarify the other’s willingness to continue engaging in the sexual contact or activity.
- v. Affirmative consent may be initially given, but it can be withdrawn at any time. When affirmative consent is withdrawn or can no longer be given, sexual activity must stop.
- vi. Previous relationships or previous affirmative consent for sexual activity is not affirmative consent to sexual activity on a different occasion.
- vii. The definition of affirmative consent does not vary based upon a participant’s sex, sexual orientation, gender identity, gender expression or relationship status.
- viii. Affirmative consent cannot be procured by the use of physical force, compulsion, threats, intimidating behavior, coercion, or from a person who is incapacitated.
- ix. Under Georgia law, minors under the age of 16 years are generally unable to provide affirmative consent, with narrow exceptions. See O.C.G.A. § 16-6-3, Statutory Rape.

2. Force

“Force” refers to the use of physical violence and/or imposing on someone physically to gain sexual access. Sexual activity that is forced is non-consensual.

3. Incapacitation

“Incapacitation” occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. A person who is incapacitated lacks the ability to understand a decision to participate in sexual activity.



- i. Incapacitation may be associated with a person's lacking consciousness or awareness; being asleep; being involuntarily restrained; having a disability that impedes affirmative consent; or if an individual otherwise cannot affirmatively consent due to other forms of mental or physical helplessness.
- ii. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to provide affirmative consent.
- iii. Alcohol and drugs can lower inhibitions and create an atmosphere of confusion over whether consent is freely and affirmatively given. It is the responsibility of each party to be aware of the intoxication level of the other party before engaging in sexual activity. If there is any doubt as to the level or extent of the other individual's intoxication, it is safest to forgo or cease any sexual contact or activity. Being intoxicated, impaired, or incapacitated by alcohol or other drugs is never an excuse for Prohibited Conduct and does not diminish anyone's responsibility to obtain affirmative consent. The use of alcohol or other drugs never makes someone at fault for experiencing Prohibited Conduct.
- iv. Please see [Appendix E](#) to this Policy for a list of factors that will be considered in making a determination of whether the Complainant's incapacitation has rendered the Complainant unable to provide affirmative consent.

4. Coercion

"Coercion" is conduct that would reasonably place an individual in fear of immediate or future physical, emotional, or other harm and that is used to pressure someone to engage in sexual contact. Coercion can include manipulation, intimidation, unwanted contact, express or implied threats of harm. Coercion is more than an effort to persuade, entice or attract another person to engage in sexual activity. In evaluating whether coercion was used, the University will consider whether pressure was applied and, if so, the frequency, intensity, and duration of the pressure, as well as the degree of isolation of the person being pressured. Sexual activity that is coerced is non-consensual.

5. Intimidation

"Intimidation" is the use of implied or overt threats that menace or cause reasonable fear to overcome an individual's freedom of will to choose whether or not to participate in sexual activity or provide affirmative consent. Affirmative consent obtained by intimidation is not valid.

6. Report

A "Report" of "Prohibited Conduct" or "Title IX Misconduct" occurs when a Student, Employee, or Third Party notifies the Department of Title IX of alleged misconduct and requests support and resources, but where there has not yet been a decision about whether to resolve the allegations through University administrative process.

V. REPORTING

As Sexual and Gender-Based Harassment and Discrimination may, in some instances, constitute a violation of University policy and constitute criminal activity, the University encourages individuals to report alleged Prohibited Conduct promptly to campus officials and to law enforcement authorities, where appropriate.



The University and criminal justice systems work independently from one another; a Complainant may proceed with a Title IX grievance procedure and the criminal justice process concurrently, though investigations for each process will be conducted separately. Law enforcement authorities do not determine whether a violation of this Policy has occurred, and the criminal justice system uses different standards related to proof and evidence. Any questions about whether a specific incident violated the criminal law should be addressed to law enforcement.

Individuals may file a report at any time, but the University strongly encourages individuals to file complaints promptly in order to preserve evidence for a potential legal and/or grievance process.

Information on reporting Prohibited Conduct and a summary of helpful resources if a Student, Employee or Third Party has been impacted by Prohibited Conduct can be found in a brochure entitled "Sexual or Gender-Based Violence and Harassment: What You Need to Know," which is available in hard copy in the Department of Title IX and in other locations on campus.

A. Sources for Confidential Reporting

1. Confidential Communications

The University understands that a Complainant may wish to discuss an incident of Prohibited Conduct in a confidential manner with a resource who is not required to report the incident to the Department of Title IX. There are five (5) resources at the University's Atlanta campus and at the Oxford campus with whom communications are confidential and, in some cases, privileged. Contact information for these resources is located below in [Appendix B](#). They are as follows:

- a. Counseling and Psychological Services (CAPS) - Atlanta Campus / Counseling and Career Services (CCS) – Oxford Campus:** Both CAPS and CCS offer professional, licensed counselors who provide mental health counseling to students.
- b. Office of Spiritual and Religious Life – Atlanta and Oxford Campuses:** These Offices have chaplains and clergy members who provide pastoral counseling in their professional roles.
- c. Student Health Services (SHS) – Atlanta and Oxford Campuses:** A disclosure may be made to healthcare providers in their caregiving roles.
- d. Emory Ombuds Office - Atlanta and Oxford Campuses:** The Ombuds Office is a confidential resource for faculty, staff, and students.
- e. Faculty and Staff Assistance Program (FSAP):** A disclosure may be made to a licensed mental health professional within FSAP.



- f. **Office of Respect:** The Office of Respect provides confidential support for Emory students who have or are experiencing interpersonal harm (including, but not limited to, sexual assault, dating/relationship violence, sexual harassment, and stalking) as well as their allies. The Office of Respect provides 24/7 crisis response, advocacy (accommodations assistance, accompaniment to medical support, police, Title IX, etc.), and confidential counseling (individual and group).

***Please Note:** In limited circumstances, these privileged and confidential resources may have reporting or other obligations under state law and may have an obligation to follow moral and ethical guidelines. These reporting or other obligations may limit the extent to which the professional counselor may maintain a Complainant's confidentiality.*

B. Reporting to the Department of Title IX

The University encourages individuals to report Prohibited Conduct to the University Title IX Coordinator, to the appropriate Deputy Title IX Coordinator associated with the impacted student's school, or to a Human Resources professional. By doing so, the University can take immediate steps to investigate and respond effectively to reports and the Complainant can learn more about available resources and the Title IX process.

Contact information for the University Title IX Coordinator is located immediately below.

Nicole Babcock
University Title IX Coordinator
(404) 727-8205 nicole.babcock@emory.edu

Please note, you may make a report at any time, but the Title IX Coordinators are only available to speak during business hours. For emergency calls, please call 911.

The University Title IX Coordinator oversees the University's response, obligations, and responsibilities to Title IX and ensures the Title IX policy, procedures, protocols, and practices are in alignment with federal regulations. The University Title IX Coordinator also oversees the University's response to Title IX Misconduct reports and complaints and identifying and addressing any patterns or systemic problems revealed by such reports and complaints. The University Title IX Coordinator does not act as an advocate but as a neutral resource available to all students and employees.

The University Title IX Coordinator is also responsible for referring individuals and employees to available resources, offering appropriate supportive measures and protections, and coordinating the disciplinary grievance procedure. Moreover, the University Title IX Coordinator also has primary responsibility for overseeing the investigation and adjudication of Prohibited Conduct complaints and coordinating remedial action.

In addition to the University Title IX Coordinator, there are designated Deputy Title IX Coordinators within each of the University's schools who are also able to receive reports of Prohibited Conduct. For the names, affiliations and contact information for each of the



Deputy Title IX Coordinators, please see Appendix D of this Policy. The list of Deputy Title IX Coordinators can also be found on the Department of Title IX's website:
<http://equityandinclusion.emory.edu/title-ix/coordinators.html>.

The Department of Title IX will reveal information about its investigation and adjudication of Prohibited Conduct only to those who need to know the information in order to carry out their duties and responsibilities, and as required by law. It will inform all University individuals participating in an investigation, proceeding, or hearing that they are expected to maintain the privacy of the process; however, the University will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

C. Reporting to the Emory Police Department (EPD) / Oxford Police Department (OPD) or Law Enforcement

Students, Employees, and Third Parties have the option to file a complaint directly with EPD or OPD, as appropriate, or other applicable law enforcement authorities, so that the matter can be pursued through the criminal justice system. Students, Employees, and Third Parties may contact the Department of Title IX, and resources such as the Respect Program, for assistance in filing a complaint with law enforcement.

In an emergency situation, Students and Employees should call 911 to be directed to the closest law enforcement agency.

Atlanta Campus

Emory Police Department: 7-6111 (on-campus) or (404) 727-6111 (off-campus)

Atlanta Police Department: (404) 614-6544

Oxford Campus

Emory Police Department: 7-6111 (on-campus) or (404) 727-6111 (off-campus)

Newton County Sheriff's Office: (678) 625-1403

Students, Employees, and Third Parties may also provide information to the EPD on an anonymous basis by utilizing the TIPS line ((404) 727-TIPS/8477). The Atlanta Police Department also operates an anonymous tip line: (404) 577-TIPS/8477. However, as a practical matter, the police response may be hindered or limited if a complaint is made anonymously.

Please note, the Emory Police Department's and Atlanta Police Department's anonymous TIPS lines are not for emergencies.

D. Information on Filing a Formal Complaint

When a Complainant has experienced Prohibited Conduct, the Complainant may file a Formal Complaint with the Title IX Coordinator in person, by mail, or by email. The Formal Complaint must contain the Complainant's physical or digital signature or otherwise indicate that the Complainant is the person filing, and it should express a request that the University commence an investigation of the allegations in the Formal Complaint.



The Title IX Coordinator has discretion to file a Formal Complaint of reported Prohibited Conduct, even if the Complainant chooses not to participate in the process and/or does not wish to file a Formal Complaint, when the Title IX Coordinator determines that the report includes conduct that poses a threat to the health, safety and well-being of the community.

The following factors may be considered when determining how to respond: the seriousness of the alleged sexual misconduct, the Complainant's age, whether there have been other complaints of Prohibited Conduct against the same Respondent. Please note, in cases involving a pattern of conduct by the Respondent, the use of weapons, or drugs to limit a Complainant's capacity, Emory is required to move forward with a formal process, even if the Complainant does not wish to do so. After a Formal Complaint has been filed by a Complainant or signed by the Title IX Coordinator, the University will commence its formal grievance process.

E. Other Information About Reporting

1. Reports from Others and Anonymous Reports

In cases where Prohibited Conduct is reported to the Title IX Coordinators or a Deputy Title IX Coordinator by someone (for example, a faculty member, resident advisor, friend, roommate or coworker) other than the Student, Employee, or Third-Party individuals who were subjected to the alleged misconduct, the Title IX Coordinator will promptly notify the impacted Student, Employee, or Third Party that a report has been received and will provide information about available resources. This Policy will apply in the same manner as if the impacted Student, Employee, or Third Party had made the initial report. The Title IX Coordinator will make every effort to meet with the impacted Student, Employee, or Third Party to discuss available options and on-campus and off-campus resources. The Department of Title IX will handle reports from anonymous sources in the same manner. A Formal Complaint cannot be filed anonymously.

2. Requests Not to Pursue a Complaint or Requests for Confidentiality

A Complainant may decide to report an alleged incident of Prohibited Conduct (including Title IX Misconduct) without pursuing resolution of the complaint through the Title IX grievance process. A Complainant may also request that the University keep their identity confidential. The University takes these requests seriously; however, such requests may limit the University's ability to investigate and respond to the reported misconduct.

The Title IX Coordinator will decide whether to grant requests not to investigate the report or to keep the Complainant's identity confidential in light of the potential threat(s) of harm to the Complainant and/or the campus community. In determining whether to honor the request, the Title IX Coordinator will consider the seriousness of the alleged Prohibited Conduct, the Complainant's age, the Respondent's disciplinary history, and the parties' rights under the Family Educational Rights and Privacy Act (FERPA). The Title IX Coordinator will promptly notify the impacted Student, Employee, or Third Party making a request for confidentiality whether the University will be able to honor the request. If the Title IX Coordinator determine



they must disclose a Complainant's identity to a Respondent, they will inform the Complainant prior to filing a Formal Complaint for a formal investigation.

University personnel will reveal information about investigations and disciplinary proceedings related to Prohibited Conduct only on a "need to know" basis.

Please note: The fact that the University will keep information confidential does not prohibit either a Complainant or Respondent from obtaining the assistance of family members, counselors, therapists, clergy, doctors, attorneys, or similar resources. Additionally, there is no restriction preventing either party from discussing the alleged incident itself.

Even when the University is in receipt of a request not to pursue a complaint, Title IX requires that the University take action in response to the information known to it.

3. Related Alcohol and Drug Violations

The University recognizes that an impacted individual who has been drinking and/or using drugs at the time that Prohibited Conduct occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Because the University strongly encourages reporting Prohibited Conduct, an impacted individual who, in good faith, discloses any incident of Prohibited Conduct to a University employee or to law enforcement will not be subject to disciplinary action for personal consumption of drugs or alcohol, so long as such conduct did not place the health or safety of another person at risk. The Title IX Coordinator may initiate an educational discussion or recommend other voluntary educational or therapeutic remedies regarding alcohol or other drugs for the reporting individual(s).

4. Reporting of Crime and Disciplinary Statistics

The Clery Act requires the University to record and report certain information about campus safety, including the number of incidents of certain crimes on or near campus, some of which constitute Prohibited Conduct under this Policy. As described in the chart in the Resources section and in [Appendix C](#), many employees who receive reports of Prohibited Conduct are required by the Clery Act to notify EPD about such incidents for statistical reporting and safety purposes, including some employees who are otherwise considered confidential resources. These notifications may include the classification and location of the reported crime but do not identify the students involved.

5. Reporting of Child Abuse

Unless an exception under Georgia state law applies, the University requires all affiliates, including faculty, staff, student employees, certain volunteers whose capacity of employment or duties involve interaction with children and vendors, to report suspected child abuse of which they are made aware in their capacity at the University. Under Georgia law, child abuse includes sexual abuse or exploitation of a person who is under eighteen (18) years old. Any uncertainty about whether reporting is required should always be resolved in favor of making a report to the EPD. For more information, please read [University Policy 4.119](#), Emory University's Mandated Child Abuse Reporting Policy.



VI. RESPONSIBLE EMPLOYEES—REPORTING INFORMATION AND OBLIGATIONS

A. Prompt Reporting

Responsible Employees are required to promptly share with the Title IX Coordinators all details they receive in the scope of their employment about Prohibited Conduct.

Responsible Employees can make a report by contacting the Title IX Coordinators as set forth in [Section V](#) above. Failure by a Responsible Employee to promptly share with the Department of Title IX all details they receive in the scope of their employment about Prohibited Conduct may subject them to appropriate discipline, up to and including removal from their position.

The University recognizes that individuals may be most comfortable disclosing Prohibited Conduct to an employee they know well, such as a Campus Life professional, Faculty Member, Coach, or Resident Advisor. Any responsible employee (other than the [Privileged and Confidential](#) or [Limited Confidential Resources](#) listed above) who receives a report is considered a Responsible Employee, and thus, is required to inform the Title IX Coordinators about the incident, directly, or through their relevant reporting structure, or through a Deputy Title IX Coordinator.

VIII. SUPPORTIVE MEASURES

Supportive Measures are non-disciplinary, non-punitive individualized services, accommodations, and other assistance that the University offers and may put in place, as appropriate, as reasonably available, and without fee or charge, after receiving notice of possible Title IX Misconduct or other Prohibited Conduct. Supportive Measures are designed to restore or preserve access to the University’s education programs and activities, protect the safety of all parties and the University’s educational or work environment, or deter Prohibited Conduct, while not being punitive in nature or unreasonably burdening the other party.

Supportive Measures are available regardless of whether the matter is reported to the University for the purpose of initiating a proceeding under this Policy and before, after, and regardless of whether a Formal Complaint of Prohibited Conduct is filed. A Complainant who requests Supportive Measures retains the right to file a Formal Complaint, either at the time the Supportive Measure is requested or at a later date. Any Complainant that requests Supportive Measures will be informed in writing of their right to simultaneously or subsequently file a Formal Complaint pursuant to this Policy.

The Title IX Coordinators, or their designees, will contact a Complainant after receiving a report of possible Title IX Misconduct or other Prohibited Conduct (1) to discuss the availability of Supportive Measures; (2) to ask about the Complainant’s wishes with respect to Supportive measures; (3) to explain that Supportive Measures are available with or without the filing of a Formal Complaint; and (4) to explain the process for filing a Formal Complaint. The Title IX Coordinators will consider the Complainant’s wishes with respect to implementation of Supportive Measures.

Supportive Measures may also be requested by and made available to Respondents, witnesses, and other impacted members of the University community. Requests for supportive measures shall be submitted in writing to the University Title IX Coordinator, who will consider these requests on a case-by-case basis.

While the Title IX Coordinators will ultimately serve as the point of contact for any party requesting Supportive Measures, Supportive Measures may, in the first instance, be requested directly from the [Confidential Resources](#) set forth above regardless of whether the Title IX Misconduct or other



Prohibited Conduct is otherwise reported to the University or law enforcement. Ultimately, the Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. To determine the appropriate Supportive Measure(s) to be implemented, the University conducts an individualized assessment based on the unique facts and circumstances of a situation. Supportive Measures will not be disciplinary or punitive in nature and will not unreasonably burden, or unreasonably interfere with the educational pursuits of, the other party. Whether a possible Supportive Measure would unreasonably burden the other party is a fact-specific determination that takes into account the nature of the educational programs, activities, opportunities and benefits in which an individual is participating.

Examples of Supportive Measures include:

- Academic support services and accommodations, including the ability to reschedule classes, exams and assignments, transfer course sections, or withdraw from courses without penalty;
- Academic schedule modifications (typically to separate Complainant and Respondent);
- Work schedule or job assignment modifications (for University employment);
- Changes in work or housing location;
- An escort to ensure safe movement on campus;
- On-campus counseling services and/or assistance in connecting to community-based counseling services;
- Assistance in connecting to community-based medical services;
- No contact directives (to instruct individuals to stop all attempts at communication or other interaction with one another);
- Temporarily limiting an individual's access to certain University facilities or activities;
- Work schedule or job assignment modifications, including suspending employment with or without pay, consistent with any applicable written procedures (for University employment);
- Information about and/or assistance with obtaining personal protection orders;
- Leaves of absences;
- Increased monitoring and security of certain areas of the campus; or
- A combination of any of these measures.

The University will maintain Supportive Measures provided to the Complainant or Respondent as confidential to the extent that maintaining such confidentiality would not impair the University's ability to provide the Supportive Measures.



IX. EMERGENCY REMOVAL

Where there is an immediate threat to the physical health or safety of any Students, Employees, or Third

Parties arising from the alleged Prohibited Conduct, the University can remove a Respondent from the University's education program or activity and issue any necessary related no-trespass and no-contact orders. The University will make the decision to remove a Respondent from the University's education program or activity based on an individualized assessment and risk analysis.

If the University makes such a decision, the Respondent will be provided notice and an opportunity to challenge the decision immediately following the removal. Challenges to emergency removals must be submitted in writing to the University Title IX Coordinator within 7 business days from the day the parties are notified about the emergency removal. The phrase "business days" shall refer to those days ordinarily recognized by the University's administrative calendar as workdays. The University Title IX Coordinator will review the materials within 5 business days of receipt of the challenge and may affirm the original decision, modify the decision, which may be of greater or lesser severity, or dismiss the original decision. The University Title IX Coordinators' determinations on emergency removals are final and not appealable. Both parties shall receive simultaneous written notice of the outcome of the appeal.

X. ADMINISTRATIVE LEAVE

If the Respondent is an employee, the University may place the employee on administrative leave, with or without pay, to provide time to investigate and evaluate the circumstances regarding the complaint.

XI. GRIEVANCE PROCEDURE FOR TITLE IX MISCONDUCT

The University's grievance procedure for addressing alleged Title IX Misconduct is included in [Appendix A](#).

XII. REFERRAL PROCESS FOR PROHIBITED CONDUCT

For conduct that is not Title IX Misconduct, but still is Prohibited Conduct as defined by this Policy, in keeping with its commitment to maintaining an environment that is free of discrimination, Emory maintains grievance procedures to address other forms of harassment defined by this policy as Prohibited Conduct.

When a Formal Complaint is filed by a Complainant, but the alleged misconduct does not rise to a level of severity and pervasiveness such that it is prohibited expressly by Title IX, or does not occur within a University Program or Activity against a person in the United States, the Title IX Coordinator will dismiss the report or complaint for purposes of Title IX and evaluate whether the alleged conduct may constitute Prohibited Conduct. This dismissal may be appealed by either party.

Promptly after the dismissal, the Title IX Coordinator will refer the matter to the appropriate department and/or academic unit for consideration through the following channels and applicable



policies:

A. For Employees:

Prohibited Conduct as defined by this policy will be transferred to the Office of Equity and Inclusion when the matter involves an employee. The Office of Equity and Inclusion will adjudicate this matter pursuant to the [University's Equal Opportunity and Discriminatory Harassment Policy 1.3](#).

B. For Students:

Prohibited Conduct as defined by this policy will be adjudicated in conformity with the Non- Title IX Prohibited Conduct Grievance Procedure located in [Appendix B](#) of this policy when the matter involves students.



APPENDIX A:

GRIEVANCE PROCEDURE FOR TITLE IX MISCONDUCT

A. General Provisions

1. Equitable Treatment of the Parties

The University's response will treat Complainants and Respondents equitably by offering Supportive Measures, by providing Remedies to a Complainant where a determination for Title IX Misconduct has been made against the Respondent, and by following the grievance procedure as set forth herein before imposing any disciplinary sanctions or other actions that are not Supportive Measures, against a Respondent.

2. Presumed Not Responsible

The Respondent is presumed not responsible for the alleged Title IX Misconduct until a determination regarding responsibility is made at the conclusion of the grievance process.

3. Reasonably Prompt Time Frames

The University will seek to resolve every investigation and any subsequent adjudication within 120 business days from the receipt of a Formal Complaint. The overall time frame may be extended for good cause as necessary so that the grievance process may be carried out in a thorough and comprehensive manner that ensures the integrity of the process. The reasons for extension of the time frame also include, but are not limited to: 1) compliance with a request from law enforcement; 2) accommodations to ensure the availability of witnesses; 3) consideration of exam periods, school breaks, vacations or inclement weather; 4) complexities of a specific case, including the number of witnesses and volume of information provided by the parties; and 5) other extenuating circumstances. The University Title IX Coordinator will notify the parties in writing of any extensions of the time frame.

Any calculation of days used in this Policy shall be in business days. To the extent a deadline falls on a University holiday, the deadline will be effective on the next business day.

B. Preliminary Assessment of a Title IX Report or Formal Complaint

1. Initial Assessment of a Formal Complaint

Written Notice: Upon receipt of a Formal Complaint, the Title IX Coordinators will provide the following written notice to the parties whose identities are known by the University:

- a) Notice of the University's Title IX grievance process, including an informal resolution process.
- b) Notice of the allegations potentially constituting Title IX Misconduct, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include: the identities of the parties involved in the



incident, if known; the conduct allegedly constituting Title IX Misconduct; and the date and location of the alleged incident, if known.

The written notice will also include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process. The written notice will inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence as described herein.

The written notice will additionally inform the parties of any provision in the University's Code of Conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

- c) Ongoing Notice Requirement: If, in the course of an investigation, the University decides to investigate allegations about the Complainant or Respondent that are not included in the initial Written Notice provided, the University will provide notice of the additional allegations to the parties whose identities are known.

