

The Chicago School - New Orleans Campus

2026 ANNUAL SECURITY REPORT

Introduction

The Annual Security Report (“Report”) is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, as amended. It provides students and employees of The Chicago School – New Orleans (“University”) with information on: the University's security arrangements, policies and procedures; the University's programming to provide education on such things as drug and alcohol abuse, certain kinds of sex offenses, and the prevention of crime; and procedures to notify the campus community in the event of an emergency. The purpose of the Report is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

Policy for Preparing the Annual Report

The University is committed to taking all actions necessary to provide a safe and secure working and learning environment for students and staff. This Report was prepared by the Director of Campus Operations and Real Estate Planning in cooperation with local law enforcement authorities and includes information provided by them as well as by the University's Campus Security Authorities (“CSA”) and other elements of the University. Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this Report. Prospective students and employees are also notified of the Report's availability. Hard copies of the Report may also be obtained at no cost by contacting:

Kassidy Noel, Campus Director
6275 W Plano Parkway, Suite 130
Plano, TX 75093

General Safety and Security Policies

Campus Security Personnel & Relationship with Local Law Enforcement

The University does not have a campus security or police department.

While the University does not have any written agreements with local law enforcement agencies, it does maintain a close working relationship with local police.

Campus Security Authorities

The University has designated certain officials to serve as CSAs. Reports of criminal activity can be made to these officials or local law enforcement. CSAs ensure that the crimes are reported for collection and inclusion in the University's Annual Security Report. The University has designated the following individuals as CSAs:

- Kassidy Noel, Campus Director
 - Phone: (469) 941-8375
- Jennifer Stripe-Portillo, Dean of Student Success and Title IX Coordinator
 - Phone: (213) 615-7264
- Brian La Belle, Executive Director of Campus Operations and Real Estate Planning
 - Phone: (312) 488-6062

Reporting a Crime or Emergency

The University encourages accurate and prompt reporting of all criminal activity, emergencies, or other incidents occurring on campus, on other property owned by the University, and on public property, as defined below. Such reporting is encouraged when the victim of a crime elects to, or is unable to, make such a report.

Whether it happens to you or you are a witness, you have the responsibility to report a crime. If a crime occurs on or around campus, report it immediately to the Xavier University's Office of University Police (504-520-7490), safety@thechicagoschool.edu, or daloperations@thechicagoschool.edu. Violations may be reported in person, via campus telephone extension 7490 or 504-520-7490, or using the Code Blue Emergency Call Towers located on campus. Xavier University Police Officers will respond quickly and initiate whatever action is necessary to resolve any situation, including the notification of the New Orleans Police Department, Fire Department, or the Medical Emergency Service agencies when appropriate. Incident/Accident forms are available from our [Emergency Information page](#).

Crimes in progress and crimes that have just occurred should be reported directly to local law enforcement by dialing 911. Whenever possible, the actual victim or witness of the crime should call directly. Firsthand information is always more accurate and complete. When calling to report a crime or incident, please be ready to give information including: a brief description of what occurred, where the incident occurred, did the suspect(s) have a weapon, where and when was the suspect(s) last seen, what did the suspects(s) look like (gender, race, age, height, weight, hair color/length, clothing, facial hair, tattoos, scars, etc.), and any other relevant information. In addition to the importance of reporting, timely information assists us in developing warnings for the campus.

Students, staff, and visitors should also report situations to one of the campus security authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a University staff member will assist in making the report to police.

Confidential Reporting

The University protects the confidentiality of victims. The identity of the victim will only be provided for purposes of investigating the crime, assisting the victim or disciplining the perpetrator.

Pursuant to the University's Policy Prohibiting Sexual Harassment Under Title IX, when an employee who is not a confidential reporter becomes aware of alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), the employee is responsible for reporting that information, including the status of the parties if known, to the Title IX Coordinator.

If you are the victim of other types of crimes (e.g., aggravated assault, burglary, etc.) and do not want to pursue action within the institutional system or the criminal justice system, you may still want to consider making a confidential report. With your permission, a designee of The Chicago School can file a report on the details of the incident without revealing your identity. In such circumstances, crime victims are encouraged to consider making a confidential report to one of the designated CSAs. At a minimum, crime victims will receive valuable counseling and referral information.

Confidential reports are important because they provide valuable information that will enhance the safety of the community-at-large and the reports will, at least, provide a more accurate portrait of actual campus crime. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the school can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the school.

Anonymous crime reporting is NOT for emergencies. If you need to report an emergency, call 911.

The University does not employ any pastoral or professional counselors and thus does not have procedures for these positions to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Clery Geography

The University's required crime statistics reporting areas are defined as the following:

- **On Campus Property** includes violations of law that occurred on campus property.
- **Public Property** includes violations of law that occurred on public property that is within the campus, or immediately adjacent to and accessible from University property (i.e., sidewalks and streets).
- **Non-Campus Property** includes violations of law that occurred at University owned, leased, or controlled locations that are not within the same reasonably contiguous geographic area of main campus.

Please note that statistics for otherwise reportable crimes that do not occur within the Clery Act-specified geography are not included in these statistics even if University students or

Security of and Access to Campus Facilities

The Chicago School at Xavier University of Louisiana is located on the 4th and 5th floors in the Library Resources Center, as well as the 2nd floor of the Xavier South Building. The nature of the study, service, and research conducted at The Chicago School requires that our facilities be open at odd hours. Since the campus is relatively open, many individuals find it easy to access the building and grounds. Regardless of the time of day or night, no matter where you are on campus, be alert and aware of your surroundings and exercise common-sense safety precautions. Although the facilities can be locked after business hours, it is imperative that staff, faculty, and students cooperate to keep closed facilities locked. To ensure that unauthorized individuals do not enter the campus building, DO NOT prop doors open or open the door for individuals you do not know. In addition, protect the security of campus keys and IDs, and report immediately the loss or theft of keys or IDs.

