

# Annual Security Report

## University of St. Augustine for Health Sciences

October 1, 2019 (Reflecting Statistics for 2018 Reporting Period)

The University of St. Augustine for Health Sciences (“USAHS”) complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”), codified at 20 USC 1092 (f) as a part of the Higher Education Act of 1965 and applicable amendments. The Clery Act is a federal law that requires colleges and universities to disclose annual campus crime statistics and security policies. USAHS also complies with the Violence Against Women Reauthorization Act of 2013 (“VAWA”). This Annual Security Report is developed in conjunction with USAHS’s Emergency Operations Plan. This report is distributed to all currently enrolled students (including those attending less than full time), all faculty and all employees by October 1st each year. This report is also provided to any prospective student or prospective employee upon request. The full text of this report can be located on our web site at <https://www.usa.edu/safety-security/>.

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# SECURITY POLICIES AND CRIME STATISTICS

## 1 Statement Addressing Issuing Timely Warnings

In the event that a situation arises, either on- or off-campus, that, in the judgment of USAHS leadership constitutes an ongoing or continuing threat, a campus-wide “timely warning” will be issued. The warning will be issued through the emergency notification software, SchoolMessenger, which sends messages to cellphones, home phones and e-mail to students, faculty, and staff.

Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, a notice may also be posted on the [USAHS website](#), providing the college campus community with more immediate notification. The electronic bulletin board on the USAHS website is immediately accessible via computer by all faculty, staff and students.

The decision to issue an alert is made, without delay, on a case-by-case basis in consideration of all the factors surrounding an incident. These factors include, but are not limited to, the nature of the crime, the nature of a continuing threat to the campus community, whether a report of the crime is received in a timely manner and mitigating any risk of compromising law enforcement efforts.

- Anyone with information warranting a timely warning should report the circumstances to the following:
  - **Coral Gables, FL:** Campus Director, Gabe Somarriba at **786-725-4010**
  - **Saint Augustine, FL:** Campus Director, Lori Hankins at **904-770-3503**
  - **Austin, TX:** Campus Director, Mary Zadnik, **737-202-3336**
  - **San Marcos, CA:** Interim Campus Director, Brian Goldstein at **760-410-5277**
  - **Dallas, TX:** Campus Director, Thom Werner at **469-498-5740**

## 2 Emergency Response and Evacuation Procedures

USAHS is committed to supporting the welfare of its students, faculty, staff, and visitors. Preparing an Emergency Operations Plan (“Plan”) and allocating resources to respond to possible emergencies is one way in which USAHS offers this support. To accomplish these objectives, USAHS has developed an “[Emergency Operations Plan](#)”.

The Plan was developed by USAHS’ Safety and Security Committee, in conjunction with key stakeholders. The stated purpose of this Plan is to aid the University in attaining a state of preparedness that will promote sound, orderly procedures for emergency situations and provide robust communication protocols. The Plan is fashioned in accordance with appropriate laws, regulations and policies that govern crisis/emergency preparedness. A crisis may be sudden and unforeseen, or there may be varying periods of warning. The Plan is intended to be sufficiently flexible to accommodate contingencies of all types, magnitudes, and duration.

As soon as USAHS has confirmed that a significant emergency or dangerous situation exists, the safety of the campus community will be taken into account, a determination of what information to release about

the situation will be made, and the notification process will be initiated. USAHS will not immediately issue a notification for a confirmed emergency or dangerous situation only if doing so would compromise efforts to assist the victim, contain or respond to the emergency, or otherwise mitigate the emergency.

### **Campus Response Team**

Each campus has a local Campus Response Team (“CRT”), consisting of designated faculty or staff members who are based from the local campus. The CRT is the team responsible for initiating the Emergency Operations Plan for the campus they are based from. The CRT will be those who make decisions and take any action required during the initial stages of the incident. This is essentially the first response team. Their responsibilities include, but are not limited to:

- Monitoring potentially hazardous weather conditions, in conjunction with the Campus Director
- Contacting 911 in the case of an emergency
- Initiating the local Emergency Notification System
- Implementing the Plan in the case of an actual emergency
- Communicating with the Emergency Management Team (“EMT”) and Executive team members, as needed

In the event of a crime or potential crime occurring on campus, the Campus Director and CRT (or their designees) are responsible for working with local law enforcement to manage the situation. The CRT will work in conjunction with the Emergency Management Team on key decisions that may need to be made.

Each campus location has a designated administrator, typically the Campus Director and local facilities staff, who is responsible for monitoring severe weather threats in the area; notification of those threats come from the National Weather Service (NWS), as well as other sources.

### **Emergency Management Team**

The Emergency Management Team consists of members of the University Executive team (or his/her designee), including the CEO, President, CFO, SVP of Compliance and General Counsel, Senior Vice President of Marketing, Enrollment and Product Strategy, Executive Director of Communications & Media Relations, Vice President of Student Operations, Executive Director of IT, Executive Director of Facilities and Operations, Executive Director of Human Resources, and, based on the incident location, the Campus Director. Depending on the level of severity of the incident, the EMT may convene to manage the response and will act as the highest level of authority during an emergency.

All news media notification and interaction are the responsibility of the Executive Director of Communications & Media Relations, under the guidance of the EMT, who should be contacted immediately in the event of any direct inquiry made by a member of the media. Only the Executive Director of Communications & Media Relations, or his/her designee, should serve as the university spokesperson.

### **Safety and Security Committee**

The Safety and Security Committee consists of members from the Facilities team, Legal and Compliance, Human Resources, Student Affairs, and other internal teams. The Safety and Security Committee is responsible for the development, initial approval and periodic revision of the Plan and safety initiatives. Additionally, they may be consulted during an actual emergency event.

### **Emergency Procedures**

In accordance with standards prescribed by the educational accreditation agencies, this plan, if not implemented during actual events, will be rehearsed at least once each year. USAHS's performance during implementation of this plan will be evaluated, documented, and reported to the Safety and Security Committee.

The emergency notification system makes use of three applications: SchoolMessenger, Informacast Advanced Fusion, and InformaCast Mobile.

Informacast Mobile is capable of sending alert messages to each enrolled device (PC or Mobile Phone) and push audio broadcasts to every phone on campus.

SchoolMessenger allows USAHS to communicate with faculty, staff and students in the following ways:

1. Mobile phone text message
2. Automated audio message to all student, faculty and staff mobile phones
3. HTML e-mail to all students, faculty and staff
4. Plain text e-mail to all students, faculty and staff

InformaCast has an add-in called DialCast which integrates with SchoolMessenger. DialCast allows users on campus to lift the handset and dial an emergency code which will initiate all of the communication methods mentioned above simultaneously. This allows USAHS to reach everyone in a matter of seconds to minutes.

Official information will also be available on the website [www.usa.edu](http://www.usa.edu) and the toll-free phone number 800-241-1027. These sources provide complete and accurate information throughout a campus closure. The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents and other interested parties.

The university will test its emergency communications systems at least once per calendar year, at which time USAHS will publicize its emergency response and evacuation procedures. The University will test its emergency communications systems at least once per calendar year. Additionally, the Campus Response Team will conduct at least one disaster drill on an annual basis at the applicable campus. The purpose of the disaster drill is to prepare the campus community for an organized evacuation in case of an actual emergency. During the drill, members of the campus community practice drill procedures and familiarize themselves with the locations of emergency exits, fire extinguishers and expected behaviors in the case of an emergency. Additionally, the Emergency Notification System is tested on a local campus level.

Each group and department's performance during implementation of the plan is evaluated, documented and reported to the Safety and Security Committee. The Safety and Security Committee is responsible for the initial approval and periodic revision of the Plan based on findings critiqued from the disaster drills. During calendar year 2018, USAHS conducted the following tests:

- SchoolMessenger unannounced test on January 17, 2018 at 2:22 pm
- Fire Drill on March 30, 2018 at 11:30 am
- Fire Drill on April 5, 2018 at 9:00 am

All USAHS students are to provide emergency contact information either on the Student Services portal or to the student services office and are asked to provide an update any time there is a change.

The full text of this Plan can be located on our web site at <https://www.usa.edu/safety-security/>.

### **3 Preparation of Disclosure of Crime Statistics**

USAHS prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on our web site at <https://www.usa.edu/safety-security/>.