Initial Assessment: The Title IX Coordinator shall make an initial assessment as to whether the report on its face alleges an act of Title IX Misconduct and whether the conduct is covered by this Policy. If the Title IX Coordinator determines in their assessment that the allegations would not constitute Title IX Misconduct, the University will dismiss the matter as described below.

Dismissal of Formal Complaints:

- a) Mandatory Dismissal

Mandatory Dismissal will occur if, in their discretion, after undertaking the assessment above, the Title IX Coordinator determines that the conduct alleged in the Formal Complaint (1) would not constitute Title IX Misconduct Conduct, even if true; (2) did not occur against a person in the United States; and (3) or did not take place in the programs or activities of the University.

Dismissal of a Formal Complaint on this basis does not preclude action under another applicable policy. In the event of dismissal, the Title IX Coordinators (for Students or for Faculty, and Staff) may refer the matter to another office or channel through a separate conduct procedure for consideration under another University policy. Matters will be channeled as follows:

- Matters in which the Respondent is a Student will be addressed pursuant to the grievance procedures outlined in [Appendix B](#) of this policy.
- Matters in which the Respondent is an Employee will be referred to the Department of Equity and Inclusion.

- b) The University may dismiss a Formal Complaint, or any allegations therein, at any time during the investigation or hearing, if:

- The Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;



- The Respondent is no longer enrolled or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
- The University retains discretion on a case-by-case basis to dismiss a Formal Complaint based on any of the above reasons. Just because one or all of the conditions above are satisfied, does not mean the University will automatically dismiss the Formal Complaint. Instead, the University will determine if such a decision is appropriate under the circumstances.

Written Notice of Dismissal:

Upon dismissal, the University will promptly send written notice of the dismissal and reason(s) therefore simultaneously to the parties. The parties are entitled to appeal the dismissal under the appeal procedures set forth below.

Appeal Procedure for Dismissals:

Challenges to dismissals must be submitted in writing to the University Title IX Coordinator within seven (7) business days from the day the parties are notified about the dismissal. The University Title IX Coordinator will review the materials within five (5) business days of receipt of the challenge and may affirm or deny the original decision. The University Title IX Coordinator's determinations on dismissals are final and not appealable. Both parties shall receive simultaneous written notice of the outcome of the appeal.

2. Rights and Responsibilities with Parties

The Title Coordinators, or their designees, will conduct an intake meeting to inform the Complainant and the Respondent of their rights and responsibilities, the prohibition against retaliation, further provide information about supportive measures, discuss the Title IX Misconduct allegations, and provide information about the investigative and adjudication processes.

3. Threat Assessment

After the initial assessment, if the Title IX Coordinators determine the available information provides a rational basis for concluding that there may be an immediate threat to the Complainant or the University Community, the Title IX Coordinators will contact the Emory Threat Assessment Team ("TAT"). If TAT believes an immediate threat is present, they will determine what type of action should be taken.

For more information about the Threat Assessment Team, please see
<http://emergency.emory.edu/threat-assessment/index.html>

4. Methods of Resolution

Claims of Title IX Misconduct may be resolved by using an informal or a formal process. The Title IX Coordinator will discuss these two options for resolution during initial meetings with the Complainant and Respondent, as well as upon conclusion of the preliminary assessment



process, if appropriate. Either party may request one of these forms of resolution, but for informal resolution, the University must approve that such a process is appropriate under the circumstances and both parties must provide voluntary, informed, written consent to the informal resolution process.

Informal resolution is not available to resolve allegations by a Student against an Employee.

a) Informal Resolution

At any time after a Formal Complaint has been signed, and before a determination of responsibility has been reached, the parties may voluntarily agree to participate in an informal resolution facilitated by Emory University that does not involve a full investigation and adjudication.

Prior to entering the informal resolution process, Emory University will provide the parties a written notice disclosing:

- (1) The allegations;
- (2) The requirements of the informal resolution process, including the right of any party to withdraw from the informal resolution process and resume the grievance process, and the circumstances which preclude parties from resuming a Formal Complaint arising from the same allegations;
- (3) Consequences resulting from the informal resolution process, including that the records will be maintained for a period of seven (7) years but will not be used by the investigators or decision-makers if the formal grievance process resumes.

Prior to entering the informal resolution process, the parties must voluntarily agree, in writing, to the use of the informal resolution process.

Informal resolution is not available to resolve allegations that an employee committed Sexual Harassment against a student.

Any final resolution pursuant to the Informal Resolution process will be documented and kept for seven (7) years. No recording of the informal resolution process will be made and all statements made during the informal resolution process will not be used for or against either party (and the Hearing Officer and Appeal Officer may not consider any such statement made during informal resolution) should the parties resume the grievance process. Failure to comply with an informal resolution agreement may result in disciplinary action or other appropriate actions within the discretion of the University Title IX Coordinator.

b) Formal Resolution

The formal resolution process typically commences when a Complainant files a Formal Complaint and an investigation proceeds. The Written Notice will include information about the conduct process. Formal resolution may also commence



when the Title IX Coordinator signs a Formal Complaint.

After providing Written Notice to the Complainant and Respondent, the Title IX Coordinator will appoint an investigator to gather all available information relevant to the allegations in the Formal Complaint. The Title IX Coordinator will share the Complainant's and Respondent's names and contact information with the investigator, who will reach out to the parties to introduce themselves. All investigators will have training in investigating and evaluating conduct prohibited under the Policy. The investigator will be impartial and unbiased.

The Title IX Coordinator may consolidate multiple Formal Complaints against a single Respondent or group of Respondents, or a single Complainant or group of Complainants, into one investigation if the evidence related to each incident would be relevant and probative in reaching a determination on the other incident(s). Where a Formal Complaint contains allegations that may implicate violations of other University policies, the Title IX Coordinator, in consultation with other University administrators, may, in their discretion, choose to consolidate those allegations with the Formal Complaint or refer those allegations to the appropriate University office for investigation under a different applicable process. The decision to consolidate Formal Complaints is not subject to appeal.

1. **Investigations**

The University will investigate the allegations in any Formal Complaint not subject to dismissal. The burden of gathering evidence is on the University. Upon receipt of the Formal Complaint, the investigator will promptly begin the investigation. The investigator will meet with each party. During their investigation, the investigator will ask each party to provide information relating to the event(s) in question, and to provide a list of witnesses and/or any relevant documents or evidence. The Complainant, the Respondent, and the witness(es) are permitted to provide other relevant evidence to the investigator. Evidence includes any facts or information presented in support of an assertion and may include text messages, email exchanges, timelines, receipts, photographs, etc.

i. **Rights of the Parties**

- a) **Advisor.** The Complainant and the Respondent may be accompanied to any meeting or hearing by one advisor of their choice through the course of the Title IX process. The advisor may be any person, including an attorney.

Complainants and Respondents may consult with their advisors in drafting any written submissions that are allowed under this Policy; the written submission, however, must be from the Complainant or Respondent and not the advisor. Advisors, if present, shall be restricted to consulting with their advisees. Advisors may not intervene in a meeting or address the investigator unless invited to do so. Any violation of University policies committed by an advisor may lead to the exclusion of that advisor from the process. That includes, but is not



limited to, any act of retaliation or breach of privacy committed by an advisor.

Each party has a responsibility to notify their advisor of the time, date and location of any meeting or disciplinary proceeding. Proceedings will not be unduly delayed to accommodate an advisor.

The University offers trained Title IX advisors for Complainants and Respondents. The University Title IX advisors support the Complainant or Respondent through the investigation and adjudication process. Individuals interested in utilizing a University Title IX advisor should submit a request in writing to the appropriate Title IX Coordinator.

University Title IX advisors may guide and assist the Complainant or the Respondent by:

- Connecting them to support services as needed;
- Clarifying questions about the investigation and adjudication process;
- Assisting in the reporting of any instance of retaliation;
- Providing general support during what can be a stressful process;
- Attending meetings or proceeding throughout the investigation and adjudication process; and
- For Complainants – connecting them to the appropriate resources for the process of criminal reporting if the Complainant chooses to explore that option.

Whether they select a University or outside advisor, a party must provide either their advisor's name or contact information to the Title IX Coordinator prior to the party's first meeting with the investigator. A party must also inform the Title IX Coordinator if a new advisor is selected. A party wishing to bring an attorney as an advisor must inform the Title IX Coordinator at least five days in advance of the first meeting that the advisor will attend.

Parties may have one advisor for all matters leading up to a hearing and a different advisor for the hearing. If a party plans to change advisors for the hearing, the party must inform the Title IX Coordinator at least five days before the hearing.

If a party does not have an advisor for the hearing, the University will select an advisor, at no cost to the party, for the purpose of conducting cross-examination.



- b) **Equal Opportunity to Present Evidence.** Both parties have an equal opportunity to present fact and expert witnesses and other inculpatory and exculpatory evidence.

ii. **Investigation Process**

- a) **Investigator.** The Title IX Coordinator will designate an individual (who will not be the Title IX Coordinator) to conduct an Investigation of a Formal Complaint, when a decision is made not to dismiss such complaint and when Informal Resolution is not appropriate or both parties do not give voluntary, informed, written consent to Informal Resolution.
- b) **Written Notice of Interviews, Meetings, or Hearings.** The University will send the parties and their advisors prior written notice of any investigative interviews, meetings, or hearings with sufficient time for the individual to prepare.
- c) **Disclosure of Information.** Following the conclusion of the investigation, the University will send the parties and their advisors evidence directly related to the allegations in electronic format, at least 10 days prior to any hearing, for the parties to inspect, review, and respond to the evidence.
- d) **Report of Investigation.** At the conclusion of the investigation, the investigator will prepare a draft Report of Investigation that fairly summarizes relevant evidence, which they will provide to the Title IX Coordinator. After reviewing the draft Report of Investigation, the University Title IX Coordinator may direct the investigator to ask further clarifying questions of the Complainant, Respondent, or witness(es) to supplement the Report of Investigation. The Title IX Coordinator will then send to the parties and their advisors, the report of investigation, in electronic format, with at least 10 business days for the parties to respond. The information provided by the parties in response to the Report of Investigation will be included in the Report of Investigation as an appendix, and the Report will then be finalized. In the event the determination is made to dismiss the Formal Complaint (see below), that information will be included in the Report of Investigation.

2. **Live Hearings**

The University's grievance process shall provide for a live hearing. Within 5 business days of Final Report of Investigation, the Title IX Coordinator will select the date, time, and location of the hearing in consultation with the Hearing Officer, and will provide notice to both parties. The Hearing Officer will be trained in Title IX procedures and will preside over the hearing.

All parties shall be given at least 10 business days' notice in advance of the hearing



date, absent agreement by the parties to shorten the time or extraordinary circumstances as determined by the Hearing Officer. Extraordinary circumstances may include, but are not limited to: fall/spring/summer/holiday breaks; circumstances in which critical witnesses are unavailable; and other extenuating circumstances.

Hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the University must provide for the hearing to occur with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions.

- i. **Advisors at the Live Hearing.** If a party does not have an advisor present at the hearing, the University shall provide without fee or charge to that party, an advisor of the University's choice to conduct cross-examination on behalf of that party.
- ii. **Standard of Evidence.** The level of proof required to determine whether or not a Respondent is responsible for the allegations shall be preponderance of the evidence, i.e., it is more likely than not that alleged conduct occurred.
- iii. **Relevance.** Although the determination of relevance of testimony and information is in the discretion of the Hearing Officer, certain categories of evidence will rarely, if ever, be relevant. These include character evidence, polygraph and other generally unreliable or unproven scientific evidence, speculation, and the like. The Hearing Officer has broad discretion to determine the relevance of evidence.
- iv. **Role of the Hearing Officer/Decision-Maker.**
 - a) **Pre-Hearing Procedures and Ground Rules.** The Hearing Officer (and/or the Department of Title IX) may establish pre-hearing procedures relating to issues such as scheduling, hearing procedures, witness and advisor participation and identification, structure, advance determination of the relevance of certain topics, and other procedural matters. The Hearing Officer will communicate with the parties prior to the hearing with respect to these issues and establish reasonable, equitable deadlines for party participation/input.
 - b) **Decorum.** The Hearing Officer also has wide discretion over matters of decorum at the hearing, including the authority to excuse from the hearing process participants who are unwilling to observe rules of decorum.
 - c) **Determine Relevance of Questions.** At the hearing, both parties will be given the opportunity to ask cross-examination questions of the other



party through their advisors; however, only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Hearing Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The Hearing Officer's relevance determinations at the hearing are not subject to further objection or discussion at the hearing, and failure to adhere to this rule may constitute a breach of the rules of decorum.

- d) **Provide Rape Shield Protections for Complainants.** The Hearing Officer will prohibit any questions and evidence about the Complainant's sexual predisposition or prior sexual behavior as not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

- e) **Permit Cross-Examination.** At the live hearing, the Hearing Officer shall permit each party's advisor to ask the other party, and any witnesses, all relevant questions and follow-up questions, including questions challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor and never by a party personally, notwithstanding the discretion of the University to otherwise restrict the extent to which advisors may participate in the proceedings.

- f) **Exclude Statements, as Appropriate, in Reaching a Determination Regarding Responsibility.** If a party or witness does not submit to cross-examination at the live hearing, the Hearing Officer must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness' absence from the live hearing or refusal to answer cross-examination or other questions.

"Statements" for purposes of the hearing means factual assertions made by a party or witness. Statements might include factual assertions made during an interview or conversation, written by the individual making the assertions (including those found in a Formal Complaint), and memorialized in the writing of another (e.g., in an investigative report, police report, or medical record). Where evidence involves intertwined statements of both parties (e.g. a text message exchange or an email thread) and one party refuses to participate in the hearing or submit to questioning about the evidence while the other does participate and answer questions, the statements of only the participating party may be relied on by the Hearing Officer. A threat,

verbal conduct that is itself harassment, or another non-factual assertion is not a “statement” for this purpose.

3. Hearing Procedures

- i. The Hearing Officer shall call the hearing to order and state the date and time.
- ii. The Hearing Officer shall ask for identification of the parties attending the hearing for the record. If the Complainant and/or the Respondent fails to appear at the hearing, and such party was provided proper notice of the hearing as set forth above, then absent extenuating circumstances, the Hearing Officer will proceed to determine the resolution of the complaint.
- iii. The Hearing Officer shall state the conditions of the hearing including:
 - 1) There shall be a single verbatim record, such as a tape recording, of all hearings (not including deliberations). The recording shall be the property of the University. Documentation of the proceedings, including the written decision, transcripts, and any audio recordings, are maintained in accordance with the applicable University document retention records. Reasonable care will be taken to create a quality audio recording and minimize technical problems; however, technical problems that result in no recording or an inaudible one cannot, by itself, serve as a basis to overturn an outcome upon appeal by a party.
 - 2) Rules of evidence applicable to courts of law will not apply.
 - 3) The hearing shall be non-adversarial in nature. The Hearing Officer shall be empowered to take all steps as necessary to preserve the non- adversarial character of the proceeding.
 - 4) The hearing shall be closed, with participation limited to the Respondent, Complainant, Advisors, and/or Witness(es). Witnesses will remain outside the hearing until asked to provide information.
 - 5) The University may request that a non-party student or a faculty/staff member attend the hearing and give testimony relevant to the case under consideration.
 - 6) Both parties have the right to be present for the entire hearing, except for deliberations or recesses for the hearing board to discuss procedural issues. Neither party shall be required to be in the physical presence of the other. A party who wishes to participate



- electronically should submit a written request to the appropriate Title IX Coordinator no more than two (2) business days after receipt of the Notice of Hearing.
- 7) All statements, testimony, and evidence shall be restricted to matters directly relevant to the case, as determined by the Hearing Officer.
 - 8) Each party is presumed to have good character; accordingly, character witnesses are not allowed.
 - 9) Any person disrupting, interfering with the hearing, or failing to abide by the rulings of the Hearing Officer may be excused from the hearing.
 - 10) The level of proof required to determine whether or not a Respondent is responsible for the allegations shall be by a preponderance of the evidence, *i.e.*, it is more likely than not that Title IX Misconduct occurred.
 - 11) The hearing and its final outcome shall be considered part of the Respondent's educational record or employment record as applicable, and as such shall be kept confidential, except as provided under federal and state law.
- iv.** After the Hearing Officer states the conditions of the hearing, the Hearing Officer shall ask the Complainant and the Respondent if there are any objections to proceeding with the hearing. The Hearing Officer shall be solely responsible for deciding if such objections are reasonable and/or what measures should be taken to address them.
 - v.** The Complainant and Respondent each shall be given the opportunity to provide brief opening statements to the Hearing Officer.
 - vi.** The Complainant shall be given the opportunity to present evidence and/or call witnesses. The Hearing Officer shall have the first option of questioning the Complainant and/or witness(es), followed by the Respondent.
 - vii.** The Respondent shall then be given the opportunity to present evidence and/or call witnesses. The Hearing Officer shall have the first option of questioning the Respondent and/or witness(es), followed by the Complainant.
 - viii.** At the live hearing, the Hearing Officer shall permit each party's advisor to ask the other party and any witnesses all relevant questions



and follow-up questions, including questions challenging credibility. The Hearing Officer will screen the questions submitted by the parties' advisors and only permit questions they deem appropriate and relevant to the case. Only relevant cross examination and other questions may be asked of a party or witness.

o If the Hearing Officer declines a question requested by a party's advisor, he/she will indicate verbally in the hearing why the question was not asked and will make note of it in the formal hearing outcome form.

- i. The Complainant and Respondent each shall be given the opportunity to make a closing statement.
- j. The Hearing Officer shall conclude the hearing.
- k. The Hearing Officer shall enter closed deliberation.
- l. **Written Determination Regarding Responsibility.** The Hearing Officer shall issue a written determination regarding responsibility within 15 business days of the conclusion of the hearing, applying the preponderance of the evidence standard of evidence. The written determination shall include:
 - 1) Identification of the allegations potentially constituting Title IX Misconduct;
 - 2) A description of the procedural steps taken from the receipt of the Formal Complaint through the determination;
 - 3) Findings of fact supporting determination;
 - 4) Conclusions regarding application of the University's policy to the facts;
 - 5) The rationale for the result as to each allegation;
 - 6) Any disciplinary sanctions imposed (or Recommendation for Sanctions) on the Respondent;
 - 7) Whether Remedies will be provided to the Complainant; and 8) Information about how to file an appeal.

The Title IX Coordinator is responsible for effective implementation of any Supportive Measures and any Remedies.

- m. **Recording of the Hearing.** The University shall create an audio or audiovisual recording, or transcript, of any live hearing and make it available , upon request, to the parties for inspection and review.

4. Sanctions

The Respondent is a Student:

Emory may impose a range of sanctions and protective measures following a final



determination of a violation of this Policy. The sanctioning decision will be informed by the degree to which the behavior was intentional or irresponsible.

Factors pertinent to the determination of what sanction applies include, but are not limited to; the nature and severity of the conduct at issue, as well as the circumstances surrounding the violation; the impact of the misconduct upon the Complainant; the prior disciplinary history of the Respondent (shared with the Hearing Officer only upon a finding of responsibility); previous University responses to similar conduct; the impact on the Respondent of separating them from their education (when considering expulsion or suspension); and the interests of the University and its community. The sincerity demonstrated by the Respondent in their willingness to accept responsibility for their actions may be a mitigating factor in the determination of sanctions on a case-by-case basis. The broad range of sanctions for students includes, but is not limited to, the following:

- Revocation of degree; (if the Respondent graduates prior to the conclusion of the disciplinary process)
- Revocation of alumni privileges (if the Respondent graduates prior to the conclusion of the disciplinary process):
- Expulsion;
- Suspension for an identified time frame or until satisfaction of certain conditions, or both;
- Disciplinary probation (formal recognition that a student is not currently in good disciplinary standing with the University) for an identified time frame or until satisfaction of certain conditions, or both;
- Removal from student housing;
- Restriction from University premises;
- Dismissal or restriction from University employment;
- Temporary or permanent separation of the parties (by way of example only: change in classes, reassignment of residence, no contact orders, limiting geography where parties may go on campus) with additional sanctions for violating orders;
- Successful completion of educational or training programs;
- Successful completion of alcohol and other drug awareness and abuse prevention program;
- Counseling or mentoring;
- Removal from leadership/supervisory positions within the University community;
- Revocation of honors or awards;
- Loss of University privileges (i.e., using University athletic facilities, parking on campus, using the campus library, utilizing the dining hall);
- Community service;
- Reprimand;
- Restitution;
- Warning;



- Permanent or time-limited restrictions from participation in certain University programs or activities; and
- any other discretionary sanctions that are directly related to the violation or conduct and that are aimed at eliminating Title IX Misconduct, preventing its recurrence, and addressing its effects on the Complainant and, if applicable, the University community.

If the Hearing Officer finds that there has been a violation of this policy, the Hearing Officer may consult with the Title IX Coordinator about the sanction level, but the Hearing Officer retains the sole discretion to impose the sanction. The Hearing Officer will provide a written determination that includes the appropriate sanction to the University Title IX Coordinator. The University Title IX Coordinator will send the determination simultaneously to the parties, along with information about how to file an appeal. The determination regarding responsibility becomes final either on the date that the University provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. Sanctions and remedies determined by the Hearing Officer will not be imposed prior to the outcome becoming final.

The Respondent is an Employee:

Emory may impose a range of sanctions and protective measures following a final determination of a violation of this Policy. The sanctioning decision will be informed by the degree to which the behavior was intentional or irresponsible. Sanctions imposed on those individuals who have been found to be in violation of this Policy shall be commensurate with the severity and/or frequency of the conduct and shall be adequate and sufficient to prevent such conduct in the future. The broad range of sanctions for employees includes, but is not limited to, the following:

- An apology to the Complainant;
- A verbal or written reprimand;
- A requirement to attend remedial training;
- Restorative justice sessions;
- Appropriate workplace restrictions;
- Denial of a merit pay increase or other benefit;
- Denial of promotion;
- Reassignment;
- Suspension;
- Separation from the University; or
- Any other discretionary sanctions that are directly related to the violation or conduct and that are aimed at eliminating Title IX Misconduct, preventing its recurrence, and addressing its effects on the Complainant and, if applicable, the University community.

If the Hearing Officer finds that there has been a violation of this policy, the Title IX Coordinator will present the findings to the appropriate authority. After consulting with the Department of Title IX and others as needed, the appropriate authority will



determine the sanction. Immediately thereafter, the appropriate authority must notify the Department of Title IX of the sanctions to be imposed upon the Respondent. Additionally, the appropriate authority must notify the Department of Title IX if the faculty or staff member is currently serving the University under a grant program.

The University Title IX Coordinator will then send the determination simultaneously to the parties, along with information about how to file an appeal. The determination regarding responsibility becomes final either on the date that the University provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Failure to comply with any sanction will not only be considered a violation of this Policy, but also may be considered a violation of other University policies and will be referred to the appropriate office or division for handling.

The Respondent is a Third Party:

The University's ability to take appropriate corrective action against a Third Party will be determined by the nature of the Third Party's relationship to the University. The Title IX Coordinator will determine the appropriate manner of resolution in accordance with the University's commitment to a prompt and equitable process and consistent with state and federal law, regulations, guidance, and this Policy.

If the Respondent is a University Employee and/or Student but acting outside their Employee/Student capacity, the Third-Party Procedures may apply. The Title IX Coordinator will determine which Procedures apply based upon the facts and circumstances, such as whether the Respondent's status as a Third Party or Employee/Student predominates in the context of the Prohibited Conduct.

5. Appeals

Both parties have the right to appeal the University's dismissal of a Formal Complaint, or any allegations therein, and the outcome of the hearing on the following grounds:

- Procedural irregularity that affected the outcome of the matter, which may include, but is not limited to, failure to objectively evaluate all relevant evidence, including inculpatory and exculpatory evidence;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and/or
- The Title IX Coordinator, investigator(s), or members of the hearing board had a conflict of interest or bias for or against Complainants or Respondents generally, or the individual Complainant or Respondent that affected the outcome of the matter.