Employee and student ID cards may be used to verify the identity of persons suspected to be in campus facilities without permission.

Security Considerations in the Maintenance of Facilities

The University attempt to maintain our facilities in a manner that minimizes hazardous conditions. Regular walk-throughs are conducted, and malfunctioning lights or other unsafe physical conditions are reported to facilities management for correction. In addition, The Chicago School invites reports of physical hazards (e.g., a broken stair, broken furniture, spills, plumbing problems, electrical problems, etc.) to the Office of Facility Planning and Management at 504-520-7324 to report facility issues.

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

The University seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and



employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes.

The Chicago School is dedicated to promoting safety awareness, on its campus and in surrounding areas. The Chicago School encourages students and employees to take responsibility for their own safety by taking proactive steps to reduce the likelihood of crimes on campus or to themselves.

Informational news articles, emergency flyers and safety related brochures are developed and distributed annually by email to students and employees describing incidents impacting campus security or personal safety. Additionally, crime prevention literature is available from the Campus Operations department and throughout campus.

Monitoring Off Campus Locations of Recognized Student Organizations

The University does not have any officially recognized student organizations with off campus locations and therefore does not monitor or record criminal conduct occurring at such locations.

Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense

Upon written request, the University will disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

This disclosure does not apply to victims of dating violence, domestic violence, sexual assault, or stalking.

Drug and Alcohol Policy

The University is committed to creating and maintaining an environment that is free of alcohol abuse. The University prohibits the possession, use, and sale of alcohol beverage on campus or as any part of the University's activities, unless it is done so in accordance with applicable University policies, and it also enforces Louisiana's underage drinking laws.

The University also enforces federal and state drug laws. The possession, sale, manufacture or distribution of illegal drugs is prohibited on campus or as any part of the University's activities. Violators of the University's policies or federal and state laws regarding illegal drugs will be subject to disciplinary action and possibly criminal prosecution.

Federal Drug Laws (Updated August 3, 2026)

Denial of Federal Benefits (21 U.S.C. § 862) A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the U.S. Department of Education no longer disqualifies students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853) Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841) Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally-defined schedules of controlled substances are published at 21 U.S.C. § 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, "liquid ecstasy"), or flunitrazepam (or, "rohypnol"), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university (**21 U.S.C. § 860**) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a

mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844) Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at <https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>.

Drug and Alcohol State Laws

Category	Summary (Louisiana Revised Statutes)
Possession of Marijuana	Personal possession of marijuana, a Schedule I Hallucinogenic substance, is illegal. La. Stat. Ann. §§ 40:964, 40:966. Personal possession of 14 grams of marijuana or less carries a fine of up to \$100. La. Stat. Ann. § 40:966(C)(2)(a)(i). A first offense for personal possession of more than 14 grams of marijuana comes with a penalty of up to \$500 and/or 6 months in the parish jail. § 40:966(C)(2)(b). Subsequent offenses of personal possession of more than 14 grams of marijuana come with higher fines and penalties. § 40:966(C)(2)(d)-(f). It is also illegal to produce, manufacture, distribute, or dispense, or possess with intent to produce, manufacture, distribute, or dispense marijuana. § 40:966(A). A violation with respect to less than 2.5 pounds of marijuana leads to imprisonment for one to ten years and a fine of up to \$50,000. § 40:966(B)(2)(a). Possession and use of medical marijuana is permissible only as recommended by an authorized clinician for certain medical conditions. La. Stat. Ann. § 40:1046.
Controlled Substances	The Louisiana Uniform Controlled Dangerous Substances Law covers a variety of offenses related to controlled substances. <i>See generally</i> La. Stat. Ann. §§ 40:961 <i>et seq.</i> Louisiana classifies controlled dangerous substances into schedules (Schedule I – V), with penalties varying for each schedule. <i>See</i> La. Stat. Ann. §§ 40:963, 40:966, 40:967, 40:968, 40:969, 40:970. It is unlawful for any person to knowingly or intentionally produce, manufacture, distribute, or dispense, or possess with intent to produce manufacture, distribute, or dispense a controlled substance unless an exception applies, such as a valid prescription. <i>See</i> La. Stat. Ann. §§ 40:966 – 40:971. Unless obtained pursuant to a valid prescription, possession of controlled substances is also illegal. <i>Id.</i> As an example, the manufacture or distribution of less than 28 grams, a Schedule II drug, such