This report is prepared in cooperation with local law enforcement agencies. Campus crime, arrest and referral statistics include those reported to designated campus officials (including but not limited to directors, deans, department heads, designated staff, legal, and advisors to students/student organizations), and local law enforcement agencies.

Each year, an e-mail notification is made to all enrolled students, faculty and staff with the web site to access this report. Copies of the report may also be obtained from the Campus Director. Prospective employees may obtain a copy from the Director of Human Resources, and the web site address is included on USAHS' careers webpage.

### **4 How to Report Criminal Offenses**

USAHS encourages all students, faculty, and staff to be involved in campus crime prevention. Report crimes or suspicious activity to the following areas:

**Police and Fire Emergency – Dial 911**

**Secondary Report to University of St. Augustine – 1-800-241-1027**

**Poison Help line – 1-800-222-1222**

The first action for all campuses would be to call 911 for Police and Fire Emergencies. The Poison Help Line (800#) should be the same for each campus, and during weekday business hours (8:00am to 5:00pm), the Secondary Emergency number is 1-800-241-1027.

Also, each campus does employ unarmed security guards who are on campus as outlined in [Section 5](#). Additionally, Campus Security can be contacted at the numbers listed below:

- **Coral Gables FL:** 786-858-6785
- **Saint Augustine, FL:** 904-439-3814
- **Austin, TX:** 512-348-9649
- **San Marcos, CA:** 760-272-6779
- **Dallas, TX:** 469-260-1885

USAHS encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. We are required to state that police reports are public records under state law and cannot be held in confidence.

Violations of the law will be referred to law enforcement agencies. When appropriate, student violations will be reported to the Program Director, Campus Director and Executive Director of Student Administration for review, and employee violations will be reported to the Director of Human Resources. When a potentially dangerous threat to the USAHS community arises, timely reports or warnings will be issued through e-mail

announcements, text messages, the posting of flyers at local campuses, in-class announcements, or other appropriate means.

## 5 Security and Access

A security guard is available on each campus, including designated weekends when the campus is open for student access. The hours per campus are as follows:

- **Miami, Florida** – 2:30 – 10:30 pm, Monday – Friday; 6:30 am – 10:30 pm Saturday – Sunday
- **St. Augustine, Florida** – 6:30 am – 10:30 pm, Monday – Sunday
- **Austin, Texas** – 2:30 – 10:30 pm, Monday – Friday; 6:30 am – 10:30 pm, Saturday – Sunday
- **San Marcos, California** – 6:30 am – 10:30 pm, Monday – Friday; 6:30 am – 10:30 pm, Saturday – Sunday
- **Dallas, Texas** – 2:30 – 10:30 pm, Monday – Friday; 6:30 am – 10:30 pm, Saturday – Sunday

For all campuses, campus security is not available during the December 24 through January 1 campus closure.

All faculty, staff, and students are expected to wear name tags at all times. All visitors must report to the administration building (or the security guard desk after hours) for permission to enter the campus, to receive a visitor's badge, and to be escorted as appropriate by a campus employee/security guard.

Emergency contacts and evacuation plans are posted in all classrooms and student/employee meeting areas.

Exterior building doors are locked and access is available only to those with appropriate card access. Talk-A-Phones are located throughout the parking lots and University grounds with emergency phones at the St. Augustine, Austin, Miami and San Marcos campuses, as well as panic buttons at the reception area on most campuses.

## 6 Law Enforcement Authority and Crime Reporting

Campus security officers have the authority to ask persons for identification and to determine whether individuals have lawful business on campus. However, campus security officers do not have the authority to make arrests. Criminal incidents are referred to the local police who have jurisdiction on the campus. However, USAHS does not have a written memorandum of understanding with local law enforcement. The Campus Directors maintain a highly professional working relationship with the local police. All crime victims and witnesses are strongly encouraged to immediately report a crime. Prompt reporting will assure timely warning notices on-campus and timely disclosure of crime statistics.

All incident reports are forwarded to the Campus Director for review and potential action by the Professional Misconduct Committee or Human Resources Department, as appropriate. USAHS does not have procedures to receive voluntary, confidential crime reporting. Investigators will investigate a report when it is deemed appropriate.

If a sexual assault or rape should occur, staff on the scene will offer the victim a wide variety of services.

## **7 Crime Awareness and Prevention Programs for Students and Employees Including Preventing and Responding to Sex Offenses, Domestic Violence, Dating Violence and Stalking**

USAHS has established and actively participates in programs that serve to raise the level of safety awareness of the USAHS community. It is the policy of USAHS to offer programming to prevent relationship violence, sexual assault (including stranger and known offender assaults) and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees and are often conducted during new student and new employee orientation and throughout an incoming student's first semester. These programs and others offered throughout the year include strong messages regarding not just awareness, but also primary prevention (including normative messaging, environmental management and bystander intervention), and discuss institutional policies on sexual misconduct, as well as the definitions of relationship violence, sexual assault, stalking and consent in reference to sexual activity.

These materials will specifically include:

- a. a statement that the institution prohibits relationship violence, sexual assault, and stalking;
- b. the definition of relationship violence, sexual assault, and stalking in the applicable jurisdiction;
- c. the definition of consent, in reference to sexual activity, in the applicable jurisdiction;
- d. safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of relationship violence, sexual assault, or stalking against a person other than such individual;
- e. information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks.
- f. bystander empowerment training that highlights the need for those who intervene to ensure their own safety in the intervention techniques they choose and motivates them to intervene as stakeholders in the safety of the community when others might choose to be bystanders. Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps, identifying allies, and/or creating distractions.
- g. an ongoing prevention and awareness campaign for students and faculty on all of the above.

## **8 Policies Regarding Criminal Activity Off-Campus**

USAHS campus security does not provide law enforcement services to student organizations who engage in off-campus activities. The Campus Director and Facilities Supervisor/Manager maintain a highly professional working relationship with the local police when violations of federal, state, or local laws surface. This cooperative team approach addresses situations as they arise as well as future concerns.

## **9 Policies Regarding Alcoholic Beverages and Illegal Drugs**

### UNIVERSITY OF ST. AUGUSTINE FOR HEALTH SCIENCES ALCOHOL AND DRUG ABUSE PREVENTION PROGRAM

## ***INTRODUCTION***

The Drug-Free Schools and Communities Act Amendments of 1989, as articulated in the Education Department General Regulations (EDGAR) Part 86, the “Drug-Free Schools and Campuses Regulations,” require institutions of higher education (IHEs) to develop and implement programs to prevent the abuse of alcohol and the use of illicit drugs by students and employees, including faculty. In addition, IHEs are required to provide annual notification of the provisions of their alcohol and drug abuse prevention programs to students and employees, including faculty, and to conduct biennial reviews of the programs and their effectiveness.

### ***THE UNIVERSITY OF ST. AUGUSTINE FOR HEALTH SCIENCES ALCOHOL AND DRUG ABUSE PREVENTION PROGRAM***

The University of St. Augustine for Health Sciences (USAHS) has developed this Alcohol and Drug Abuse Prevention Program (“The University of St. Augustine for Health Sciences ADAP Program”) to meet the requirements of the Drug-Free Schools and Communities Act Amendments of 1989, as articulated in the Education Department General Regulations (EDGAR) Part 86, the “Drug-Free Schools and Campuses Regulations.”

### ***DEFINITIONS***

**Addiction:** A compulsive physiological need for alcohol or an illegal drug.

**Alcohol or Alcoholic Beverage:** Alcohol, liquor, brandy, malt liquor, whiskey, rum, gin, sake, beer, ale, wine or any beverage containing one-half of one percent or more of alcohol by volume.

**Controlled Substance:** Any drug listed in schedules I through V or section 202 of the Controlled Substance Act (21 U.S.C. 812). A list of controlled substances is available on the DEA website <https://www.deadiversion.usdoj.gov/schedules/index.html#define>.

**Illegal or Illicit Drugs:** A controlled substance in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C. 812) “illegal drugs” shall not mean the use of a controlled substance pursuant to a valid prescription or other uses authorized by law.

**Substance Abuse:** The misuse of a substance including alcohol or the use of a substance to an extent deemed deleterious or detrimental to the user, to others, or to society.

