

Annual Security Report & Annual Fire Safety Report

October 1, 2022

Dear Campus Community,

On behalf of the Whitman College Campus Security team, I would like to welcome you to the Whitman campus. The safety and well-being of our students, faculty, staff and visitors are our foremost concern. Our department is staffed with professional employees who are dedicated to serving the campus 24 hours a day, 7 days a week, 365 days a year. Officers patrol our buildings and grounds, get to know our community and work closely with local law enforcement agencies committed to safety. Our Annual Security Report details these efforts.

Whitman College prepares this report in compliance with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act, using data collected directly by the Campus Security, as well as information provided by other college offices (such as the Dean of Students Office, Residential Life, and additional campus security authorities), along with information provided by local law enforcement agencies surrounding the campus.

The Annual Security Report is intended to provide you with information on educational programs, safety practices, crime statistics, and policies regarding the reporting of emergencies and campus crime rates.

This report covers the calendar years of 2019, 2020, and 2021 and is restricted to activities that occurred on Whitman campus, on public property immediately adjacent to campus, and certain off-campus buildings or properties owned or controlled by Whitman.

Please do not hesitate to reach out to Campus Security with questions on any aspect of this report. We value your collaboration and appreciate your support.

Thank you,

Sidd Saini

Interim Director of Campus Security

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Introduction

Whitman College is concerned about the safety and welfare of our campus members and guests and commits itself to promoting a safe and secure environment. Because no campus can totally isolate itself from crime, Whitman College has developed a series of policies and procedures designed to ensure that precautions are taken to protect the campus community. The College is also committed to accurately reporting criminal activity in our vicinity for the awareness of our students and employees as well as prospective students and employees.

At the direction of the Vice President of Student Affairs and Dean of Students, the College's Director of Security, Title IX Coordinator, and the Environmental Health and Safety Manager prepare this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act ("the Clery Act"), a federal law that requires colleges and universities to disclose information about crime on and around their campuses.

The annual security report includes statistics for the three most recent calendar years concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by Whitman College; and on public property within or immediately adjacent to and accessible from the campus. The statistics must be gathered from Campus Security, the Walla Walla Police Department, and other school officials who have "significant responsibility for student and campus activities" such as the Student Conduct Administrator. This report is prepared in cooperation with local law enforcement, Campus Security, Residence Life and Housing, the Council on Student Affairs, Business Office, other college areas and the YWCA Sexual Assault Victim Advocate. Each entity provides updated information on their educational efforts and programs to comply with the Clery Act.

The report also includes institutional policies concerning campus security such as alcohol, drugs, sexual misconduct and other matters.

The annual security report must be published and distributed to current students and employees by October 1 of each year. An email will be sent to current students and employees prior to October 1 that announces the report's availability, a brief description of the information contained in the report and where to access the report (<https://www.whitman.edu/security/annual-security-report>). A paper copy of the annual security report will be provided to any students or employees on request. Requests for a paper copy should be directed to Campus Security at 509-527-5777.

A notice containing a statement of the annual security report availability, a description of its content and the opportunity to request a copy will also be provided to prospective students and prospective employees.

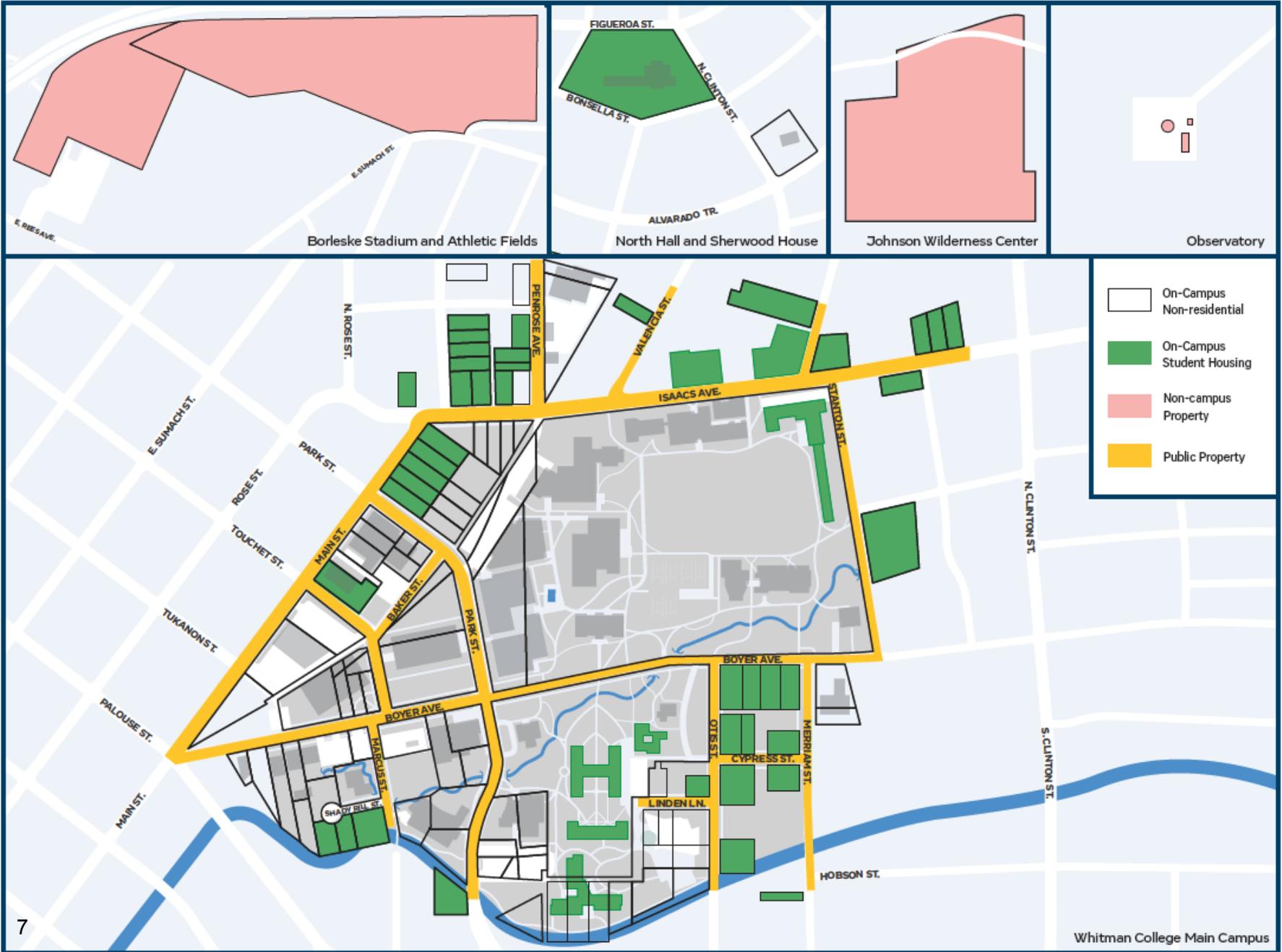
Clery Geography and Map

The Clery Act requires colleges and universities to report criminal activity that takes place in the following four geographic areas:

- **On-campus property:** Any building or property owned or controlled by an institution and within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls.
- **On-Campus Residential Housing:** Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.
- **Non-campus buildings or property:** Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
- **Public property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Note: due to a misclassification, our 2019 and 2020 Annual Security Reports reported student rental properties and fraternity houses as non-campus properties.

The map on the following page shows Whitman's designated Clery geography.



Other reports on campus security and climate

The Annual Security Report covers the specific criminal acts required by the Clery Act. Additional information on campus safety and other incidents that impact the community is available from a variety of sources:

- The annual Title IX report on sexual harassment, discrimination and sexual misconduct
- Bias incidents are reported semi-annually in Whitman Today
- Results of 2021 NACCC student climate surveys are available from the Division of Diversity and Inclusion.
- The Daily Crime Log covers activities reported to or discovered by Campus Security

Annual Statistics: Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act is a federal law that requires colleges and universities to disclose information about crime on and around their campuses.

Every college and university receiving Title IV funds must disclose specific crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities including Greek housing and remote classrooms. The statistics must be gathered from campus security, local law enforcement, and other school officials who have “significant responsibility for student and campus activities” such as a Student Conduct Administrator. Whitman College does not have a written policy that requires psychological and pastoral counselors to inform their clients of the procedures to report crimes to Security Officers and/or local law enforcement. However, medical and mental health practitioners and ecclesiastical leaders excluded from reporting can contribute to anonymous, aggregate data collection.

The statistics are broken down by criminal activity as well as geography. Listed on the pages following are the Whitman College crime statistics for the most recent three-year period covering 2021, 2020 and 2019. *Note: Incidents that take place in on-campus student residential housing are included both in the on-campus category as well as the on-campus housing category.*

Criminal Offense Definitions

Murder/Non-Negligent Manslaughter

Murder and Non-negligent Manslaughter is defined as the willful (non-negligent) killing of one human being by another.

Negligent Manslaughter

Manslaughter by Negligence is defined as the killing of another person through gross negligence.

Rape

Rape is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of any person regardless of gender.

Fondling

Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental incapacity. Fondling is recognized as an element of the other sex offenses. Therefore, count Fondling only if it is the only sex offense.

Incest

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

Statutory Rape

Statutory Rape is sexual intercourse with a person who is under the statutory age of consent. The age of consent in Washington state is 16 years old.

Robbery

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

Aggravated Assault

Aggravated Assault is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary

Burglary is the unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft

Motor Vehicle Theft is the theft or attempted theft of a motor vehicle.

Arson

Arson is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

	2021				2020				2019			
	On Campus	On Campus Housing	Non-Campus	Public Property	On Campus	On Campus Housing	Non-Campus	Public Property	On Campus	On Campus Housing	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	5	5	1	0	2	2	1	0	1	1	2	0
Fondling	2	2	1	0	3	3	0	0	8	4	1	0

Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	2	0	0	0	0	0	0	1	1	0	0	1
Burglary	1	1	0	0	0	0	1	0	1	0	1	0
Motor Vehicle Theft	1	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

Hate Crimes

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. There are eight categories of bias reported under the Clery Act: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin and Disability. For Clery Act purposes, Hate Crimes include all of the previously listed Criminal Offenses as well as Larceny-Theft, Simple Assault, Intimidation and Destruction/Damage/Vandalism of Property.