Category	Summary (Louisiana Revised Statutes)
	as cocaine, carries a penalty of imprisonment with or without hard labor for at least one year, but not more than ten years, and may also include a maximum fine of \$50,000. La. Stat. Ann. § 40:967(B)(1)(A). Possession of less than two grams of a Schedule II drug carries a penalty of imprisonment for not more than two years, and a fine of not more than \$5,000. La. Stat. Ann. § 40:967(C)(1). Possession of two grams or more but less than 28 grams carries a penalty of imprisonment for one to five years, and a fine of not more than \$5,000. La. Stat. Ann. § 40:967(C)(2). More severe penalties may be issued depending on the amount of substance possessed. <i>See</i> La. Stat. Ann. § 40:967. People who violate certain controlled substances laws within 2000 feet of any property used for school purposes by a school, which includes postsecondary institutions, will be punished by the imposition of the maximum fine and be imprisoned for not more than one and one-half times the longest term of imprisonment authorized by the applicable provisions. La. Stat. Ann. § 40:981.3. Enhanced penalties apply for anyone violating certain controlled substances laws by distributing controlled substances to a student, which includes students at postsecondary institutions. La. Stat. Ann. § 40:981.1. Further, if someone is convicted of a controlled substances offense, and it is their second offense, they will be sentenced to twice the authorized term of imprisonment, twice the fine otherwise authorized, or both. La. Stat. Ann. § 40:982. Additionally, it is unlawful for any person to use, or to possess with intent to use, any drug paraphernalia, to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale, or otherwise introduce into the human body a controlled substance. La. Stat. Ann. § 40:1023. A first offense is punishable by a fine of up to \$300, imprisonment for up to 15 days, or both. La. Stat. Ann. § 40:1025. If the substance is marijuana, a first offense is punishable by a fine of \$100. <i>Id.</i>
Alcohol and Minors	It is unlawful for any person under 21 years of age to purchase or have public possession of any alcoholic beverage. La. Stat. Ann. § 14:93.12. Public possession does not include when the person under 21 years of age is accompanied by their parent, spouse, or legal guardian 21 years of age or older. La. Stat. Ann. § 14:93.10. Violation of this statute shall result in a fine of not more than \$100 and may also result in a 180-day suspension of the offender's driver's license. La. Stat. Ann. § 14:93.12. It is also unlawful for anyone other than a parent, spouse, or legal guardian to purchase alcohol on behalf of the person under the age of 21. La. Stat. Ann. § 14:93.13. Violation of this statute will result in a fine of not more

Category	Summary (Louisiana Revised Statutes)
	than \$500 and/or imprisonment for not more than 30 days, and the court may also suspend the offender's driver's license for up to 180 days. <i>Id.</i> It is unlawful to sell alcohol to persons under 21. La. Stat. Ann. § 14:93.11. Violation of this law results in fines between \$500–\$1,000 and/or imprisonment for 30 days to six months. <i>Id.</i> A person who appears in an intoxicated condition in a manner that would foreseeably disturb or alarm the public may be guilty of the offense of disturbing the peace, which is punishable by a fine of up to \$100, imprisonment for up to 90 days, or both. La. Stat. Ann. § 14:103.
Driving Under the Influence (DUI)	A person is guilty of operating a vehicle while impaired: if the operator is impaired by alcoholic beverages, any other drug, any combination of drugs, or a combination of alcohol and drugs; or if the operator's blood alcohol concentration is 0.08% or higher. La. Stat. Ann. § 14:98. For a first offense, the offender shall be fined at least \$300 but not more than \$1,000 and shall be imprisoned for at least 10 days but not more than 6 months, unless the court orders probation with certain minimum conditions as described in the statute. La. Stat. Ann. § 14:98.1. Penalties increase with subsequent offenses or with a higher concentration of alcohol in the system, registering at above 0.15 percent, or above 0.20 percent. <i>See generally</i> La. Stat. Ann. §§ 14:98.1 – 4:98.5. If the person is under the age of 21, the crime of driving while impaired is committed if the blood alcohol concentration is 0.02 percent or more. La. Stat. Ann. § 14:98.6. Penalties for a first violation of this statute by a person under the age of 21 include a fine of not less than \$100 but not more than \$250 and imprisonment for not less than 10 days but not more than 3 months. <i>Id.</i> Probation with minimum conditions may be imposed instead. <i>Id.</i> Penalties increase for subsequent convictions. <i>Id.</i> It is also generally unlawful for the operator of a motor vehicle or the passenger in or on a motor vehicle, while the motor vehicle is operated on a public highway or right-of-way, to possess an open alcoholic beverage container, or to consume an alcoholic beverage, in the passenger area of a motor vehicle. La. Stat. Ann. § 32:300. A violation is punishable by a fine of up to \$100. <i>Id.</i>

Drug and Alcohol Abuse Prevention Program

In compliance with the Drug Free Schools and Communities Act (DFSCA), the University has a Tobacco, Drug, and Alcohol prevention program, which includes an annual notification to students and employees regarding certain drug/alcohol related information. The University conducts a biennial review of this program to evaluate its effectiveness and to assess whether

sanctions are being consistently enforced. The Drug and Alcohol Free Workplace policy applies to Employees. For more information, see below.

- Tobacco, Drug, and Alcohol Regulations:
<https://catalog.thechicagoschool.edu/content.php?catoid=158&navoid=20603#tobacco-drug-and-alcohol-regulations>
- Drug and Alcohol Free Workplace:
<https://tcsedsystem.sharepoint.com/sites/tcspp/policies/PoliciesDocuments/Human%20Resources%202023/2023%20Faculty%20and%20Staff%20Handbook%20-%20Posted.pdf>
- Biennial review report: Available from Legal Affairs upon request

Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Consistent with applicable laws, the University prohibits dating violence, domestic violence, sexual assault, and stalking. The University's policy used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints, may be found at:

- Policy Prohibiting Sexual Harassment Under Title IX:
<https://www.thechicagoschool.edu/wp-content/uploads/2025/08/2025-Policy-Prohibiting-Sexual-Harassment-under-Title-IX-Title-IX-Policy.pdf>