### ***1. USAHS ALCOHOL AND DRUG ABUSE PREVENTION POLICY***

The USAHS maintains a drug-free workplace. Students, faculty, and employees are strictly prohibited from misusing controlled substances, intoxicants, alcohol, and prescription drugs, or buying, selling, manufacturing, distributing, possessing, or working under the influence of those substances when conducting USAHS business, while on the campus premises, while working in the university online environment, or while participating in internships, fieldwork, residencies, fellowships, or other university-sponsored activities on or off the USAHS campuses, except as explicitly authorized by a prescription from a physician.

USAHS complies with appropriate state statutes and city ordinances dealing with the consumption of alcoholic beverages on USAHS premises and at any function in which USAHS's name is involved. Students and their guests who consume any alcoholic beverage on campus or at an event sponsored by USAHS or any entity of USAHS must be at least 21 years of age and must be able to furnish proof of age at the event. USAHS and its agents reserve the right to refuse to serve alcoholic beverages to anyone who is visibly intoxicated or whose behavior, at the sole discretion of USAHS and its agents, warrants the refusal of service. Any individual who arrives at a USAHS function either on or off campus in a visibly intoxicated state may, at the sole discretion of USAHS or its agents, be denied entrance to the event.

## **2. INFORMATION RELATING TO THE LEGAL SANCTIONS FOR UNLAWFUL POSSESSION OF ALCOHOL AND DRUGS**

- a. **ALCOHOL LAW PENALTIES.** The legal drinking age in all 50 states of the United States and the District of Columbia is 21 years of age. The legal drinking age in the U.S. Virgin Islands, Puerto Rico, and Guam is 18 years of age. Persons under the legal drinking age who purchase, possess, or consume alcoholic beverages may be subject to fines or imprisonment depending on state law. Persons who knowingly furnish alcohol to minors are also subject to fines or imprisonment.
- b. **FEDERAL DRUG LAW PENALTIES.** Under federal law, a conviction for possession of illicit drugs carries a prison sentence of up to three years and a minimum fine of up to \$5,000. The range of penalties for conviction of unlawful distribution of illicit drugs under federal law is summarized in the schedules of federal drug trafficking penalties that can be found online at <https://www.dea.gov/drug-information>. The severity of the sanctions imposed for both possession and distribution offenses depends on the quantity of drugs, prior convictions, and whether death or serious injury resulted. Sanctions may be increased for offenses that involve distribution to minors or occur on or near a school or campus. In addition, other federal laws require or permit forfeiture of personal or real property used to illegally possess, facilitate possession, transport, or for concealment of a controlled substance. A person's right to purchase or receive a firearm or other federal benefits, such as student loans, grants, contracts, or professional or commercial licenses, may also be revoked or denied as a result of a drug conviction.
- c. **CALIFORNIA DRUG AND ALCOHOL LAW PENALTIES.** The following is a brief summary of California criminal sanctions that may be imposed upon someone who violates the alcohol and other drug policy at USAHS or elsewhere in the state of California:
  - A violation of California law for the unlawful sale or furnishing of alcohol to a minor may include fines and penalties, and in certain cases, jail time.
  - A violation of California law for appearing in a public place under the influence of alcohol or other drugs in such condition that they are unable to exercise care for their own safety or the safety of others, or interferes with or obstructs or prevents free use of any street, sidewalk, or other public way may include imprisonment up to 6 months, plus substantial fines and penalties.
  - A violation of California law for the possession, use and/or sale of narcotics and/or other illicit drugs varies on the type and amount of the drug in possession and may include imprisonment and fines.
- d. **FLORIDA DRUG LAW PENALTIES.** The following is a brief summary of Florida criminal sanctions that may be imposed upon someone who violates the alcohol and other drug policy at USAHS or elsewhere in the state of Florida:

- A violation of Florida law for the unlawful sale or furnishing of alcohol to a minor may include imprisonment for up to 60 days, plus fines and penalties.
  - A violation of Florida law for appearing in a public place while intoxicated to a degree that may endanger himself, other people or property may include imprisonment and fines.
  - A violation of Florida law for the possession, use and/or sale of narcotics and/or other illicit drugs varies on the type and amount of drugs in possession and may include imprisonment and fines.
- e. **TEXAS DRUG LAW PENALTIES.** The following is a brief summary of Texas criminal sanctions that may be imposed upon someone who violates the alcohol and other drug policy at USAHS or elsewhere in the state of Texas:
- A violation of Texas law for the unlawful sale or furnishing of alcohol to a minor may include imprisonment and fines.
  - A violation of Texas law for appearing in a public place while intoxicated to a degree that may endanger themselves or another person may include a fine.
  - A violation of Texas law for the possession, use and/or sale of narcotics and/or other illicit drugs varies on the type and amount of the drug in possession and may include imprisonment and fines.

Specific information on state and local legal penalties for drug violations may be obtained on state law enforcement websites.

Any person violating the provisions of the respective state, county, or federal law may be guilty of a felony, or, in some cases, a misdemeanor of the first degree, and may be subject to punishment as provided in municipal codes. This punishment can include imprisonment, fines, forfeiture of property, and, in some cases, loss of business licenses. It should be noted that under state sentencing guidelines, punishment may become successively more severe for second and third violations.

### **3. INFORMATION RELATING TO HEALTH RISKS FROM DRUGS AND ALCOHOL**

- Employees, including faculty, of USAHS should be aware and informed that health risks associated with the use of illicit drugs and the abuse of alcohol can result in, but are not limited to a lowered immune system, damage to critical nerve cells, physical dependency, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes, and thought disorders.
- Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse.
- Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death.

- Mothers who drink alcohol during pregnancy may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.
- Marijuana contains THC (Delta-9-tetrahydrocannabinol) which accounts for most of its psychoactive or mind-altering effects. The short-term effects of using marijuana include sleepiness, memory and concentration problems, impaired motor coordination, increased heart rate, dry mouth and throat, and decreased social inhibitions. The long-term effects of using marijuana include impaired lung functioning, sexual problems, breast tissue development in men, and possible immune system damage.
- Stimulants increase the activity of the central nervous system. Examples include amphetamines, methamphetamines, cocaine, and crack, which cause short-term elevations in mood, self-confidence, energy, heart rate, and blood pressure. Potential difficulties associated with the more powerful stimulants such as these include possible physical addiction, psychoses, severe depressions, and anxiety syndromes such as panic attacks and obsessions. Additional health risks include seizures and cardiac arrest.
- Hallucinogens are substances that distort perception of reality. The most well-known hallucinogens include phencyclidine (PCP), lysergic acid diethylamide (LSD), mescaline, and psilocybin. Under the influence of these drugs, the senses of direction, distance, and time become disoriented. They can produce unpredictable, erratic, and violent behavior in users that sometimes lead to serious injury and death. At high doses, LSD can cause convulsions, coma, heart and lung failure, and even death.
- Sedatives/tranquilizers are drugs used to reduce anxiety and tension. In some cases, they are used as sleep aids. Like alcohol, these drugs are central nervous system depressants. Examples include barbiturates such as Amytal, Nembutal, and Seconal, as well as benzodiazepines such as Ativan, Halcion, Librium, and Xanax. Rohypnol, a date rape drug, also falls into this category. Although specific effects may vary according to the particular drug, these drugs typically induce a state of relaxation and drowsiness. At high doses, dizziness, slurred speech, impaired coordination, and amnesia may occur. Health hazards include risk for addiction and coma and/or death from overdose.
- Narcotics are painkillers or analgesics. These drugs include morphine, heroin, codeine, and Dilaudid, all of which are derived from opium. Synthetic narcotics include drugs such as Demerol, Percodan, and Darvon. These drugs tend to reduce sensory feeling and sensitivity of all kinds, to pleasure as well as pain. In large doses, they induce drowsiness, mental clouding, lethargy, and even sleep. They are highly addictive. Overdose risks include convulsions, coma, and death.
- Anabolic steroids are synthetic derivatives of the male hormone testosterone. These derivatives of testosterone promote the growth of skeletal muscle and increase lean body mass. The long-term, high-dose effects of steroid use are largely unknown. Major side effects of anabolic steroid use

include liver tumors, jaundice, fluid retention, high blood pressure, acne, and trembling. Aggression and mood swings as well as other psychiatric side effects may result from their abuse.