2021: 0

2020: 1, Simple Assault (hitting, touching, or attempting to injure another; or intentionally placing another in fear of injury by some physical act.)

2019: 0

Violence Against Women Act (VAWA) Offenses

Colleges and universities are also required to report the following Violence Against Women Act (VAWA) crimes including dating violence, domestic violence and stalking.

Domestic Violence

Domestic Violence is defined as a felony or misdemeanor crime 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 the jurisdiction in which the crime of violence occurred;

- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence

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

For the purposes of this definition:

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

Stalking

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

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

	2021				2020				2019			
	On-Campus	On-Campus Housing	Non-Campus	Public Property	On-Campus	On-Campus Housing	Non-Campus	Public Property	On-Campus	On-Campus Housing	Non-Campus	Public Property
Domestic Violence	0	0	0	0	0	0	0	0	2	0	0	1
Dating Violence	0	0	0	0	2	2	0	0	1	1	1	0
Stalking	2	0	0	0	1	0	0	0	1	0	0	0

Arrests and Conduct Referrals

Colleges and universities are further required to report three types of incidents if they result in either an arrest or disciplinary referral: 1) Liquor Law Violations; 2) Drug Law Violations; and 3) Illegal Weapons Possession. If both an arrest and referral are made only the arrest is counted.

Arrest is defined as persons processed by arrest, citation or summons.

Referred for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

Weapons

Weapons: Carrying, Possessing, Etc., is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

Drug Abuse Violations

Drug Abuse Violations are defined as the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Alcohol Violations

Alcohol Violations are defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

	2021				2020				2019			
	On-Campus	On-Campus Housing	Non-Campus	Public Property	On-Campus	On-Campus Housing	Non-Campus	Public Property	On-Campus	On-Campus Housing	Non-Campus	Public Property
Weapons: Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Weapons: Referrals	0	0	0	0	0	0	0	0	0	0	0	0
Drugs: Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Drugs: Referrals	7	7	0	0	29	23	0	0	30	27	0	0
Alcohol: Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Alcohol: Referrals	79	79	0	0	62	53	0	0	172	161	0	0

Unfounded Crimes

To count a crime as unfounded for Clery Act purposes, the reported crime must have been

- a Clery Act crime;
- reported to have occurred on Clery Act geography;
- thoroughly investigated by sworn or commissioned law enforcement personnel; and
- found through investigation to be false or baseless, meaning that the crime did not occur and was never attempted.

YEAR	
2021	0
2020	0
2019	0

Campus Security

The Office of Campus Security

Whitman College Security Officers have the authority to enforce the policies of Whitman College. This includes having the authority to ask people for identification and to determine whether individuals have lawful business at Whitman College. It also includes asking unauthorized persons to leave campus events and/or property. They also have the authority to contact local law enforcement authorities in seeking compliance with local, state and federal laws. Security Officers do not possess arrest power. Criminal incidents are referred to the Walla Walla Police Department which has jurisdiction on the campus.

Daily Crime Log

Security Officers are required to document their activities during their shifts. At the end of their shifts, Security Officers use these activities to write a security log, which is emailed to campus officials for review. Crimes that are either directly reported to Security Officers during their shifts or discovered by Security Officers during their shifts are entered into the Daily Crime Log, which is available at <http://whit.mn/dcl> and an incident in the College's conduct database, Advocate. The daily crime log includes the nature of the crime, the date/time the crime occurred, the date/time crime was reported, the general location of the crime, and the disposition of the crime. Crimes are logged in the order they are received by Security.

Working with Local Agencies

The Security Officers maintain a working relationship with the Walla Walla Police Department. At this time, the Security Officers have little ongoing contact with the Washington State Police, the Sheriff's Department or the State Liquor and Cannabis Board. If needed or requested, Whitman College Security Officer would work with these agencies. Crime victims and witnesses are strongly encouraged to immediately report crime to the Security Office and the Walla Walla Police Department. Prompt and accurate reporting will assure timely warning notices on-campus.

Monitoring of Criminal Activity at Non-Campus or Off-Campus Locations

When a Whitman student is involved in an off-campus offense, local law enforcement will respond to the incident. Security Officers may assist in responding to and investigating an incident at an off-campus location when requested to do so by local law enforcement. College officials meet regularly with Walla Walla Police Department representatives to discuss issues relating to off-campus incidents. In addition, crime statistics from the Walla Walla Police Department are included in Whitman's annual security report.

Security Awareness/Crime Prevention Programs

During the 2021 New Student Orientation, new students attended a campus safety program hosted by college staff from the Security Office and from Whitman College Technology Services. The Residence Life staff also informs students on ways to maintain personal safety and residence hall security. Students also had an opportunity to watch an orientation module available through OnboardU.

Crime prevention programs on personal safety and theft prevention are conducted on campus in various formats throughout the year. Campus Security personnel facilitate programs for students, employees and others associated with the College. Programs for residence hall staff are provided each semester, providing a variety of educational strategies and tips on how to protect against assault, theft and other crimes.

The campus also has an escort service for students and employees which provides escort to and from campus facilities and up to two blocks off the campus from 7 p.m.–1 a.m. seven days a week during the academic year. Security officers can also provide escorts, when student escorts are not in service.

Security and Access Regarding Campus Facilities

Prior to COVID Shutdown (through March 2020)

During business hours, most College facilities are open to students, parents, employees, contractors, guests and invitees. During non-business hours access to College facilities is by an authorized key, a valid ID card or admittance via a Security Officer, upon proper authorization.

Some College facilities are locked 24 hours a day, seven days a week and require a valid ID card to gain entrance; examples include Baker Ferguson Fitness Center and all residence halls. Other College facilities are locked unless a college event is being hosted in the facility; examples include Cordiner Hall and Bratton Tennis Center. Other College facilities have individual hours, which may vary at different times of the year; examples include the Baker Center, Penrose Library, Reid Campus Center and Sherwood Center.

Exterior residence hall doors are locked 24 hours a day and accessible only by a valid ID card, key code combination or a key. Overextended college breaks, the exterior doors of residence halls are secured, and equipped with a separate lock from the regular key issued to resident students. Doors with swipe access have swipe access changed, in addition to the key change.

The exterior doors of the student interest houses are locked 24 hours a day and accessible only by a valid key. During summer breaks, interest house exterior door keys are collected from residents and the houses remain locked during this period. Over winter break, students keep their keys but they are told they are considered trespassers if they enter during the breaks without approval. Security Officers check to make sure the houses are secure during breaks.

Students and employees living in college-owned houses are responsible for determining when to lock and unlock their exterior doors and for securing the facility during extended breaks. The fraternity houses are also responsible for determining when to lock and unlock their exterior doors and for securing the facilities during extended breaks.

Emergencies may necessitate changes or alterations to any posted schedules. Campus Security Officers patrol the campus throughout the day and night, and report any areas or items that are a safety or security concern in their security logs. The Security Officers look for safety/security issues such as lighting, alarms, landscaping, locks and construction during their rounds. The security logs are received by numerous offices including the Dean of Students' Office, the Chief Financial Officer's Office and Facilities, who respond to reported safety/security issues.

Partial Reopening (March 2020 through March 2022)

All buildings were closed to non-campus constituents and only accessible by swipe access or a valid key.

Exterior residence hall doors are locked 24 hours a day and accessible only by a valid ID card, key code combination or a key. Over extended college breaks, the exterior doors of residence halls are secured, and equipped with a separate lock from the regular key issued to resident students. Doors with swipe access have swipe access changed, in addition to the key change.

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Emergencies may necessitate changes or alterations to any posted schedules. Campus Security Officers patrol the campus throughout the day and night, and report any areas or items that are a safety or security concern in their security logs. The Security Officers look for safety/security issues such as lighting, alarms, landscaping, locks and construction during their rounds. The security logs are received by numerous offices including the Dean of Students' Office, the Chief Financial Officer's Office and Facilities, who respond to reported safety/security issues.

Crime Reporting & Resources

Reporting of Criminal Offenses

Whitman College encourages students, employees and campus visitors to accurately and promptly report crimes to the Walla Walla Police Department and the Whitman College Campus Security Office. Please note that Campus Security is not a police department and filing a report with Security alone is not the same thing as making a report to the Walla Walla Police Department.

Emergency criminal offenses should be reported to the Walla Walla Police Department by dialing 911 and then contacting Campus Security at 509-527-5777 (only the last four digits are needed when dialing from an on-campus telephone). Non-emergency criminal offenses should be reported to Campus Security at 509-527-5777. Campus Security can aid in the reporting of non-emergency criminal offenses to the Walla Walla Police Department as needed or requested. Please report any suspicious activity or person inside buildings or around residence halls, loitering around campus or in parking lots to Campus Security. The campus has seven (7) blue light phones at the following campus locations, which are routinely tested by Security:

- Phi Delta Theta, 715 Estrella—In Front Yard
- Maxey Hall—S.E. Corner
- Music Building—S.E. Corner
- Prentiss Hall—Near Bridge in front of Prentiss Hall
- North Hall—In yard in front of North Hall
- Harper Joy—N.W. side next to sidewalk
- Ankeny Field—North of Maxey West building

These phones have a red 911 emergency button that dials the Walla Walla Police Department dispatch. If the red button is pushed and no one responds to the police dispatcher, the Walla Walla Police Department contacts Campus Security, who responds to the site. These phones also allow you to dial on-campus numbers, including Campus Security at 5777. These phones dial both on-campus and off-campus numbers but require you to dial a 7 before dialing an off-campus number. However, in an emergency, you would simply dial 911 to reach the Walla Walla Police Department. We also strongly encourage all students with mobile phones to place the Whitman Security telephone number, 509-527-5777, and the Walla Walla Police Department non-emergency number, 509-527-1960, in their lists of contacts.