Appeals may be submitted in writing by a Complainant or Respondent to the appropriate University Title IX Coordinator. Appeals must be filed within seven (7) business days of the date that the Title IX Coordinator sends the parties the written determination.

Upon receipt of an appeal the University Title IX Coordinator shall:

- 1) Notify the other party in writing.
- 2) Give the non-appealing party seven (7) business days from the date the party receives notice to submit a written statement challenging the appeal.
- 3) Appoint an appeal officer with appropriate knowledge and training to determine if there is a reasonable basis for changing the outcome of a hearing or the sanction imposed.

The appeal officer will review the materials within 10 business days of receipt of the appeal, examining all documentation of the hearing to determine if there is a reasonable basis for changing the outcome. The appeal officer will issue a written determination of the appeal and the rationale for the result, or may request that the Title IX Coordinator take the following steps:

- Affirm the original finding and sanction;
- Affirm the original finding but issue a new sanction, which may be of greater or lesser severity;
- Remand the case back to the hearing board or a new hearing board to correct a procedural or factual defect; or
- Dismiss the case if there was a procedural or factual defect that cannot be remedied by remand.

The appeal officer's determinations are **final and not appealable**. However, the outcome of a remanded case may again be appealed under this provision. Procedures on remand to the hearing board will be directed and communicated to the parties by the Title IX Coordinator and will, to the extent possible, comply with analogous, original time frames for the Hearing Board's resolution.

Both parties shall receive simultaneous written notice of the outcome of the appeal. The determination regarding responsibility becomes final on the date that the Title IX Coordinator provides the parties with the written decision of the result of the appeal.

This appeal process is specifically to challenge the outcomes in the Title IX process and does not alter or limit the ability for an employee to appeal an employment action under any other applicable policy.



APPENDIX B

NON-TITLE IX PROHIBITED CONDUCT PROCEDURE FOR STUDENTS

A. General Provisions

1. Equitable Treatment of the Parties

The University's response shall treat Complainants and Respondents equitably by offering Supportive Measures, by providing Remedies to a Complainant where a determination for Prohibited Conduct has been made against the Respondent, and by following the grievance procedure as set forth herein before imposing any disciplinary sanctions or other actions that are not Supportive Measures, against a Respondent.

2. Reasonably Prompt Time Frames

The University will seek to resolve every investigation and any subsequent adjudication within 120 days from the receipt of a complaint. The overall time frame may be extended for good cause as necessary so that the grievance process may be carried out in a thorough and comprehensive manner that ensures the integrity of the process. The reasons for extension of the time frame also include, but are not limited to: compliance with a request from law enforcement; accommodations to ensure the availability of witnesses; consideration of exam periods, school breaks, vacations or inclement weather; complexities of a specific case, including the number of witnesses and volume of information provided by the parties; and other extenuating circumstances. The Non-Title IX Conduct Official will notify the parties in writing of any extensions of the time frame.

To the extent a deadline falls on a University holiday, the deadline will be effective on the next business day.

B. Preliminary Assessment of a Prohibited Conduct Report or Complaint

1. Intake Meeting with Complainant and Respondent

The University Title IX Coordinator, or designee, will conduct an intake meeting to inform the Complainant and the Respondent of their rights and responsibilities, the prohibition against retaliation, further provide information about supportive measures, discuss the Prohibited Conduct allegations and information about the investigative and adjudication processes.

2. Initial Assessment of a Formal Complaint

Written Notice. Upon receipt of a Formal Complaint, the University Title IX Coordinator, or designee, must provide the following written notice to the parties whose identities are known by the University:

- i. Notice of the University's Prohibited Conduct grievance process, including an informal resolution process.



- ii. Notice of the allegations potentially constituting Prohibited Conduct, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include: the identities of the parties involved in the incident, if known; the conduct allegedly constituting Prohibited Conduct; and the date and location of the alleged incident, if known.

C. Methods of Resolution

1. Informal Resolution

At any time after a Formal Complaint has been signed, and before a determination of responsibility has been reached, the parties may voluntarily agree to participate in an informal resolution facilitated by Emory University that does not involve a full investigation and adjudication.

Prior to entering the informal resolution process, Emory University will provide the parties a written notice disclosing:

1. The allegations;
2. The requirements of the informal resolution process, including the right of any party to withdraw from the informal resolution process and resume the grievance process, and the circumstances which preclude parties from resuming a Formal Complaint arising from the same allegations;
3. Consequences resulting from the informal resolution process, including that the records will be maintained for a period of seven (7) years but will not be used by the investigators or decision-makers if the formal grievance process resumes.

Prior to entering the informal resolution process, the parties must voluntarily agree, in writing, to the use of the informal resolution process.

Informal resolution is not available to resolve allegations that an employee committed Sexual Harassment against a student.

Any final resolution pursuant to the Informal Resolution process will be documented and kept for seven (7) years. No recording of the informal resolution process will be made and all statements made during the informal resolution process will not be used for or against either party (and the Hearing Officer and Appeal Officer may not consider any such statement made during informal resolution) should the parties resume the grievance process. Failure to comply with an informal resolution agreement may result in disciplinary action or other appropriate actions within the discretion of the University Title IX Coordinator.



2. Formal Resolution

When a matter is dismissed under a Title IX Grievance procedure, the University Title IX Coordinator, or designee, will notify the Complainant and the Respondent, in writing, that the process will proceed under the procedures set forth in this section.

After providing notice to the Complainant and Respondent, the University Title IX Coordinator, or designee, will assign an investigator to promptly and thoroughly investigate the complaint to determine whether a violation of the Policy has occurred.

Please Note: The Department of Title IX may consolidate multiple reports against a single Respondent or group of Respondents into one investigation if the evidence related to each incident would be relevant and probative in reaching a determination on the other incident(s).

a) Investigation and Adjudication Resolution Process

The University's response to the alleged discrimination will depend upon the severity and pervasiveness of the alleged conduct, which may be determined by the existence of prior incidents of harassment or discrimination. Depending upon the severity of the offense, however, a single violation of this Policy may be sufficient to support a violation.

Upon receipt of a complaint, the University Title IX Coordinator, or designee, will assign an investigator to the case. The investigator will investigate, within 120 business days, the circumstances of the allegations. However, if additional time is needed to conduct a thorough investigation, DTIX may, at its discretion, extend the time for completing the investigation as reasonably necessary. In this case, DTIX will notify the Complainant and the Respondent of the extension.

The investigation will include interviews with the Complainant, Respondent, and any material witnesses identified, as well as a review of any documents or other evidence. The Complainant and Respondent will be kept apprised of the conduct of the investigation and will be given the opportunity to provide any additional relevant information to the investigator, including the names of additional witnesses to contact and/or additional documents to review before the investigation is closed.

The level of proof required to determine whether a Respondent is responsible for the allegations shall be by a preponderance of the evidence, i.e., it is more likely than not that alleged conduct occurred.

After the investigation, the investigator will submit a written Report of Investigation to the Complainant and Respondent detailing the information that was collected and will allow them to submit written statements responding to or clarifying information found in the report; any material submitted by the parties will be attached to the Report of Investigation as appendices. The parties shall have five (5) business days to supplement the report. The investigator shall finalize the report, including a determination of whether, based upon a



preponderance of the evidence, a policy violation occurred and if so, a sanction recommendation.

Upon finalizing the Report of Investigation, the investigator shall submit the report to the University Title IX Coordinator, or designee, for the sole purpose of making a final determination on the recommended sanction.

The University Title IX Coordinator, or designee, will provide a written notice of Final Outcome to both Complainant and Respondent within seven (7) business days after receiving the final Report of Investigation.

The final written determination will state whether, based on DTIX's investigation, there was a violation of this Policy, imposed sanctions, and information regarding parties' right to appeal. The Complainant and Respondent will be promptly notified of the final determination. The Department of Title IX shall have independent authority to impose sanctions for students.

b) Sanctions

Emory may impose a range of sanctions and protective measures following a determination of a violation of this Policy. The sanctioning decision will be informed by the degree to which the behavior was intentional or irresponsible.

Factors pertinent to the determination of what sanction applies include, but are not limited to, the nature and severity of the conduct at issue, as well as the circumstances surrounding the violation; the impact of the misconduct upon the Complainant; the prior disciplinary history of the Respondent (shared with the hearing board only upon a finding of responsibility); previous University responses to similar conduct; the impact on the Respondent of separating them from their education (when considering expulsion or suspension); and the interests of the University and its community. The sincerity demonstrated by the Respondent in their willingness to accept responsibility for their actions may be a mitigating factor in the determination of sanctions on a case-by-case basis. Although sanctions are determined based upon the facts of each case, students found responsible for violating this Policy, should be prepared to be temporarily or permanently separated from the University.

The broad range of sanctions includes, but is not limited to, the following:

- Revocation of degree;
- Revocation of alumni privileges (if the Respondent graduates prior to the conclusion of the disciplinary process);
- Expulsion;
- Suspension for an identified time frame or until satisfaction of certain conditions, or both;
- Disciplinary probation (formal recognition that a student is not currently in good disciplinary standing with the University) for an identified time frame or until satisfaction of certain conditions, or both;
- Removal from student housing;



- Restriction from University premises;
- Dismissal or restriction from University employment;
- Temporary or permanent separation of the parties (by way of example only: change in classes, reassignment of residence, no contact orders, limiting geography where parties may go on campus) with additional sanctions for violating orders;
- Successful completion of educational or training programs;
- Successful completion of alcohol and other drug awareness and abuse prevention program;
- Counseling or mentoring;
- Removal from leadership/supervisory positions within the University community;
- Revocation of honors or awards;
- Loss of University privileges (i.e., using University athletic facilities, parking on campus, using the campus library, utilizing the dining hall);
- Community service;
- Reprimand;
- Restitution;
- Warning; and
- Any other discretionary sanctions that are directly related to the violation or conduct and that are aimed at eliminating sexual misconduct, preventing its recurrence, and addressing its effects on the Complainant and, if warranted, the University community.

c) Appeals

Both parties shall have the right to appeal the outcome on any of the following grounds:

- 1) To consider new information, sufficient to alter the decision, or other relevant facts not brought out in the investigation because such information was not known or knowable to the appealing party during the investigation.
- 2) To allege a significant procedural error within the investigative process that may have substantially impacted the fairness of the investigation, the decision, and/or the sanction.
- 3) To allege that the sanction imposed is overly excessive or insufficient based upon the weight of the information considered by the University Title IX Coordinator.

Appeals must be submitted in writing to University Title IX Coordinator within seven (7) business days from the day the parties are notified about the outcome of the case. Upon receipt of an appeal, the University Title IX Coordinator will send a copy of the appeal to the other party, who will have seven (7) business



days to file a response, if the party chooses to do so.

The University Title IX Coordinator will appoint an appeal officer with appropriate knowledge and training whose job it is to determine if there is a reasonable basis for changing the outcome or the sanction imposed. The appeal officer will review the materials within ten (10) business days of receipt of the appeal, examining the Report of Investigation and appeal(s) to determine if there is a reasonable basis for changing the outcome or sanction. The appeal officer will issue a written determination of the appeal, or may request that DTIX takes the following steps:

- Affirm the original finding and sanction;
- Affirm the original finding but issue a new sanction, which may be of greater or lesser severity;
- Remand the case back to the Department of Title IX to correct a procedural or factual defect; or,
- Dismiss the case if there was a procedural or factual defect that cannot be remedied by remand.

The appeal officer's determinations are final and not appealable. Both parties shall receive simultaneous written notice of the outcome of the appeal.

This appeal process is specifically to challenge the outcomes in the Prohibited Conduct process and does not alter or limit the ability for an employee to appeal an employment action under any other applicable policy.



APPENDIX C — SEXUAL MISCONDUCT RESOURCES
(ATLANTA AND OXFORD CAMPUSES)

V. ATLANTA CAMPUS

	Seeking information and support	Obtaining counseling	Seeking accommodations or interim measures	Bringing formal Title IX or criminal charges
Counseling and Psychological Services (CAPS) 404-727-7450 https://counseling.emory.edu <i>*Confidential Resource*</i>	X	X		
Student Health Services 404-727-7551 (press 1) http://studenthealth.emory.edu/hs/ <i>*Confidential Resource*</i>	X	X		
Office of Spiritual and Religious Life (University Chaplain Gregory McGonigle) 404-727-6226 or 404-727-4070 https://religiouslife.emory.edu/ <i>*Confidential Resource*</i>	X	X		
Emory Decatur Hospital 2701 North Decatur Road Decatur, GA 30033 404-501-1000 <i>*Confidential Resource*</i>	X	X		
The Office of Respect – for sexual assault survivors (470) 270-5360 http://respect.emory.edu/ <i>*Confidential Resource*</i>	X	X	X	X
Emory Police Department 404-727-6111 http://police.emory.edu/	X			X
Deputy Title IX Coordinators https://equityandinclusion.emory.edu/title-ix/resources/title-ix-coordinators.html	X		X	X
Department of Equity and Inclusion 404-727-9867 http://equityandinclusion.emory.edu/about/index.html	X		X	X
Student Case Management and Intervention Services http://success.emory.edu/index.html	X		X	
The University Ombuds Office https://ombuds.emory.edu/ <i>*Confidential Resource*</i>	X			
Faculty and Staff Assistance Program (FSAP) http://www.fsap.emory.edu/ <i>*Confidential Resource*</i>	X	X		



VI. OXFORD CAMPUS

	Seeking information and support	Obtaining counseling	Seeking accommodations or interim measures	Bringing a formal Title IX complaint or criminal charges
Counseling and Career Services (CCS) 770-784-8394 https://oxford.emory.edu/life/campus_life/counseling_career.html <i>*Confidential Resource*</i>	X	X		
Student Health Services 770-784-8376 https://oxford.emory.edu/life/campus_life/student_health_services.html <i>*Confidential Resource*</i>	X	X		
Office of Spiritual and Religious Life (Chaplain Lyn Pace) 770-784-8392 https://oxford.emory.edu/life/campus_life/religious.html <i>*Confidential Resource*</i>	X	X		
Emory Hillandale Hospital (Lithonia) 280 DeKalb Medical Parkway Lithonia, GA 30058 404-501-8000 <i>*Confidential Resource*</i>	X	X		
Health Educator & Coordinator of Student Support 770-784-4776	X		X	X
Emory Police Department 404-727-6111 http://police.emory.edu/	X			X
Deputy Title IX Coordinator (Oxford) Lauren Braun, Molly McNamara Lauren Braun's contact: 770-784-4507 lauren.a.braun@emory.edu Molly McNamara's contact: 770-784-8586 molly.mcnamara@emory.edu	X		X	X
Office of International Student Programs 770-784-8702 https://oxford.emory.edu/life/campus_life/international_students.html	X			

Other Resources (Available to Atlanta and Oxford Campuses)**VII. All Emergencies (any campus/location): 9-1-1**

Emory Police Department TIPS line (allows for anonymous and confidential reporting; *not an emergency number*): 404-727-TIPS (8477) <https://police.emory.edu/services/index.html>

Emory Trust Line (allows for anonymous and confidential reporting 24/7):
1-888-550-8850 <http://iad.emory.edu/compliance/trustline/index.html>

Emory Public Safety's Victim and Survivor Resources:
<https://police.emory.edu/services/victims.html>

DeKalb County Day League (formerly DeKalb Rape Crisis Center; services DeKalb, Newton, and Rockdale Counties):
404-377-1428 for 24-hour confidential crisis line / 404-377-1429 for free counseling service
<http://www.dayleague.org/>

Georgia's 24-hour Domestic Violence Hotline: 800-334-2836

Georgia Legal Aid: <https://www.georgialegalaid.org/>

Georgia Network to End Sexual Assault (GNESA): <http://www.gnesa.org/>

VIII. Center for Changing our Campus Culture (nationwide resource): <http://changingourcampus.org/>

U.S. Department of Education, Office of Civil Rights (OCR): Complaints of discrimination, harassment, and retaliation may be directed at OCR. For more information, please see <https://www2.ed.gov/about/offices/list/ocr/index.html>.

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APPENDIX E

CONSIDERATIONS OF INCAPACITATION

For determining whether incapacitation impacts consent, the following explanations should be considered as guideposts for determinations; however, not all factors need to be present to support a finding:

- The question of incapacitation does not need to rely on medical expertise/judgment or the legal standard of intoxication. The determination of incapacitation from drugs or alcohol can be properly based on objective and reasonably apparent indications.
- Incapacitation is a state beyond impairment or intoxication and therefore it is important to identify how and to what extent a person's ability to make a decision about sexual activity was affected.
- Incapacitation, by definition, means that a person's decision-making ability was affected, so much so that a person does not have awareness of consequences; have the ability to make informed, rational judgments; or the capacity to appreciate the nature and quality of the act.
- Mental and/or physical helplessness may result in incapacity. Mentally helpless means a person is rendered temporarily incapable of appraising or controlling one's own conduct. Physically helpless means a person is physically unable to verbally or otherwise communicate consent or unwillingness to an act.
- Consider whether the person against whom Prohibited Conduct is alleged to have occurred was asleep, unconscious, or unaware that sexual activity was occurring.
- Consider whether there were common and obvious warning signs that show that a person may have been incapacitated during the relevant time frame or approaching incapacitation. Although every individual may show signs of incapacitation differently, and the impact of alcohol and other drugs varies from person to person, typical signs include slurred or incomprehensible speech, unsteady gait, combativeness, emotional volatility, vomiting, or incontinence.
- A person who is incapacitated may not be able to understand some or all of the following questions: "Do you know where you are?" "Do you know how you got here?" "Do you know what is happening?" "Do you know whom you are with?" (Who, what, where, when, why?)
- Whether sexual activity with an incapacitated person constitutes Prohibited Conduct may depend on whether the Respondent knew or should have known of the Complainant's incapacitation. What the Respondent should have known will be assessed based on objective and reasonably apparent indications when viewed from the perspective of a sober, reasonable person in the Respondent's position, unless the evidence shows that the Respondent subjectively understood that the Complainant was incapacitated.

- That a Respondent may in fact have been unaware of the Complainant's incapacity is irrelevant to this analysis, particularly where the Respondent's failure to appreciate the Complainant's incapacitation resulted from the Respondent's failure to take reasonable steps to determine the Complainant's incapacitation or where the Respondent's own incapacitation (from alcohol or drugs) caused the Respondent to misjudge the Complainant's incapacity.

Comprehensive Prevention Programming and Active Bystander Strategies

Continuing training, education and awareness building around sexual misconduct and sexual harassment, including sexual violence, include:

Atlanta Campus

The [Office of Respect](#) at Emory oversees comprehensive multi-year interpersonal violence prevention programming and education that focuses on the integration of active bystander strategies. The main components within the prevention programming are as follows: Vector Solution's Sexual Assault Prevention online module; New Student Orientation; and the Emory ABS (Active Bystander Skills) workshop. The goal is to create a massive shift in students' bystander efficacy and knowledge by eliminating obstacles and social stigma that often prevent intervening. These components cross-promote each other and these messages through intentional public health frameworks:

- Every incoming student to the Atlanta Emory community is provided the opportunity to learn about sexual and interpersonal violence prevention and prevalence through an online module called Sexual Assault Prevention or SAP-U and SAP-G (formerly *Haven and Haven Plus*). All incoming undergraduate, transfer, graduate, and professional students are asked to complete SAP-U and SAP-G before they begin coursework or arrive on campus.
- During new student orientation, students are provided an active bystander workshop facilitated by the Office of Respect on how to recognize potentially harmful situations and strategies of what to do to be an active bystander.
- During orientation, the Office of Respect and Department of Title IX facilitate workshops designed to educate students about the campus sex and gender-based harassment and discrimination policy, the various education, prevention, and advocacy programs offered by the Office of Respect and resources provided by the Department of Title IX. Similar workshops on campus policy, the prevention and advocacy programs offered by the Office of Respect and resources provided by the Department of Title IX are also provided for incoming graduate student orientations.
- Returning students on the Atlanta campus (in fraternities, sororities, and student organizations), are invited to request an Active Bystander Skills (ABS) two-hour workshop, a training originally created/named by Emory students during the 2014-2015 academic year. A cohort of upper-level students ("ABS Trainers") receives advanced education each semester to facilitate these ABS workshops, making students the peer leaders of this initiative. The Office of Respect, in collaboration with Emory Athletics, has also received Step Up!, a nationally-recognized bystander intervention training to act as a layered educational experience for our student athletes.

Other Training and Education Initiatives

- Division of Campus Life and Residence Life personnel routinely receive training in sexual assault response, sexual consent, healthy relationships, among other topics requested, at a minimum,



on an annual basis.

- Emory Title IX officials and department of Human Resources engage in awareness building of Emory's Title IX policy and processes through continuing, helpful communications directed at university faculty and staff throughout the year.
- The Department of Title IX administers online training called "Building Supportive Communities: Clery Act & Title IX" to all onboarding faculty and staff.
- The University Senate Committee for the Prevention of Sexual Violence works to implement a public health approach to prevent sexual violence on campus. The committee's main focus areas include surveillance to inform multilevel prevention programming, evaluating programming efforts, and engaging members throughout the University community in the prevention of sexual violence.
- The Faculty and Staff Assistance Program (FSAP), <http://www.fsap.emory.edu/>, a division of Human Resources, offers behavioral health counseling and other supportive services for employees dealing with sexual harassment or violence.
- The Office of Respect organizes Emory Denim Day, an enterprise-wide annual fundraiser/day of awareness celebrated every April in connection with the International Denim Day movement. Emory students, staff, and faculty, learn about victim-blaming and stigma to reporting, and send in pictures wearing jeans in solidarity and to raise money, supporting the principle that no matter what a person wears it is never an invitation to be assaulted. Key partners include Emory Student Government Association, Emory Graduate Student Government Association, Bon Appetit (Emory Dining Services), the Intimate Partner Violence Committee (formerly Intimate Partner Violence Working Group), Residence Life, and Oxford College representatives.
- The Survivor Anthology is a publication group that collects anonymous literature and art forms produced by survivors of relationship abuse, domestic violence, and sexual assault.
- Safe Campus Awareness Month Observances
- Safety and Security Programs, upon request, from the Emory Police Department
- Sexual Assault Awareness Month, observed in April, provides daily educational opportunities, social media campaigns, and awareness events to highlight necessary dialogue on the spectrum of violence and campus-led prevention efforts. These events have included Lunch and Learn training events, and International Denim Day.
- The Office of Respect, in collaboration with the Office of Equity and Inclusion and the Department of Title IX, offer a sexual harassment training for the Emory Graduate student community which students and student organizations can request.
- Emory's Hazing and Interpersonal Violence Prevention Task Force is a prioritized campus initiative that looks to transform campus spaces and culture into opportunities for student development, advocacy and overall shift in campus policy and infrastructure to create a community free from violence.
- The Senate Subcommittee: Prevention of Sexual Violence is an enterprise-wide collaboration that seeks to streamline all prevention and compliance efforts available to the community in an effort to ensure that all members of the Emory community experience equitable access to prevention training.
- The Office of Respect advises Emory's Sexual Assault Peer Advocates (SAPA), a peer-led advocacy training and support organization that is charged with educating the campus community on how to support survivors of violence.
- Summer Internships are offered by the Office of Respect to provide interested students with a supervised opportunity to both learn and work in a professional setting that uses a multi-disciplinary approach to addressing interpersonal violence on college campuses.
- Relationship Violence Awareness Month is organized annually by the Office of Respect in coordination with the Intimate Partner Violence Working Group, Sexual Assault Peer Advocates, and The Survivor Anthology.