- Students, faculty, and employees should note that the above listing is not intended as all- inclusive. Further information may be gathered from a physician.

#### 4. **UNIVERSITY RESOURCES RELATED TO ALCOHOL AND DRUG ABUSE PREVENTION AND AWARENESS**

USAHS distributes materials and offers resources related to alcohol and drug abuse prevention awareness including the distribution of communications instructing employees and faculty on how to access written materials relating to alcohol and drug abuse prevention.

USAHS also offers on campus workshops and events related to the promotion of alcohol and drug abuse prevention and awareness that all students, faculty and staff are welcome to attend. Additionally, students are offered online training on an annual basis.

The following resources provide information to aid in the prevention of substance abuse:

- **Resources**

- [Substance Abuse and Mental Health Services Administration](#): “Prevention of Substance Abuse and Mental Illness”
- [National Institute on Drug Abuse](#): “Treatment Approaches for Drug Addiction”

- **Videos**

- [Why Are Drugs So Hard to Quit](#)



*Addiction is a brain disease. The brain is like a control tower that sends out signals to direct actions and choices.*

- [Understanding Your Brain’s Perspective](#)



*Find out how alcohol molecules alter your brain.*

- **Articles and Worksheets**

- [The NA Way Magazine](#): A broad-based recovery and service magazine. Editorial content ranges from personal recovery experiences to opinion pieces on topics of concern to NA.

- [“What’s Your Pattern”](#): An interactive quiz about the drinking patterns of U.S. adults

## **5. COUNSELING, TREATMENT, AND SUPPORT GROUP RESOURCES FOR ALCOHOL AND DRUG ABUSE AND ADDICTION**

In recognition of the dangers of substance abuse on campus, USAHS maintains alcohol and drug-free awareness programs to inform members of the university community about the issues and risks of substance abuse and about available counseling and treatment resources on campus and in the local community.

ComPsych® GuidanceResources® Worldwide is the Student Assistance Program (SAP) provider for USAHS students. Included in their services is membership into GuidanceResources® Online, the Internet product that complements the program by making information and guidance conveniently accessible. USAHS students may go to <https://www.guidanceresources.com/groWeb/login/login.xhtml> and enter Organization Web ID, “USAHS”, to access the site.

The SAP program is available, free of charge, 24 hours a day, 7 days a week, just by calling 844-819-4777. The SAP toll-free line is answered by counseling professionals who can assist you with a number of personal issues, including drug and alcohol abuse, and can also guide you to in-person support services in your area. The SAP is strictly confidential, as mandated by law. To view the ComPsych HIPAA privacy notice, please go to <https://www.compsych.com/privacy/hipaa>.

Employees may contact a free Employee Assistance and Work-Life Program (EAP) to help them manage stress, work concerns, and personal issues, including drug and alcohol abuse. The EAP is available 24 hours a day, 7 days a week and offers consultation, information, and personalized community referrals. Employees may contact the Employee Assistance Program at 1-800-697-0353 or connect online at [www.guidanceresources.com](http://www.guidanceresources.com) and using the username USAEAP.

There are also national organizations one can contact for help:

Alcoholics Anonymous

Online: [www.aa.org/pages/en\\_US/find-aa-resources](http://www.aa.org/pages/en_US/find-aa-resources)

Narcotics Anonymous

Online: [www.na.org/meetingsearch](http://www.na.org/meetingsearch)

## **6. DISCIPLINARY SANCTIONS**

USAHS will impose sanctions on students and/or employees for violation of the standards of conduct consistent with local, state, and federal laws. Sanctions for students may include disciplinary action up to and including expulsion and referral for prosecution. Sanctions for employees may include disciplinary action up to and including termination of employment. Please refer to the policies in the [USAHS Catalog/Handbook](#) and applicable *Employee Handbook*.

## **10 Disclosures to Alleged Victims of Crimes of Violence or Non-forcible Sex Offenses**

USAHS will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, the information will be provided to the victim's immediate family, if so requested.

## **11 USAHS's Title IX And Sexual Misconduct Grievance Reporting Policies and Procedures**

The University of St. Augustine for Health Sciences believes that all members of the University community should be free from all acts of sexual misconduct, including sexual assault, sexual harassment and discrimination, sexual exploitation, relationship violence, and stalking. All members of the University community and all visitors, regardless of sex, gender, sexual orientation, gender identity, or gender expression are advised that any sexual misconduct by any student, employee, or third party is prohibited. Any attempt to commit sexual misconduct, or to assist or willfully encourage any such act, is a violation of the Title IX and Sexual Misconduct Grievance Reporting Policy and Procedures ("Policy"). Sexual misconduct is contrary to the basic values of USAHS, which include promoting a sense of community, fostering learning, instilling integrity, and achieving excellence. USAHS is committed to providing for the prompt and equitable resolution of all complaints of sexual misconduct.

The Policy applies to all complaints of sexual misconduct in University of St. Augustine for Health Sciences' education programs and activities. It prohibits conduct that: occurs on campus or other university property; occurs in connection with USAHS educational programs or activities, whether on or off-campus; or otherwise affects the USAHS community. The Policy prohibits sexual misconduct by all third parties (including but not limited to visitors, guests, volunteers and contractors) on USAHS campuses and during university activities. It also applies to applicants for admission to, or employment with USAHS. Violations of the Policy may result in disciplinary action up to and including removal from the university for students, and termination of employment for faculty and staff. When used in the Policy the term "complainant" refers to a person claiming that a violation of the Policy occurred, and the term "respondent" refers to a person accused of violating the Policy.

### **Reporting Violations**

If you are a victim of a sexual assault at this institution, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. USAHS strongly advocates that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. An assault should be reported directly to Campus Security or the Title IX Coordinator. If you are the victim of Sexual Misconduct, gender-based violence or the crimes of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence, some or all of these safety suggestions may guide you after an incident has occurred:

- a. Call 911 or go to a safe place and speak with someone you trust. Tell this person what happened and have them call 911.
- b. Notify the USAHS Title IX Coordinator:

Ryan Davis

Phone: 737-202-3373, Ext. 3173

Address: 5401 La Crosse Ave., Austin, TX 78739

Email: [rdavis@usa.edu](mailto:rdavis@usa.edu)

The Title IX Coordinator is responsible for receiving and processing, in a timely manner, reports from students, faculty, staff, and administrators regarding rights and responsibilities concerning sexual misconduct in violation of Title IX.

- c. File a police report with the local police. A report will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a police report will:
  - i. ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim;
  - ii. provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later;
  - iii. assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

Students, faculty, and staff members have the right to file both a criminal complaint and a Title IX complaint simultaneously.

To file a criminal complaint please contact the local police department:

<b>Coral Gables Police Department</b> 2801 Salzedo St #1 Coral Gables, FL 33134 (305) 442-1600	<b>St. Augustine Police Department</b> 151 King St, St Augustine, FL 32084 (904) 825-1074	<b>Austin Police Department</b> 404 Ralph Ablanedo Dr. Austin, TX 78748 (512) 974-5037	<b>San Marcos Police Department</b> 182 Santar Pl, San Marcos, CA 92069 (760) 510-5200	<b>Irving Police Department</b> 305 N. O'Connor Rd. Irving, TX 75061 972-273-1010
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More information regarding Title IX may be found at: <https://www.usa.edu/safety-security/>.

For your safety and well-being, immediate medical attention is encouraged. Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. Typically, a hospital will arrange for a specific medical examination.

- To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.
- Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundered clothing and any other pertinent articles that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean **paper bag** or clean sheet, to avoid contamination.

- If you have physical injuries, photograph or have them photographed, with a date stamp on the photo.
- Record the names of any witnesses, and their contact information. This information may be helpful to the proof of a crime, to obtain an order of protection or to offer proof of a campus policy violation.
- Try to memorize details (physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details, if you have time and the ability to do so.
- If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify Campus Security or the campus Title IX Coordinator so that those orders can be observed on campus.

Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you in the crisis.

Contact the Title IX Coordinator if you need assistance with USAHS-related concerns, such as no contact orders or other protective measures. USAHS will also assist in any needed advocacy for students who wish to obtain protective or restraining orders from local authorities. USAHS is able to offer reasonable academic accommodations, changes to living arrangements, transportation accommodations, escorts, no contact orders, counseling services access and other supports and resources as needed by a victim.