Reporting Options

You can also report crimes to the following areas. Reports made to these areas are evaluated for the purpose of making timely warnings to the community and inclusion in the annual statistics.

Campus Security	509-527-5777	416 East Main
Vice President for Student Affairs/Dean of Students	509-526-3018	Memorial 325
Student Conduct Administrator	509-522-4403	Memorial 326
Title IX Coordinator (titleix@whitman.edu)	509-522-4314	Memorial 301
Associate Dean: Campus Life	509-527-5297	Memorial 130

Campus Security Authorities

Campus Security Authorities (CSAs) are campus security officers or other campus officials with significant responsibility for campus and student activities. All CSAs have responsibility under Clery to report information for timely warnings and crime statistics. All CSAs are notified on a yearly basis of this designation and responsibility. At Whitman, CSAs fall into one of four categories which include:

1. Campus security officers.
2. Staff or students other than campus security officers, who have responsibility for campus security including individuals who monitor access into a campus facility, act as event security or escort students around campus after dark.
 - a. Intercultural Center Interns
 - b. Reid Campus Center Building Managers
 - c. Resident Assistants
 - d. Security Escorts
3. Individuals or officers specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
 - a. Vice President of Student Affairs/Dean of Students Office
 - b. Residence Life and Housing Office
 - c. Student Conduct Administrator
 - d. Title IX Coordinator

4. An official of an institution who has significant responsibility for student and campus activities. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.
 - a. ASWC Club/Organization Advisers
 - b. Athletics Director
 - c. Coaches, Varsity & Club Sports
 - d. Debate Coaches
 - e. Greek Adviser
 - f. Intercultural Center Staff
 - g. Outdoor Program Staff
 - h. Student Activities Office Staff
 - i. Career and Community Engagement Office Staff

Voluntary Confidential Disclosure

Faculty, staff and students at Whitman, as well as community members, may submit a confidential care report using our online reporting portal: Advocate. The Advocate public reporting form (<http://whitman.edu/assist>) allows a person to submit a confidential report in five areas:

- issues of general care/concern (eating disorders, substance abuse, mental health issues, etc.)
- campus policy violations (inappropriate access, academic dishonesty, etc.);
- campus incident (bias incident, hate crime, theft, etc.)
- academic or campus life concern (issues with a faculty member, concerns about office or department, etc.)
- sexual misconduct (inappropriate contact, sexual assault, dating and domestic violence, stalking)*

*Faculty, staff and some student leaders are responsible employees under Title IX. If they are reporting a sexual misconduct incident, they may not do so anonymously, unless they are reporting their own sexual misconduct incident.

Mental Health Professional and Pastoral Counseling Disclosure

Mental Health professionals and pastoral counselors employed by Whitman College have a professional obligation of confidentiality regarding information disclosed during a counseling session. Whitman College does not have a written policy which requires psychological and pastoral counselors to inform their clients of the procedures to report crime to Security Officers and/or local law enforcement. Medical and mental health practitioners and ecclesiastical leaders excluded from reporting can contribute to anonymous, aggregate data collection.

Emergency Notifications and Procedures

Timely Warnings

When a crime is reported by a campus security authority to Security Officers or another of the campus reporting options, the Vice President of Student Affairs/Dean of Students, a designee from the Dean of Students Office or the Director of Security will determine if a timely warning should be issued in conjunction with the Office of Communications. A timely warning is information about a serious situation or pattern of incidents which occur on the campus, on adjacent public property and on reportable non-campus property, issued to the campus community when it constitutes an ongoing or continuing threat in the judgment of the Vice President of Student Affairs/Dean of Students, a designee from the Dean of Students Office or the Director of Security. This warning will be issued by the Vice President of Student Affairs/Dean of Students Office in conjunction with the Office of Communications via an email alert. If there is an imminent threat or danger, the Timely Warning will be issued through the college mass notification system to students and employees.

Depending on the particular circumstances of the situation, especially those that could pose an ongoing, continuing threat to the community and individuals, the Security Office will work with the Office of Communications to create and distribute flyers to each residence hall through the Resident Directors, each administrative office, the Academic Division Offices, the Fraternities through the Associate Director of Students Activities: , and other campus facilities. If deemed appropriate, flyers will be posted on the entrances to campus buildings. Anyone with information they think warrants a timely warning should report the circumstances to Security at 509-527-5777 or to any of the offices listed above as reporting options.

The College also requests that the Walla Walla Police Department provide the Director of Security with information regarding crimes on campus or adjacent to the campus for the purpose of issuing timely warnings.

Emergency Response and Evacuation Procedures

Whitman College's Emergency Response and Evacuation Procedures coordinate College and community resources in order to protect life and property following an emergency on the Whitman College campus, provide for the physical and emotional well-being of community members, and return the College to normal functioning as soon as possible.

Knowing it is impossible to predict each and every incident which might constitute a community crisis, the severity and extent of the crisis will determine the level of response. Major disasters require a significant, immediate life-safety response, followed by on-going College-wide coordination. Other incidents would require a coordinated response with a less extensive life-safety component.

Determination of an Emergency

The Emergency Response Plan is under the executive direction of the College President who will determine whether the plan is to be activated and oversee implementation of the plan. In the absence of the President, the Provost/Dean of Faculty will assume the role, followed by any available member of the President's Cabinet.

When appropriate, the President or designee will make an official declaration of emergency, including the nature of the emergency, names of individuals in designated roles, and other changes in decision-making structure, authority and process.

Notification and Dissemination of Information

Any member of the Whitman College community should feel empowered to initiate an emergency response by calling 911. Once an emergency has been declared, the College will work to keep the campus community informed with as little delay as possible. To this end the College has purchased a mass notification system, which allows us to send messages using phones, text devices and email. In addition the College has installed Voice-over IP phones in classrooms and offices. The phone system includes a feature that allows the phone to act as a public address system and send out a recorded message that is broadcast over each phone. The College will also post information as it is available on the Whitman College emergency webpage (<https://emergency.whitman.edu>). The content of any notifications will be the responsibility of the Public Information Officer or their designee in conjunction with the College President or their designee.

Information will be disseminated as quickly as possible, taking into consideration the safety of the campus community. The content of the notification may be limited based on the professional judgment of responsible authorities such as law enforcement agencies. If information is limited it will be as an effort not to compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Testing Emergency Response Systems and Plans

All mass notification systems will be tested at least once each semester. The test will include the statement "this is a test." Evacuation drills will be conducted at least four times per year in residence halls and twice a year in academic buildings. Drills in residence halls will be unannounced. Drills in academic or administrative buildings will be announced by providing the date of the drill. This notification is given in an effort to minimize disruption of classes.

The Emergency Response Plan will be reviewed after each emergency and at least once per year. The Environmental Health and Safety Department in cooperation with the Emergency Plan Leadership Team conducted at least one emergency exercise prior to campus shutting down due to COVID.

Missing Student Notification

Whitman College has established a policy and procedure for missing student notification. One of the following individuals or offices should be contacted if a student living in on-campus housing has been missing for at least 24 hours. Note that the following steps may also be taken, if circumstances warrant, for a student who has been missing for less than 24 hours.

- Resident Assistant, Residence hall in which missing student resides, contact information varies
- Resident Director, Residence hall in which missing student resides, contact information varies
- Security Office, 416 E. Main St. WCTS Building, 509-527-5777
- Associate Dean-Campus Life, Memorial Hall 130, 509-527-5297
- Vice President of Student Affairs/Dean of Students, Memorial Hall 325, 509-526-3018

Every residence hall student has the option to register a contact person to be notified by college officials if that student is determined to be missing. The list of contact persons will remain confidential and accessible only by the Vice President of Student Affairs/Dean of Students, Associate Dean for Campus Life, Director of Security, and law enforcement officers in accordance with a missing person's investigation. Local law enforcement will be notified of all students determined to be missing, whether they have registered a contact person or not. The parent or guardian of a student under 18 years of age and not emancipated will be notified should the student be determined to be missing.

When a student is thought to be missing, communication between appropriate campus officials is vital. If the student's resident assistant or resident director is notified, they will immediately contact a security officer, the Vice President of Student Affairs/Dean of Students, or the Associate Dean for Campus Life. Once one of these individuals is contacted, the other two will be notified to ensure communication of all pertinent information. Upon notification of a missing student, the residence life staff (RAs and RDs) will be contacted to determine if the student's whereabouts are known. The Vice President of Student Affairs/Dean of Students may also seek to determine the student's whereabouts. If these steps do not locate the student, the Vice President of Student Affairs/Dean of Students may contact the student's confidential contact person (if one is listed) or the student's parent/guardian. If they are non-emancipated and under 18 years of age the parent/guardian will be called. The call will be to inform him or her of the student's status and inquire about his/her whereabouts in the event that the contact person knows the location of the student. If the student is still missing after this notification, the Vice President of Student Affairs/Dean of Students may notify campus staff and faculty of the missing student through the campus email system and inquire if any employees of Whitman know where the student may be. If these steps do not locate the student, the Director of Security, with the authorization from the Vice President of Student Affairs/Dean of Students, will convene a formal investigation to try to locate the student. This investigation may include interviewing residents, peers, and other Whitman community members who may have information regarding the location of the missing student. Upon direction by the Vice President of Student Affairs/Dean of

Students, the Director of Security may also notify local law enforcement of the missing student in accordance with the investigation.

If circumstances warrant, these steps may be followed if a student has been missing for less than 24 hours.

Drug & Alcohol Policies and Programs

These policies can be found in the Whitman College Student Handbook (<https://www.whitman.edu/dean-of-students/student-handbook/student-rights-and-responsibilities>).

Alcohol

Alcohol use continues to be an issue of concern on college campuses all across the country. Its abuse by Whitman students is strongly discouraged because such behavior is counterproductive to the goals and mission of the college. Whether or not students choose to drink alcoholic beverages is their personal decision; however, individuals are held personally accountable for their actions at all times. The primary objectives of the college's policy and procedures on alcoholic beverages are:

1. to promote responsible behavior and attitudes among all members of the college community,
2. to educate students concerning the use and effects of alcoholic beverages in order to promote responsible decision-making, and
3. to help individual students experiencing difficulties associated with the use of alcohol.