- Emory University has partnered with the DeKalb County District Attorney to improve county-wide sexual assault protocols with regard to the general response, investigation, interviews, arrests, evidence collection and preservation, resource referral and counseling support, prosecution, pre-trial, trial and post-trial support, and probation and parole.

Oxford College Campus

Efforts in prevention and education regarding Sexual Assault and other forms of interpersonal violence, as well as support for survivors, is delivered through collaboration of various Campus Life offices on the Oxford College campus of Emory University. The coordination and delivery of these efforts is provided, primarily, through the Coordinator of Student Support/Mental Health Outreach role, which is supervised and supported by Counseling and Career Services (the primary mental health service on the Oxford College campus). Because of the small size of the Oxford campus, such programming is most effective when delivered in collaboration with student organizations and/or departmental campus partners; this involves, primarily OxSAPA and Empower-Oxford, two groups explicitly devoted to addressing these issues. While much programming addressing overlapping goals, the overall goals of programming efforts on the Oxford campus that guide efforts are:

- A) Raising Awareness of Sexual Assault and the Impact on Students
- B) Improving Understanding of Sexual Health to promote informed student decision-making regarding sexual activities and relationships.
- C) Deepening culturally-sensitive and trauma-informed understanding of relationship dynamics with attention to the distinction between positive/safe and toxic relationships toward recognizing, addressing, or avoiding risk factors of sexual assault and/or interpersonal violence and enhancing quality of positive relationships.
- D) Providing instruction/encouragement to the student body on how to support survivors of sexual assault and interpersonal violence in a caring and trauma-informed manner (including potential survivors in immediate high-risk situations).

The following programs were provided (or are scheduled to occur) at Oxford College during the 2023 calendar year, with partners as identified, below, and goals addressed identified by the letter corresponding to the priorities named, above.

- Self-Love Soiree ---- (C)
Ox-SAPA
- Heart to Heart: Exploring various forms of Love in Relationships ---- (C)
Empower Oxford
- SAPA 101 (SAFE Training) - offered monthly in the fall ---- (D)
Ox-SAPA
- Self Defense Seminar ---- (D)
Empower Oxford
- Sex in the Dark (Collaboration with Student Health Services) ---- (B)
Ox-SAPA
- Bridging the Gap (Collaboration with cultural/identity groups) ---- (A,C)
Empower Oxford
- Hypersexualization of Black Bodies ---- (A,C)
Ox-SAPA



- Take Back the Night ---- (A)
Ox-SAPA (in collaboration with SGA)
- The Clothesline Project ---- (A)
Ox-SAPA
- Sexual Assault Awareness Poster Campaign ---- (A,C)
Ox-SAPA
 - Interpersonal Violence
 - Toxic Relationships
 - Ace/Aro
- Sex Ed 201 ---- (B)
Ox-SAPA
- Rape Culture at Oxford Discussions ---- (A,C,D)
Ox-SAPA
- Relationship Violence Awareness Media Campaign
Ox-SAPA ---- (A,C,D)
 - What is Domestic Violence?
 - Boundary Setting
 - Healthy Communication
 - Relationship Red Flags
 - Controlling Behaviors and Financial Abuse
 - Physical Abuse
 - Victim Blaming
 - Asexual and Aromantic Individuals and Domestic Violence
 - Short- and Long-Term Consequences of Domestic Violence
- Toxic Romance Discussion ---- (C)
Ox-SAPA (in collaboration with OxHeard and Counseling and Career Services)
- My Costume is Not Consent ---- (A,C,D)
Ox-SAPA (in collaboration with SAC)
- Denim Day ---- (A)
Empower Oxford (in collaboration with RES)
- SAPA Under the Stars ---- (D)
Ox-SAPA

COLLABORATIONS

In addition to programs primarily delivered via students, under the supervision/guidance of the Coordinator of Student Support/Mental Health Outreach role, various programs and initiatives were orchestrated by the Coordinator (and also involved students from the OxSAPA and Empower teams). These included:

BYSTANDER INTERVENTION TRAININGS: partnered with Residential Education & Services and Student Involvement and Leadership to train RAs, Orientation Leaders, and Volunteer Oxford Coordinators on Bystander Empowerment.

ADDRESSING PEER CULTURE FACTORS: orchestrated Empower Oxford Peer Educators to host the Orientation program entitled “The Hook Up” with guest presenter from Catharsis Productions. Discussion guides were shared with Orientation Leaders to facilitate conversations about hook up culture.

PASSIVE PROGRAMMING EFFORTS: Partnered with Academic Affairs to disseminate resource guides and student support cards at a faculty meeting.

CONTINUITY WITH ATL CAMPUS (OFFICE OF RESPECT): Establishing regular contact with Office of Respect to align processes for advocacy and campus trainings related to sexual misconduct and bystander intervention.

COLLABORATION WITH OFFICE OF TITLE IX: Serving on Sexual Misconduct and Gender-Based Discrimination Supportive Measures Working Group as Oxford representative with Respect, RES Life, OSC, SCMIS, DTIX, EPD

NEW STUDENT ORIENTATION BYSTANDER TRAINING: Partnering with New Student Orientation, Title IX Deputies, and Coordinator of Student Support to ensure new students understand the resources available and the importance of implementing bystander intervention to protect peers.

Emory Healthcare

Emory Healthcare provides Workplace Safety training to all incoming and current employees designed to provide information on how to recognize, prevent and handle disruptive and aggressive behavior with a focus on workplace violence and sexual harassment. The program provides participants with information on how to recognize, prevent, and respond to sexual harassment in the workplace.

Mandated Child Abuse Reporting Policy

Emory University is committed to maintaining a supportive and safe educational environment and to enhancing the well-being of all members of its community, and places importance on creating a secure environment for children. To that end, Emory has adopted a Child Abuse Reporting policy, Policy 4.119 (<http://www.policies.emory.edu/4.119>), that sets forth the requirement and processes for reporting suspected child abuse. The Child Abuse Reporting Policy applies to Emory faculty and staff, including student employees, Emory volunteers, including students, and third parties whose capacity of employment or duties involve interaction with children.

Unless there is an exception under Georgia law, Emory University requires all Emory University faculty, staff, volunteers, students, and Third Parties to report suspected Child Abuse of which they are made aware in their capacity of employment or duties. Policy 4.119 makes clear that the safety and welfare of a child is paramount, any uncertainty about whether reporting is required should always be resolved in favor of making a report, and that failure to make a report of suspected child abuse may be a criminal offense under Georgia law (O.C.G.A. § 19-7-5).

Sex Offender Registry

The following is a list of websites where information can be found regarding registered sex offenders living in the City of Atlanta, Fulton County, DeKalb County, Gwinnett County, and Newton County. This information is provided in compliance with the federal Campus Sex Crimes Prevention Act.

CITY OF ATLANTA:

<https://gbi.georgia.gov/georgia-sex-offender-registry>

This site is the Georgia Bureau of Investigation's Sex Offender Registry, which lists registered sex offenders for all counties and cities in Georgia.

DEKALB COUNTY:

security services and utilizes the DeKalb County Police Department for law enforcement services.

- The Emory Hillendale Hospital Campus employs in-house security personnel to provide on-site security services and utilizes the DeKalb County Police Department for law enforcement services.
- The Emory LTAC Hospital Campus employs in-house security personnel to provide on-site security services and utilizes the City of Decatur Police Department for law enforcement services.
- The Emory University Hospital, Emory University Hospital at Wesley Woods, and Emory Rehabilitation Hospital on the Emory University Atlanta campus employs in-house security personnel to provide on-site security services and utilizes the Emory Police Department for law enforcement services.
- The Michael C. Carlos Museum on the Emory University Atlanta Campus employs in-house security personnel and contracts with security personnel to provide on-site security services and utilizes the Emory Police Department for law enforcement services.

Security personnel at each campus are not law enforcement personnel and have only that enforcement/detention authority granted by Georgia state law ([O.C.G.A. 17-4-80](#)). Security Officers may detain an individual if such Security Officer is:

- A licensee or registrant under O.C.G.A. Chapter 38 of Title 43 (OPERATORS OF PRIVATE DETECTIVE BUSINESSES AND PRIVATE SECURITY BUSINESSES) when needed in the performance of his or her business conducted in conformance with such chapter.
Or
- Not licensed under O.C.G.A. Chapter 38 of Title 43 but is acting as an agent for the owner of any business entity operating on their own property or on the property of others on which they are doing business and has reasonable grounds to believe that the individual sought to be detained has committed or attempted to commit theft by taking as set forth in O.C.G.A. Code Section 16-8-2 or theft of services as set forth in O.C.G.A. Code Section 16-8-5.

Security Officers must either release a detained individual within a reasonable time or contact the law enforcement unit with appropriate jurisdiction and release the detained individual to an officer of the law enforcement unit. Security personnel operate only on property owned or controlled by the institution and report crimes in progress and summon law enforcement assistance from the Emory Police Department or other local police departments, as appropriate. Security personnel may serve in an armed or unarmed capacity in accordance with state law.

EPD maintains an active and cooperative working relationship with local municipal law enforcement agencies surrounding each campus as may be required to fulfill safety, security, and Clery Act compliance obligations (including, but not limited to, the Atlanta Police Department, the DeKalb County Police Department, the DeKalb County Sheriff's Office, the City of Oxford Police Department, the Newton County Sheriff's Office, The City of Decatur Police Department, The Johns Creek Police Department and the Sandy Spring Police Department). There are no formal mutual aid agreements, memoranda of understanding, or other written agreements in place with local law enforcement agencies regarding the investigation of alleged criminal offenses.

Missing Student Policy

Emory University's Missing Student Policy, Policy 8.13, establishes procedures for the University's response to a report of any missing student as required by the Higher Education Opportunity Act (HEOA) of 2008. The Missing Student Policy is available for review at <http://policies.emory.edu/8.13>.

Applicability

The HEOA of 2008 requires institutions of higher education to establish:

- A missing student notification policy for students who reside in on-campus housing
- A process for students to register a confidential contact for use under this policy
- Procedures to implement this policy for students who reside in on-campus housing

Emory's missing student notification process applies to all Emory students reported to be missing or absent from the University for a period of 24 hours without any known reason or when the absence may be contrary to usual patterns of behavior. A student will be considered missing immediately, if the student's absence has occurred under circumstances that are suspicious or cause concerns for the student's safety. Such circumstances include but are not limited to reports or suspicions of foul play, suicidal thoughts, drug use, any life-threatening situation, or where a student may be known to be with individual(s) who may endanger the welfare of the student.

Procedures for Designation of Missing Persons Contact Information

Each student is given the opportunity during each semester registration process to designate one or more individuals to be contacted in the event the student is determined missing. This designation is distinct from the identification of a general emergency contact, but students may identify the same person for both purposes. Students' missing persons contact information will be kept confidential and accessible only to authorized campus officials, and it will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

Process Overview:

If any member of the University community has reason to believe that a student may be missing, that individual should immediately notify the Emory Police Department at 404-727-6111.

A campus officer is available to respond to a call 24 hours a day and seven days a week.

If the student in question resides off-campus or resides on-campus but is reported missing from an off-campus location, the Emory Police Department will assist the reporting party in notifying the appropriate law enforcement agency with jurisdiction at the off-campus residence or last known location.

Official Notification Procedures for Missing Persons

1. Any member of the university community who has information that a student may be a missing person must notify the Emory Police Department as soon as possible by calling 404-727-6111.
2. If the initial report that a student is missing is made to a department other than the Emory Police Department, the staff member or faculty receiving the report must contact the Emory Police Department immediately and contact information for the original reporting party should be shared with the Emory Police Department.
3. The Emory Police Department, Campus Life, and other appropriate university staff members will attempt to locate the student.
4. The Emory Police Department shall act as the primary investigating agency in a missing person case

only when it has been determined that the missing person was last seen in EPD's jurisdiction. If the student resides off-campus or was reported missing from an off-campus location, the University will report the incident to and cooperate with the appropriate local law enforcement agency in its effort to locate the student.

5. If the student is not located within 24 hours of the report or it is apparent immediately that the student is a missing person (e.g., witnessed abduction), the Emory Police Department shall notify the local law enforcement agency that has jurisdiction in the area that the student is missing (unless it was the local law enforcement that determined the student to be missing). The notification will be made within 24 hours of the student being determined missing.

6. When a student is determined to be a missing person, the SVP and Dean for Campus Life or designee will notify the student's designated contact person(s) that the student has been determined missing. If the student is under the age of 18 and not an emancipated minor, a custodial parent or guardian will be contacted in addition to the designated missing persons contact(s) if they are not the same person(s). The required notifications will be made within 24 hours of the student being determined missing.

*Successful contact is contingent upon the correct contact information being made available by the student.

7. The Emory Police Department will notify Senior University Administration when a student is determined to be a missing person.

Campus Communications About Missing Students

In all cases of a missing student, where the student is declared missing by the Emory Police Department or by the appropriate local law enforcement agency after an initial investigation, the Emory University Office of Media Relations will provide information to the media that is designed to obtain public assistance in the search for any missing student. Any media requests to the university will be directed to the Office of Media Relations. Prior to providing the Emory University community with any information about a missing student, the Office of Media Relations shall consult with the Emory Police Department and with local law enforcement authorities to ensure that communications do not hinder the investigation.

Campus Public Safety Notices ("TIMELY WARNINGS")

Timely Warning Protocol

Emory University follows a Timely Warning Protocol, as described below, to provide all Emory campus communities (as appropriate) with timely notification of the occurrence of certain "Clery Crimes" covered by the Clery Act. The Timely Warning Protocol applies to all Emory University campuses. Timely Warnings, known at Emory as "Public Safety Notices," shall be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar potentially dangerous or threatening occurrences.

In order to have a Public Safety Notice posted under the Timely Warning Protocol and/or to have a crime included within the statistical section of the Annual Security Report, the crime report should be made to the Emory Police Department (EPD); to the Security Department providing services on campuses not directly serviced by EPD; or, if the reporter is a designated Campus Security Authority, via Emory's on-line Campus Security Authority report form available at <https://clery.emory.edu>. Any reports initially received by in-

house or contract security services staff at any of Emory's campuses shall be reported to EPD for consideration of Timely Warning and statistical reporting requirements.

Note, however, that Emory University is not required to issue a Public Safety Notice with respect to crimes reported to a pastoral or professional counselor.

The Director of Clery Act Compliance (or designee) must be notified by EPD or via the on-line CSA Incident Report Form process of the occurrence of a Clery crime which might represent a serious or continuing threat to the community. The Director of Clery Act Compliance (or designee) shall review the incident and, in consultation with the Emory General Counsel's Office, determine which situations warrant the issuance of a Public Safety Notice. The determination will be made on a case-by-case basis. Factors considered in determining if a Public Safety Notice will be issued generally include, but are not limited to —

- The nature of the crime or conduct and whether the reported incident represents a crime reportable under the Clery Act.
- The location of the incident and whether the incident occurred within the University's Clery reportable geography.
- The time elapsed between when the incident occurred and when the incident was reported to EPD (depending on the specific facts of an incident, the more time that has elapsed between occurrence and time of report, the less helpful a Public Safety Notice would be to the campus community).
- The nature and duration of any relationship between the individuals involved in a reported incident, and the alleged conduct in the context of their relationship.
- A determination as to whether the incident is believed to represent a serious or continuing threat to students and employees.
- Whether sufficient and reliable information is available about the reported incident, or meaningful safety education can be provided along with the notice about the incident, so that if disseminated, members of the Emory University community can reasonably use it to protect themselves or prevent a similar crime from occurring.

A Public Safety Notice may be issued even if all the facts surrounding a reported incident are not yet available and are subject to further development in an investigation.

The Director of Clery Act Compliance (or designee) will draft a Public Safety Notice when deemed appropriate and submit it for review as part of the consultation process with the General Counsel's Office. The Director of Clery Act Compliance (or designee) shall then submit the approved Public Safety Notice draft to the University's Office of Communications and Marketing, who is responsible for distributing the notice. The notice shall be distributed via Emory e-mail listserv, which includes all Emory University and Emory Healthcare (EHC) email addresses for all faculty, staff and students and covers all campuses.

A Public Safety Notice shall include information deemed appropriate based on the specific facts and circumstances in each situation, but typically contains the following types of information —

- The type or classification of the reported incident
- A succinct statement of the incident
- The date, time, and location of the incident, if available
- Possible connection to previous incidents, if applicable
- Other relevant and important information about the crime or incident
- Date and time the Public Safety Notice was released, and
- Information on crime prevention, personal safety, or other community safety resources, as appropriate.

The University may decide not to include some known information in a Public Safety Notice if providing that information could risk compromising law enforcement efforts. Public Safety Notices may also seek

information that may lead to arrest and conviction of the offender when violent crimes against persons or major crimes against property have been reported to the police.

As time permits, the Director of Clery Act Compliance (or designee) will notify the Emory Chief of Police, the Senior VP for Communications and Marketing, the Assistant Vice President for University Communications, the Vice President for Campus Services, the VP and Dean for Campus Life, the Assistant Vice President for Health Sciences Communications, and the EHC ranking administrator (EHC President/CEO or designee) of the decision to issue a Public Safety Notice and provide pertinent information. **NOTE: This is for notification purposes only, not for consultation or approval.**

Definitions

(1) Clery Crimes for which the issuance of a Public Safety Notice may be considered include:

- Criminal Offenses – Murder, Non-negligent manslaughter, Negligent manslaughter, Rape, Fondling, Statutory rape, Robbery, Aggravated assault, Hate crimes, VAWA offenses; and other Clery Crimes if incident details indicate the existence of a serious or continuing threat to the community.

(2) A Campus Security Authority is:

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department under the above bullet point of this definition, such as an individual who is responsible for monitoring entrance into institutional property.
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.

Emergency Notification, Emergency Response, and Evacuation Procedures

Emory University provides emergency notifications and information to the university community. The Office of Critical Event Preparedness and Response maintains overall responsibility for the development, maintenance, and operation of Emory's emergency notification, emergency response and evacuation procedures. The decision as to whether an emergency exists may rest with one of four units depending upon the type of emergency:

- Emory Police Department or Office of Critical Event Preparedness and Response (Tornado Warnings, Active Shooter, and Law Enforcement events).
- Office of Critical Event Preparedness and Response (public safety, e.g., gas leak; water main break; natural disasters; environmental threats; outbreak of meningitis, norovirus, or other serious illness).
- Healthcare Administrator On-duty/On-call (in compliance with Healthcare Emergency Code protocols at individual Healthcare campuses).
- National Weather Service and/or the University's private meteorological service (severe weather emergency monitoring). EPD serves as the primary warning point for monitoring severe weather service notifications and for activation of the Emergency Notification System as warranted via such weather service notification.

Upon confirmation of an emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus, Emory will, without delay, determine the appropriate message for distribution and initiate the emergency notification process. Depending on the type of emergency and the extent of the threat posed, Emory may distribute an entity-wide emergency notification or may limit emergency notification distribution to a specific campus or segment of the population. If activation of the emergency notification system would compromise efforts to assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency, Emory may delay activation of the system.

The [Emory Emergency Notification program](#) (PDF 41KB) is a multi-modal system for alerting students, staff, faculty and visitors of an emergency affecting the Emory community. The wide array of notification options affords Emory the flexibility to convey emergency information in the most appropriate manner and provides redundancy to help ensure the message gets out. Not all emergencies require all the notification components to be engaged simultaneously. Emergency notification system components include sirens; public address systems; text messaging; digital signage; social media messaging; cable banner messaging; media advisories; Emory Safe safety app messaging; mass e-mail; and overhead page and text messaging at individual Healthcare campuses. Emory may use pre-scripted messages for many scenarios. Additional messaging will be directed based on the circumstances, and at the discretion of the incident commander, based on the impacts to the safety and security of the campus community.

Emory Healthcare campuses utilize an established Emergency Code process for distribution of Emergency Notifications. Healthcare staff who become aware of an emergency situation may initiate the Emergency Code process by contacting the Healthcare Call Center Switchboard serving each Healthcare campus using one of several pre-established emergency phone numbers. Healthcare Call Center staff will then initiate the emergency notification process appropriate to the specific type of incident being reported. Emory Healthcare may use several different methods for emergency notifications and information distribution. These include overhead loudspeaker announcements within the impacted facility; text/page messaging to administrative members of the Healthcare Emergency Operations Group; text/page messaging to all healthcare staff; notification of the Healthcare Public Safety Department serving the impacted facility; and notification of the Emory Police Department if the impacted facility is served by EPD.

Emory shall use the emergency notification system to provide instructions or information during and after a situation where student, faculty or staff's health and safety may be at risk due to a natural disaster, criminal activity, severe weather, or other threats. Emory may also use components of the system to notify, recall, and provide guidance to faculty and staff members responding to or managing the event.

All designated employees of the Emory Police Department, all personnel employed by the Office of Critical Event Preparedness and Response, and all designated Healthcare leaders are authorized to initiate activation of components of the emergency notification system.

Concept of Operations

The Emory Police Department Communications Center is the primary 24-hour operation designated to serve as the warning point and to initiate the campus emergency notification process. CEPAR can temporarily assume responsibility during the transition should the police dispatch function be required to relocate to a designated back up location due to an emergency.

The Office of Critical Event Preparedness and Response (CEPAR) and the university's Emergency Operation Center also have the authority and the capacity to launch the emergency notification system. Designated Healthcare Leaders have the authority and capacity to launch emergency notifications

within the individual Healthcare campuses. The Office of Critical Event Preparedness and Response and Emory's Office of Communications and Public Affairs distribute additional notifications as an incident progresses through one or more of the available communications systems (including but not limited to: cellular text messaging, the use of web and cable banners, social media, and mass e-mail notifications to the Emory Community).

Assumptions

- Incidents and/or events that impact the Emory community may necessitate the emergent notification of students, faculty and staff.
- Ensuring notification to one hundred percent (100%) of the community members impacted by an incident/event is often not possible; however, Emory shall take reasonable steps using the methods at its disposal to communicate with affected community members.
- Students, staff and faculty members will be encouraged to participate in the optional cellular text message portion of the notification system. Students will be directed to a registration page at the beginning of each semester when they log on to the Online Pathway to University Services (OPUS) system. Faculty and staff will be directed annually to a registration page in the PeopleSoft self-service module. Students, faculty and staff will be asked to provide or confirm their information before proceeding into OPUS or PeopleSoft. Students, faculty and staff may choose to opt out of the system.
- Students, staff, and faculty members will be encouraged to participate in the optional Emory Safe Safety App messaging program. Emory Safe is a personal safety mobile app that Emory University provides to all students, faculty, and staff to download for free. The app provides a quick, convenient, and discreet way to communicate directly with Emory University safety officials, enhancing overall safety and allowing Emory University Police to better protect the community. Community members, including members of the external campus community (parents, camp attendees, campus neighbors, etc.), may utilize the following steps to participate in the Emory Safe App messaging program: Download Emory Safe from the [App Store](#) or [Google Play](#).
- Events requiring community notification may also tax the resources of the university. For redundancy and back-up purposes, the university shall designate two (2) locations staffed twenty-four hours a day, seven –days a week with the capability to launch notifications by established protocol or upon direction of university official's authorization to send notifications. The Emory Police Communications Center and the Emory Healthcare Call center are the two designated locations.

Emergency Notification System Testing and Maintenance

The CEPAR Office is responsible for testing the emergency notification systems monthly to ensure that the systems are functioning. The systems tested include warning sirens; text messaging system; mass e-mail; Emory Safe safety app messaging; Twitter; Web banners, and cable banner. The results of the tests are documented and maintained in a database, so that corrective action(s) can be monitored and tracked.

Warning Sirens Testing:

Functionality of the warning sirens are monitored in the following manner:

- The University system monitor is checked by EPD dispatchers every shift to ensure that all sirens show operational status.
- The sirens are polled once a week without activating the siren.
- The sirens are tested monthly on the first Wednesday of the month at 12 noon.
- If the sirens are not tested due to inclement weather, they will be tested the following Wednesday at 12 noon.