Furthermore, in addition to encouraging individuals to contact the police, USAHS's policy is to provide victims of sexual offenses, domestic violence, dating violence, sexual assault, or stalking, with the following information in writing:

- The importance of preserving evidence for proof of criminal domestic violence, dating violence, sexual assault, or stalking, or in obtaining a protection order;
- To whom the offense should be reported;
- Options regarding reporting, including law enforcement and campus authorities to:
  - notify victim of the option to notify on-campus and local police;
  - assist the victim if they choose to notify law enforcement; and
  - give the victim the right to decline to notify such authorities.
- Rights of victims and institutional responsibilities on orders of protection, no contact orders, restraining orders, or similar lawful orders issued by criminal, civil, or tribal courts;
- Procedures for institutional disciplinary action in cases of domestic violence, dating violence, sexual assault, or stalking, which includes a clear statement that:
  - Proceedings will provide a prompt, fair, and impartial investigation and resolution; be conducted by officials who receive annual training on issues related to domestic violence, dating violence, sexual assault, and stalking; and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
  - The accuser and accused are entitled to the same opportunities to have a support person/advisor of their choice at any proceeding or related meeting;
- The accuser and accused must be simultaneously informed in writing of:
  - The outcome of any institutional disciplinary proceeding that arises from an allegation of domestic violence, dating violence, sexual assault, or stalking;
  - The institution's procedures for appealing the results of the proceeding;

- Any change to the results that occurs prior to the time that such results become final; and
- When such results become final;
- Information about how confidentiality of victims will be protected, including how publicly-available recordkeeping will be accomplished without including identifying information about the victim, to the extent possibly by law;
- Written notification of students and employees about existing counseling, health, mental health, and other services available for victims both on-campus and in the community; and
- Written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations, if requested by victim and if reasonably available, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Any questions or complaints regarding Title IX may be referred to USAHS's Title IX Coordinator.

A complainant who contacts the Title IX Coordinator or Responsible Employee with an allegation of Sexual Misconduct will be notified of his or her right to confidentiality and his or her right to remain anonymous and how that may affect USAHS's ability to conduct an investigation. Please note that there are certain situations where USAHS may not be able to guarantee confidentiality or anonymity. If the complainant wishes to move forward with the process, he or she will be asked a series of questions to provide information. If the complainant prefers, he or she may complete the information from the form and submit it to the Title IX Coordinator. In certain circumstances, it may be necessary for the complaint to go forward even if the complainant does not consent to that course of action.

USAHS strongly supports the complainant's right to confidentiality in cases involving sexual misconduct. All members of the USAHS community have the right to ask that their names not be disclosed to the alleged perpetrators. However, there are limited situations in which the university must override a complainant's (person alleging sexual misconduct, sexual harassment or sexual discrimination) request for confidentiality in order to meet the institution's legal obligations under Title IX (for example, one individual's safety or the safety of others). In these situations, the information will only be shared with individuals who are responsible for handling USAHS's response to incidents of sexual violence. Given the sensitive nature of reports of sexual violence, USAHS shall ensure that the information is maintained in a secure manner. If the complainant requests that his or her name not be revealed to the alleged perpetrator or if complainant asks the university not to investigate or seek action against the alleged perpetrator, USAHS will be limited in its ability to respond fully to the incident, including taking disciplinary action against the alleged perpetrator. If the complainant still requests that his or her name not be disclosed to the alleged perpetrator, or that the university not investigate or seek action against the alleged perpetrator, the Title IX Coordinator will need to determine whether or not the institution can honor such a request while providing a safe and nondiscriminatory environment for all students, faculty, and staff.

Students, faculty, and staff members must report an incident of alleged discrimination to a "Responsible Employee". For the purposes of this policy, the "Responsible Employees" are the Title IX Coordinator, the Title IX Coordinator's designee, the Executive Director for Student Administration, and the Program Director. For complaints where both the complainant and respondent are employees, "Responsible Employee" is the Human Resources Campus Manager.

### **Interim Measures**

Upon notification of an incident of sexual misconduct, USAHS shall take steps to ensure equal access to its education programs and activities and protect the complainant as necessary, including taking interim measures before the final outcome of an investigation. These measures are designed to protect the Complainant and provide the Complainant with options to avoid contact with the alleged perpetrator. These measures may include a change in academic activities, living, transportation, dining, and working situation as appropriate. After the initial report of alleged sexual misconduct, possible immediate interim suspension can be invoked on the accused (“Respondent”) if there is a reasonable cause to believe the Respondent’s behavior is of such a nature as to pose a threat of harm or injury to the Complainant or any other member of the campus community. The Title IX Coordinator shall work with the Complainant to determine what, if any, interim measures shall be implemented.

### **Student Amnesty Policy and Bystander Intervention**

USAHS encourages the reporting of sexual misconduct. Sometimes, students may be reluctant to come forward and report an incident of sexual misconduct, or serve as a witness, because they are concerned that they may be charged with violating other campus policies, such as USAHS’s alcohol or drug policy. In order to encourage reporting of sexual misconduct, students who report an incident of sexual misconduct, or who serve as witnesses to an incident of sexual misconduct, will not face disciplinary sanctions for violations of the student conduct code at or near the time of the incident as long as any such violations did not place the health or safety of any other person at risk, or involve plagiarism, cheating, or academic dishonesty.

### **Advisors**

For complaints of sexual misconduct where the complainant or respondent is a student, the complainant and the respondent may be accompanied throughout the investigation and appeal process by an advisor of their choice. Advisors should be from the USAHS community, unless otherwise approved, and must agree to keep the matter confidential. However, the advisor may not be a witness or possible witness in the case, a person involved in the university’s disciplinary process, or a complainant or a respondent in the case. The purpose of the advisor is to provide advice to the student in a manner that is not disruptive to the proceedings. The advisor may accompany the party to any meeting or hearing held pursuant to the Policy. The advisor may not provide verbal, written, or other input during the investigation or appeal process other than to the student being advised; the advisor may not speak on the party’s behalf or otherwise participate or address or question the investigator, Resolution Officer, or other parties or witnesses.

### **Legal Definitions**

**Consent:** Consent is defined at USAHS as a clear, unambiguous, and conscious agreement expressed in mutually understandable words or actions to voluntarily engage in specific sexual or intimate activity or conduct. Conduct will be considered “without consent” if no clear affirmative consent, verbal or otherwise, is given. It is the responsibility of each person involved in the sexual activity to ensure that he or she as the affirmative consent of the other or others to engage in the sexual activity. Affirmative Consent is not present (1) if obtained through the use of force, threat, coercion, or intimidation; or (2) when an individual is

incapacitated, such as by consumption of drugs or alcohol or being unconscious or asleep; or (3) if given by someone who is not able to effectively communicate or to understand the nature of the conduct being engaged in. Silence or an absence of resistance on the part of the individual does not imply or constitute consent. Past consent does not imply future consent. Consent can be withdrawn at any time. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. The intoxication or recklessness of a respondent is not an excuse for him or her not receiving affirmative consent from the complainant before engaging in a specific sexual activity.

**Relationship violence:** Relationship violence means a violent act committed by a person who is or has been in a social relationship of a romantic nature or intimate nature with the complainant, as determined by the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Relationship violence includes dating violence and domestic violence.

**Retaliation:** Retaliation means intimidating, threatening, coercing, or in any way discriminating against an individual because the individual made a report of a claim of sexual misconduct or participated in any way in the investigation or resolution of such a report or complaint, or exercised any right or responsibility under this Policy.

**Dating violence:** The term “dating violence” means violence committed by a person— a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and b) where the existence of such a relationship shall be determined based on a consideration of the following factors: i) the length of the relationship; (ii) the type of relationship; (iii) the frequency of interaction between the persons involved in the relationship.

**Domestic violence:** The term “domestic violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse 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, 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, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. For the purposes of complying with the requirements of this section and 34 CFR §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Sexual discrimination:** Sexual discrimination for the purpose of this policy is defined as including, but not limited to, treating individuals differently because of their gender or sexual orientation in connection with the terms and conditions of employment or educational opportunities. Discrimination does not occur, however, when an individual is treated differently than another individual for legitimate reasons.