The following sections of this Report discuss the University's educational programs to promote the awareness of dating violence, domestic violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

Primary Prevention and Awareness Program:

The University conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the University prohibits the offenses of dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

Crime Definitions

Crime Type (Louisiana Revised Statutes)	Definitions
Dating Violence	Louisiana's Protection from Dating Violence Act (La. Rev. Stat. Ann. § 46:2151) indicates that “dating violence” includes but is not limited to physical or sexual abuse and any offense against the person as defined in the Criminal Code of Louisiana, except negligent injury and defamation, committed by one dating partner against the other. In addition, Louisiana's criminal statutes include the following crimes: • Battery of a dating partner (La. Rev. Stat. Ann. § 14:34.9): Battery of a dating partner is the intentional use of force or violence committed by one dating partner upon the person of another dating partner.... Any felony crime of violence, as defined by La. Rev. Stat. Ann. § 14:2(B), against a person committed by one dating partner against another dating partner, shall be designated as an act of domestic abuse for consideration in any civil or criminal proceeding. • Aggravated assault upon a dating partner (La. Rev. Stat. Ann. § 14:34.9.1): Aggravated assault upon a dating partner is an assault with a dangerous weapon committed by one dating partner upon another dating partner. In the above statutes, “dating partner” means any person who is involved or has been involved in a sexual or intimate relationship with the offender characterized by the expectation of affectionate involvement independent of financial considerations, regardless of whether the person presently lives or formerly lived in the same residence as the offender. “Dating partner” shall not include a casual relationship or ordinary association between persons in a business or social context. La. Rev. Stat. Ann. § 14:34.9.
Domestic Violence	The institution has determined, based on good-faith research, that Louisiana law does not define the term domestic violence. However, Louisiana law does define the following: • Domestic abuse battery (La. Rev. Stat. Ann. § 14:35.3): Domestic abuse battery is the intentional use of force or violence committed by one household member or family member upon the person of another household member or family member. • Domestic abuse aggravated assault (La. Rev. Stat. Ann. § 14:37.7): Domestic abuse aggravated assault is an assault with a dangerous weapon committed by one household member or family member upon another household member or family member. • The following definitions apply to the above crimes:

Crime Type (Louisiana Revised Statutes)	Definitions
	○ “Family member” means spouses, former spouses, parents, children, stepparents, stepchildren, foster parents, foster children, other ascendants, and other descendants. “Family member” also means the other parent or foster parent of any child or foster child of the offender. ○ “Household member” means any person presently or formerly living in the same residence with the offender and who is involved or has been involved in a sexual or intimate relationship with the offender or any child presently or formerly living in the same residence with the offender, or any child of the offender regardless of where the child resides.
Stalking	• Stalking (La. Rev. Stat. Ann. § 14:40.2): Stalking is the intentional and repeated following or harassing of another person that would cause a reasonable person to feel alarmed or to suffer emotional distress. Stalking shall include but not be limited to the intentional and repeated uninvited presence of the perpetrator at another person's home, workplace, school, or any place which would cause a reasonable person to be alarmed, or to suffer emotional distress as a result of verbal, written, or behaviorally implied threats of death, bodily injury, sexual assault, kidnapping, or any other statutory criminal act to himself or any member of his family or any person with whom he is acquainted. ○ The following definitions apply to the crime of stalking: ▪ “Harassing” means the repeated pattern of verbal communications or nonverbal behavior without invitation which includes but is not limited to making telephone calls, transmitting electronic mail, sending messages via a third party, or sending letters or pictures. ▪ “Pattern of conduct” means a series of acts over a period of time, however short, evidencing an intent to inflict a continuity of emotional distress upon the person. Constitutionally protected activity is not included within the meaning of pattern of conduct. • Cyberstalking (La. Rev. Stat. Ann. § 14:40.3): Cyberstalking is action of any person to accomplish any of the following: (1) Use in electronic mail or electronic communication of any words or language threatening to inflict bodily harm to any person or to such person's child, sibling, spouse, or dependent, or physical injury to the property of any person, or for the purpose of extorting money

Crime Type (Louisiana Revised Statutes)	Definitions
	or other things of value from any person; (2) Electronically mail or electronically communicate to another repeatedly, whether or not conversation ensues, for the purpose of threatening, terrifying, or harassing any person; (3) Electronically mail or electronically communicate to another and to knowingly make any false statement concerning death, injury, illness, disfigurement, indecent conduct, or criminal conduct of the person electronically mailed or of any member of the person's family or household with the intent to threaten, terrify, or harass; (4) Knowingly permit an electronic communication device under the person's control to be used for the taking of an action in Paragraph (1), (2), or (3) of this Subsection. ○ The following definitions apply to the crime of cyberstalking: ▪ “Electronic communication” means any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature, transmitted in whole or in part by wire, radio, computer, electromagnetic, photoelectric, or photo-optical system. ▪ “Electronic mail” means the transmission of information or communication by the use of the Internet, a computer, a facsimile machine, a pager, a cellular telephone, a video recorder, or other electronic means sent to a person identified by a unique address or address number and received by that person.
Sexual Assault	The institution has determined, based on good-faith research that Louisiana's criminal laws do not define the term sexual assault. Such offenses are generally prosecuted under the state’s sexual battery statutes. <i>See</i> La. Rev. Stat. Ann. § 14:43.1 <i>et. seq.</i> However, Louisiana’s Public Welfare and Assistance, Protection for Victims of Sexual Assault Act defines “sexual assault” to include any nonconsensual sexual contact including but not limited to any act provided in La. Rev. Stat. Ann. 15:541(24) [“Sex Offense”] or obscenity (La. Rev. Stat. Ann. 14:106). La. Rev. Stat. Ann. § 46:2184.
Rape, Fondling, Incest, Statutory Rape	For purposes of the Clery Act, the term “sexual assault” includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Louisiana law are as follows: • Rape (La. Rev. Stat. Ann. § 14:41): (A) Rape is the act of anal, oral, or vaginal sexual intercourse with a male or female person