- Documentation of testing and activation activities will be documented and maintained in a database, so that corrective action can be monitored and tracked.
- A preventive maintenance program is in place and is documented in the database. The program consists of the following: Annual inspection, biannual certification, and a battery replacement program.
- The Emory Healthcare loudspeaker paging systems are checked twice a day to ensure appropriate operations.

Warning Siren Activation

The warning sirens may be activated for weather emergencies, law enforcement emergencies, and hazardous materials emergencies. The sirens will be sounded with brief pauses until the threat has passed or until the incident commander has deemed that the sirens can be safely stopped. All clear messages will not be sent.

In the event of a University campus-wide emergency, the Emory Police Communications Center will initiate notification of key representatives of the University leadership, CEPAR and the crisis management team. CEPAR maintains comprehensive information about the University's general emergency management processes. General guidelines about what to do in an emergency can be found in the campus emergency guide, "Just in Time, A Guide to Campus Emergencies" available at <http://emergency.emory.edu/just-in-time/index.html>.

Building Evacuation / Procedure

As appropriate, Emory Police or other first responders may decide to either partially or totally evacuate any University building. Under a partial evacuation request, occupants may be simply asked to relocate to another portion of the building deemed safe by the police, fire department or other first responders. Complete evacuation will result in all persons leaving the building and moving to a designated assembly area. Healthcare Public Safety / Security will provide this service on Healthcare campuses in accordance with established Healthcare facility evacuation protocols.

Drills and Exercises

Emory conducts emergency response and evacuation exercises in the form of tabletop and practical drills on at least an annual basis. The actual type of drill conducted is determined by the scenario and items necessary for evaluation. Announced and unannounced building fire / evacuation drills are conducted each semester in residence halls and on an annual basis in all other University campus buildings. Emory tests components of the emergency notification system monthly. CEPAR maintains records of drills and exercises, documenting the date, time, and description of the exercise, as well as whether it was announced or unannounced. Records pertaining to fire drills are maintained by the Office of the Director of Fire Safety. The Emory community is notified of full-scale exercises using a variety of platforms, to include written, published material, signage, and social media.

Emory Healthcare conducts a minimum of (2) two annual emergency response tabletops, functional, or full-scale exercises. At least one exercise includes an escalating event where the healthcare setting is unable to support the event (i.e., surge capacity testing) and at least one scenario that includes participation in a community-wide exercise. In the healthcare settings, unannounced and randomized timing of fire drills are conducted once per shift per each quarter. Healthcare designated departments maintain records of drills and exercises, including date, time, and description of exercise as well as after-action reviews. Healthcare designated departments maintain records of fire drills including date, time, and location.

Emory University Alcohol and Drug Abuse Policy for Faculty, Staff and

Students

On all its campuses, Emory University and Emory Healthcare adhere to and enforces all state and local laws, regulations and ordinances concerning the use, manufacture, possession, consumption, sale, or distribution of alcohol, illegal drugs, and controlled substances.

Policy Summary

Emory University's Alcohol and Drug Abuse Policy, Policy 8.8 (<http://policies.emory.edu/8.8>), expresses the University's commitment to the health and well-being of its faculty, staff, and student body. As a recipient of federal grants and contracts, Emory University adheres to the provisions of the Drug-Free Workplace Act of 1988 (as amended) and the Drug-Free Schools and Communities Act Amendments of 1989. As administrator of certain state-funded financial aid programs for students, Emory University also adheres to Georgia's Drug-Free Postsecondary Education Act of 1990.

Emory University and Emory Healthcare expect all faculty, employees, and students to comply with any applicable federal, state or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs; to comply with the requirements of the Emory University's Alcohol and Drug Abuse Policy for Faculty, Staff and Students ([Policy 8.8](#)); to comply with Emory University's Substance Abuse and Drug Free Workplace policy ([Policy 4.66](#)); and, Emory Healthcare's [Substance Use/Abuse Policy – Part 1](#) and [Substance Use/Abuse Policy-Part II](#), as appropriate.

Under State of Georgia Laws and local city/county ordinances:

- Possession or use of alcoholic beverages by persons under 21 years of age, or distribution of alcoholic beverages to persons under 21 years of age, is prohibited.
- Furnishing alcoholic beverages to persons who are underage or intoxicated is prohibited.
- The sale of alcoholic beverages without a license is prohibited. The sale of alcoholic beverages within 100 yards of a college campus in the State of Georgia is also prohibited, unless such license was in existence prior to July 1, 1981. "Sale" includes charging admission to any activity where alcoholic beverages are served, even if the beverage is "free" to those who have gained admission.
- Public consumption, intoxication, and possession of an open container of an alcoholic beverage in public are prohibited by local ordinances and State law.

The legal drinking age in Georgia is 21 years of age. Any student or employee under the age of 21 who purchases or knowingly possesses an alcoholic beverage is in violation of state law and University policy. Similarly, any person who furnishes an alcoholic beverage to a person under 21 years of age is also in violation.

Alcohol is not permitted in the common areas of residence halls at the University's Atlanta campus, and Campus Life prescribes several additional rules, regulations and requirements by which students and University organizations must abide regarding the serving of alcohol at various events.

Use of alcohol at university-sponsored events is permitted in accordance with the procedures outlined in [Policy 8.8](#) and applicable federal, state, and local law.

At Oxford College, students are prohibited from on-campus possession or consumption of alcoholic beverages because most Oxford College students are underage.

It is illegal and prohibited by the University for an individual to unlawfully manufacture, possess, use,

dispense, sell or distribute controlled substances or illegal drugs (as defined by state and federal law) on all Emory University property.

Any member of the Emory University faculty, staff, student body or other member of the Emory University community who violates any of the Standards of Conduct shall be subject to corrective disciplinary actions and penalties up to and including expulsion from University academic programs, termination of employment, and referral to the appropriate federal, state, or local authorities for prosecution in the courts.

Alcohol and Drug Awareness Programs

- Greek Life Officer Training – Annually, leaders of sorority and fraternity organizations attend a training where they learn strategies to be more effective leaders for their respective organizations and within the larger Emory community.
- Student Organization Leadership Training: Registered student organizations are required to attend a training that provides them with an overview of relevant policies, procedures and protocols related to the operation of their organization and hosting events. OHP provides risk-management training regarding hosting events with alcohol. This training includes an overview of the Emory Alcohol and Drug Abuse Policy and strategies to host a safe event to reduce associated harms. Additionally, OHP will work directly with student organizations to develop a plan that mitigates and reduces harms and follows Emory University's policies
- Multi-level intervention strategy for Residential Students – According to AlcoholEdu, at Emory, of the students who reported drinking 11% of them said that they drank in an on-campus residence hall (Vector Solutions' 2022-2023 Academic Year Impact Report). As such developing a strategy to educate students about policies and harm reduction strategies if they choose to use alcohol is imperative in the residence halls and Resident Advisors are a key audience to mobilize these efforts. Therefore, we created an intervention strategy that educated Resident Advisors about the effective ways to create a safer residential community and serve as peer mentors to educate their residents about safer alcohol use.
- Residence Life ATOD Program Requests – RAs respond to requests to collaborate or to provide information about AOD-related programs to student residences to increase education, awareness, and prevention of high-risk AOD use. Although RAs are encouraged to conduct these programs within the first six week of the semester, however, they can request programmatic support throughout the year. Programs focus on identifying low-risk behaviors related to alcohol use, impacts of high-risk alcohol use and of drug use, misuse and abuse and identifying resources to support and assist self and others.

Penalties for Violation of Georgia Controlled Substance and Dangerous Drug Laws

Violations of Georgia Controlled Substances Act and Drug Offenses for Certain Drugs of Abuse

O.C.G.A. §§ 16-13-20 through 30

Possession of less than one ounce of marijuana is a misdemeanor under O.C.G.A. § 16-13-2(b), punishable by a term of incarceration of not to exceed 12 months or a fine not to exceed \$1,000, or both, or public works not to exceed 12 months. Possession of more than 1 ounce is a felony, punishable by a term of incarceration of between 1 and 10 years.

Possession of marijuana with intent to distribute, or sale, delivery, or distribution, depending on the quantity of marijuana, is a felony punishable by a term of incarceration of between one and 30 years,

and fines between \$100,000 and \$1,000,000. O.C.G.A. § 16-13-30(j) and 16-13-31(c).

Drugs and narcotics that are illegal or only legal to possess with a lawful prescription are controlled substances. Georgia law classifies them into 5 Schedules. O.C.G.A. § 16-13-24. **Schedule I** drugs (for example, heroin, LSD, mushrooms, ecstasy) are those that are considered to be the most dangerous and having no medicinal value. **Schedule II** drugs (for example, cocaine, methamphetamine, Hydrocodone, opium, and Codeine, etc.) are those that are restricted to medical purposes and require a prescription. **Schedule III** (steroids), **Schedule IV** (Xanax and Valium), and **Schedule V** drugs are those that must be lawfully prescribed and have varying potential for abuse.

Unlawful possession of any Schedule I Controlled Substance, Schedule II narcotic, or Schedule II non-narcotic is felony punishable by a term of incarceration of 2 to 30 years, depending on the quantity. Unlawful possession of Schedule III, IV or V controlled substance is a felony and punishable by a 1 to 5-year term of incarceration.

Unlawful sale/distribution of any Schedule I or II Controlled Substance is a felony punishable by a term of incarceration of one to 30 years in prison, depending on quantity. Sale of any Schedule III, IV or V Controlled Substance is a felony punishable by one to ten years in prison, depending on quantity.

Federal Drug Trafficking Penalties Chart

The Drug Enforcement Administration's Federal Trafficking Penalties for Schedules I, II, III, IV, and V and the Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances can be found on the USDOJ website at:

https://www.dea.gov/sites/default/files/2018-06/drug_of_abuse.pdf#page=30

Controlled Substances Uses & Effects Chart

The National Institutes of Health (NIH), National Institute on Drug Abuse Commonly Abused Drugs Chart can be found on the NIH website at <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>. The chart can also be downloaded at <https://www.drugabuse.gov/sites/default/files/cadchart.pdf>.

Off-Campus Student Organizations

Emory University does not recognize any off-campus locations of student organizations at any of its campuses.

SECTION III: SECURITY POLICIES AND INFORMATION THAT DIFFER FROM CAMPUS TO CAMPUS

Emory University-Atlanta Campus



1. Where to Report Crimes, Fires, and other Emergencies

Report crimes, fires, and other emergencies to the Emory Police Department, the Atlanta Police Department, or the DeKalb County Police Department by:

- Dialing EPD at 404-727-6111, 24 hours/day, 7 days/week.
- Using emergency "blue light" phones located throughout campus or emergency phones located inside elevators.
- Using entrance phones at residence halls, which have one-touch emergency buttons to call EPD directly.
- Visiting EPD's offices at Suite G01, North Decatur Bldg., 1784 North Decatur Rd., Atlanta, GA 30322, Mon. to Fri., 8 a.m. to 5 p.m.
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#).
- Calling EPD's business office phone number at 404-727-6115; and non-emergency service and after-hours information can be obtained by calling 404-727-8005.
- Dialing the DeKalb County Police Department and/or City of Atlanta Police Department at "9-1-1."

Report Crimes Anonymously:

- By calling 404-727-TIPS (404-727-8477) to provide anonymous information concerning criminal or suspicious activity which may be left on voicemail for EPD.
- By calling the Emory Trust Line at 888-550-8850.

You may also report incidents of sexual assault or sex and gender-based harassment and discrimination to the Emory University Department of Title IX at 404-727-0541.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

All residence hall exterior doors are locked 24 hours per day. Residents are responsible for leaving ALL doors locked. Propping doors open is a violation of Residence Life and Housing policy. Residents are advised to lock their windows and doors at all times when not present. Keys and ID should be carried at all times. Keys are not to be loaned or duplicated.

Assigned Residence Life, Housing Operations, and Campus Services personnel carry electronic access cards to residential facilities to service the buildings. These staff members have access to master keys in the event they may need to enter an individual room for emergencies. Residence halls are equipped with exterior security lighting; smoke detectors; panic-bar type exit doors; cameras, and card access. All residence halls are equipped with sprinkler systems for fire suppression. Residents should report suspicious activity, or any lost or stolen items to EPD.

Other Emory Facilities

Faculty and staff who must enter or remain within a facility after normal business hours must possess valid identification and a key or valid access card to the location. The Security Systems division of EPD maintains a record of all keys that are issued to departmental representatives located at the various facilities; those representatives may then further issue such keys to appropriate personnel. Students who remain in or enter facilities after normal business hours must possess a valid student identification card. Assigned Facilities Management personnel check exterior lighting as well as emergency lights and exit lights in every residence hall for proper operation. Building safety and security concerns are reported and repaired within the week. EPD patrols all areas of campus regularly by car, bicycle and/or foot patrol. During the University's COVID-19 response and mitigation process all university facilities remained locked on a 24-7 basis requiring approved card access for entry beginning in the Spring 2020 Semester. All university facilities returned to their pre-pandemic programmed building hours beginning with the Fall 2021 semester.

3. Crime and Security Awareness and Crime Prevention Programs

Throughout the year, EPD offers a variety of security awareness programs designed to inform students and employees about campus security procedures and practices and to encourage students and employees to be proactive about safety. EPD offers active shooter and safety tips to Campus Life staff, including Resident Advisors. Security information is provided in the annual resident housing agreement. Fire safety evacuation plans/maps are provided on the back of each residence hall door. Fire safety/fire extinguisher training is provided to Campus Life staff (including residence hall staff). Fire safety and fire extinguisher training is also provided to the community upon request both in classroom and online formats.

Campus Life staff programs are developed to address safety and security, and on such topics as alcohol and other drug education, sexual misconduct and harassment, general safety, and travel safety. EPD makes every effort to educate faculty, staff, and students about the prevention of crime. Emory collaborates with many partners, internally and externally, to provide presentations throughout the Emory community each year each year, as well as offering individual programs within academic divisions, residence halls, fraternities, and sororities, and other student organizations. The EPD Partnership, Recruiting, and Outreach (PRO) Team sponsors Operation I.D. and bicycle registration, which allows for personal items, as well as bicycles, to be engraved, and pertinent information on the items to be recorded and registered with EPD.

All new employees at Emory University Hospital receive a security briefing as a part of their initial orientation. Specialized crime prevention programs are developed for presentation to various campus constituencies and the general community. EPD participates in community relations programs throughout the year on both the Emory and Oxford campuses consisting of tabletops, discussion groups, demonstrations, and classroom learning opportunities. These programs include tabletops, discussion groups, annual safety presentations, activity fairs each semester, Crisis Awareness and Response training for faculty and staff, presented upon request and in partnership with the office of Critical Event Preparedness and Response (CEPAR), an annual Safety Fair presented during National Crime Prevention Month (October), after-hours socials for students, safety presentations for summer conference groups, “Coffee with a Cop” events, and giveaways throughout the year, providing opportunities for one-on-one conversations between police department staff and members of the community.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute the policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one’s overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends, and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory’s policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. All Emory University faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing or distributing alcohol, controlled substances or illegal drugs on University-owned property or at University-sponsored activities.

Emory University expects its faculty, staff, and students to comply with any applicable federal, state, and local laws pertaining to the use, possession, manufacture, dispensation, or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of University policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one’s overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of Health Promotion](#) (404-727-1000)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: [Faculty Staff Assistance Program \(FSAP\)](#) (404-727-4328). FSAP has an anonymous, on-line, self-assessment tool for alcohol abuse and other concerns that provides confidential, immediate feedback and recommended treatment information. We encourage you to take advantage of this free, online service at www.MentalHealthScreening.org/screening/EMORY.

Atlanta Campus Information

Emory University is committed to alcohol and drug abuse education and prevention, as described in Emory's [Policy 8.8](#), Alcohol and Drug Abuse Policy. Education, consultation, screening, counseling, and referral services are available to faculty, staff, undergraduate students, and graduate students. The Division of Campus Life provides various educational programs for students, including AlcoholEdu, an online module to help students understand the effects of alcohol on the body and mind, for all incoming first years.

Graduate and professional students who violate Policy 8.8 are referred to the established disciplinary body of the school in which the student is enrolled, and undergraduate students are referred to the Office of Student Conduct on the Atlanta Campus or the Office of Residential Education and Services on the Oxford campus. All of these established disciplinary bodies shall have the authority to make appropriate referrals and to impose on the student and student organizations such sanctions for violations of the policy as it may deem appropriate, including but not limited to participating in educational programs, parental notification, and/or loss of privileges.

Undergraduate students who undergo the Medical Amnesty protocol for an alcohol or other drug-related medical emergency are connected to substance abuse prevention services. These include sessions with a Licensed Professional Counselor that are informed by Brief Motivational Interviewing and/or the online module e-Check up to Go which is a personalized, evidence-based online prevention program with a mandated feedback session.

Environmental management strategies and risk management strategies are used for on-campus events with alcohol. Additionally, EPD regularly conducts educational presentations about drug- and alcohol-related issues, which include information regarding their possession, use, and laws prohibiting driving under the influence.

The Faculty Staff Assistance Program (FSAP) provides alcohol and other drug abuse education, consultation, screening, and referral services for university employees, including an anonymous, on-line, self-assessment tool that provides confidential, immediate feedback and recommended treatment information.

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5. Crime Statistics:

EMORY UNIVERSITY - ATLANTA CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property	Public Property	Total	On-Campus Student Housing ⁽¹⁾
Murder/ Non-Negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Rape	2020	9	0	0	9	6
	2021	6	0	0	6	5
	2022	14	0	0	14	5
Fondling	2020	11	1	0	12	2
	2021	7	0	0	7	3
	2022	12	0	0	12	2
Incest	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2020	1	0	0	1	0
	2021	0	0	1	1	0
	2022	0	0	0	0	0
Aggravated Assault	2020	11	0	1	12	1
	2021	4	0	0	4	0
	2022	6	0	0	6	4
Burglary	2020	8	1	0	9	1
	2021	29	0	0	29	4
	2022	28	0	0	28	13
Motor Vehicle Theft	2020	3	0	0	3	1
	2021	5	0	0	5	1
	2022	1	0	0	1	0
Arson	2020	0	0	0	0	0
	2021	1	0	0	1	1
	2022	1	0	0	1	1
Domestic Violence	2020	4	0	1	5	1
	2021	3	0	0	3	0
	2022	7	0	0	7	0
Dating Violence	2020	2	0	0	2	1
	2021	2	0	0	2	0
	2022	12	0	0	12	7
Stalking	2020	19	1	1	21	4
	2021	12	0	0	12	5
	2022	19	1	2	22	2
Illegal Weapon Possession Arrests	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Illegal Weapon Possession Disciplinary Referrals	2020	0	0	0	0	0
	2021	1	0	0	1	0
	2022	1	0	0	1	0
Drug Law Arrests	2020	0	1	0	1	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Drug Law Violation Disciplinary Referrals	2020	9	0	0	9	9
	2021	24	0	0	24	22
	2022	1	0	0	1	0
Liquor Law Arrests	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Liquor Law Violation Disciplinary Referrals	2020	174	0	0	174	163
	2021	129	0	0	129	129
	2022	141	0	0	141	141
Number of Unfounded Incidents	2020				5	
	2021				2	
	2022				7	
Hate Crimes	2020: Two on-campus intimidation incidents characterized by national origin bias; two on-campus assault incidents characterized by racial bias; and one on-campus intimidation incident characterized by racial bias. 2021: One on-campus burglary characterized by religious bias; one property damage incident characterized by religious bias; one intimidation incident characterized by religious bias; two intimidation incidents characterized by racial bias; two property damage incidents characterized by racial bias; one larceny incident characterized by bias based on sexual orientation; one assault characterized by bias based on national origin. 2022: One on-campus property damage incident characterized by bias based on sexual orientation; one non-campus intimidation incident characterized by religious bias; one property damage incident on public property characterized by bias based on sexual orientation.					

⁽¹⁾ Student housing facility incidents are included in the on-campus and total columns.

Emory University-Oxford College Campus



1. Where to Report Crimes, Fires, and other Emergencies

Report crimes, fires and other emergencies to the Emory Police Department, the City of Oxford Police Department, or the Newton County Sheriff's Office by:

- Dialing EPD at 404-727-6111, 24 hours/day, 7 days/week.
- Using emergency "blue light" phones located throughout campus or emergency phones located inside elevators.
- Visiting EPD's office located at 402 West Moore Street, Oxford, GA 30054, Mon. to Fri., 8 a.m. to 5 p.m.
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#).
- Or dialing the City of Oxford Police or Newton County Sheriff's Office at "9-1-1."

Report Crimes Anonymously:

- By calling 404-727-TIPS (404-727-8477) to provide anonymous information concerning criminal or suspicious activity which may be left on voicemail for EPD.
- By calling the Emory Trust Line at 888-550-8850.

You may also report incidents of Sexual Assault or Sex and Gender Based Harassment and Discrimination to the Emory University Department of Title IX at 404-727-0541.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

Residence halls are equipped with exterior security lighting, smoke detectors, panic-bar type exit doors, cameras, and card access. All Residence halls are equipped with sprinkler systems for fire suppression. All emergency alarm systems at Oxford are directly connected to and monitored by the EPD Emergency Communications Center on the Emory Atlanta campus. All residence hall exterior doors are locked 24 hours per day. A valid access card is required to enter any lobby or hallway off the lobby entrance.

Other Facilities

Faculty and staff who must enter or remain within a facility after normal business hours must possess valid identification and a key or valid access card to the location. The Security Systems division of EPD maintains a record of all keys that are issued to departmental representatives located at the various facilities; those representatives may then further issue such keys to appropriate personnel. Students who remain in or enter facilities after normal business hours must possess a valid student identification card. Many buildings on the campus are equipped with fire, intrusion, and panic alarms and these alarms are monitored by the EPD Emergency Communications Center. Police officers routinely monitor all buildings on campus for any type of safety and security problems such as broken locks, malfunctioning alarms, and malfunctioning security lights. Police officers also conduct monthly checks of the blue-light and elevator emergency phones located throughout the campus. Issues requiring maintenance are reported on a web-based maintenance repair request report, and appropriate departmental or maintenance personnel are notified to take appropriate corrective action. During the University's COVID-19 response and mitigation process all university facilities remained locked on a 24-7 basis requiring approved card access for entry beginning in the Spring 2020 Semester. All university facilities returned to their pre-pandemic programmed building hours beginning with the Fall 2021 semester.

3. Crime and Security Awareness and Crime Prevention Programs

Throughout the year, EPD offers a variety of security awareness programs designed to inform students and employees about campus security procedures and practices and to encourage students and employees to be proactive about safety. EPD offers active shooter and safety tips to our Campus Life staff, including Resident Advisors. Campus Life officials speak to student leaders during training, and to the first-year entering class during Orientation, about the proper and necessary reporting of crimes to EPD and they promote the use of the Emory Safe safety app available to all students. EPD representatives are available to attend staff meetings, Resident Advisor Meet & Greet programs, International Student Orientation, Student Government, Safety Committee meetings, and residence hall meetings. EPD personnel are also available, upon request, to meet with Resident Advisors and provide presentations on crime prevention and security policy and coordinate with the EPD PRO Team to provide campus safety programs. Note that due to COVID-19 response and mitigation strategies some programming may have been reduced or held virtually during the Spring and Fall 2020 and Spring and Fall 2021 semesters. In addition to EPD personnel, the Office of Residential Education and Services provides a professional staff member who is on-call 7 days per week, while school is in session, to aid students in emergency situations. These Residence Life Coordinators (RLC) are on-call employees who reside in the residence halls.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends, and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory's policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. All Emory University faculty, staff, and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing, or distributing alcohol, controlled substances, or illegal drugs on University-owned property or at University-sponsored activities.