**Sexual exploitation:** Sexual exploitation occurs when an individual takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. Examples include, but are not limited to: invasion of sexual privacy, prostituting another student, non-consensual video or audio-taping or photography of sexual activity, distributing sexual or intimate information, images or recordings of another without that individual’s consent, going beyond

the boundaries of consent (such as allowing friends to hide in the closet watching consensual sex), voyeurism, knowingly transmitting an STD or HIV to another student, exposing one's genitals in non-consensual circumstances or inducing another to expose his/her genitals, and sexually-based bullying, including, but not limited to, through social media.

**Stalking:** Stalking is engaging in a course of conduct that would cause a reasonable person to suffer substantial emotional distress or to fear for his or her safety or the safety of others. A course of conduct means two or more acts in which a person follows, monitors, observes, surveils, communicates with another person, threatens, intimidates or communicates with or about another person, or vandalizes another person's property.

**Sexual assault:** Sexual assault is non-consensual physical contact of a sexual nature. Sexual assault includes rape and any other acts using force, threat, intimidation, or coercion, or taking advantage of a victim's inability to make reasoned decisions about sexual activity. This includes:

- a. *Non-Consensual Sexual Intercourse:* Non-consensual sexual intercourse is any sexual intercourse, however slight, with any object, by one person upon another, which is without consent and/or by force. It includes vaginal penetration by a penis, object, tongue or finger, anal penetration by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.
- b. *Non-Consensual Sexual Contact:* Non-consensual sexual contact is any intentional sexual touching, however slight, with any object by a person upon another person that is without consent and/or by force, threat or intimidation. It includes intentional contact with the genitals, breasts, thighs, buttocks, anus, or groin, touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts, any intentional bodily contact in a sexual manner, though not involving contact with/of/by genitals, breasts, thighs, buttock, anus, groin, mouth or other orifice. It also includes attempted non-consensual intercourse.
- c. *Statutory rape:* Sexual intercourse with a person who is under the statutory age of consent in the applicable jurisdiction.

**Sexual Harassment:** Sexual harassment can include, but is not limited to, unwelcome sexual advances; requests for sexual favors; unwelcome physical contact of a sexual nature; e-mails containing inappropriate sexual content; obscene or harassing phone calls or jokes of a sexual nature; suggestive gestures, sounds, stares, or other verbal or physical conduct of a sexual nature when:

- a. Submission to such conduct is made, either explicitly or implicitly, a term or condition of a student's academic progress;
- b. Submission to or rejection of such conduct by an individual is used as a basis for decisions affecting assessment of academic progress; or
- c. Such conduct, by instructors, staff, or students, including between students, has the purpose or effect of interfering with academic performance or creating an intimidating, hostile, or offensive environment.

**Sexual Misconduct:** Sexual misconduct includes, but is not limited to, sexual discrimination, sexual exploitation, sexual harassment, sexual assault, relationship violence, and stalking. While USAHS may use different standards and definitions than state criminal codes, sexual misconduct often overlaps with crimes under applicable criminal codes, including sexual assault, sexual harassment, stalking, dating violence and domestic violence.

## **12 Student Services for Victims of Sexual Offenses**

Various counseling options are available through the advising office. Counseling and support services may also be obtained through local organizations.

In partnership with ComPsych (a Student Assistance Program provider), USAHS offers free counseling services and online resources whenever and wherever needed. Students (and members of the student's household) may call 844-819-4777 (toll free) and be connected to free and confidential highly trained master's or doctoral level clinicians via phone. Students and household members also have unlimited access to <https://www.guidanceresources.com/groWeb/login/login.xhtml>. Students will need to use "USAHS" as the Web ID to create a free account.

USAHS employees may contact the Employee Assistance Program (EAP) by contacting ComPsych Guidance Resources at 800-697-0353 or online at [www.guidanceresources.com](http://www.guidanceresources.com) (use name: USAEAP). EAP is a free, confidential resource.

USAHS students and employees may also contact the following off-campus resources for counseling services:

The National Domestic Violence Hotline, 1-800-799-SAFE (7233), or 1-800-787-3224 (TTY). For students at the **USAHS Florida Campuses:** The Betty Griffin House 24-hour crisis hotlines, Telephone: (904) 824-1555. For students at the **USAHS California Campus:** North County Family Violence Center Prevention Services, 330 Rancheros Dr. San Marcos, CA, Telephone: (760) 798-2835. For students at the **USAHS Austin, Texas Campus:** Victim Services Resources: 24-hour crisis hotlines, Telephone: (512)472-4357. For students at the **USAHS Dallas, Texas Campus:** [Dallas Area Rape Crisis Center](#) (DARC-C), Telephone: (972) 641-7273.

## **13 Procedures for Campus Disciplinary Action in Cases of an Alleged Sexual Offense**

USAHS takes all reports of sexual misconduct, gender-based violence or the crimes of sexual assault, stalking, dating violence or domestic violence seriously and, upon receiving notice of any alleged violation of its Title IX and Sexual Misconduct Grievance Reporting Policy and Procedures ("Policy"), shall take immediate steps to conduct a thorough, prompt, and appropriate investigation of the complaint.

Title IX includes protections against retaliation. USAHS will take immediate and appropriate steps to investigate or otherwise determine if retaliation due to the reporting of sexual misconduct or discrimination occurs.

Notice will be provided simultaneously to the complainant and the respondent in writing that a complaint has been received by USAHS and will be investigated under the Policy. The notice shall specify any interim measures that have been implemented.

### **Investigations**

USAHS shall determine, given the circumstances surrounding the complaint, the proper party to conduct the investigation. The proper party may or may not be the Title IX Coordinator, and shall be the person best able to conduct an impartial and fair review of the complaint. The investigation will normally include interviewing the complainant(s), respondent(s), witnesses, and other relevant parties and will include a review of any relevant documents and other information. It may include reviewing law enforcement investigation documents (if applicable) and reviewing student and personnel files. Both the complainant and the respondent may provide the investigator(s) with the names of witnesses, documents, and other information. The investigator(s) will exercise their discretion in deciding which individuals identified as witnesses during the investigation should be interviewed and which documents or other information should be reviewed. The interviews, meetings, and other proceedings are not recorded by USAHS and may not be recorded by others. The complainant and the respondent are afforded equal procedural rights during the investigation. No expert witnesses shall be permitted.

The complainant's prior sexual relationships or conduct are neither relevant nor admissible during the investigation and will not be considered, other than the prior sexual relationship or conduct with the respondent if the respondent alleges consent. The fact that a complainant may currently have or has had in the past a dating or sexual relationship with the respondent that was consensual is not sufficient by itself to constitute consent and does not preclude a determination that sexual misconduct occurred.

At any time prior to or during an investigation, the respondent may accept responsibility for some or all of the alleged violations. The matter will then proceed to the sanctioning phase and any appeal of the sanctioning decision.

Upon completion of the investigation, the investigator(s) will prepare a report summarizing the interviews conducted and the evidence reviewed. The report will include the investigator's finding of fact, an assessment of the credibility of the parties and witnesses when appropriate, and a recommended determination as to whether a violation of the Policy has occurred. In reaching this conclusion, the investigator shall use the preponderance of evidence standard.

### **Employees**

If the Respondent is a non-student employee, the Title IX Coordinator or designee will report his or her findings to University Human Resources and Leadership. If Leadership determines, based on the contents of the report, that no violation of University Policy has occurred, the incident will be closed.

If Leadership determines, based on the contents of the report that a violation of University Policy has or may have occurred, University Leadership will determine an appropriate resolution including remedial and/or disciplinary action, up to and including termination of the employee. University Leadership will determine if a hearing is appropriate prior to the determination of the sanctions based on the particular facts presented, including but not limited to the identity of the complainant (student or employee), the nature and/or severity of the offense, and the evidence presented by the investigative report. Resolution, sanctions and appeals will be governed by the procedures in USAHS's personnel policies or *Faculty Handbook*, if applicable, in accordance with the requirements of Title IX.