Regulations Concerning Alcohol

- Drinking alcoholic beverages and open containers of alcoholic beverages are prohibited in public places on the College campus or public areas in campus buildings.
- Exceptions may be made on an event-by-event basis under the following conditions:
 - The use of alcoholic beverages will be in full compliance with the Washington State Law.
 - The event is sponsored by a college-affiliated organization or an organization that has reserved the facility according to college procedures.
 - A college faculty or staff member assumes responsibility for the event and agrees to be present for its duration.
 - The department, division, office, or administrator responsible for the facility being requested agrees to the terms of the use of alcoholic beverages and the facility.
- No ASWC fees or residence hall fees may be used for the purchase of alcoholic beverages.
- Students and student groups must avoid the direct or indirect sale of alcoholic beverages.

- Students will be held directly responsible for the destruction of personal or public property, the violation of the safety or rights of other persons, or the violation of any other campus regulations, which may occur while they are under the influence of alcohol. Excessive consumption and/or purchasing large quantities of alcoholic beverages are considered a violation of the alcohol policy.
- All students should be familiar with the Washington state law that governs the use and purchase of alcohol (see below). Further, students who are of legal age should pay careful attention to laws regarding supplying alcohol to those under the age of 21.

Washington State Law

Students should know that the Alcoholic Beverage Laws of the State of Washington and the City of Walla Walla specify the following:

It is unlawful for any person to sell, give, or otherwise supply liquor to any person under the age of 21 years or permit any person under that age to consume liquor on his or her premises or on any premises under his or her control. It is unlawful for any person under the age of 21 years to possess, consume, or otherwise acquire any liquor except that given to them by their parents or guardian, used in connection with religious services, or administered by their physician or dentist for medicinal purposes. The supply of alcohol to, or the use of alcohol by, any person under the age of 21 years is a gross misdemeanor punishable by a fine of up to \$5,000 or imprisonment. A person under the age of 21 years acting in good faith who seeks medical assistance for him or herself or someone else experiencing alcohol poisoning, shall not be charged or prosecuted if the evidence for the charge was obtained as a result of the person seeking medical assistance.

Drugs and Other Dangerous Substances

The possession, use or distribution of illegal drugs or other controlled substances is a violation of the law. The college has chosen to take a strong stand against the use of controlled substances because of the significant risks that are present when deciding to use them. Many of these substances are physically or psychologically addicting; the composition or potential for lethality of “street” drugs can never be determined by the user and is often dangerous; strictly enforced laws and policies can lead to serious consequences for even the experimentation or occasional user. For example, the courts may impose jail sentences and/or fines and such actions and consequences may jeopardize one’s status with the college, as well as future employment opportunities. The college strongly believes that any use of controlled substances is antithetical to the growth and development of students and contrary to the mission of Whitman College.

Substance use and abuse can cause serious problems for students and the college will intervene when appropriate. Current information and personal assistance is available from the Health Center (<https://www.whitman.edu/welty-student-health-center>). Personal counseling and

referral to community resources are available in the Counseling Center (<https://www.whitman.edu/counseling-center>) and the Health Center.

Regulations Concerning Drugs

Use, possession, sale or distribution of any illegal drug or controlled substance, or illegal use or distribution of a legal drug, including cannabis is a violation of college policy. Any student violating this policy, or the laws of the State of Washington, should be prepared to accept the consequences of their decision. The college reserves the right to pursue legal and/or its own disciplinary action should students violate the law or this policy. Whitman College may apply disciplinary procedures to students who abuse drugs or substances that are not illegal but may cause harm if misused. The college may apply disciplinary action to students who abuse these substances.

Cannabis, while legal in small amounts for those 21 and over in the state of Washington (in *private spaces*), *is a violation of the Drug Free Schools Act, and will not be allowed in any form on campus.*

Drug and Alcohol Prevention Programs

Whitman College continues to develop a program to prevent the illicit use of drugs and the abuse of alcohol for students. Our current program provides services related to drug use and abuse including the dissemination of informational materials, such as the student handbook, educational programs, counseling services, referrals and college disciplinary efforts. Employees have two options for dealing with the illegal use of drugs and/or the abuse of alcohol. The College contracts with Cascade Centers to provide an employee assistance program. As part of this employee assistance program, Cascade Centers offers College employees anonymous, confidential alcohol abuse and/or drug abuse counseling and resource referrals. Also, employees who are enrolled in the College's medical plans are provided with a chemical dependency treatment benefit (including both alcohol and drugs).

The Associate Dean of Students: Health and Wellness provides the overall coordination of the drug and alcohol prevention program. However, many services are the responsibility of other areas of the institution. These include:

- Counseling Services
- Vice President of Student Affairs/Dean of Students
- Health Services
- Institutional Research
- The Council on Student Affairs
- Residence Life and Housing
- Security Office

To review Whitman College's Annual Drug-Free Schools and Communities Act information, please go to <https://www.whitman.edu/dean-of-students/drug-free-schools-and-community-act>.

Sexual Misconduct and Harassment Reporting, Policies and Procedures

[Note: If you've had an experience that makes you feel uncomfortable and you wish to learn more about your options for assistance, please visit whitman.edu/titleix]

Prohibited Sexual Misconduct

The College prohibits sexual misconduct in any form, including (but not limited to) dating violence, domestic violence, sexual assault and stalking as defined for Clery reporting purposes. Sexual misconduct is a broad term encompassing any unwelcome behavior of a sexual nature that is committed without consent or by force, intimidation, coercion or manipulation. Sexual misconduct can occur between persons of the same or different genders.

Sexual Harassment is defined as unwelcome verbal or physical conduct of a sexual nature that is sufficiently severe or persistent or pervasive such that it unreasonably interferes with, limits or deprives someone of the ability to participate in or benefit from the College's educational programs or employment opportunities. The unwelcome behavior may be based on power differentials (quid pro quo), the creation of a hostile environment or retaliation. A single instance of sexual assault may be sufficient to constitute a hostile environment.

[Note: While the above behaviors are prohibited by the College, not all of the above behaviors are crimes and as such may not be reflected in the College's Clery statistics.]

Educational Programs and Campaigns

During New Student Orientation students attend a session about Title IX, Consent and Bystander Intervention. EverFi virtual compliance training covers issues of stalking, partner violence and sexual assault and ways to safely intervene in unsafe situations as well as a program on consent that reviews the definition of the sexual misconduct policy, the issue of consent and gives examples of how Whitman students ask each other for consent in intimate situations. New faculty and staff attend a session on Title IX and the Campus SaVE Act, which focuses on issues of stalking, partner violence and sexual assault. In the fall of 2020, the College remained fully online due to COVID and in-person orientation was suspended. Students completed online orientation modules through OnboardU (<http://orientation.whitman.edu>) and EverFi.

Procedures Survivors Can Follow in the Case of Alleged Dating Violence, Domestic Violence, Sexual Assault or Stalking

If you have experienced an incident of sexual misconduct, or something that makes you feel uncomfortable, you are urged to take the following actions:

1. Seek emotional support and/or advocacy.
 - a. Counseling Center—509-527-5195
 - b. Malia Lewis (SAVA)—509-526-3032/509-876-7075 and sava@ywcaww.org.
 - c. YWCA—509-529-9922 (24 hour/7 days a week)
2. Seek medical attention as soon as possible.
 - a. Health Center—509-527-5185
 - b. Planned Parenthood—509-529-3570
 - c. St. Mary Medical Center—509-525-3203.
 - d. Walla Walla Police (emergency)—911
3. Investigate judicial/legal options.
 - a. Vice President of Student Affairs/Dean of Students—509-526-3018
 - b. Title IX Coordinator—509-524-2049
 - c. Walla Walla Police (non-emergency)—509-527-1960
 - d. Emergency Services—911

Whitman College provides students and employees with support, counseling, medical referrals, assistance with safety planning (including adjustment to class and work schedules and safe housing), and information concerning their rights.

Students and employees who have experienced an incident of sex- or gender-based harassment, discrimination or violence may seek confidential victim's advocacy support through the YWCA's on-campus advocate (Hunter 406, 509-526-3032/509-876-7075, sava@ywcaww.org).

Students can also seek confidential support through the Counseling Center 509-527-5195, Interfaith Chaplain 509-522-4449, or Health Center 509-527-5295.

Additional confidential disclosure resources for both students and employees are accessible off campus at the YWCA at 213 First Street, 509-525-2570 or 509-529-9922 (24-hour hotline number).

Students can access resources and support through the Dean of Students Office (Memorial 325); employees can access resources and support through the Human Resources Office (Memorial 105).

If you report an incident of sexual assault to the College, the Title IX Coordinator will meet with you to discuss your options. If you wish to report the incident to the Walla Walla Police Department, someone from the College will assist you in making this report, if requested. You can either be accompanied to the police station to make a statement or it can be arranged for an officer to take your statement at an on-campus location of your choice.

A social worker, with expertise from the Walla Walla Police Department is available to talk to you if you are not sure you want to make a report to the police department. This person is available from 8:00-3:00 Monday-Friday at 509-524-4400 or 509-527-4434. If you do choose to make a report to the Walla Walla Police Department, an officer will talk to you and explain your rights as a victim and your right to have an advocate assigned to you. The advocate may be a person of your own choosing or an advocate from the YWCA. The officer will inform you that the local Walla Walla paper, Union-Bulletin, does not publish the names of sexual assault survivors as well as the protocol for a police investigation.

Preservation of Evidence

Providence/St. Mary Medical Center offers a forensic exam that will collect evidence of a sexual assault. This exam should be completed within 72 hours of the incident, but preferably as soon as possible. In order to preserve evidence, it is important not to bathe or shower prior to seeking medical attention. It is also critical that any articles that could be used as evidence, such as clothing, sheets, couch cushions, etc, be placed in separate bags and given to the Walla Walla Police Department. Seeking medical attention and/or choosing to complete a forensic exam does not automatically result in a police report. An advocate will be made available to you in the hospital to accompany you through the exam process if you wish to have one present.