Emory University expects faculty, staff, and students to comply with any applicable federal, state, and local laws pertaining to the use, possession, manufacture, dispensation, or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of University policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of Health Promotion](#) (404-727-7551)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: [Faculty Staff Assistance Program \(FSAP\)](#) (404-727-4328). FSAP has an anonymous, on-line, self-assessment tool for alcohol abuse and other concerns that provides confidential, immediate feedback and recommended treatment information. We encourage you to take advantage of this free, online service at www.MentalHealthScreening.org/screening/EMORY.

Oxford Campus Information

Alcohol and Other Drug Education is provided through the Office of Residential Education and Services. Social and educational programs are offered to encourage all students to make low-risk decisions regarding alcohol and other drug use. Resident Advisors receive training allowing them to recognize the signs of intoxication and circumstances that require medical attention/intervention; and they receive education regarding general drug use/abuse. Throughout the year, Resident Advisors complete educational programs regarding alcohol use and choices. Oxford College partnered with the Georgia Prevention Project, which provides harm-reduction training surrounding prescription drug misuse and abuse, to conduct three virtual trainings for the Healthy Eagles this past year. Note that due to COVID-19 response and mitigation strategies some programming may have been reduced or held virtually during the Spring and Fall 2020 and Spring and Fall 2021 semesters. The College has a full-time Health Educator who provides instruction in alcohol and drug education. EPD provides active support to this department.



5. Crime Statistics:

EMORY UNIVERSITY - OXFORD COLLEGE CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property ⁽¹⁾	Public Property	Total	On-Campus Student Housing ⁽²⁾
Murder/ Non-Negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Rape	2020	1	0	0	1	1
	2021	2	0	0	2	1
	2022	2	0	0	2	2
Fondling	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	2	0	0	2	2
Incest	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Aggravated Assault	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Burglary	2020	2	0	0	2	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Motor Vehicle Theft	2020	1	0	0	1	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Arson	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Domestic Violence	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Dating Violence	2020	3	0	0	3	3
	2021	0	0	0	0	0
	2022	1	0	0	1	1
Stalking	2020	1	0	0	1	1
	2021	0	0	0	0	0
	2022	2	0	0	2	1
Illegal Weapon Possession Arrests	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Illegal Weapon Possession Disciplinary Referrals	2020	0	0	0	0	0
	2021	1	0	0	1	0
	2022	0	0	0	0	0
Drug Law Arrests	2020	0	0	0	0	0
	2021	0	0	1	1	0
	2022	0	0	0	0	0
Drug Law Violation Disciplinary Referrals	2020	18	0	0	18	18
	2021	0	0	0	0	0
	2022	1	0	0	1	0
Liquor Law Arrests	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Liquor Law Violation Disciplinary Referrals	2020	37	0	0	37	37
	2021	63	0	0	63	63
	2022	17	0	0	17	0
Number of Unfounded Incidents	2020				0	
	2021				0	
	2022				0	

No hate crimes were reported from this location in 2020, 2021, or 2022.
⁽¹⁾ Non-campus property included an off-campus hotel used for COVID quarantine housing during 2020-2021.
⁽²⁾ Student housing facility incidents are included in the on-campus and total columns.



Emory University Hospital Midtown Campus



1. Where to Report Crimes, Fires, and other Emergencies

Report crimes, fires and other emergencies to the Emory Police Department and Emory Healthcare Public Safety by:

- Dialing EPD at 404-727-6111, 24 hours/day, 7 days/week.
- Dialing Healthcare Public Safety at 404-686-HELP (4357) or 404-686-2597 (admin number) from any telephone in the Hospital 24 hours/day, 7 days/week.
- Contacting any Police Officer or Healthcare Public Safety Officer on patrol in the Hospital.
- Visiting Healthcare Public Safety's Offices located on the 8th floor of the Woodruff Building at 550 Peachtree St., Atlanta, GA 30308 Mon. to Fri., 7 a.m. to 3 p.m.
- Dialing the City of Atlanta Police Department at "911".
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#).

Report Crimes Anonymously:

- By calling 404-727-TIPS (404-727-8477) to provide anonymous information concerning criminal or suspicious activity which may be left on voicemail for EPD.
- By calling the Emory Trust Line at 888-550-8850.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

There are no residence halls located on this campus.

Other Facilities

All facilities on the Emory University Hospital Midtown Campus, including parking facilities, are patrolled by Emory Police and Healthcare Public Safety, 24 hours per day. From 9 p.m. to 5 a.m. each day, access to the Hospital is controlled at four locations: the Peachtree lobby, the Emergency Department, the second-floor Medical Office Tower (MOT) Mezzanine Area (directly accessing the Summit parking deck), and the MOT Lobby. Evolv weapons screening systems are utilized at each of these entrance locations. During this period, Hospital Security personnel are stationed in the main lobby to sign visitors in and out. The Hospital has a photo-identification card access plan whereby access to certain facilities and parking areas is restricted to persons who have an appropriate photo-identification card.

3. Crime and Security Awareness and Crime Prevention Programs

A variety of security awareness programs designed to inform students and/or 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 are provided each year. All new employees at the Hospital receive a security briefing as a part of their new-employee orientation during the 'on-boarding' process. Security and safety tips are published in the Hospital newsletter and posted on Hospital media boards. An annual on-line staff training module on workplace safety is provided via the Healthcare Learning Center. Written literature related to Holiday Safety Tips is presented annually during the winter time change. Safety presentations are presented by request to staff related to "Code Security" (priority request for security services) and "Code Silver" (emergent response to reported weapon-related violence) procedures.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends, and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory University's policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. Emory Healthcare's policy may be found at [Substance Use/Abuse Policy – Part 1](#) and [Substance Use/Abuse Policy-Part II](#). All Emory University and Emory Healthcare faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing or distributing alcohol, controlled substances or illegal drugs on University- owned property or at University-sponsored activities.

Emory University and Emory Healthcare expects all of its faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of applicable policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of](#)

[Health Promotion](#) (404-727-7551)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: Provided by [BHS](#), the Emory Healthcare Employee Assistance Program (EAP) provides employees and their household members with free, confidential, in-the-moment support to help with personal or professional problems that may interfere with work or family responsibilities. To request services, please contact BHS at 800-327-2251 or online at portal.BHSONline.com.

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5. Crime Statistics:

EMORY UNIVERSITY HOSPITAL MIDTOWN CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property	Public Property	Total	On-Campus Student Housing ⁽¹⁾
Murder/ Non-Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Rape	2020	0		0	0	
	2021	2		0	2	
	2022	0		0	0	
Fondling	2020	2		0	2	
	2021	4		0	4	
	2022	4		0	4	
Incest	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Statutory Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Robbery	2020	0		0	0	
	2021	1		1	2	
	2022	2		1	3	
Aggravated Assault	2020	3		0	3	
	2021	0		4	4	
	2022	2		0	2	
Burglary	2020	1		0	1	
	2021	2		0	2	
	2022	3		0	3	
Motor Vehicle Theft	2020	0		0	0	
	2021	1		0	1	
	2022	2		1	3	
Arson	2020	0		0	0	
	2021	2		0	2	
	2022	0		0	0	
Domestic Violence	2020	4		0	4	
	2021	3		0	3	
	2022	5		0	5	
Dating Violence	2020	0		0	0	
	2021	3		1	4	
	2022	0		0	0	
Stalking	2020	1		0	1	
	2021	1		0	1	
	2022	2		0	2	
Illegal Weapon Possession Arrests	2020	0		0	0	
	2021	0		1	1	
	2022	0		0	0	
Illegal Weapon Possession Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	2		0	2	
Drug Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Arrests	2020	0		0	0	
	2021	0		2	2	
	2022	0		0	0	
Liquor Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Number of Unfounded Incidents	2020				0	
	2021				0	
	2022				3	
<p>Hate crimes: 2020: No hate crimes reported. 2021: one on-campus assault incident characterized by gender identity bias. 2022: two on-campus assault incidents characterized by racial bias; one on-campus intimidation incident characterized by racial bias; two on-campus property damage incidents characterized by racial bias.</p>						
<p>⁽¹⁾ There are no student housing facilities at this location.</p>						

Emory University-Carter Center Campus



1. Where to Report Crimes, Fires, and other Emergencies

Report crimes, fires and other emergencies to the Carter Center's Security Department or the Atlanta Police Department by:

- Dialing the Carter Center Security Dept. at Ext. 106 internally, or the duty cell phone at 678-300-4285 externally, 24 hours/day, 7 days/week.
- Visiting the Carter Center Security Dept. offices inside the Carter Center at 453 John Lewis Freedom Parkway Atlanta, Ga. 30307.
- Dialing the Carter Center Security Dept.'s non-emergency phone number at 404-420-5106.
- Dialing the City of Atlanta Police Department at "911".
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#).

Report Crimes Anonymously:

- By calling the Emory Trust Line at 888-550-8850.

You may also report incidents of Sexual Assault or Sex and Gender Based Harassment and Discrimination to the Emory University Department of Title IX at 404-727-0541.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

There are no residence halls located on this campus.

Other Facilities

Security surveys of all Carter Center property are conducted on a quarterly basis. Carter Center Security personnel routinely patrol the property by Security car, golf cart and foot patrols. Security is on site 7 days a week and 24 hours a day. The U.S. Secret Service also maintains a presence at the Center when President Carter or Mrs. Carter is in the building. Access to certain areas of the Carter Center is limited to employees, and guests of the center, while other areas are open to the staff during normal business hours. All staff have an access code to enter the staff entrance doors Monday thru Friday from 7:00 am to 7:00 pm. The main lobby is open to the public with a Security Officer posted from 8:00 am to 5:00 pm Monday thru Friday. The building is secured on the weekends and holidays.

Staff who must enter or remain within the facility after normal business hours must possess valid identification to gain access to the building. The Security manager maintains a record of all keys that are issued to appropriate personnel. The security officers check exterior lighting as well as emergency lights and exit lights in every building and parking lot for proper operations and report any outage to the maintenance department. Fire extinguishers in common areas of the center are inspected every month for proper operation and tested on a semi-annual basis. The Security Manager and security officers conduct quarterly safety walks to identify safety concerns throughout the center.

3. Crime and Security Awareness and Crime Prevention Programs

A variety of security awareness programs designed to inform students and/or 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 are provided each year. Carter Center Security personnel provide seminars in the area of personal security to employees on a semi-annual basis. Security personnel also meet with all interns about safety and security. We do not have an on-going program. Information is communicated during orientation of new hires.

The Carter Center posts the following statement quarterly: "All staff, interns and volunteers are encouraged to take preventive security precautions daily.

Suggestions:

- Always lock your vehicle. Do not leave windows open or cracked.
- Ensure nothing of value is visible through the windows.
- Always be aware of your surroundings.
- All personal items (purse, cell phone, etc.) should always be kept in a secure area or in your personal possession.

The security department requests that you assist by immediately reporting any suspicious individual(s) or activities on the Center grounds to the duty officer at ext.: 106 or 678-300-4285. Individuals requiring after hour security escort to their vehicle may notify the security officer on duty at any time.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends, and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory's policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. All Emory University faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing or distributing alcohol, controlled substances or illegal drugs on University- owned property or at University-sponsored activities.

Emory University expects all its faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of University policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of Health Promotion](#) (404-727-7551)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: [Faculty Staff Assistance Program \(FSAP\)](#) (404-727-4328). FSAP has an anonymous, on-line, self-assessment tool for alcohol abuse and other concerns that provides confidential, immediate feedback and recommended treatment information. We encourage you to take advantage of this free, online service at www.MentalHealthScreening.org/screening/EMORY.

Carter Center Campus Information

The University operates programs that provide information and professional services (including consultation, assessment, counseling, and referral) to its faculty, staff and students on matters related to drug and alcohol abuse, as described in [Policy 8.8](#).

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5. Crime Statistics:

EMORY UNIVERSITY - CARTER CENTER CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property	Public Property	Total	On-Campus Student Housing ⁽¹⁾
Murder/ Non-Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Fondling	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Incest	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Statutory Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Robbery	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Aggravated Assault	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Burglary	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Motor Vehicle Theft	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Arson	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Domestic Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Dating Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Stalking	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Number of Unfounded Incidents	2020				0	
	2021				0	
	2022				0	

No hate crimes were reported from this location in 2020, 2021, or 2022.

⁽¹⁾ There are no student housing facilities at this location.

Emory University - Grady-Area Campus



1. Where to Report Crimes Fires, and other Emergencies

Report crimes fires, and other emergencies to the Facilities Security Officer or the Atlanta Police Department by:

- Dialing Facility Security at 404-557-8106, 24 hours/day, 7 days/week.
- Dialing the City of Atlanta Police Department at '911'.
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#) .

Report Crimes Anonymously:

- By calling 404-727-TIPS (404-727-8477) for providing anonymous information concerning criminal or suspicious activity which may be left on voicemail for the Emory Police Department.
- By calling the Emory Trust Line at 888-550-8850.

You may also report incidents of Sexual Assault or Sex and Gender Based Harassment and Discrimination to the Emory University Department of Title IX at 404-727-0541.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

There are no residence halls located on this campus.

Other Facilities

Emory facilities located at the Grady Complex include the Woodruff Extension Building (WEB), the Steiner Building, the Emory Faculty Office Building, the Loughlin Building, and the Glenn Building. Facility Security patrols these facilities on a regular basis. The issuance of keys and/or key cards to these facilities is regulated through the Office of the Dean of the Medical School. Normal operating hours for these facilities are as follows:

- a) Steiner Building– Open 7:00am – 5:00pm, Mon - Fri
- b) Glenn Building – Open 6:45am – 6:45pm, Mon - Fri
- c) WEB Building – locked at all hours
- d) Emory Faculty Office Building – Open 6:45am – 6:45pm, Mon – Fri
- e) Loughlin Building – Open 7:30am to 5:00pm, Mon – Fri

Note: During the University’s COVID-19 response and mitigation process all university facilities remained locked on a 24-7 basis requiring approved card access for entry beginning in the Spring 2020 Semester. All university facilities returned to their pre-pandemic programmed building hours beginning with the Fall 2021 semester.

During the hours in which a facility is locked, only those individuals with the appropriate keys/key cards may enter. Facility Security also monitors various electronic security systems on the campus, such as access control systems, alarm systems and closed-circuit TV systems.

3. Crime and Security Awareness and Crime Prevention Programs

Students and other Emory personnel are encouraged to cooperate with the security staff in their efforts to improve public safety on campus and to reduce the risk of loss of University property.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one’s overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends, and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory’s policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. All Emory University faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing or distributing alcohol, controlled substances or illegal drugs on University- owned property or at University-sponsored activities.

Emory University expects all of its faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of University policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one’s overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of Health Promotion](#) (404-727-7551)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: [Faculty Staff Assistance Program \(FSAP\)](#) (404-727-4328). FSAP has an anonymous, on-line, self-assessment tool for alcohol abuse and other concerns that provides confidential, immediate feedback and recommended treatment information. We encourage you to take advantage of this free, online service at www.MentalHealthScreening.org/screening/EMORY.

Grady Area Campus Information

The University operates programs that provide information and professional services (including consultation, assessment, counseling and referral) to its faculty, staff and students on matters related to drug and alcohol abuse, as described in [Policy 8.8](#).

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5. Crime Statistics:

EMORY UNIVERSITY - GRADY-AREA CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property	Public Property	Total	On-Campus Student Housing ⁽¹⁾
Murder / Non-Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		1	1	
Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Fondling	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Incest	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Statutory Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Robbery	2019	0		0	0	
	2020	0		0	0	
	2021	0		0	0	
Aggravated Assault	2020	0		0	0	
	2021	0		0	0	
	2022	0		1	1	
Burglary	2020	0		0	0	
	2021	1		0	1	
	2022	0		0	0	
Motor Vehicle Theft	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Arson	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Domestic Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Dating Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Stalking	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Number of Unfounded Incidents	2020				0	
	2021				0	
	2022				0	

No hate crimes were reported from this location in 2020, 2021, or 2022.

⁽¹⁾ There are no student housing facilities at this location.

Emory Johns Creek Hospital Campus



1. Where to Report Crimes, Fires, and other Emergencies

Report crimes, fires, and other emergencies to the Hospital's Security Officer or the Johns Creek Police Department by:

- Dialing Hospital Security at 470-834-8746, 24 hours/day, 7 days/week.
- Or the Johns Creek Police Department at "911".
- Visiting the Hospital Security offices located in the Emergency Department waiting area, Mon. to Fri., 8 a.m. to 5 p.m.
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#).

Report Crimes Anonymously:

- By calling the Emory Trust Line at 888-550-8850.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

There are no residence halls located on this campus.

Other Facilities

All facilities on the Emory Johns Creek Hospital Campus, including parking facilities, are patrolled by Hospital Security, 24 hours per day. From 9 p.m. to 5 a.m. each day, access to the Hospital is controlled at two points, the main lobby and the emergency room. During this period, Hospital Security personnel are stationed in the main lobby. The Hospital has a photo-identification card access plan whereby access to certain facilities and parking areas is restricted to persons who have an appropriate photo- identification card.

3. Crime and Security Awareness and Crime Prevention Programs

All new employees at the Hospital receive a security briefing as a part of their initial orientation on the first day of employment. Security and safety tips are published in the Hospital newsletter and posted on Hospital bulletin boards. There are no crime prevention programs targeted to students on this campus.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory University's policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. Emory Healthcare's policy may be found at [Substance Use/Abuse Policy – Part 1](#) and [Substance Use/Abuse Policy-Part II](#). All Emory University and Emory Healthcare faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing, or distributing alcohol, controlled substances, or illegal drugs on University- owned property or at University-sponsored activities.

Emory University and Emory Healthcare expects all of its faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of applicable policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of Health Promotion](#) (404-727-7551)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: Provided by [BHS](#), the Emory Healthcare Employee Assistance Program (EAP) provides employees and their household members with free, confidential, in-the-moment support to help with personal or professional problems that may interfere with work or family responsibilities. To request services, please contact BHS at 800-327-2251 or online at portal.BHSONline.com.

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5. Crime Statistics:

EMORY JOHNS CREEK HOSPITAL CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property	Public Property	Total	On-Campus Student Housing ⁽¹⁾
Murder / Non-Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Fondling	2020	0		0	0	
	2021	2		0	2	
	2022	2		0	2	
Incest	2020	0		0	0	
	2021	0		0	0	
	2023	0		0	0	
Statutory Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Robbery	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Aggravated Assault	2020	0		0	0	
	2021	0		0	0	
	2022	1		0	1	
Burglary	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Motor Vehicle Theft	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Arson	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Domestic Violence	2020	0		0	0	
	2021	1		0	1	
	2022	1		0	1	
Dating Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Stalking	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Violation Disciplinary Referrals	2020	2		0	2	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Number of Unfounded Incidents	2020				0	
	2021				0	
	2022				0	

No hate crimes were reported from this location in 2020, 2021, or 2022.

⁽¹⁾ There are no student housing facilities at this location.



Emory Saint Joseph's Hospital Campus



1. Where to Report Crimes, Fires, and other Emergencies

Report crimes, fires, and other emergencies to the Hospital's Public Safety Department or the Sandy Springs Police Department by:

- Dialing the Hospital Emergency Number at 678-843-5555 (external) and 3-5555 (internal), 24 hours/day, 7 days/week.
- Public Safety Dispatcher non-emergency line at 678-843-7568 (external) and 3-7568 (internal).
- Activating Emergency Call Buttons in the Parking Garage.
- Activating the Panic Device in areas identified as "Sensitive"
- Dialing the Sandy Springs Police Department at "911".
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#).

Report Crimes Anonymously:

- By calling the Emory Trust Line at 888-550-8850.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

There are no residence halls located on this campus.

Other Facilities

All facilities except for the Medical Office Buildings and their parking garages are patrolled by ESJH Public Safety Officers 24/7. The hospital has four primary entrances with open access from 6 am to 9 pm. During emergency situations such as a Pandemic Event, access may be restricted and/or accessible

via ID badge only to employees, authorized contractors, and students. Visitors arriving after 9 pm are directed to the Emergency Department, where a Public Safety Officer is stationed and required to sign-in. All access/exit doors are controlled via door contacts and part of the Access Control System monitored by Public Safety Staff. The locksmith vendor (Academy Lock and Key) is responsible for maintaining logs of all keys manufactured for hospital staff. Keys are not given to students. All Life Safety devices such as smoke detectors and emergency exit signs are checked quarterly by ACE Technologies and records are maintained in the Facilities Support/Engineering Department. Engineering service requests related to lighting in parking garages, walkways, and interior of hospital are entered in AIMS (service request database) and work is completed by the Engineering staff or assigned to a contractor. Public Safety Officers assigned to conduct patrols are responsible for reporting outages at least bi-weekly to the Engineering Department.

3. Crime and Security Awareness and Crime Prevention Programs

A variety of security awareness programs designed to inform students and/or 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 are provided each year. All new hospital employees receive a security/safety in-service as part of their orientation to EHC. This orientation is part of a 2-day mandatory orientation. Continued security/safety education is required annually as part of EHC employee evaluation process. Security/safety tips and information are published in the hospital newsletter and intranet. There are no crime prevention programs targeted to students on this campus. All students arriving as part of an internship program receive the same training as a new employee.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends, and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory University's policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. Emory Healthcare's policy may be found at [Substance Use/Abuse Policy – Part 1](#) and [Substance Use/Abuse Policy-Part II](#). All Emory University and Emory Healthcare faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing, or distributing alcohol, controlled substances, or illegal drugs on University-owned property or at University-sponsored activities.

Emory University and Emory Healthcare expects all of its faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of applicable policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of Health Promotion](#) (404-727-7551)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: Provided by [BHS](#), the Emory Healthcare Employee Assistance Program (EAP) provides employees and their household members with free, confidential, in-the-moment support to help with personal or professional problems that may interfere with work or family responsibilities. To request services, please contact BHS at 800-327-2251 or online at portal.BHSONline.com.

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5. Crime Statistics:

EMORY SAINT JOSEPH'S HOSPITAL CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property	Public Property	Total	On-Campus Student Housing ⁽¹⁾
Murder / Non-Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Fondling	2020	0		0	0	
	2021	0		0	0	
	2022	1		0	1	
Incest	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Statutory Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Robbery	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Aggravated Assault	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Burglary	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Motor Vehicle Theft	2020	0		0	0	
	2021	0		0	0	
	2022	1		0	1	
Arson	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Domestic Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Dating Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Stalking	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Arrests	2020	1		0	1	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Number of Unfounded Incidents	2020				0	
	2021				0	
	2022				0	

No hate crimes were reported from this location in 2020, 2021, or 2022.

⁽¹⁾ There are no student housing facilities at this location.



Emory Decatur Hospital Campus



1. Where to Report Crimes, Fires, and other Emergencies

Report crimes, fires, and other emergencies to the Hospital's Security Office or the DeKalb County Police Department by:

- Dialing Hospital Security at 404-501-5339 (external) and 1-5339 (internal), 24 hours/day, 7 days/week. The on-duty security supervisor can be reached at 470-453-9471.
- Activate Emergency Call Buttons in Parking Garage (Bobbie Bailey Tower).
- Activate Emergency Call Phone in Yellow Parking Lot.
- Dialing the DeKalb County Police Department at "911".
- Visiting the Hospital Security offices at room 1560 in the Hospital's Emergency Department, Mon. to Fri., 8 a.m. to 5 p.m.
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#).

Report Crimes Anonymously:

- By calling the Emory Trust Line at 888-550-8850.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

There are no residence halls located on this campus.