### **Students**

Sexual misconduct complaints involving student respondents will be governed by the following process. Upon the completion of the investigation, the Title IX Coordinator shall present the investigative report

to University Leadership, which may include, as appropriate, the Executive Director for Student Administration and/or the Chief Academic Officer. The individual or individuals charged with making a determination as to the resolution of the complaint, sanction, and any remedies for the complainant shall be referred to herein as the "Resolution Officer", although more than one individual may be charged with resolving the complaint. The Resolution Officer shall then determine the appropriate resolution to the complaint, considering factors including, but not limited to the identity of the complainant (student or employee), the nature and/or severity of the offense, and the evidence presented by the investigative report. The Resolution Officer shall determine whether any hearing is appropriate prior to imposition of any sanction. Generally, a hearing will be provided if the probable sanction to be imposed is suspension or expulsion if the respondent is a student, or termination of employment if the respondent is an employee.

### **Proceedings**

The Resolution Officer shall provide written notice to both the complainant and the respondent of the process to be used to resolve the complaint. If no hearing is to be held, both complainant and respondent may make a written submission to the Resolution Officer if they choose. If a hearing is held, the proceedings shall be closed. The complainant and respondent and their respective advisors may be present for all or any portion of the hearing. Either the complainant or respondent may request, or be asked, to hear or view the proceedings via audio or video transmission from a separate room. Any witnesses may only be present in the hearing room when being questioned by the Resolution Officer.

Neither party shall be permitted to ask questions at the hearing, although either party may submit to the Resolution Officer requested questions for the other party or witnesses. It shall be in the discretion of the Resolution Officer whether or not to ask the submitted questions, in whole or in part.

The Resolution Officer shall provide both parties simultaneously with written notice of its findings and the reasons for such findings. The Resolution Officer shall use the preponderance of evidence standard in making his or her findings. If a violation of the Policy is found, the notice shall provide the sanctions to the respondent and to the complainant, as appropriate under Title IX. The notice shall set forth either party's right to appeal, the identity of the Appeal Officer, and the process and time limit for such an appeal.

In addition to discipline against the respondent, resolutions may include remedies for the complainant, which may include steps such as reassignment of a course section or residency, counseling services, medical services, academic support services, or changes to the school's overall services or policies, including altering withdrawal penalties within courses. Any remedies offered would be separate from, and in addition to, any interim measure that may have been provided prior to the conclusion of any investigation. Resolutions may also include remedies for the broader University population, such as training or changes to policies or services.

### **Appeals**

Appeals for sexual misconduct complaints involving non-student employee respondents will be governed by the procedures in University personnel policies or *Faculty Handbook*, as applicable. If any right of appeal is granted through those policies, both the complainant and the respondent shall have equal rights of appeal.

In cases involving student respondents, both parties have the right to appeal the Resolution Officer's finding of responsibility and/or imposition of sanctions. Any appeal must be filed in writing within five (5) days from the notice of resolution. The University will determine the appropriate individual in University leadership to hear any appeal ("Appeal Officer"), depending on the circumstances of the case, including the identity of the respondent. There is a presumption that the decision, and any sanction or discipline, was made properly, and the Appeal Officer may not substitute his or her judgment for that of the Resolution Officer. The sole grounds for appeal are: (1) a procedural error that substantially impacted the determination or sanction; (2) new information that was not available at the time of the investigation or hearing and that could reasonably have had a substantial impact on the determination or sanction; and (3) excessiveness or insufficiency of the sanction. The sanction may be increased only if the complainant appeals on the ground that the sanction was insufficient, and may only be decreased if the respondent appeals on the ground that the sanction was excessive.

The Appeal Officer shall give both parties timely notice of the receipt of an appeal. Both parties shall be provided the opportunity to make a written submission to the Appeal Officer. The Appeal Officer shall be limited to the record provided, including any information that was part of the investigation or the resolution hearing. The Appeal Officer shall not conduct another hearing but may conduct interviews with the complainant, respondent, or witnesses in his or her discretion. The party appealing shall have the burden of proof in any appeal. The Appeal Officer shall use the preponderance of evidence standard in the determination of any appeal.

The Appeal Officer shall give written notice simultaneously to both parties of the outcome of the appeal and the reasons for his or her decision. The decision of the Appeal Officer is final.

To the extent possible by law, confidentiality of identifying information regarding victims will be protected. If the alleged victim is deceased as a result of the crime or offense, the information will be provided to the victim's next of kin, if so requested.

While each situation is different and there can be no way to determine how long an investigation will take, the Title IX Coordinator shall use his best efforts to reach resolution within 60 days from the time the complaint is reported to notice of resolution, exclusive of any appeals.

## **14 Written Notification Provided to Victims**

It is USAHS's policy to provide a summary of rights, options, supports and procedures, in the form of the "[Statement of Rights and Options for Students Reporting Claims of Sexual Misconduct](#)" document to all victims of sexual offenses, whether they are students, employees, guests, or visitors.

## **15 Possible Sanctions for Sexual Offenses**

USAHS's disciplinary proceedings, as well as special guidelines for cases involving sexual misconduct, are detailed in the University's Title IX and Sexual Misconduct Grievance Reporting Policy and Procedures in the [Catalog/Handbook](#), as well as the [Safety and Security](#) page on the USAHS website. For offenses including sexual misconduct or other gender-based violence, which typically include the crimes of domestic violence, dating violence, sexual harassment, sexual misconduct and stalking, sanctions range from warning to expulsion. Serious and violent incidents and acts of non-consensual sexual intercourse (the policy equivalent to the crime of rape) usually result in suspension, expulsion, or termination of employment. Lying to

investigators can result in additional consequences under the Code of Student Conduct found in the [Catalog/Handbook](#). Additionally, a student could be criminally prosecuted in the state courts. Student victims have the option to change their academic and/or working situations after an incident of alleged sexual misconduct, if such changes are reasonably available.

## **16 Confidentiality of Victims of Sexual Offenses**

In the unfortunate event that a sexual offense occurs, USAHS will protect the confidentiality of victims and other necessary parties. To that effect, USAHS will complete publicly-available record keeping, including Clery Act reporting and disclosures, without the inclusion of personally-identifying information about the victim. Additionally, USAHS will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality will not impair the ability of the institution to provide the accommodations or protective measures.

## **17 Sex Offender Registration**

In accordance with the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, USAHS is providing a link to the Dru Sjodin National Sex Offender Public Website (NSOPW), coordinated by the U.S. Department of Justice, which is a cooperative effort between jurisdictions hosting public sex offender registries (“Jurisdictions”) and the federal government, and is offered free of charge to the public. The website provides an advanced search tool that allows a user to submit a single national query to obtain information about sex offenders; a listing of public registry websites by state, territory, and tribe; and information on sexual abuse education and prevention. The Dru Sjodin National Sex Offender Public Website (NSOPW) may be accessed at <http://www.nsopw.gov>. For states not listed on the NSOPW site, visit [FBI Scams and Safety](#) for individual state links.

All sex offenders are required to register and to deliver written notice of their status as a sex offender to USAHS.

## **18 Privacy Rights**

Compliance with any of these provisions does not constitute a violation of section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the “Family Educational Rights and Privacy Act of 1974 (FERPA)”.

## **19 University of St. Augustine for Health Sciences Crime Statistics Reporting Table**

USAHS believes that an informed public is a safety-conscious public. The following reported statistics are for your information. The statistics cover the period January 1 - December 31 for 2018.

**USAHS Miami, FL Campus  
Crime Statistics Reporting Table  
For the Reporting Year 2018**

OFFENSE	YEAR	ON-CAMPUS PROPERTY*	ON-CAMPUS STUDENT HOUSING	NONCAMPUS PROPERTY	PUBLIC PROPERTY
MURDER/NON-NEGLIGENT MANSLAUGHTER	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
NEGLIGENT MANSLAUGHTER	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: RAPE	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: FONDLING	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: INCEST	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: STATUTORY RAPE	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
VAWA OFFENSES: DOMESTIC VIOLENCE	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
VAWA OFFENSES: DATING VIOLENCE	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
VAWA OFFENSES: STALKING	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ROBBERY	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
AGGRAVATED ASSAULT	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
BUGLARY	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
MOTOR VEHICLE THEFT	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ARSON	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
	2016	N/A	N/A	N/A	N/A

ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ARRESTS: DRUG ABUSE VIOLATIONS	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ARRESTS: LIQUOR LAW VIOLATIONS	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	2016	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0

\*The Miami campus moved in September 2018 to 800 South Douglas Road, Coral Gables, FL 33172. The 2018 statistics reflect the 11401 Northwest 20th Street, Ste. 222, Miami, FL 33172 campus location as well as the new Coral Gables location.