Protection Orders

The College will change a survivor's academic and/or living situation after an alleged sex offense, if those changes are requested by the survivor and are reasonably available. Survivors have the right to obtain an order of protection, a "no contact" order, a restraining order or similar lawful order issued by a civil court by filing at the Walla Walla County Courthouse or a campus no contact order issued by Whitman College through the Title IX reporting process. Violations of no contact orders will be referred to appropriate student or employee conduct processes or law enforcement, depending upon the authorizing agency.

Procedures the College will Follow in the Case of Alleged Dating Violence, Domestic Violence, Sexual Assault or Stalking

Privacy

Every effort is made by the college to preserve the privacy of reports. The college will not share the identity of any individual who has made a report or complaint of harassment or retaliation; any complainant, any individual who has been reported to be the perpetrator of sexual harassment or retaliation, any respondent, or any witness, except as permitted by the Family Educational Rights and Privacy Act (<https://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html>), 20 U.S.C. 1232g; FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of 34 CFR Part 106, including the conducting of any investigation, hearing, or grievance proceeding arising under these policies and procedures.

The college reserves the right to determine which college officials have a legitimate educational interest in being informed about incidents that fall within this policy, pursuant to the Family Educational Rights and Privacy Act (FERPA).

The college may contact parents/guardians to inform them of situations in which there is a significant and articulable health and/or safety risk but will usually consult with the student first before doing so.

In addition, Title IX Coordinator will keep confidential the complaint, report, witness statements, and any other information provided by the complainant, respondent, or witnesses and will disclose this information only to the complainant, respondent, or witnesses, as necessary to give fair notice of the allegations and to conduct the investigation; to law enforcement consistent with state and federal law; to other college officials as necessary for coordinating interim measures or for health, welfare, and safety reasons, and to government agencies who review the college's compliance with federal law. The investigation report will be disclosed only to the complainant, respondent, Title IX Coordinator, disciplinary authority as necessary, and college officials as necessary to prepare for subsequent proceedings (e.g., college president and college legal counsel).

Information about complaints and reports, absent personally identifiable information, may be reported to college officials and external entities for statistical and analysis purposes pursuant to federal and state law and college policy.

Supportive Measures

The college will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged sexual harassment and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the college's education program or activity, including measures designed to protect the safety of all parties or the college's educational environment, and/or deter sexual harassment and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, the college will inform the complainant, in writing, that they may file a formal complaint with the college either at that time or in the future, if they have not done so already.

The Title IX Coordinator works with the complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

The college will maintain the privacy of the supportive measures, provided that privacy does not impair the college's ability to provide the supportive measures. The college will act to ensure as minimal an academic or occupational impact on the parties as possible.

The college will implement measures in a way that does not unreasonably burden the other party.

Supportive measures may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Student financial aid counseling
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Timely warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

Disciplinary Process

Whitman's Title IX Sexual Harassment, Discrimination, and Sexual Misconduct Policy and Procedure applies to faculty, staff and students. Through August 13, 2020, Title IX was incorporated into Whitman's 2019-2020 Grievance Policy (<https://www.whitman.edu/documents/Global/Policies/SA-Grievance-Policy.pdf>). Whitman's Title IX policy was updated effective August 14, 2020. Sections relevant to the Clery Act are included here for reference; the full policy (<https://www.whitman.edu/documents/Global/Policies/Whitman-College-TitleIX-Policy.pdf>) is available online in the Title IX section of our website (<https://www.whitman.edu/campus-life/diversity/title-ix-and-sexual-misconduct>).

How to File a Complaint of Dating Violence, Domestic Violence, Sexual Assault or Stalking

- Direct Outreach to the Title IX Coordinator
 - Cassandre Beccai, Director of Equity and Compliance
Memorial Building 301
509-522-4314
beccaic@whitman.edu

- Contact a Deputy Title IX Coordinator:
 - Cara Setchell, Assistant Director of Human Resources
Memorial Building 105
509-527-5970
setchecl@whitman.edu
 - Melissa Clearfield, Laura and Carl Peterson Chair of Social Sciences and Professor of Psychology
Hunter Conservatory 404
509-522-4427
clearfmw@whitman.edu
- Submit a Report Online: Information on a potential Title IX violation also may be submitted using the online reporting form
https://whitman-advocate.symplcity.com/public_report/index.php/pid792025?

Notice/Formal Complaint

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

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

- Offering supportive measures because the complainant does not want to file a formal complaint; and/or
- An informal resolution (upon submission of a formal complaint); and/or
- A formal grievance process including an investigation and a hearing (upon submission of a formal complaint).

The college uses the formal grievance process to determine whether or not the policy has been violated. If so, the college will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to sexual harassment or retaliation, their potential recurrence, or their effects.

Initial Assessment

Following receipt of a formal complaint of an alleged violation of this policy, the Title IX Coordinator or designee engages in an initial assessment, typically within one to five business days. The steps in an initial assessment can include:

- The Title IX Coordinator reaches out to the complainant to offer supportive measures.
- The Title IX Coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.
- If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint because a violence risk assessment indicates a compelling threat to health and/or safety.

- The Title IX Coordinator works with the complainant to determine whether the complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance process.
- If a formal complaint is made (requiring the signature of the complainant), the Title IX Coordinator assesses its sufficiency and works with the complainant to make sure it is correctly completed.
- If an informal resolution option is preferred, the Title IX Coordinator assesses whether the complaint is suitable for informal resolution, and may seek to determine if the respondent is also willing to engage in informal resolution.
- If a formal grievance process is preferred, the Title IX Coordinator determines if the misconduct alleged falls within the scope of Title IX. If it does, the Title IX Coordinator will initiate the formal investigation and grievance process.
- Once the decision to commence a formal investigation is made, the Title IX Coordinator appoints trained individuals to conduct the investigation, usually within two business days of determining that an investigation should proceed.

Discretionary Dismissal

The college may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing:

- A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein; or
- The respondent is no longer enrolled in or employed by the college; or
- Specific circumstances prevent the college from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon any dismissal, the college will promptly send written notice of the dismissal and the rationale for doing so simultaneously to the parties.

This dismissal decision is appealable by any party.

Counterclaims

The college is obligated to ensure that the grievance process is not abused for retaliatory purposes. The college permits the filing of counterclaims but uses an initial assessment, described above, to assess whether the allegations in the counterclaim are made in good faith. Counterclaims by a respondent may be made in good faith, but are, on occasion, also made for purposes of retaliation. Counterclaims made with retaliatory intent will not be permitted.

Counterclaims determined to have been reported in good faith will be processed using the grievance procedures below. Investigation of such claims may take place after resolution of the underlying initial allegation, in which case a delay may occur.

Counterclaims may also be resolved through the same investigation as the underlying allegation, at the discretion of the Title IX Coordinator. When counterclaims are not made in good faith, they will be considered retaliatory and may constitute a violation of this policy.

Resolution Processes

Informal Resolution

Informal resolution can include three different approaches:

- When the Title IX Coordinator can resolve the matter informally by providing supportive measures (only) to remedy the situation.
- When the parties agree to resolve the matter through an alternate resolution mechanism usually before a formal investigation takes place.
- When the respondent accepts responsibility for violating policy, and desires to accept a sanction and end the resolution process

To initiate informal resolution, a complainant needs to submit a formal complaint, as defined above. A respondent who wishes to initiate informal resolution should contact the Title IX Coordinator.

It is not necessary to pursue informal resolution first in order to pursue a formal grievance process, and any party participating in informal resolution can stop the process at any time and begin or resume the formal grievance process.

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

The college will obtain voluntary, written confirmation that all parties wish to resolve the matter through informal resolution before proceeding and will not pressure the parties to participate in informal resolution.

Formal Grievance Resolution Process

The Title IX Coordinator will provide written notice of the investigation and allegations (the "NOIA") to the respondent upon commencement of the formal grievance process. This facilitates the respondent's ability to prepare for the interview and to identify and choose an advisor to accompany them. The NOIA is also copied to the complainant, who is to be given advance notice of when the NOIA will be delivered to the respondent.

The NOIA will include:

- A meaningful summary of all of allegations,
- The identity of the involved parties (if known),
- The precise misconduct being alleged,
- The date and location of the alleged incident(s) (if known),
- The specific policies implicated,
- A description of the applicable procedures,
- A statement of the potential sanctions/responsive actions that could result,

- A statement that the college presumes the respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination,
- A statement that determinations of responsibility are made at the conclusion of the process and that the parties will be given an opportunity to inspect and review all directly related and/or relevant evidence obtained during the review and comment period,
- A statement about the college's policy on retaliation,
- Information about the privacy of the process,
- Information on the need for each party to have an advisor of their choosing and suggestions for ways to identify an advisor,
- A statement informing the parties that the college's policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process,
- Detail on how the party may request disability accommodations during the interview process,
- A link to the college's VAWA Brochure,
- The name(s) of the investigator(s), along with a process to identify, in advance of the interview process, to the Title IX Coordinator any conflict of interest that the investigator(s) may have, and
- An instruction to preserve any evidence that is directly related to the allegations.

Notice will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official college records or emailed to the parties' college-issued email or designated accounts. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

Right to an Advisor

The parties may each have an advisor of their choice present with them for all meetings, interviews, and hearings within the resolution process, if they so choose. The parties may select whoever they wish to serve as their advisor as long as the advisor is eligible and available.

Choosing an advisor who is also a witness in the process creates potential for bias and conflict-of-interest. A party who chooses an advisor who is also a witness can anticipate that issues of potential bias will be explored by the hearing decision-maker(s).

Parties may request to have more than one advisor upon special request to the Title IX Coordinator. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.

The advisor may be a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. The parties may choose advisors from inside or outside of the college community. The Title IX Coordinator will also assign an advisor for any party if the party requests.

Advisor's Role in Meetings and Hearings

The parties may be accompanied by their advisor in all meetings and interviews at which the party is entitled to be present, including intake and interviews. Advisors should help the parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith.

The college cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney, but the other party does not or cannot afford an attorney, the college is not obligated to provide an attorney.