Other Facilities

All parking garages and facilities including the Medical Office Buildings and Bobbie Bailey Women's Center are patrolled by EDH Security Officers 24/7. The main hospital building has four primary entrances with open access from 5 am to 9 pm. After this period, all entrances are accessible via card

access to employees and authorized contractors and students. Visitors arriving after 9 pm are directed to the Emergency Department, where a security officer is stationed for sign-in. Evolv weapons screening systems are utilized at designated entrances. All access/exit doors are controlled via door contacts and are part of the Access Control System monitored by Security Staff. The locksmith is responsible for maintaining logs of all keys manufactured for hospital staff. Keys are not given to students. All Life Safety devices such as smoke detectors and emergency exit signs are checked quarterly. Building Services staff records are maintained in the Engineering Department. Engineering service requests related to lighting in parking garages, walkways, and interior of hospital are entered in Sharepoint (Engineering Work Request) and work is completed by the Engineering staff or assigned to a contractor. Security Officers assigned to conduct patrols are responsible for reporting outages to the Engineering Department.

3. Crime and Security Awareness and Crime Prevention Programs

A variety of security awareness programs designed to inform students and/or 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 are provided each year. All new hospital employees receive a security/safety in-service as part of their orientation to EHC. This orientation is part of a 2-day mandatory orientation. Continued security/safety education is required annually as part of EHC employee evaluation process. Security/safety tips and information are published in the hospital newsletter and intranet. Security Services has a series of classes (Security Awareness Program) that enhance staff awareness to help reduce thefts and losses and provide personal safety advice. There are no crime prevention programs targeted to students on this campus. Only School of Radiology students receive the same training as a new employee.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and

Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends, and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory University's policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. Emory Healthcare's policy may be found at [Substance Use/Abuse Policy – Part 1](#) and [Substance Use/Abuse Policy-Part II](#). All Emory University and Emory Healthcare faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing, or distributing alcohol, controlled substances, or illegal drugs on University-owned property or at University-sponsored activities.

Emory University and Emory Healthcare expects all of its faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of applicable policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of Health Promotion](#) (404-727-7551)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: Provided by [BHS](#), the Emory Healthcare Employee Assistance Program (EAP) provides employees and their household members with free, confidential, in-the-moment support to help with personal or professional problems that may interfere with work or family responsibilities. To request services, please contact BHS at 800-327-2251 or online at portal.BHSONline.com.

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5. Crime Statistics:

EMORY DECATUR HOSPITAL CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property	Public Property	Total	On-Campus Student Housing ⁽¹⁾
Murder / Non-Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Rape	2020	1		0	1	
	2021	2		0	2	
	2022	0		0	0	
Fondling	2020	2		0	2	
	2021	1		0	1	
	2022	0		0	0	
Incest	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Statutory Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Robbery	2020	1		0	1	
	2021	0		0	0	
	2022	0		0	0	
Aggravated Assault	2020	0		0	0	
	2021	3		0	3	
	2022	0		0	0	
Burglary	2020	1		0	1	
	2021	0		0	0	
	2022	0		0	0	
Motor Vehicle Theft	2020	1		0	1	
	2021	1		0	1	
	2022	1		0	1	
Arson	2020	0		0	0	
	2021	0		0	0	
	2022	1		0	1	
Domestic Violence	2020	2		0	2	
	2021	1		0	1	
	2022	1		0	1	
Dating Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Stalking	2020	0		0	0	
	2021	1		0	1	
	2022	0		0	0	
Illegal Weapon Possession Arrests	2020	0		0	0	
	2021	1		0	1	
	2022	0		0	0	
Illegal Weapon Possession Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Arrests	2020	1		0	1	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Number of Unfounded Incidents	2020				1	
	2021				0	
	2022				0	

No hate crimes were reported from this location in 2020, 2021, or 2022.

⁽¹⁾ There are no student housing facilities at this location.



Emory Hillandale Hospital Campus



1. Where to Report Crimes, Fires, and other Emergencies

Report crimes, fires, and other emergencies to the Hospital's Security Office or the DeKalb County Police Department by:

- Dialing Hospital Security at 404-501-5339 (external) and 1-5339 (internal), 24 hours/day, 7 days/week.
- Dialing the DeKalb County Police Department at "911".
- Visiting the Hospital Security offices at room G008 (contact a security officer posted at the Main Lobby or Emergency Department entrance for escorted access), Mon. to Fri., 8 a.m. to 5 p.m.
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#).

Report Crimes Anonymously:

- By calling the Emory Trust Line at 888-550-8850.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

There are no residence halls located on this campus.

Other Facilities

All parking areas and facilities are patrolled by Hospital Security Officers 24/7. The main hospital building has seven primary entrances which close to the public at 8:30 pm. After this period, specified entrances are accessible via card access to employees and authorized personnel. Visitors arriving after 8:30 pm are directed to the Emergency Department, where a security officer is stationed inside 24/7. Evolv weapons screening systems are utilized at the main entrance and the Emergency Department

entrance. The Access Control System is monitored by Security Staff. All Life Safety devices such as smoke detectors and emergency exit signs are checked regularly by the Engineering/Building Services staff. Building Services staff records are maintained in the Engineering Department. Security Officers assigned to conduct patrols are responsible for reporting maintenance issues and services outages they encounter to the Engineering/Building Services Department to initiate repairs.

3. Crime and Security Awareness and Crime Prevention Programs

A variety of security awareness programs designed to inform employees about campus security procedures and practices and to encourage employees to be responsible for their own security and the security of others are provided to individual departments via a “Huddles by Department” program. Crisis Intervention training is also offered to employees. All new hospital employees receive a security/safety in-service as part of their orientation to EHC. This orientation is part of a 2-day mandatory orientation. Continued security/safety education is required annually as part of EHC employee evaluation process. There are no crime prevention programs targeted to students on this campus.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and

Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one’s overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends, and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory University’s policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. Emory Healthcare’s policy may be found at [Substance Use/Abuse Policy – Part 1](#) and [Substance Use/Abuse Policy-Part II](#). All Emory University and Emory Healthcare faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing or distributing alcohol, controlled substances or illegal drugs on University- owned property or at University-sponsored activities.

Emory University and Emory Healthcare expects all of its faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of applicable policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one’s overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of Health Promotion](#) (404-727-7551)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: Provided by [BHS](#), the Emory Healthcare Employee Assistance Program (EAP) provides employees and their household members with free, confidential, in-the-moment support to



help with personal or professional problems that may interfere with work or family responsibilities. To request services, please contact BHS at 800-327-2251 or online at portal.BHSONline.com.

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5. Crime Statistics:

EMORY HILLANDALE HOSPITAL CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property	Public Property	Total	On-Campus Student Housing ⁽¹⁾
Murder / Non-Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Fondling	2020	1		0	1	
	2021	3		0	3	
	2022	2		0	2	
Incest	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Statutory Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Robbery	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Aggravated Assault	2020	1		0	1	
	2021	0		0	0	
	2022	0		0	0	
Burglary	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Motor Vehicle Theft	2020	0		0	0	
	2021	1		0	1	
	2022	0		0	0	
Arson	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Domestic Violence	2020	2		0	2	
	2021	1		0	1	
	2022	0		0	0	
Dating Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Stalking	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Number of Unfounded Incidents	2020				0	
	2021			0		
	2022			0		

No hate crimes were reported from this location in 2020, 2021, or 2022.
⁽¹⁾ There are no student housing facilities at this location.

Emory LTAC Hospital Campus



1. Where to Report Crimes, Fires, and other Emergencies

Report crimes, fires, and other emergencies to the Hospital's Security Office or the DeKalb County Police Department by:

- Dialing Hospital Security at 404-501-6578, 24 hours/day, 7 days/week. The on-duty security supervisor can be reached at 470-451-5087.
- Dialing the City of Decatur Police Department at "911".
- Visiting the Hospital Security offices at room 232 in the Hospital's main lobby, Mon. to Fri., 8 a.m. to 5 p.m.
- Download and utilize Emory Safe from the [App Store](#) or [Google Play](#).

Report Crimes Anonymously:

- By calling the Emory Trust Line at 888-550-8850.

2. Policies Concerning Security of and Access to Campus Facilities

Residence Halls

There are no residence halls located on this campus.

Other Facilities

All parking areas and facilities are patrolled by Hospital Security Officers 24/7. The hospital building has four primary entrances which close at 5:30 pm. After this period, the main entrance is accessible via card access to employees and authorized personnel. Visitors arriving after 5:30 pm are directed to the main entrance, where a security officer is stationed. Evolv weapons screening systems are utilized at designated entrances. The Access Control System is monitored by Security Staff. All Life Safety devices

such as smoke detectors and emergency exit signs are checked regularly by the Engineering/Building Services staff. Building Services staff records are maintained in the Engineering Department. Security Officers assigned to conduct patrols are responsible for reporting maintenance issues and services outages they encounter to the Engineering/Building Services Department to initiate repairs.

3. Crime and Security Awareness and Crime Prevention Programs

Crisis Intervention training programs designed to inform employees about campus security procedures and practices are provided. All new hospital employees receive a security/safety in-service as part of their orientation to EHC. This orientation is part of a 2-day mandatory orientation. Continued security/safety education is required annually as part of EHC employee evaluation process. There are no crime prevention programs targeted to students on this campus.

4. Drug and Alcohol Abuse Education Programs

Emory University is committed to the health and well-being of its faculty, staff, and student body. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and

Communities Act, mandate that Emory maintain an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all students, faculty, and staff. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, academic and/or professional performance, and can adversely impact family, friends, and co-workers. Alcohol and other drug misuse on college campuses is a major public health concern. Emory University's policy, along with resources, health risks of alcohol and drug abuse, and consequences of this abuse may be found at <http://policies.emory.edu/8.8>. Emory Healthcare's policy may be found at [Substance Use/Abuse Policy – Part 1](#) and [Substance Use/Abuse Policy-Part II](#). All Emory University and Emory Healthcare faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing or distributing alcohol, controlled substances or illegal drugs on University- owned property or at University-sponsored activities.

Emory University and Emory Healthcare expects all of its faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of applicable policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, as well as academic and/or professional work performance.

Contact information for available resources include the following:

For Atlanta-campus students: [Counseling and Psychological Services \(CAPS\)](#) (404-727-7450); [Office of Health Promotion](#) (404-727-7551)

For Oxford-campus students: [Counseling and Career Services](#) (770-784-8394)

For faculty and staff: Provided by [BHS](#), the Emory Healthcare Employee Assistance Program (EAP) provides employees and their household members with free, confidential, in-the-moment support to help with personal or professional problems that may interfere with work or family responsibilities. To request services, please contact BHS at 800-327-2251 or online at portal.BHSONline.com.



5. Crime Statistics:

EMORY LONG TERM ACUTE CARE HOSPITAL CAMPUS 2023 Annual Security Report						
OFFENSE	Year	On Campus	Non-Campus Property	Public Property	Total	On-Campus Student Housing ⁽¹⁾
Murder/ Non-Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Negligent Manslaughter	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Rape	2020	0		0	0	
	2021	2		0	2	
	2022	0		0	0	
Fondling	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Incest	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Statutory Rape	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Robbery	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Aggravated Assault	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Burglary	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Motor Vehicle Theft	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Arson	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Domestic Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Dating Violence	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Stalking	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Illegal Weapon Possession Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Drug Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Arrests	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Liquor Law Violation Disciplinary Referrals	2020	0		0	0	
	2021	0		0	0	
	2022	0		0	0	
Number of Unfounded Incidents	2020				0	
	2021				0	
	2022				0	

No hate crimes were reported from this location in 2020, 2021, or 2022.
⁽¹⁾ There are no student housing facilities at this location.

SECTION IV: ANNUAL FIRE SAFETY REPORT

Emory University's Annual Fire Safety Report is prepared, published, and distributed in accordance with the requirements of section 485(j) of The Higher Education Opportunity Act of 2008. A notice shall be sent by e-mail to all faculty, staff, and students no later than October 1 of each calendar year that includes a statement of the report's availability, the exact electronic address at which the report is posted, a brief description of the report's contents, and a statement that the institution will provide a paper copy of the report upon request.

Fire Log

The Emory Police Department maintains a written fire log in conjunction with the Daily Crime Log that records the date that a fire was reported as occurring in an on-campus student housing facility. This log includes the nature, date, time, and general location of each fire. This log is maintained for each campus at which residential housing facilities are present. The Daily Fire Log is available for viewing at <https://cssso.emory.edu/fmit/CrimeLog/CrimeLog.aspx>.

Fire Statistics

Information regarding the number of fires reported for each campus, the cause of each fire, the number of deaths related to each fire, the number of injuries related to each fire that resulted in treatment at a medical facility, and the value of property damage related to each fire is contained in the Fire Statistics Chart.

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ANNUAL FIRE SAFETY REPORT					
On-Campus Student Housing Facility Fires: January-December 2020					
Emory University - Atlanta Campus - Atlanta, GA 30322					
Facility Name & Address	Number of Fires	Cause of Fire	Number of Fire Related Injuries	Number of Fire Related Deaths	Amount of Property Damage
Alabama Hall 575 Asbury Circle	0	N/A	0	0	N/A
Asbury House 764 Peavine Creek Drive	0	N/A	0	0	N/A
Campus Crossings at Briarcliff 1659 Briarcliff Road, Atlanta, GA 30306	1	Cooking	0	0	\$0 - 99
Clairmont Residential Center Building E 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building F 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building G 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building H 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Tower Apartments 2425 Dooley Drive	0	N/A	0	0	N/A
Clifton Tower Apartments 1501 Clifton Road	0	N/A	0	0	N/A
Dobbs Hall 586 Asbury Circle	0	N/A	0	0	N/A
Emory Conference Center Hotel 1615 Clifton Road	1	Machinery/Industrial	0	0	\$100 - 999
Evans Hall 4 Eagle Row	1	Cooking	0	0	\$0 - 99
Few Hall 4 Eagle Row	0	N/A	0	0	N/A
Fraternity House 6 Eagle Row	0	N/A	0	0	N/A
Fraternity House 8 Eagle Row	0	N/A	0	0	N/A
Fraternity House 10 Eagle Row	0	N/A	0	0	N/A
Fraternity House 12 Eagle Row	0	N/A	0	0	N/A
Fraternity House 13 Eagle Row	0	N/A	0	0	N/A



Fraternity House 14 Eagle Row	0	N/A	0	0	N/A
Fraternity House 15 Eagle Row	0	N/A	0	0	N/A
Fraternity House 17 Eagle Row	0	N/A	0	0	N/A
Fraternity House 18 Eagle Row	0	N/A	0	0	N/A
Fraternity House 20 Eagle Row	0	N/A	0	0	N/A
Fraternity House 22 Eagle Row	0	N/A	0	0	N/A
Hamilton E. Holmes Hall 623 Pierce Promenade	0	N/A	0	0	N/A
Harris Hall 1340 Clifton Road	0	N/A	0	0	N/A
Hopkins Hall 1310 Clifton Road	0	N/A	0	0	N/A
Longstreet-Means Hall 646 Means Drive	0	N/A	0	0	N/A
Raoul Hall 2 Eagle Row	0	N/A	0	0	N/A
Smith Hall 1310 Clifton Road	0	N/A	0	0	N/A
Sorority Village Apartment 11 Eagle Row	0	N/A	0	0	N/A
Sorority Lodge A 11-A Eagle Row	0	N/A	0	0	N/A
Sorority Lodge B 11-B Eagle Row	0	N/A	0	0	N/A
Sorority Lodge C 11-C Eagle Row	0	N/A	0	0	N/A
Sorority Lodge D 11-D Eagle Row	0	N/A	0	0	N/A
Sorority Lodge E 11-E Eagle Row	0	N/A	0	0	N/A
Sorority Lodge F 11-F Eagle Row	0	N/A	0	0	N/A
Sorority Lodge G 11-G Eagle Row	0	N/A	0	0	N/A
Sorority Lodge H 11-H Eagle Row	0	N/A	0	0	N/A
Sorority Lodge I 11-I Eagle Row	0	N/A	0	0	N/A
Sorority Lodge J 11-J Eagle Row	0	N/A	0	0	N/A
Spanish House 746 Peavine Creek Drive	0	N/A	0	0	N/A
Thomas Hall 1310 Clifton Road	0	N/A	0	0	N/A
Turman Hall 640 Means Drive	0	N/A	0	0	N/A



Undergraduate Residential Center Building A 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building B 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building C 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building D 2405 Dooley Drive	0	N/A	0	0	N/A
Woodruff Residential Center 1495 Clifton Road	0	N/A	0	0	N/A

Emory University - Oxford College Campus - Oxford, GA 30054					
Facility Name & Address	Number of Fires	Cause of Fire	Number of Fire Related Injuries	Number of Fire Related Deaths	Amount of Property Damage
Bonnell Hall 160 Few Circle	0	N/A	0	0	N/A
Dickey Hall 160 Few Circle	0	N/A	0	0	N/A
Elizer Hall 600 Haygood Street	0	N/A	0	0	N/A
Fleming Hall 702 Haygood Street	1	Cooking	0	0	\$0 - 99
Murdy Hall 600 Haygood Street	0	N/A	0	0	N/A
Haygood Hall 1501 Wesley Circle	0	N/A	0	0	N/A
Stone Hall 160 Few Circle	0	N/A	0	0	N/A
Dowman Hall 160 Few Circle	0	N/A	0	0	N/A



ANNUAL FIRE SAFETY REPORT					
On-Campus Student Housing Facility Fires: January-December 2021					
Emory University - Atlanta Campus - Atlanta, GA 30322					
Facility Name & Address	Number of Fires	Cause of Fire	Number of Fire Related Injuries	Number of Fire Related Deaths	Amount of Property Damage
Alabama Hall 575 Asbury Circle	0	N/A	0	0	N/A
Asbury House 764 Peavine Creek Drive	0	N/A	0	0	N/A
Campus Crossings at Briarcliff 1659 Briarcliff Road, Atlanta, GA 30306	0	N/A	0	0	N/A
Clairmont Residential Center Building E 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building F 2445 Dooley Drive	1	Unintentional - Cooking	0	0	\$0 - 99
Clairmont Residential Center Building G 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building H 2445 Dooley Drive	1	Unintentional - Cooking	0	0	\$0 - 99
Clairmont Tower Apartments 2425 Dooley Drive	2	Intentional - books set on fire in animal cruelty incident;	1	0	\$2000 - 5999
		Unintentional - Cooking	0	0	\$0 - 99
Clifton Tower Apartments 1501 Clifton Road	0	N/A	0	0	N/A
Dobbs Hall 586 Asbury Circle	0	N/A	0	0	N/A
Eagle Hall (formerly Longstreet-Means Hall) 646 Means Drive	0	N/A	0	0	N/A
Emory Conference Center Hotel 1615 Clifton Road	0	N/A	0	0	N/A
Evans Hall 4 Eagle Row	0	N/A	0	0	N/A
Few Hall 4 Eagle Row	0	N/A	0	0	N/A
Fraternity House 6 Eagle Row	0	N/A	0	0	N/A
Fraternity House 8 Eagle Row	0	N/A	0	0	N/A
Fraternity House 10 Eagle Row	0	N/A	0	0	N/A



Fraternity House 12 Eagle Row	0	N/A	0	0	N/A
Fraternity House 13 Eagle Row	0	N/A	0	0	N/A
Fraternity House 14 Eagle Row	0	N/A	0	0	N/A
Fraternity House 15 Eagle Row	0	N/A	0	0	N/A
Fraternity House 17 Eagle Row	0	N/A	0	0	N/A
Fraternity House 18 Eagle Row	0	N/A	0	0	N/A
Fraternity House 20 Eagle Row	0	N/A	0	0	N/A
Fraternity House 22 Eagle Row	0	N/A	0	0	N/A
Hamilton E. Holmes Hall 623 Pierce Promenade	0	N/A	0	0	N/A
Harris Hall 1340 Clifton Road	0	N/A	0	0	N/A
Hopkins Hall 1310 Clifton Road	0	N/A	0	0	N/A
Raoul Hall 2 Eagle Row	0	N/A	0	0	N/A
Smith Hall 1310 Clifton Road	0	N/A	0	0	N/A
Sorority Village Apartment 11 Eagle Row	0	N/A	0	0	N/A
Sorority Lodge A 11-A Eagle Row	0	N/A	0	0	N/A
Sorority Lodge B 11-B Eagle Row	0	N/A	0	0	N/A
Sorority Lodge C 11-C Eagle Row	0	N/A	0	0	N/A
Sorority Lodge D 11-D Eagle Row	0	N/A	0	0	N/A
Sorority Lodge E 11-E Eagle Row	0	N/A	0	0	N/A
Sorority Lodge F 11-F Eagle Row	0	N/A	0	0	N/A
Sorority Lodge G 11-G Eagle Row	0	N/A	0	0	N/A
Sorority Lodge H 11-H Eagle Row	0	N/A	0	0	N/A
Sorority Lodge I 11-I Eagle Row	0	N/A	0	0	N/A
Sorority Lodge J 11-J Eagle Row	0	N/A	0	0	N/A
Spanish House 746 Peavine Creek Drive	0	N/A	0	0	N/A



Thomas Hall 1310 Clifton Road	0	N/A	0	0	N/A
Turman Hall 640 Means Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building A 2405 Dooley Drive	1	Unintentional - Cooking	0	0	\$0 - 99
Undergraduate Residential Center Building B 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building C 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building D 2405 Dooley Drive	0	N/A	0	0	N/A
Woodruff Residential Center 1495 Clifton Road	0	N/A	0	0	N/A

Emory University - Oxford College Campus - Oxford, GA 30054					
Facility Name & Address	Number of Fires	Cause of Fire	Number of Fire Related Injuries	Number of Fire Related Deaths	Amount of Property Damage
Bonnell Hall 160 Few Circle	0	N/A	0	0	N/A
Dickey Hall 160 Few Circle	0	N/A	0	0	N/A
Dowman Hall 160 Few Circle	0	N/A	0	0	N/A
Elizer Hall 600 Haygood Street	0	N/A	0	0	N/A
Fleming Hall 702 Haygood Street	0	N/A	0	0	N/A
Haygood Hall 1501 Wesley Circle	1	Unintentional - Cooking	0	0	\$0 - 99
Mods at West Village Blue 1514 Wesley Circle	0	N/A	0	0	N/A
Mods at West Village Gold 1510 Wesley Circle	0	N/A	0	0	N/A
Murdy Hall 600 Haygood Street	1	Unintentional - Cooking	0	0	\$0 - 99
Stone Hall 160 Few Circle	0	N/A	0	0	N/A



ANNUAL FIRE SAFETY REPORT					
On-Campus Student Housing Facility Fires: January-December 2022					
Emory University - Atlanta Campus - Atlanta, GA 30322					
Facility Name & Address	Number of Fires	Cause of Fire	Number of Fire Related Injuries	Number of Fire Related Deaths	Amount of Property Damage
Alabama Hall 575 Asbury Circle	0	N/A	0	0	N/A
Asbury House 764 Peavine Creek Drive	0	N/A	0	0	N/A
Campus Crossings at Briarcliff 1659 Briarcliff Road, Atlanta, GA 30306	0	N/A	0	0	N/A
Clairmont Residential Center Building E 2445 Dooley Drive	1	Undetermined Fire	0	0	\$100 - 999
Clairmont Residential Center Building F 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building G 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building H 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Tower Apartments 2425 Dooley Drive	0	N/A	0	0	N/A
Clifton Tower Apartments 1501 Clifton Road	0	N/A	0	0	N/A
Dobbs Hall 586 Asbury Circle	0	N/A	0	0	N/A
Eagle Hall (formerly Longstreet-Means Hall) 646 Means Drive	0	N/A	0	0	N/A
Evans Hall 4 Eagle Row	0	N/A	0	0	N/A
Few Hall 4 Eagle Row	0	N/A	0	0	N/A
Fraternity House 6 Eagle Row	0	N/A	0	0	N/A
Fraternity House 8 Eagle Row	0	N/A	0	0	N/A
Fraternity House 10 Eagle Row	0	N/A	0	0	N/A
Fraternity House 12 Eagle Row	0	N/A	0	0	N/A
Fraternity House 13 Eagle Row	0	N/A	0	0	N/A
Fraternity House 14 Eagle Row	0	N/A	0	0	N/A