### HATE CRIME STATISTICS (Miami Campus)

For the categories of crime listed above and for the additional crimes of larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property and any crime perpetrated on the basis of prejudice that results in bodily injury, USAHS is required to report hate crimes. Hate crimes are criminal offenses that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the years covered by this report (2016, 2017, 2018), there were no hate crimes reported. In addition to the crimes listed above, the following crime categories are required to be reported only if they are Hate Crimes:

HATE CRIME OFFENSE	YEAR	ON-CAMPUS PROPERTY *	ON-CAMPUS STUDENT HOUSING	NONCAMPUS PROPERTY	PUBLIC PROPERTY	CATEGORY OF BIAS (see key)**
HATE CRIMES**: SIMPLE ASSAULT	2016	N/A	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES**: LARCENY THEFT	2016	N/A	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES**: INTIMIDATION	2016	N/A	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES**: DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY	2016	N/A	N/A	N/A	N/A	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A

\*The Miami campus moved in September 2018 to 800 South Douglas Road, Coral Gables, FL 33172. The 2018 statistics reflect the 11401 Northwest 20th Street, Ste. 222, Miami, FL 33172 campus location as well as the new Coral Gables location.

\*\*Categories of bias for Hate Crimes include actual or perceived (A) race, (B) gender, (C) gender identity, (D) religion, (E) sexual orientation, (F) ethnicity, (G) national origin or (H) disability.

### USAHS Saint Augustine, FL Campus

## Crime Statistics Reporting Table For the Reporting Year 2018

OFFENSE	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NONCAMPUS PROPERTY	PUBLIC PROPERTY
MURDER/NON-NEGLIGENT MANSLAUGHTER	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
NEGLIGENT MANSLAUGHTER	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: RAPE	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: FONDLING	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: INCEST	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: STATUTORY RAPE	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
VAWA OFFENSES: DOMESTIC VIOLENCE	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
VAWA OFFENSES: DATING VIOLENCE	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
VAWA OFFENSES: STALKING	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ROBBERY	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
AGGRAVATED ASSAULT	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
BUGLARY	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	2	N/A	N/A	0
MOTOR VEHICLE THEFT	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ARSON	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
	2016	0	N/A	N/A	0

<b>ARRESTS: DRUG ABUSE VIOLATIONS</b>	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>ARRESTS: LIQUOR LAW VIOLATIONS</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0

### HATE CRIME STATISTICS (St. Augustine Campus)

For the categories of crime listed above and for the additional crimes of larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property and any crime perpetrated on the basis of prejudice that results in bodily injury, USAHS is required to report hate crimes. Hate crimes are criminal offenses that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the years covered by this report (2016, 2017, 2018), there were no hate crimes reported. In addition to the crimes listed above, the following crime categories are required to be reported only if they are Hate Crimes:

HATE CRIME OFFENSE	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NONCAMPUS PROPERTY	PUBLIC PROPERTY	CATEGORY OF BIAS (see key)*
HATE CRIMES*: SIMPLE ASSAULT	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES*: LARCENY THEFT	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES*: INTIMIDATION	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES*: DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A

\*Categories of bias for Hate Crimes include actual or perceived (A) race, (B) gender, (C) gender identity, (D) religion, (E) sexual orientation, (F) ethnicity, (G) national origin or (H) disability.

### USAHS Austin, TX Campus Crime Statistics Reporting Table For the Reporting Year 2018

OFFENSE	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NONCAMPUS PROPERTY	PUBLIC PROPERTY
MURDER/NON-NEGLIGENT MANSLAUGHTER	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
	2016	0	N/A	N/A	0

NEGLIGENT MANSLAUGHTER	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: RAPE	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: FONDLING	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: INCEST	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: STATUTORY RAPE	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
VAWA OFFENSES: DOMESTIC VIOLENCE	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
VAWA OFFENSES: DATING VIOLENCE	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
VAWA OFFENSES: STALKING	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ROBBERY	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
AGGRAVATED ASSAULT	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
BUGLARY	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
MOTOR VEHICLE THEFT	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ARSON	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ARRESTS: DRUG ABUSE VIOLATIONS	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
ARRESTS: LIQUOR LAW VIOLATIONS	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0

<b>DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS</b>	<b>2018</b>	<b>0</b>	<b>N/A</b>	<b>N/A</b>	<b>0</b>
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### HATE CRIME STATISTICS (Austin Campus)

For the categories of crime listed above and for the additional crimes of larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property and any crime perpetrated on the basis of prejudice that results in bodily injury, USAHS is required to report hate crimes. Hate crimes are criminal offenses that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the years covered by this report (2016, 2017, 2018), there were no hate crimes reported. In addition to the crimes listed above, the following crime categories are required to be reported only if they are Hate Crimes:

HATE CRIME OFFENSE	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NONCAMPUS PROPERTY	PUBLIC PROPERTY	CATEGORY OF BIAS (see key)*
HATE CRIMES*: SIMPLE ASSAULT	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES*: LARCENY THEFT	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES*: INTIMIDATION	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES*: DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A

\*Categories of bias for Hate Crimes include actual or perceived (A) race, (B) gender, (C) gender identity, (D) religion, (E) sexual orientation, (F) ethnicity, (G) national origin or (H) disability.

### USAHS San Marcos, CA Campus Crime Statistics Reporting Table For the Reporting Year 2018

OFFENSE	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NONCAMPUS PROPERTY	PUBLIC PROPERTY
MURDER/NON-NEGLIGENT MANSLAUGHTER	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
NEGLIGENT MANSLAUGHTER	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: RAPE	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: FONDLING	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
SEXUAL ASSAULT: INCEST	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0

<b>SEXUAL ASSAULT: STATUTORY RAPE</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>VAWA OFFENSES: DOMESTIC VIOLENCE</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>VAWA OFFENSES: DATING VIOLENCE</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>VAWA OFFENSES: STALKING</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>ROBBERY</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>AGGRAVATED ASSAULT</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>BUGLARY</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>MOTOR VEHICLE THEFT</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>ARSON</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>ARRESTS: DRUG ABUSE VIOLATIONS</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>ARRESTS: LIQUOR LAW VIOLATIONS</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0
<b>DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS</b>	2016	0	N/A	N/A	0
	2017	0	N/A	N/A	0
	2018	0	N/A	N/A	0

### HATE CRIME STATISTICS (San Marcos Campus)

For the categories of crime listed above and for the additional crimes of larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property and any crime perpetrated on the basis of prejudice that results in bodily injury, USAHS is required to report hate crimes. Hate crimes are criminal offenses that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the years covered by this report (2016, 2017, 2018), there were no hate crimes

reported. In addition to the crimes listed above, the following crime categories are required to be reported only if they are Hate Crimes:

HATE CRIME OFFENSE	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NONCAMPUS PROPERTY	PUBLIC PROPERTY	CATEGORY OF BIAS (see key)*
HATE CRIMES*: SIMPLE ASSAULT	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES*: LARCENY THEFT	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES*: INTIMIDATION	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A
HATE CRIMES*: DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY	2016	0	N/A	N/A	0	N/A
	2017	0	N/A	N/A	0	N/A
	2018	0	N/A	N/A	0	N/A

\*Categories of bias for Hate Crimes include actual or perceived (A) race, (B) gender, (C) gender identity, (D) religion, (E) sexual orientation, (F) ethnicity, (G) national origin or (H) disability.

## 20 Statement Regarding Annual Security Report Availability

This Annual Security Report is required by federal law and contains policy statements and crime statistics for USAHS. The policy statements address the school’s policies, procedures and programs concerning safety and security. This report is available online at <https://www.usa.edu/safety-security/>.

You may also request a paper copy from the Director of Human Resources or the Campus Director. A link to the report is distributed to all currently enrolled students (including those attending less than full time) and all employees by October 1st each year. This report is also provided to any prospective student or prospective employee upon request.

## 21 Unfounded Crimes

In the rare situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore ‘unfounded’, the university will withhold or subsequently remove the reported crime from its crime statistics. For all campus locations, see below:

2018: 0 unfounded crimes

2017: 0 unfounded crimes

2016: 0 unfounded crimes