Under U.S. Department of Education regulations under Title IX, cross examination is required during the hearing, but must be conducted by the parties' advisors. The parties are not permitted to directly question each other or any witnesses. If a party does not have an advisor for a hearing, the college will appoint an advisor for the limited purpose of conducting any questioning of the other party and witnesses.

A party may reject this appointment and choose their own advisor, but they may not proceed without an advisor. If the party's advisor will not conduct questioning, the college will appoint an advisor who will do so thoroughly, regardless of the participation or non-participation of the advised party in the hearing itself.

A party may elect to change advisors during the process and is not obligated to use the same advisor throughout. The parties are expected to inform the investigator(s) of the identity of their advisor at least two (2) business days before the date of their first meeting with investigators (or as soon as possible if a more expeditious meeting is necessary or desired).

The parties are expected to provide timely notice to the Title IX Coordinator if they change advisors at any time. It is assumed that if a party changes advisors, consent to share information with the previous advisor is terminated, and a release for the new advisor must be secured. Parties are expected to inform the Title IX Coordinator of the identity of their hearing advisor at least two (2) business days before the hearing.

All advisors are subject to the same college policies and procedures, whether they are attorneys or not. Advisors are expected to advise their advisee's without disrupting proceedings. The parties are expected to ask and respond to questions on their own behalf throughout the investigation phase of the resolution process. Although the advisor generally may not speak on behalf of their advisee, the advisor may consult with their advisee, either privately as needed, or by conferring or passing notes during any resolution process meeting or interview. For longer or more involved discussions, the parties and their advisors should ask for breaks to allow for private consultation.

Any advisor who oversteps their role as defined by this policy will be warned only once. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the meeting will be ended, or other appropriate measures implemented. Subsequently, the Title IX Coordinator will determine how to address the advisor's non-compliance and future role.

Investigation Process

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

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

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

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

- Prior to the conclusion of the investigation, provide the parties and their respective advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which the college does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten days. Each copy of the materials shared will be watermarked on each page with the role of the person receiving it (e.g., complainant, respondent, complainant's advisor, respondent's advisor).
- The investigator(s) may elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses.
- The investigator(s) will incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The investigator(s) should document all rationales for any changes made after the review and comment period.
- The investigator shares the report with the Title IX Coordinator for feedback.
- The investigator will incorporate any relevant feedback, and the final report is then shared with all parties and their advisors through secure electronic transmission or hard copy at least ten (10) business days prior to a hearing. The parties are also provided with a file of any directly related evidence that was not included in the report.
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included.

Role of Witnesses in the Investigation

Witnesses (as distinguished from the parties) may be students, employees or others identified by the investigator or by the parties. Student witnesses are strongly encouraged to participate in good faith with the investigation process. Witnesses who are employees of the college are expected to cooperate with and participate in the college's investigation and resolution process. Failure of employee witnesses to cooperate with and/or participate in the investigation or resolution process constitutes a violation of policy and may warrant discipline.

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

Resolution Timeline

The college will make a good faith effort to complete the resolution process within a 60-90 business day time period, including appeal, which can be extended as necessary for

appropriate cause by the Title IX Coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as a estimate of how much additional time will be needed to complete the process.

Notice of Hearing

Notice will be made in writing and may be delivered by one or more of the following methods: in person, or emailed to the parties' college-issued email or designated accounts. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

No less than ten (10) business days prior to the hearing, the Title IX Coordinator or the chair will send notice of the hearing to the parties. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The hearing notice will contain:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the hearing and a reminder that attendance is mandatory, superseding all other campus activities.
- Any technology that will be used to facilitate the hearing.
- Information about the option for the live hearing to occur with the parties located in separate rooms using technology that enables the decision-maker(s) and parties to see and hear a party or witness answering questions. Such a request must be raised with the Title IX Coordinator at least five (5) business days prior to the hearing.
- A list of all those who will attend the hearing, along with an invitation to object to any decision-maker on the basis of demonstrated bias. This must be raised with the Title IX Coordinator at least two (2) business days prior to the hearing.
- Information on how the hearing will be recorded and on access to the recording for the parties after the hearing.
- A statement that if any party or witness does not appear at the scheduled hearing, the hearing may be held in their absence, and the party's or witness's testimony and any statements given prior to the hearing will not be considered by the decision-maker(s). For compelling reasons, the chair may reschedule the hearing.
- Notification that the parties may have the assistance of an advisor of their choosing at the hearing and will be required to have one present for any questions they may desire to ask. The party must notify the Title IX Coordinator if they do not have an advisor, and the college will appoint one. Each party must have an advisor present. There are no exceptions.
- A copy of all the materials provided to the decision-maker(s) about the matter, unless they have been provided already.¹
- An invitation to each party to submit to the chair an impact statement pre-hearing that the decision-maker will review during any sanction determination.

¹ The final investigation report may be shared using electronic means that preclude downloading, forwarding, or otherwise sharing.

- An invitation to contact the Title IX Coordinator to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the hearing, at least seven (7) business days prior to the hearing.
- Whether parties can or cannot bring mobile phones/devices into the hearing.

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

In these cases, if the respondent is a graduating student, a hold may be placed on graduation and/or official transcripts until the matter is fully resolved (including any appeal). A student facing charges under this policy is not in good standing to graduate.

Decision Maker/Hearing Panel

The college will designate a single decision-maker or a three-member panel at the discretion of the Title IX Coordinator. The single decision-maker will also chair the hearing. With a panel, one of the three members will be appointed as chair by the Title IX Coordinator.

The decision-maker(s) will not have had any previous involvement with the investigation.

Those who have served as investigators will be witnesses in the hearing and therefore may not serve as decision-makers. Those who are serving as advisors for any party may not serve as decision-makers in that matter.

The Title IX Coordinator may not serve as a decision-maker or chair in the matter but may serve as an administrative facilitator of the hearing if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a designee may fulfill this role. The hearing will convene at a time determined by the chair or designee.

Hearing Procedures

At the hearing the decision-maker(s) has the authority to hear and make determinations on all allegations of sexual harassment and/or retaliation and may also hear and make determinations on any additional alleged policy violations that have occurred in concert with the sexual harassment and/or retaliation, even though those collateral allegations may not specifically fall within the policy.

Participants at the hearing will include the chair, any additional panelists, the investigator(s) who conducted the investigation, the parties (or three (3) organizational representatives when an organization is the respondent), advisors to the parties, any called witnesses, and anyone providing authorized accommodations or assistive services.

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

The chair will allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the decision-maker(s) and the parties and will then be excused.²

Recording

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

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

Deliberation, Decision Making and Standard of Proof

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

When there is a finding of responsibility on one or more of the allegations, the decision-maker(s) may then consider the previously submitted party impact statements in determining appropriate sanction(s).

The chair will ensure that each of the parties has an opportunity to review any impact statement submitted by the other party(ies). The decision-maker(s) may – at their discretion – consider the statements, but they are not binding.

The decision-maker(s) will review the statements and any pertinent conduct history provided by the appropriate administrator, and will determine the appropriate sanction(s) in consultation with other appropriate administrators, as required.

The chair will then prepare a written deliberation statement and deliver it to the Title IX Coordinator, detailing the determination, rationale, the evidence used in support of its determination, the evidence not relied upon in its determination, credibility assessments, and any sanctions or recommendations.

This report must be submitted to the Title IX Coordinator within two (2) business days of the end of deliberations, unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the parties.

² A copy of the order of the hearing proceedings is available upon request in the Title IX Coordinator's Office and will be provided to parties upon commencement of a formal investigation leading to a hearing.

Notice of the Outcome

Using the deliberation statement, the Title IX Coordinator will work with the chair to prepare a Notice of Outcome. The Title IX Coordinator will then share the letter, including the final determination, rationale, and any applicable sanction(s) with the parties and their advisors within seven (7) business days of receiving the decision-maker(s)' deliberation statement.

The Notice of Outcome will be shared with the parties simultaneously. Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official college records, or emailed to the parties' college-issued email or otherwise approved account. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

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

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

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

Sanctions

Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The respondent's disciplinary history
- Previous allegations or allegations involving similar conduct
- The need for sanctions/responsive actions to bring an end to the sexual harassment and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of sexual harassment and/or retaliation
- The need to remedy the effects of the sexual harassment and/or retaliation on the complainant and the community

- The impact on the parties
- Any other information deemed relevant by the decision-maker(s)

The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

Sanctions that may be applied are:

- Dismissal or Expulsion: Permanent termination of student status.
- Suspension: Removal from the college for a definite period of time with reinstatement dependent upon the fulfillment of stipulated conditions.
- Probation: Terms of probation will be set by the decision-maker(s) in consultation with other appropriate administrators.
- Suspended Probation: Probationary status under the terms of which any further violation by the student involved may result in the immediate application of probation or a more severe penalty.
- Other Official Action: This may include verbal warning, written warning, loss of privileges, prohibition of participation in commencement exercises, withdrawal of permission to re-enroll, or other action appropriate to the offense.

Appeals

Any party may file a request for appeal (“Request for Appeal”), but it must be submitted in writing to the Title IX Coordinator within seven (7) days of the delivery of the Notice of Outcome.

A three-member appeal panel will be designated by the Title IX Coordinator OR a single appeal decision-maker will chair the appeal. No appeal panelists or decision-maker will have been involved in the process previously, including any dismissal appeal that may have been heard earlier in the process.

The request for appeal will be forwarded to the appeal chair for consideration to determine if the request meets the grounds for appeal (a “Review for Standing”).

This review is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds and is timely filed.

Grounds for Appeal

Appeals are limited to the following grounds:

- Procedural irregularity that affected the outcome of the matter;
- 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

- The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the specific complainant or respondent that affected the outcome of the matter.

If any of the grounds in the request for appeal do not meet the grounds in this policy, that request will be denied by the appeal chair and the parties and their advisors will be notified in writing of the denial and the rationale.

If any of the grounds in the request for appeal meet the grounds in this policy, then the appeal chair will notify the other party(ies) and their advisors, the Title IX Coordinator, and, when appropriate, the investigators and/or the original decision-maker(s).