Fraternity House 15 Eagle Row	0	N/A	0	0	N/A
Fraternity House 17 Eagle Row	0	N/A	0	0	N/A
Fraternity House 18 Eagle Row	1	Intentional Fire	0	0	\$0 - 99
Fraternity House 20 Eagle Row	0	N/A	0	0	N/A
Fraternity House 22 Eagle Row	0	N/A	0	0	N/A
Hamilton E. Holmes Hall 623 Pierce Promenade	0	N/A	0	0	N/A
Harris Hall 1340 Clifton Road	0	N/A	0	0	N/A
Hopkins Hall 1310 Clifton Road	0	N/A	0	0	N/A
Raoul Hall 2 Eagle Row	0	N/A	0	0	N/A
Smith Hall 1310 Clifton Road	0	N/A	0	0	N/A
Sorority Village Apartment 11 Eagle Row	0	N/A	0	0	N/A
Sorority Lodge A 11-A Eagle Row	0	N/A	0	0	N/A
Sorority Lodge B 11-B Eagle Row	0	N/A	0	0	N/A
Sorority Lodge C 11-C Eagle Row	0	N/A	0	0	N/A
Sorority Lodge D 11-D Eagle Row	0	N/A	0	0	N/A
Sorority Lodge E 11-E Eagle Row	0	N/A	0	0	N/A
Sorority Lodge F 11-F Eagle Row	0	N/A	0	0	N/A
Sorority Lodge G 11-G Eagle Row	0	N/A	0	0	N/A
Sorority Lodge H 11-H Eagle Row	0	N/A	0	0	N/A
Sorority Lodge I 11-I Eagle Row	0	N/A	0	0	N/A
Sorority Lodge J 11-J Eagle Row	0	N/A	0	0	N/A
Spanish House 746 Peavine Creek Drive	0	N/A	0	0	N/A
Thomas Hall 1310 Clifton Road	0	N/A	0	0	N/A
Turman Hall 640 Means Drive	0	N/A	0	0	N/A



Undergraduate Residential Center Building A 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building B 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building C 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building D 2405 Dooley Drive	0	N/A	0	0	N/A
Woodruff Residential Center 1495 Clifton Road	0	N/A	0	0	N/A

Emory University-Oxford College Campus - Oxford, GA 30054					
Facility Name & Address	Number of Fires	Cause of Fire	Number of Fire Related Injuries	Number of Fire-Related Deaths	Amount of Property Damage
Bonnell Hall 160 Few Circle	0	N/A	0	0	N/A
Dickey Hall 160 Few Circle	0	N/A	0	0	N/A
Dowman Hall 160 Few Circle	0	N/A	0	0	N/A
Elizer Hall 600 Haygood Street	0	N/A	0	0	N/A
Fleming Hall 702 Haygood Street	0	N/A	0	0	N/A
Haygood Hall 1501 Wesley Circle	0	N/A	0	0	N/A
Mods at West Village Blue 1514 Wesley Circle	0	N/A	0	0	N/A
Mods at West Village Gold 1510 Wesley Circle	0	N/A	0	0	N/A
Murdy Hall 600 Haygood Street	1	Unintentional Fire	0	0	\$100 - 999
Stone Hall 160 Few Circle	0	N/A	0	0	N/A

Housing Fire Safety Policies

Emory Residence Life and Housing Operations maintain policies and rules pertaining to fire safety. Fire safety is the responsibility of all residence hall staff and students. All fire safety regulations are strictly enforced.

Emory University Campus:

Smoking Policy

Emory University recognizes the serious health implications of both direct use of tobacco products and indirect exposure to the use of tobacco products. In order to create an atmosphere that is consistent with Emory's mission and commitment to improve the health and wellness of members of the Emory community, Emory University and Emory Healthcare (collectively "Emory") prohibit the use or sale of tobacco products in or on Emory owned or Emory leased property effective January 1, 2012. (see [policy 4.113 Tobacco Free Environment](http://policies.emory.edu/4.113) <http://policies.emory.edu/4.113>).

Open Flame Policy

Lighting devices such as tiki lamps, oil lamps, torches, etc., are absolutely prohibited in Emory facilities. The use of candles and the burning of incense in Emory facilities are prohibited except in conjunction with recognized religious activities. Even unused (decorative) candles/incense are prohibited in Emory facilities. The use of candles or the burning of incense may be approved in compliance with specified conditions.

Fire Safety

Fire alarms, suppression systems, and other safety equipment are located throughout all residential facilities. Residential staff review evacuation procedures during initial meetings. These evacuation routes may also be found in hallways/corridors within the residential facility. Residents should be familiar with multiple egress means if the most convenient or traveled path is not available because residents must leave the buildings when alarms are activated.

Residents should report inoperable or tampered-with fire safety equipment immediately to their hall staff. Severe disciplinary action, which may include termination of the Housing Agreement and/or suspension from the University, will result for residents responsible for starting a fire in or near any residential facility, or tampering with fire alarm and smoke detector equipment.

Residents of facilities with a building sprinkler system should not tamper with the sprinkler system and should take special precautions to avoid accidentally activating the sprinkler system. As previously mentioned, sprinkler heads should not be used to hang items in the room. Students may be held liable for damage that occurs in rooms/shared areas because of sprinkler activation

Flammable Materials

Flammable materials, including but not limited to:

- candles and incense
- gasoline
- grill briquettes (charcoal)
- kerosene
- lighter fluid
- paint - oil-based
- paint thinner
- propane
- Tiki torches



are not allowed in any residential facility. If students have questions about whether something is allowed, please contact the residential staff. Emory strongly encourages any furniture a student provides to be fire-retardant. Contact the Housing Operations Office (404.727.7631) if you are unsure whether an item or appliance is permitted.

Portable Electrical Appliance Policy

In order to ensure maximum health and safety standards in all residential facilities, several categories of electrical appliances have been established. Items not permitted or hazardous appliances will be confiscated if found within any residential facility.

- Permitted items and appliances, included but not limited to: (all items must be Underwriters Laboratories (UL) or Electronic Testing Laboratories (ETL) approved):
 - air purifiers
 - blenders
 - coffee makers (must be equipped with an automatic shut off feature)
 - clocks
 - electric razors
 - fans
 - hair dryers
 - hot air popcorn poppers
 - hot pot/electric tea pots
 - irons
 - micro-fridge
 - musical instruments
 - power strips - UL or ETL approved
 - rice cookers
 - televisions
- Not Permitted items and appliances, included but not limited to: (may not be used or stored in traditional or suite-style residence halls.)
 - Air fryers
 - convection ovens
 - crockpots
 - electric blankets
 - electric skillets
 - extension cords
 - George Foreman Grills (or similar devices)
 - halogen lamps
 - hamburger makers
 - hot plates
 - instant-pots
 - freestanding microwaves
 - plug-in air fresheners
 - space heaters
 - Stove top espresso and coffee makers/percolators
 - toasters
 - toaster ovens
 - waffle or crepe pans
 - waterbeds

Additional information is available at: <https://housing.emory.edu/policies/housing-policies/index.html>

Oxford College Campus:**Smoking Policy**

Emory University recognizes the serious health implications of both direct use of tobacco products and indirect exposure to the use of tobacco products. In order to create an atmosphere that is consistent with Emory's mission and commitment to improve the health and wellness of members of the Emory community, Emory University and Emory Healthcare (collectively "Emory") prohibit the use or sale of tobacco products in or on Emory owned or Emory leased property effective January 1, 2012. (See policy 4.113 Tobacco Free Environment <http://policies.emory.edu/4.113>)

Open Flame Policy

Candles, incense, other combustible materials, or any open flame device may not be used in the residence halls, including for decorative purposes.

Fire Safety

Fire safety is the responsibility of all residence hall staff and students. All fire safety regulations are strictly enforced.

- All occupants (students, staff and guests) of a residence hall are expected to evacuate promptly whenever a fire alarm sounds.
 - o Students who do not evacuate will be documented and processed through the conduct system.
 - o Guests who fail to evacuate are subject to loss of visitation privileges.
- Building occupants must remain outside of the building until the RES staff gives an "all clear" signal.
- Intentionally misusing, damaging, or tampering with fire or other safety equipment, including covering or disabling a smoke detector or inappropriately discharging a fire extinguisher, is a violation of the Code of Conduct.
- Sprinkler heads should never be tampered with or used to hang items. Additional weight on sprinkler heads will cause them to burst and flood the area.
- The College does not tolerate students starting fires of any sort in or near a residence hall.
- Candles, incense, other combustible materials or any open flame device may not be used in the residence halls, including for decorative purposes.
- Students may not suspend a tapestry underneath their room's ceiling or string cables or wires in any manner that compromises the sprinkler head in a residence hall room.
- All students are required to maintain their rooms in a manner that allows for safe and efficient evacuation in an emergency.

Portable Electrical Appliance Policy

Electrical appliances are permitted in residence hall rooms if they meet the specifications outlined below. All appliances should be Energy Star rated and UL-approved. Appliances with automatic shutoff features are strongly encouraged and recommended.

- One refrigerator per single or double room. It must not exceed 4 cubic feet. Triples are allowed two refrigerators.
- Fluorescent lamps should be used for supplemental lighting due to a decreased risk of fire and increased energy efficiency.
- Coffee makers, blenders, popcorn poppers and small hot pots with automatic shutoff are permitted.



- Televisions, stereos, DVD players, video game systems, iPods/MP3 players and desktop/laptop computers are allowed.
- Printers are allowed but the wireless feature must be turned off.
- Clocks, personal fans, electric blankets, irons, electric razors and hair dryers are permitted.
- Electrical outlets in each room are limited. No more than two items may be plugged into a double electrical outlet.
- Surge-protected power strips must be UL-approved with circuit breakers.
- Rice cookers can be stored and used in community kitchens, not in individual student rooms.

All electrical devices, including refrigerators, fish tanks, and computers must be unplugged when the residence halls are closed for a college break, including Thanksgiving Break, Winter Break, and Spring Break

Prohibited Items

Certain items residents may take for granted at home can prove impractical or harmful in a group living community. Some items listed are specifically prohibited by law and/or Oxford College policy.

Students found with these and/or other prohibited items in their room will be asked to remove the item and may be subject to student disciplinary action. Items prohibited by law may be subject to immediate confiscation by Oxford College officials.

- Air conditioners, including window and portable units
- Animals other than Oxford College-approved service or emotional support animals
 - Pets are limited to small harmless fish. Aquariums can be no larger than 10 gallons.
- Any appliance with an exposed heating coil (toasters, toaster ovens, hot plates, etc. – any appliance with a heating element that residents can touch and/or see glowing when on).
 - Microwaves are provided in all communities and are not allowed in individual student rooms
- Bed lofts, homemade or pre-fabricated
 - Beds can be raised while some roommates choose to bunk their beds.
- Candles (lit or unlit), incense and open flame/open coil activated potpourri and wax warmer products such as “Scentsy”
 - Electric potpourri burners that are UL-listed are permitted, provided that a nuisance situation does not occur.
- Coil lighting
- Extension cords or multiple-plug converter
 - Only UL-listed surge protectors with a reset button are allowed in residential facilities
- Fireworks
- Full-size refrigerators
- Halogen lamps, multi-arm (flower lamps), and lava lamps
- Hover Boards
 - Due to a potential fire hazard, they are prohibited from being stored and/or charged inside any Oxford College residential facility
- Indoor and outdoor grills, such as “George Foreman grills” or charcoal grills
- Plug-in air fresheners
- Space heaters
- Waterbeds
- Weapons
 - This includes the possession, storage, use, or manufacture of guns (including pellet and BB guns), hunting knives, hunting bows, ammunition, slingshots, stun guns, target rifles, fireworks, paintball guns, launching devices (e.g., “spud guns”), and other items considered to be dangerous. Storage of

these items must be arranged at an off-campus location.

- Other items prohibited by law and/or Oxford College policy

Additional information may be found in the Oxford College “Guide to Housing” available at:

https://oxford.emory.edu/includes/documents/sections/housing_dining/Guide%20to%20Housing%20Fall%202021.pdf

All Emory University and Oxford College campus student housing facilities are fire sprinkler protected.

Student Housing Evacuation

Emory maintains student housing evacuation procedures for the Emory and Oxford campuses. General Building Evacuation Procedures, which include residence halls, are detailed below and are available for review at: <http://www.campserv.emory.edu/includes/documents/sections/resources/general-evacuation-procedures-english.pdf>

General Building Evacuation Procedures

Prior to an alarm—Be prepared:

- Safety Captains ensure that there is a building accountability list that is updated monthly.
- Learn/plan and visit your hall, building or department’s designated outside meeting location.
- Learn location of pull stations and fire extinguishers.
- Learn the sound of your building’s fire alarm by participating in Fire Drills.
- Learn the location of the two nearest exits from your work area. (Often stairwells).
- Count the doors, desks, workstations, etc. between your work area and the nearest exit. During a fire, it may be necessary to escape in the dark.
- Learn the procedures in the event of alarm (below)
- Learn procedures “If unable to leave building” or “Trapped in a room” (both below).

During an alarm—Do not panic:

- Evacuate the building immediately by using the closest exit and go to the “outside designated meeting location.” Identification of occupants should be recorded at the meeting location for comparisons with the accountability lists.
- Never take the elevator during a fire. You may be trapped if the power goes out.
- Before opening any door, feel the handle with the back of your hand for heat. Then, feel the door itself, starting from the bottom and moving to the top. If the door is hot, do not try to open it.
- Smoke and flames may rush into your room. If the door is cool, open it slowly, but be prepared to quickly shut it if smoke or heat rushes in.
- Leave quickly, closing unlocked doors as you go to contain fire and smoke.
- If you encounter smoke or flame during your escape, use another exit. Heat and smoke rise, so cleaner air will be near the floor. Get as low as possible to the floor and move toward the exit.
- Do not re-enter the building (even if the audible alarm stops) until you hear an “ALL CLEAR” announced by the appropriate personnel.

If you should discover a fire:

- Avoid injury and excessive risks.



- Alert people in the area and immediately activate the fire alarm at the closest pull station.
- Dial 911 or EPD at 404 727-6111 and provide details of the fire location.
- If you have been trained in the use of a fire extinguisher, quickly assess the fire and determine if it can be extinguished safely using a fire extinguisher. If you cannot extinguish the fire, immediately exit the building.

If you are unable to leave:

- Upon hearing the alarm, dial 911 or EPD at 404 727-6111 and provide your present location and where you intend to wait.
- If you cannot escape safely, remain calm and protect yourself by closing as many doors as possible between you and the fire.
- Seal all cracks where smoke can enter by using wet materials -- jackets, towels, etc.
- If possible, open a window for air, but do not break it as you may need to close the window if smoke rushes in.

If you have mobility impairment, including a chronic medical condition, you should do the following:

- Learn about fire safety.
- Plan ahead for fire emergencies.
- Be aware of your own capabilities and limitations.
- During evacuation, let the closest person to you know that you need assistance leaving the building.
- Look for "areas of refuge," like stair enclosures or the other side of corridor fire doors. Some elevators are designed to stop operating when the alarm is sounding and are not safe during fires. Sometimes it may be safer to stay in your room or office and follow the advice "If Trapped in a Room."

If trapped in a room:

- If there is a telephone in the room where you are trapped, dial 911 or EPD at 404 727-6111 and provide your exact location
- Wait at a window if possible and signal for help by waving an object that can be seen from a distance.
- Keep room door closed and unlocked. Stuff wet clothing/towels, etc. under the door to keep out smoke and toxic vapors.
- If possible, open a window for air, but do not break it as you may need to close the window if smoke rushes in.
- Stay close to the ground if there is smoke. The air is less smoky near the floor

Individual evacuation floor plan maps are posted in all residential housing areas in compliance with the appropriate life safety codes.

Facility Fire Safety Information

The Fire Safety Division upholds the adopted Georgia State Fire and Life Safety Codes to help protect the health, safety, and welfare of the Emory Community. These codes are available for review at <https://oci.georgia.gov/inspections-permits-plans/rules-and-regulations>. The Emory University Policy on Open Flames and Candles explains acceptable use of candles and other sources of open flame on the University's Campus, and may be viewed at <http://www.campserv.emory.edu/includes/documents/sections/resources/open-flame-policy.pdf>.

Questions and concerns can be directed to the Office of the Director of Fire Safety at 404-727-7378 or by email at fire.safety@emory.edu.

Information regarding the name and location of each residential facility located on the Emory Campus and Oxford Campus is contained in the Fire Safety Chart. The chart also contains information regarding the number of fire drills held during the previous calendar year.



ANNUAL FIRE SAFETY REPORT		
On-Campus Student Housing Facility Fire Safety Information		
Emory University - Atlanta Campus - Atlanta, GA 30322		
Facility Name & Address	2022 Drills	Fire Safety Systems Descriptions
Alabama Hall 575 Asbury Circle	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Asbury House 764 Peavine Creek Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Campus Crossings at Briarcliff 1659 Briarcliff Road, Atlanta, GA 30306	3	Fire Alarm System-Sprinklers-Extinguishers-Smoke Detectors
Clairmont Residential Center Building E 2445 Dooley Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Clairmont Residential Center Building F 2445 Dooley Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Clairmont Residential Center Building G 2445 Dooley Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Clairmont Residential Center Building H 2445 Dooley Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Clairmont Tower Apartments 2425 Dooley Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Clifton Tower Apartments 1501 Clifton Road	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Dobbs Hall 586 Asbury Circle	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Eagle Hall (formerly Longstreet-Means Hall) 646 Means Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Evans Hall 4 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Few Hall 4 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Fraternity House 6 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Fraternity House 8 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Fraternity House 10 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Fraternity House 12 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Fraternity House 13 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors
Fraternity House 14 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System-Extinguishers-Smoke Detectors



Fraternity House 15 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Fraternity House 17 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Fraternity House 18 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Fraternity House 20 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Fraternity House 22 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Hamilton E. Holmes Hall 623 Pierce Promenade	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Harris Hall 1340 Clifton Road	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Hopkins Hall 1310 Clifton Road	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Raoul Hall 2 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Smith Hall 1310 Clifton Road	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority Village Apartment 11 Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge A 11-A Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge B 11-B Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge C 11-C Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge D 11-D Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge E 11-E Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge F 11-F Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge G 11-G Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge H 11-H Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge I 11-I Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Sorority –Lodge J 11-J Eagle Row	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Spanish House 746 Peavine Creek Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Thomas Hall 1310 Clifton Road	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Turman Hall 640 Means Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Undergraduate Residential Center Building A 2405 Dooley Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors



Undergraduate Residential Center Building B 2405 Dooley Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Undergraduate Residential Center Building C 2405 Dooley Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Undergraduate Residential Center Building D 2405 Dooley Drive	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Woodruff Residential Center 1495 Clifton Road	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors

Emory University - Oxford College Campus - Oxford, GA 30054		
Facility Name & Address	2022 Drills	Fire Safety Systems Descriptions
Bonnell Hall 160 Few Circle	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Dickey Hall 160 Few Circle	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Dowman Hall 160 Few Circle	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Elizer Hall 600 Haygood Street	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Fleming Hall 702 Haygood Street	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Haygood Hall 1501 Wesley Circle	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Mods at West Village Blue 1514 Wesley Circle	3	Fire Alarm System-Sprinklers-Extinguishers-Smoke Detectors
Mods at West Village Gold 1510 Wesley Circle	3	Fire Alarm System-Sprinklers-Extinguishers-Smoke Detectors
Murdy Hall 600 Haygood Street	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors
Stone Hall 160 Few Circle	3	Fire Alarm System-Sprinklers-Cooking Hood System- Extinguishers-Smoke Detectors

Reporting a Fire

Emory University Campus

Report Fire Emergencies to the Emory Police Department or the DeKalb County Fire Department by:

- Dialing EPD at 404-727-6111, 24 hours/day, 7 days/week.
- Using emergency "blue light" phones located throughout campus or emergency phones located inside elevators.
- Using entrance phones at residence halls, which have one-touch emergency buttons to call EPD directly.
- Dialing the DeKalb County Fire Department at "911".

After the fire is extinguished and the emergency resolved, also report the occurrence of Fires in Housing facilities to:

Residence Life Staff at (404) 727-4359

or

Campus Life Staff at (404) 727-4364

Oxford College Campus

Report Fire Emergencies to the Emory Police Department or the Newton County Fire Department by:

- Dialing EPD at 404-727-6111, 24 hours/day, 7 days/week.
- Using emergency "blue light" phones located throughout campus or emergency phones located inside elevators.
- Dialing the Newton County Fire Department at "911".

After the fire is extinguished and the emergency resolved, also report the occurrence of Fires in Housing facilities to:

Campus Life Staff at (770) 784-8391 or (770) 784-8445

or

contact any Residence Life Coordinator (RLC) by calling the Student Center Desk at (770) 784-8888

Policies for Fire Safety Education and Training Programs

Fire Safety education information and training programs for the Emory and Oxford Campuses are offered through the Office of the Director of Fire Safety and the Division of Campus Life/Residence Life. Training is offered on such topics as Fire Safety, Emergency Evacuations and Fire Extinguisher Use; Evacuation Assistance for Persons with Limited Mobility; Safety Captains; and Child Care Professional Fire Safety. Emory Fire Safety also provides several General Fire Safety online training programs available to faculty, students, and staff.

Placing an emphasis on residential awareness and cooking safety, the Division of Fire Safety created an educational video with safe cooking tips for students. The Cooking Fire Challenge can be viewed at <https://youtu.be/tsy9bv74mnc>. In support of continual community education, the Fire Safety Division created an educational video highlighting the Fire Safety Captain program. The Emory University Safety Captain in Action video can be viewed at: <https://youtu.be/XdLBtXKCsig>. A video promoting staff to participate in the available on-line fire safety training program can be viewed at: <https://youtu.be/eimxUDs5oQg>.

The Division of Fire Safety continues to create innovative community training opportunities and has released two new promotional videos. Fire Safety in the Kitchen can be viewed at:

<https://www.youtube.com/watch?v=d7piH8Gln50> and Fire Safety when using Outdoor Fire Pits can be

viewed at: <https://www.youtube.com/watch?v=8ewZFmZNmmQ>. Additional fire safety videos on a variety of topics can be viewed at: <https://www.youtube.com/channel/UCQBCyLQlr-APHwfnuplLo-Q/videos>.

Information about these and other fire safety programs is available on the Facilities Management web page at:

<http://www.campserv.emory.edu/services/facilities-management.html#Facilities%20Management>.

Future Improvements in Fire Safety

Emory University continuously evaluates its fire safety programs and operations to ensure compliance of all life safety systems, while striving to meet or exceed the applicable national, state, and local fire safety codes and standards.”

Emory Fire Safety continues to upgrade existing fire alarm panels to be compatible with the Onyx Workstation for the monitoring of fire alarm systems within all Emory University facilities. Emory Fire Safety is proceeding with plans to transition compatible University fire alarm systems from analog phonelines to radio and IPDACT, and UPDACT communication.

SECTION V: EO/AA STATEMENT

Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all applicable Federal and Georgia State laws, regulations, and executive orders regarding nondiscrimination and affirmative action in its programs and activities. Emory University does not discriminate on the basis of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status. Inquiries should be directed to the Department of Equity and Inclusion, 201 Dowman Drive, Administration Bldg, Atlanta, GA 30322. Telephone: 404-727-9867 (V) | 404-712-2049 (TDD).