Crime Type (Louisiana Revised Statutes)	Definitions
	committed without the person's lawful consent; (B) Emission is not necessary, and any sexual penetration, when the rape involves vaginal or anal intercourse, whether the penetration is accomplished using the genitals of the offender or victim or using any instrumentality and however slight, is sufficient to complete the crime; (C) For purposes of this Subpart, "oral sexual intercourse" means the intentional engaging in any of the following acts with another person: (1) The touching of the anus or genitals of the victim by the offender using the mouth or tongue of the offender; (2) The touching of the anus or genitals of the offender by the victim using the mouth or tongue of the victim; (D) For purposes of this Subpart, "anal sexual intercourse" and "vaginal sexual intercourse" mean the intentional engaging in any of the following acts with another person: (1) The penetration of the victim's anus or vagina by the offender using the genitals of the offender; (2) The penetration of the offender's anus or vagina by the victim using the genitals of the victim; (3) The penetration of the victim's anus or vagina by the offender using any instrumentality, except that normal medical treatment or normal sanitary care shall not be construed as sexual intercourse under the provisions of this Section; (4) The penetration of the offender's anus or vagina by the victim using any instrumentality except that normal medical treatment or normal sanitary care shall not be construed as sexual intercourse under the provisions of this Section. • First degree rape (La. Rev. Stat. Ann. § 14:42): First degree rape is a rape committed upon a person sixty-five years of age or older or where the anal, oral, or vaginal sexual intercourse is deemed to be without lawful consent of the victim because it is committed under any one or more of the following circumstances: (1) When the victim resists the act to the utmost, but whose resistance is overcome by force; (2) When the victim is prevented from resisting the act by threats of great and immediate bodily harm, accompanied by apparent power of execution; (3) When the victim is prevented from resisting the act because the offender is armed with a dangerous weapon; (4) When the victim is under the age of thirteen years. Lack of knowledge of the victim's age shall not be a defense; (5) When two or more offenders participated in the act; (6) When the victim is prevented from resisting the act because the victim is a person with a disability; (7) When the offender commits the act when engaged in the perpetration or attempted perpetration of any violation of Subsubpart 3 of Subpart A of Part III of this

Crime Type (Louisiana Revised Statutes)	Definitions
	Chapter, relative to burglary offenses; (C) For purposes of this Section, “person with a disability” means a person with a mental, physical, or developmental disability that substantially impairs the person’s ability to provide adequately for his or her own care or protection; (8) When the victim is prevented from resisting the act because of the offender's application of force that overpowers the victim's ability to resist. • Second degree rape (La. Rev. Stat. Ann. § 14:42.1): Second degree rape is rape committed when the anal, oral, or vaginal sexual intercourse is deemed to be without the lawful consent of the victim because it is committed under any one or more of the following circumstances: (1) When the victim is prevented from resisting the act by force or threats of physical violence under circumstances where the victim reasonably believes that such resistance would not prevent the rape; (2) When the victim is incapable of resisting or of understanding the nature of the act by reason of stupor or abnormal condition of the mind produced by a narcotic or anesthetic agent or other controlled dangerous substance administered by the offender and without the knowledge of the victim. • Third degree rape (La. Rev. Stat. Ann. § 14:43): Third degree rape is a rape committed when the anal, oral, or vaginal sexual intercourse is deemed to be without the lawful consent of a victim because it is committed under any one or more of the following circumstances: (1) When the victim is incapable of resisting or of understanding the nature of the act by reason of a stupor or abnormal condition of mind produced by an intoxicating agent or any cause and the offender knew or should have known of the victim's incapacity; (2) When the victim, through unsoundness of mind, is temporarily or permanently incapable of understanding the nature of the act and the offender knew or should have known of the victim's incapacity; (3) When the victim submits under the belief that the person committing the act is someone known to the victim, other than the offender, and such belief is intentionally induced by any artifice, pretense, or concealment practiced by the offender; (4) When the offender acts without the consent of the victim. • Fondling: The institution has determined, based on good-faith research, that Louisiana law does not define the term fondling. • Incest: The institution has determined, based on good-faith research, that Louisiana law does not define the term incest. However, La. Rev. Stat. Ann. § 14:89 does define “crime against