The other party(ies) and their advisors, the Title IX Coordinator, and, when appropriate, the investigators and/or the original decision-maker(s) will be mailed, emailed, and/or provided a hard copy of the request with the approved grounds and then be given seven (7) business days to submit a response to the portion of the appeal that was approved and involves them. All responses will be forwarded by the chair to all parties for review and comment.

The non-appealing party (if any) may also choose to raise a new ground for appeal at this time. If so, that will be reviewed to determine if it meets the grounds in this policy by the appeal chair and either denied or approved. If approved, it will be forwarded to the party who initially requested an appeal, the investigator(s) and/or original decision-maker(s), as necessary, who will submit their responses in seven (7) business days, which will be circulated for review and comment by all parties.

Neither party may submit any new requests for appeal after this time period. The appeal chair will collect any additional information needed and all documentation regarding the approved grounds and the subsequent responses will be shared with the appeal panel, or and the chair/panel will render a decision in no more than seven (7) business days, barring exigent circumstances. All decisions are by majority vote and apply the preponderance of the evidence standard.

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

Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official institutional records, or emailed to the parties' college-issued email or otherwise approved account. Once mailed, emailed and/or received in-person, notice will be presumptively delivered.

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

Appeal Considerations

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

Advising the Campus Community About Sex Offenders

Information about registered sex offenders is available from the Washington Association of Sheriffs and Police Chiefs website (<https://www.waspc.org/sex-offender-information>). Under the Public Resources link is the Sex Offender Information which allows you to search for registered sexual offenders by county, by entering a street address, city, and zip code.

Definitions According to Local Jurisdictions

These definitions are provided for education and awareness purposes and may be different from the definitions used for Clery Act reporting.

Dating Violence: there is no state definition of dating violence. In Washington state, dating violence is covered by the statutes governing domestic violence.

Domestic Violence: According to Washington state criminal law, "Domestic violence" means: (a) Physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury or assault, sexual assault, or stalking as defined in RCW 9A.46.110 (<http://app.leg.wa.gov/RCW/default.aspx?cite=9A.46.110>) of one intimate partner by another intimate partner; or (b) physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury or assault, sexual assault, or stalking as defined in RCW 9A.46.110 of one family or household member by another family or household member.

Sexual Assault: Under Washington State criminal law, there is no definition of "sexual assault." Instead, crimes are classified as "Sexual Offenses." The full list of sexual offenses is available in RCW [9A.44](#).

Stalking: Under Washington State criminal law 9A.46.110, a person commits the crime of stalking if, without lawful authority and under circumstances not amounting to a felony attempt of another crime:

- (a) He or she intentionally and repeatedly harasses or repeatedly follows another person; and
- (b) The person being harassed or followed is placed in fear that the stalker intends to injure the person, another person, or property of the person or of another person. The feeling of fear must be one that a reasonable person in the same situation would experience under all the circumstances; and
- (c) The stalker either:
 - (i) Intends to frighten, intimidate, or harass the person; or
 - (ii) Knows or reasonably should know that the person is afraid, intimidated, or harassed even if the stalker did not intend to place the person in fear or intimidate or harass the person.

Consent: According to Washington state criminal law, "consent" ([https://app.leg.wa.gov/rcw/default.aspx?cite=9A.44.010#:~:text=\(7\)%20%22Consent%22%20means.sexual%20intercourse%20or%20sexual%20contact.](https://app.leg.wa.gov/rcw/default.aspx?cite=9A.44.010#:~:text=(7)%20%22Consent%22%20means.sexual%20intercourse%20or%20sexual%20contact.)) means that at the time of the act of sexual intercourse or sexual contact there are actual words or conduct indicating freely given agreement to have sexual intercourse or sexual contact. The College defines consent as a freely and affirmatively communicated willingness to participate in sexual activity, expressed by clear, unambiguous words or actions.

Fire Safety Report

The Higher Education Opportunity Act, enacted on August 14, 2009, requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. Fire Reports with the three most recent years of statistics for on-campus student housing facilities follow.

2021

Building	Total Fires	Fire Number	Fire Cause	Injuries Requiring Treatment	Deaths	Value of Property Damage
Anderson Hall, 344 Linden Ave.	0	0	n/a	0	0	0
Asian Studies House, 20 Merriam St.	0	0	n/a	0	0	0
College House, 7 Touchet St.	0	0	n/a	0	0	0
Community Service House, 406 Cypress St.	0	0	n/a	0	0	0
Douglas Hall, 18 Otis St.	0	0	n/a	0	0	0
Environmental House, 424 Boyer Ave.	0	0	n/a	0	0	0
Fine Arts House, 404 Boyer Ave.	0	0	n/a	0	0	0
La Maison Francaise (French House), 418 Boyer Ave.	0	0	n/a	0	0	0
Das Deutsche Haus (German House), 401 Cypress St.	0	0	n/a	0	0	0
Jewett Hall, 960 E. Isaacs Ave.	0	0	n/a	0	0	0
La Casa Hispana, 412 Boyer Ave.	0	0	n/a	0	0	0
Lyman House, 215 Stanton St.	0	0	n/a	0	0	0
Marcus House, 210 Marcus Rd.	0	0	n/a	0	0	0
MultiEthnic House, 106 Otis St.	0	0	n/a	0	0	0
North Hall, 933 Bonsella	0	0	n/a	0	0	0

Prentiss Hall, 349 Linden Ave.	0	0	n/a	0	0	0
Stanton Hall, 147 Park St.	0	0	n/a	0	0	0
Tekisuijuku, 528 University Ave.	0	0	n/a	0	0	0
Wellness House*, 104 Merriam St.	0	0	n/a	0	0	0
Writing House, 121 Otis St.	0	0	n/a	0	0	0
1041 E Isaacs Ave.	0	0	n/a	0	0	0
1043 E Isaacs Ave.	0	0	n/a	0	0	0
1049 E Isaacs Ave.	0	0	n/a	0	0	0
108 Merriam St.	0	0	n/a	0	0	0
108 Shady Rill Rd.	0	0	n/a	0	0	0
112 Shady Rill Rd.	0	0	n/a	0	0	0
132 Merriam St.	0	0	n/a	0	0	0
172 S Park St.	0	0	n/a	0	0	0
220 1/2 Marcus St.	0	0	n/a	0	0	0
220 Marcus St.	0	0	n/a	0	0	0
221 Fulton St.	0	0	n/a	0	0	0
357 Linden Lane	0	0	n/a	0	0	0
508 E Main St.	0	0	n/a	0	0	0
602 E Main St.	0	0	n/a	0	0	0
606 E Main St.	0	0	n/a	0	0	0
610 E Main St.	0	0	n/a	0	0	0
612 E Main St.	0	0	n/a	0	0	0
615 E Isaacs Ave.	0	0	n/a	0	0	0
622 E Main St.	0	0	n/a	0	0	0
703 E Isaacs Ave.	0	0	n/a	0	0	0

706 N Main St.	0	0	n/a	0	0	0
707 E Isaacs Ave.	0	0	n/a	0	0	0
708 N Main St.	0	0	n/a	0	0	0
710 N Main St.	0	0	n/a	0	0	0
713 E Isaacs Ave.	0	0	n/a	0	0	0
713 Penrose Ave.	0	0	n/a	0	0	0
714 1/2 N Main St.	0	0	n/a	0	0	0
714 N Main St.	0	0	n/a	0	0	0
718 N Main St.	0	0	n/a	0	0	0
721 Penrose Ave	0	0	n/a	0	0	0
720 N Main St.	0	0	n/a	0	0	0
721 Valencia St.	0	0	n/a	0	0	0
804 N. Main St.	Not used for student housing in 2021					
Phi Delta Theta 715 Estrella St.	0	0	n/a	0	0	0
Beta Theta Pi, 925 E. Isaacs Ave.	0	0	n/a	0	0	0
Tau Kappa Epsilon 949 E. Isaacs Ave.	0	0	n/a	0	0	0
Sigma Chi, 1005 E. Isaacs Ave.	1	1	Unattended cooking	0	0	0

2020

Building	Total Fires	Fire Number	Fire Cause	Injuries Requiring Treatment	Deaths	Value of Property Damage
Anderson Hall, 344 Linden Ave.	0	0	n/a	0	0	0
Asian Studies House, 20 Merriam St.	0	0	n/a	0	0	0
College House, 7 Touchet St.	0	0	n/a	0	0	0

Community Service House, 406 Cypress St.	0	0	n/a	0	0	0
Douglas Hall, 18 Otis St.	0	0	n/a	0	0	0
Environmental House, 424 Boyer Ave.	0	0	n/a	0	0	0
Fine Arts House, 404 Boyer Ave.	0	0	n/a	0	0	0
La Maison Francaise (French House), 418 Boyer Ave.	0	0	n/a	0	0	0
Das Deutsche Haus (German House), 401 Cypress St.	0	0	n/a	0	0	0
Jewett Hall, 960 E. Isaacs Ave.	0	0	n/a	0	0	0
La Casa Hispana, 412 Boyer Ave.	0	0	n/a	0	0	0
Lyman House, 215 Stanton St.	0	0	n/a	0	0	0
Marcus House, 210 Marcus Rd.	0	0	n/a	0	0	0
MultiEthnic House, 106 Otis St.	0	0	n/a	0	0	0
North Hall, 933 Bonsella St.	Not used for student housing in 2020					
Prentiss Hall, 349 Linden Ave.	0	0	n/a	0	0	0
Stanton Hall, 147 Park St.	0	0	n/a	0	0	0
Tekisuijuku, 528 University Ave.	0	0	n/a	0	0	0
Wellness House*, 104 Merriam St.	0	0	n/a	0	0	0
Writing House, 121 Otis St.	0	0	n/a	0	0	0
1041 E Isaacs Ave.	0	0	n/a	0	0	0