Crime Type (Louisiana Revised Statutes)	Definitions
	nature” to include the marriage to, or sexual intercourse with, any ascendant or descendant, brother or sister, uncle or niece, aunt or nephew, with knowledge of their relationship. The relationship must be by consanguinity, by whole or half blood. The provisions of this Paragraph shall not apply where one person, not a resident of this state at the time of the celebration of his marriage, contracted a marriage lawful at the place of celebration and thereafter removed to this state. <i>See also</i> La. Rev. Stat. Ann. § 14:89.1 (Aggravated Crime Against Nature). • Statutory Rape: The institution has determined, based on good-faith research, that Louisiana law does not define the term statutory rape. Such offenses are generally prosecuted under the state’s sexual battery statutes. <i>See</i> La. Rev. Stat. Ann. § 14:43.1 <i>et. seq.</i>
Other “sexual assault” crimes	Other crimes under Louisiana law that may be classified as a “sexual assault” include the following: • Sexual battery (La. Rev. Stat. Ann. § 14:43.1): Sexual battery is the intentional touching of the anus or genitals of the victim by the offender using any instrumentality or any part of the body of the offender, directly or through clothing, or the touching of the anus or genitals of the offender by the victim using any instrumentality or any part of the body of the victim, directly or through clothing, when any of the following occur: (1) The offender acts without the consent of the victim; (2) The victim has not yet attained fifteen years of age and is at least three years younger than the offender; (3) The offender is seventeen years of age or older and any of the following exist: (a) The act is without consent of the victim, and the victim is prevented from resisting the act because either of the following conditions exist: (i) The victim has paraplegia, quadriplegia, or is otherwise physically incapable of preventing the act due to a physical disability; (ii) The victim is incapable, through unsoundness of mind, of understanding the nature of the act, and the offender knew or should have known of the victim's incapacity; or (4) The act is without consent of the victim, and the victim is sixty-five years of age or older. • Misdemeanor sexual battery (La. Rev. Stat. Ann. § 14:43.1.1): Misdemeanor sexual battery is the intentional touching of the breasts or buttocks of the victim by the offender using any instrumentality or any part of the body of the offender, directly or through clothing, or the intentional touching of the breasts or buttocks of the offender by the victim using any instrumentality or

Crime Type (Louisiana Revised Statutes)	Definitions
	any part of the body of the victim, directly or through clothing, when the offender acts without the consent of the victim. • Second degree sexual battery (La. Rev. Stat. Ann. § 14:43.2): Second degree sexual battery is the intentional engaging in any of the following acts with another person when the offender intentionally inflicts serious bodily injury on the victim: (1) The touching of the anus or genitals of the victim by the offender using any instrumentality or any part of the body of the offender directly or through clothing; or (2) The touching of the anus or genitals of the offender by the victim using any instrumentality or any part of the body of the victim directly or through clothing. • Oral sexual battery (La. Rev. Stat. Ann. § 14:43.3): Oral sexual battery is the intentional touching of the anus or genitals of the victim by the offender using the mouth or tongue of the offender, or the touching of the anus or genitals of the offender by the victim using the mouth or tongue of the victim, when any of the following occur: (1) The victim is under the age of fifteen years and is at least three years younger than the offender; (2) The offender is seventeen years of age or older and any of the following exist: (a) The act is without the consent of the victim, and the victim is prevented from resisting the act because either of the following conditions exist: (i) The victim has paraplegia, quadriplegia, or is otherwise physically incapable of preventing the act due to a physical disability; (ii) The victim is incapable, through unsoundness of mind, of understanding the nature of the act, and the offender knew or should have known of the victim's incapacity; (b) The act is without the consent of the victim, and the victim is sixty-five years of age or older. • Felony carnal knowledge of a juvenile (La. Rev. Stat. Ann. § 14:80): Felony carnal knowledge of a juvenile is committed when: (1) A person who is seventeen years of age or older has sexual intercourse, with consent, with a person who is thirteen years of age or older but less than seventeen years of age, when the victim is not the spouse of the offender and when the difference between the age of the victim and the age of the offender is four years or greater; or (2) A person commits a second or subsequent offense of misdemeanor carnal knowledge of a juvenile, or a person who has been convicted one or more times of violating one or more crimes for which the offender is required to register as a sex offender under R.S. 15:542 commits a first offense of misdemeanor carnal knowledge of a juvenile.

Crime Type (Louisiana Revised Statutes)	Definitions
	• Misdemeanor carnal knowledge of a juvenile (La. Rev. Stat. Ann. § 14:80.1): Misdemeanor carnal knowledge of a juvenile is committed when a person who is seventeen years of age or older has sexual intercourse, with consent, with a person who is thirteen years of age or older but less than seventeen years of age, when the victim is not the spouse of the offender, and when the difference between the age of the victim and age of the offender is greater than two years, but less than four years. • Video voyeurism (La. Rev. Stat. Ann. § 14:283) is any of the following: (1) The use of any camera, videotape, photo-optical, photo-electric, or any other image recording device, or an unmanned aircraft system equipped with any camera, videotape, photo-optical, photo-electric, or any other image recording device, for the purpose of observing, viewing, photographing, filming, or videotaping a person where that person has not consented to the specific instance of observing, viewing, photographing, filming, or videotaping and either: (a) It is for a lewd or lascivious purpose or (b) The observing, viewing, photographing, filming, or videotaping is as described in Paragraph (B)(3) of this Section and occurs in a place where an identifiable person has a reasonable expectation of privacy; (2) The transfer of an image obtained by activity described in Paragraph (1) of this Subsection by live or recorded telephone message, electronic mail, the Internet, or a commercial online service; (3) The manipulation of a victim who has not yet attained the age of seventeen or who is reasonably believed to have not yet attained the age of seventeen to use any camera, videotape, photo-optical, photo-electric, or any other image recording device or an unmanned aircraft system equipped with any camera, videotape, photo-optical, photo-electric, or any other image recording device to photograph, film, or videotape oneself to send to the person manipulating the victim for a lewd or lascivious purpose; (4) The use of any camera, videotape, photo-optical, photo-electric, or any other image recording device or an unmanned aircraft system equipped with any camera, videotape, photo-optical, photo-electric, or any other image recording device for the purpose of observing, viewing, photographing, filming, or videotaping the body of a deceased person.
Consent (as it relates to sexual activity)	The institution has determined, based on good-faith research, that Louisiana law does not define the term consent (as it relates to sexual