1043 E Isaacs Ave.	0	0	n/a	0	0	0
1049 E Isaacs Ave.	0	0	n/a	0	0	0
108 Merriam St.	0	0	n/a	0	0	0
108 Shady Rill Rd.	0	0	n/a	0	0	0
112 Shady Rill Rd.	0	0	n/a	0	0	0
172 S Park St.	0	0	n/a	0	0	0
220 1/2 Marcus St.	0	0	n/a	0	0	0
220 Marcus St.	0	0	n/a	0	0	0
221 Fulton St.	0	0	n/a	0	0	0
357 Linden Lane	0	0	n/a	0	0	0
508 E Main St.	0	0	n/a	0	0	0
602 E Main St.	0	0	n/a	0	0	0
606 E Main St.	0	0	n/a	0	0	0
610 E Main St.	0	0	n/a	0	0	0
612 E Main St.	0	0	n/a	0	0	0
615 E Isaacs Ave.	0	0	n/a	0	0	0
622 E Main St.	0	0	n/a	0	0	0
703 E Isaacs Ave.	0	0	n/a	0	0	0
706 N Main St.	0	0	n/a	0	0	0
707 E Isaacs Ave.	0	0	n/a	0	0	0
708 N Main St.	0	0	n/a	0	0	0
710 N Main St.	0	0	n/a	0	0	0
713 E Isaacs Ave.	0	0	n/a	0	0	0
713 Penrose Ave.	0	0	n/a	0	0	0
714 1/2 N Main St.	0	0	n/a	0	0	0
714 N Main St.	0	0	n/a	0	0	0
718 N Main St.	0	0	n/a	0	0	0
720 N Main St.	0	0	n/a	0	0	0

721 Penrose Ave	0	0	n/a	0	0	0
721 Valencia St.	0	0	n/a	0	0	0
804 N. Main St.	0	0	n/a	0	0	0
Phi Delta Theta 715 Estrella St.	0	0	n/a	0	0	0
Beta Theta Pi 925 E. Isaacs Ave.	0	0	n/a	0	0	0
Tau Kappa Epsilon 949 E. Isaacs Ave.	0	0	n/a	0	0	0
Sigma Chi 1005 E. Isaacs Ave.	0	0	n/a	0	0	0

2019

Building	Total Fires	Fire Number	Fire Cause	Injuries Requiring Treatment	Deaths	Value of Property Damage
Anderson Hall, 344 Linden Ave.	0	0	n/a	0	0	0
Asian Studies House, 20 Merriam St.	0	0	n/a	0	0	0
College House, 7 Touchet St.	0	0	n/a	0	0	0
Community Service House, 406 Cypress St.	0	0	n/a	0	0	0
Douglas Hall, 18 Otis St.	0	0	n/a	0	0	0
Environmental House, 424 Boyer Ave.	0	0	n/a	0	0	0
Fine Arts House, 404 Boyer Ave.	0	0	n/a	0	0	0
La Maison Francaise (French House), 418 Boyer Ave.	0	0	n/a	0	0	0
Das Deutsche Haus (German	0	0	n/a	0	0	0

House), 401 Cypress St.						
Jewett Hall, 960 E. Isaacs Ave.	0	0	n/a	0	0	0
La Casa Hispana, 412 Boyer Ave.	0	0	n/a	0	0	0
Lyman House, 215 Stanton St.	0	0	n/a	0	0	0
Marcus House, 210 Marcus Rd.	Not used for student housing in 2019					
MultiEthnic House, 106 Otis St.	0	0	n/a	0	0	0
North Hall, 933 Bonsella	Not used for student housing in 2019					
Prentiss Hall, 349 Linden Ave.	0	0	n/a	0	0	0
Stanton Hall, 147 Park St.	0	0	n/a	0	0	0
Tekisuijuku, 528 University Ave.	0	0	n/a	0	0	0
Global Awareness House*, 104 Merriam St.	0	0	n/a	0	0	0
Writing House, 121 Otis St.	0	0	n/a	0	0	0
1041 E Isaacs Ave.	0	0	n/a	0	0	0
1043 E Isaacs Ave.	0	0	n/a	0	0	0
1049 E Isaacs Ave.	0	0	n/a	0	0	0
108 Merriam St.	0	0	n/a	0	0	0
108 Shady Rill Rd.	0	0	n/a	0	0	0
112 Shady Rill Rd.	0	0	n/a	0	0	0
172 S Park St.	0	0	n/a	0	0	0
220 1/2 Marcus St.	0	0	n/a	0	0	0
220 Marcus St.	0	0	n/a	0	0	0

221 Fulton St.	0	0	n/a	0	0	0
357 Linden Lane	0	0	n/a	0	0	0
508 E Main St.	0	0	n/a	0	0	0
602 E Main St.	0	0	n/a	0	0	0
606 E Main St.	0	0	n/a	0	0	0
610 E Main St.	0	0	n/a	0	0	0
612 E Main St.	0	0	n/a	0	0	0
615 E Isaacs Ave.	0	0	n/a	0	0	0
622 E Main St.	0	0	n/a	0	0	0
703 E Isaacs Ave.	0	0	n/a	0	0	0
706 N Main St.	0	0	n/a	0	0	0
707 E Isaacs Ave.	0	0	n/a	0	0	0
708 N Main St.	0	0	n/a	0	0	0
710 N Main St.	0	0	n/a	0	0	0
713 E Isaacs Ave.	0	0	n/a	0	0	0
713 Penrose Ave.	0	0	n/a	0	0	0
714 1/2 N Main St.	0	0	n/a	0	0	0
714 N Main St.	0	0	n/a	0	0	0
718 N Main St.	0	0	n/a	0	0	0
720 N. Main St.	0	0	n/a	0	0	0
721 Penrose Ave	0	0	n/a	0	0	0
721 Valencia St.	0	0	n/a	0	0	0
804 N. Main St.	0	0	n/a	0	0	0
Phi Delta Theta 715 Estrella St.	0	0	n/a	0	0	0
Beta Theta Pi 925 E. Isaacs Ave.	0	0	n/a	0	0	0
Tau Kappa Epsilon 949 E. Isaacs Ave.	0	0	n/a	0	0	0
Sigma Chi 1005 E. Isaacs Ave.	0	0	n/a	0	0	0

Notes on property changes:

- The Global Awareness House was renamed the Wellness House in Fall 2021.
- 1041 E Isaacs started renting to students (as a Whitman-owned rental) Fall of 2020.
- 1049 E Isaacs started renting to students (as a Whitman-owned rental) Spring of 2020.
- 713 E Isaacs was a faculty rental until Fall 2020 when it became a student rental.
- Marcus and North Hall were removed from housing in 2019 and then unexpectedly returned to the inventory due to COVID in 2020 and 2021.
- 804 N. Main was a student rental in 2019 and 2020. No longer used in 2021.
- 132 Merriam St. was purchased as a student rental for 2021.

How to Report a Fire

If a fire does occur activate the building alarm if not already sounding and from a safe place call:

- 911 for emergency fire and medical services
- 509-527-1960 for non-emergency dispatch services
- 509-527-5777 for Whitman Security

*All fires shall be reported to the Office of Residence Life and Housing, the Office of Environmental Health and Safety, and the College Security Department.

Fire Log

Whitman College Environmental and Health Services maintains a fire log, documenting instances of fire on campus, including in student housing. This log may be viewed in the Environmental Health and Safety office (Whitman College Technology Services Building Room 129).

Fire Safety Systems and Emergency Processes

Fire Safety Education

The College Security Department and/or Residence Life provide training to housing staff including Resident Assistants, Student Academic Advisors, and Resident Directors. The training includes information on fire protection features of facilities, fire prevention, emergency procedures, and conducting fire safety education for residents.

Description of residence halls (Jewett, Lyman, Marcus, Prentiss, Douglas, Anderson, Stanton, and College House) fire safety systems:

- Each building has at least one fire pull station on every floor.
- Every residence hall has a fire evacuation route posted on each floor.
- All residence halls are equipped with emergency exit doors.
- All residence hall rooms and interest house rooms are equipped with battery operated smoke detectors.
- All residence halls have hard wired smoke detectors with battery backup, including the hallways and general living areas.
- All residence halls are equipped with fire suppression systems

- Each building is equipped with at least one fire extinguisher per floor.
- Every college residence is equipped with fire extinguishers.

Description of Interest Houses fire safety systems:

- All residence hall rooms and interest house rooms are equipped with battery operated smoke detectors.
- Each building is equipped with at least one fire extinguisher per floor.
- Every college residence is equipped with fire extinguishers.

Fire Safety System Improvement Planning

Whitman College continually evaluates the fire protection system in residential facilities and throughout campus. Upgrades to the system occur through replacements and/or building renovations.

Evacuation Procedures

- Close the door when leaving to prevent fire and smoke from spreading.
- Proceed quietly to your exit route and out of the nearest exit door.
- Walk swiftly. DO NOT RUN OR PUSH.
- After leaving the building, move to the front and away from the building.
- Do not return to the building FOR ANY REASON until the all clear is given by the Fire Department or College staff.

Supervised Fire Drills

Whitman College performed one supervised fire drill per year in campus residence halls. In 2021 the Environmental Health & Safety Department conducted one supervised fire drill per hall.

Prohibited Items

On-campus housing facilities have prohibitions against the following activities:

- Smoking
- Using lighted candles, incense or other open flamed devices.
- Use of electrical appliances and equipment which is not either UL approved or TuV certified.
- Cooking in unapproved areas (bedrooms) including use of toaster ovens, and other appliances with an open heating element. Microwaves are allowed.
- Possession of space heaters.
- Misuse of extension cords.
- Tampering with or blocking any fire protection equipment.
- Possession or use of fireworks.
- Use of flammable cleaning fluids.
- Storage of any flammable liquids in open or unsound containers.

- Any decorating which involves excessive use of non-fire resistant materials.
- Remaining in the building when the fire alarm sounds.
- Removal of smoke detectors.

Additional information is available on the following web sites:

Whitman College Handbook

<https://www.whitman.edu/academics/academic-resource-center/student-handbook>

Residence Life and Housing

<http://www.whitman.edu/residence-life>

Campus Security Department

<https://www.whitman.edu/security>

Conclusion

If you have questions about any of the information in the annual security report or the annual fire safety report, please contact Whitman Security at 509-527-5777.