Crime Type (Louisiana Revised Statutes)	Definitions
	activity). Louisiana’s Code of Military Justice (La. Rev. Stat. Ann. § 29:220) defines consent as: a. A freely given agreement to the conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of verbal or physical resistance shall not constitute consent. Submission resulting from the use of force, threat of force, or placing another person in fear also does not constitute consent. A current or previous dating, social, or sexual relationship by itself or the manner of dress of the person involved with the accused in the conduct at issue shall not constitute consent. b. A sleeping, unconscious, or incompetent person cannot consent. A person cannot consent to force causing or likely to cause death or grievous bodily harm or to being rendered unconscious. A person cannot consent while under threat or fear or under the circumstances described in Subparagraph (A)(1)(b) or (c) of this Article.

University Definition of Consent

As articulated in the Title IX Policy, consent is informed, voluntary, and revocable. Consent cannot be given when a person is incapacitated.

Consent is informed. Consent is an affirmative, unambiguous, and conscious decision by each participant to engage in mutually agreed-upon sexual activity.

Consent is voluntary. It must be given without coercion, force, threats, or intimidation. Consent means positive cooperation in the act or expression of intent to engage in the act pursuant to an exercise of free will.

Consent is revocable. Consent to some form of sexual activity does not imply consent to other forms of sexual activity. Consent to sexual activity on one occasion is not consent to engage in sexual activity on another occasion. A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be mutual consent to engage in sexual activity. Consent must be ongoing throughout a sexual encounter and can be revoked at any

time. Once consent is withdrawn, the sexual activity must stop immediately. Any condition on consent imposed by a consenting party must be respected, or the interaction may not be considered consensual.

Consent cannot be given when a person is incapacitated. A person cannot consent if s/he is asleep, unconscious or coming in and out of consciousness. A person cannot consent if s/he is under the threat of violence, bodily injury or other forms of coercion. A person cannot consent if their understanding of the act is affected by a physical or mental impairment. A person cannot consent if the person is incapacitated due to the use of or influence of alcohol or drugs.

Risk Reduction

With no intent to victim blame and recognizing that only rapists are responsible for rape, the following are some strategies to reduce risk related to sexual assault or harassment.

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you are carrying some cash.
7. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
8. Avoid putting headphones in both of your ears so that you stay aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.).

11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is too intoxicated for the amount of alcohol they have consumed, or is acting out of character, get them to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation, here are some things that you can try:
 - Remember that being in this situation is not your fault. You did not do anything wrong.
 - Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - Use a code word with your friends or family so that if you feel uncomfortable, you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to where you are or make up an excuse for you to leave.
 - Lie. If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Bystander Intervention

Bystanders play a critical role in the prevention of violence. A bystander is an “individual who observes violence or witnesses the conditions that perpetuate violence. They are not directly involved but has the choice to intervene, speak up, or do something about it.” The Chicago School aims to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm.

A bystander may not always know what to do even if they want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 9-1-1. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.
2. Confront people who seclude, hit on, try to kiss, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources for support with health, counseling, or legal services.

Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

Ongoing Prevention and Awareness Campaign:

The University also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault and stalking.

PPAP and OPAC Programming Methods:

The PPAP and OPAC are carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout the University. Methods include but are not limited to presentations, online training courses, and annual distribution of the policy. A summary of this programming is provided below.

- All employees take Title IX training upon hire (online training course).
- All students are required to complete Title IX training within their first year of their academic program (online training course).
- Refresher training for employees managed by Human Resources (online training course).
- Targeted Title IX training for Responsible Employees and Title IX Advisors is provided annually (live presentations).

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking:

The [Title IX Incident Reporting form](#) should be used by any Chicago School Community Member to notify the Title IX Coordinator of a possible violation of The Chicago School's [Policy Prohibiting Sexual Harassment Under Title IX \(Title IX Policy\)](#).

If you are a student and prefer to speak to an external confidential resource, contact:

- YWCA at 1-888-293-2080
- Student Solutions at 1-855-460-6668

If you are an employee and prefer to speak to an external confidential resource, contact:

- YWCA at 1-888-293-2080
- Employee Assistance Program at 1-800-272-7255

Note that filing this report does not result in a report to local law enforcement. If you would like to file a police report, please contact local law enforcement.

If you have any questions, would like any additional information or would like assistance with completing this form, please contact:

Jennifer Stripe Portillo

Title IX Coordinator



Phone: 213.615.7264

Email: titleIX@thechicagoschool.edu

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported, if applicable.
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe, wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at

University Medical Center New Orleans
2000 Canal St.
New Orleans, LA 70112
Phone: (504) 702-3000
<http://www.umcno.org/>

Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

- The University does not maintain on-site campus security; however, victims are encouraged to contact the Operations Department if they need assistance with reporting to local law enforcement.

- Xavier University of Louisiana (XULA): University Police - <http://www.xula.edu/university-police/> 3801 S Carrollton Avenue, New Orleans, LA 70118 Phone: (504) 520-7490 All Emergencies: 911 X (formerly Twitter): Xavier Police
- Chicago School Community Members are encouraged to report to law enforcement and may pursue the filing of a criminal complaint. An individual considering making a criminal complaint who has questions or concerns about confidentiality is encouraged to contact their local law enforcement agency to obtain additional information about the agency's reporting obligations to other entities, its ability to protect an individual's privacy, and its ability to have confidential communications during the criminal complaint process. Upon notice of sexual harassment within the scope of the Policy Prohibiting Sexual Harassment Under Title IX, The Chicago School will provide the Complainant with information about local, state, and national resources and other relevant supports. The Chicago School will also provide the Complainant with information about the importance of preserving evidence and the availability of a free medical forensic examination service and will assist the Complainant in notifying law enforcement, including local police, if the Complainant elects to do so.

Information about Legal Protection Orders

Louisiana Supreme Court - Protective Orders

Survivors of sexual harassment have the right to:

1. Notify appropriate law enforcement authorities including local police.
2. Receive assistance from school personnel in reporting a crime to law enforcement authorities if such assistance is requested.
3. Decline to notify such authorities and/or decline to report to The Chicago School.
4. Request supportive measures such as a change in their academic or working situations, or assistance with transportation, living, or dining situations, if those changes are reasonably available, regardless of whether or not the survivor chooses to file a police report. Additional information on supportive measures is provided below.
5. Request assistance from campus authorities in obtaining and enforcing a restraining order or "no contact" directive and, if such measures are reasonably available, an order of protection or no contact order in state court.
6. A clear description of the school's complaint resolution procedures, including the disciplinary process and range of possible sanctions.
7. Information and assistance about existing counseling, health and mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.
8. Seek confidential advocacy and support from a professional counselor, pastoral counselor, or confidential advisor.

Victims may contact local domestic violence and sexual assault advocates for assistance in obtaining a protection order.

When a protection order is granted, it is enforceable statewide. If you have obtained a protection order and need it to be enforced in your area, contact your local police department.

The University will also enforce any temporary restraining order or other no contact order against the alleged respondent from a criminal, civil, or tribal court. Any student or employee who has a protection order or no contact order should notify the Title IX Coordinator and provide a copy of the restraining order so that it may be kept on file with the University and can be enforced on campus, if necessary. Upon learning of any orders, the University will take all reasonable action to implement the order.

The University does not issue legal orders of protection. However, as a matter of institutional policy, the University may impose a no-contact directive between individuals when appropriate.

Available Victim Services:

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the University and in the surrounding community. Those services include:

University Resources

The Chicago School offers as a benefit to its students and employees the following resources that provide professional counseling services.

- **For Students:** Student Solutions is a free, confidential, around-the-clock counseling service available to all Chicago School students. 1-855-460-6668 / www.guidanceresources.com / Web Identifier: TCSPP | [Financial Aid](#) | [The Chicago School](#)
- **For Employees:** Chicago School employees may access counseling services through the Employee Assistance Program (EAP) which is available 24 hours per day, 7 days per week. 800.272.7255 / www.guidanceresources.com / Employee Web Identifier: COM589

Counselors who provide services to Chicago School Community Members through EAP programs are not required to disclose reports of sexual harassment to the Title IX Coordinator. While professional and non-professional counselors and advocates may maintain a victim's confidentiality vis-à-vis The Chicago School, they may have reporting or other obligations under state law.

External Confidential Resources for All Chicago School Community Members

YWCA Metropolitan Chicago provides Confidential Advisor services for The Chicago School. YWCA Chicago is a community-based sexual assault crisis center that offers free, confidential services that are available 24 hours per day, 7 days per week.

888.293.2080

[Rape Crisis Hotline](#)

Chicago School community members may contact a Confidential Advisor at the YWCA Chicago via the hotline at 1-888-293-2080. To connect with a Confidential Advisor, a Community Member should call the hotline, identify themselves as a member of The Chicago School community, and ask for a Confidential Advisor.

All communications between a Confidential Advisor and a Reporting Party pertaining to an incident of sexual misconduct, including all records kept by the Confidential Advisor in the course of providing the Reporting Party with services related to the incident of sexual misconduct, shall remain confidential unless (1) the Reporting Party provides written consent for the disclosure of the communications; (2) failure to disclose would result in a clear, imminent risk of serious physical injury to or death of the Reporting Party or another person; or (3) failure to disclose would violate state or federal law.

Counselors from YWCA Metropolitan Chicago who provide services to Chicago School Community Members are not required to disclose reports of sexual misconduct to The Chicago School's Title IX Coordinator except to provide annual reports of the number and type of incidents of sexual misconduct reported exclusively to the Confidential Advisor. Such reports shall not contain any confidential information, including any personally identifiable information.

State/Local Resources

The [New Orleans Health Department \(NOHD\) Domestic Violence and Sexual Assault Program](#) (DV & SA Program) leads the city's response to domestic violence and sexual assault by coordinating community-based and criminal justice partnerships and programs, providing training & technical assistance, supporting prevention programming for families impacted by violence, and advocating for policies that support survivors.

For assistance, please call 311 or email: DVSAPrograms@nola.gov.

New Orleans Family Justice Center offers various services to survivors of domestic violence, sexual assault, and stalking. These on-site services are provided through a partnership with the following agencies: advocacy, counseling, children & youth, social change/public policy, emergency safe housing, education/employment, transitional housing, violence prevention, and other partner services dedicated to ending family violence, child abuse, sexual assault,

and stalking through prevention and coordinated response by providing comprehensive client-centered, empowerment services in a single location.

New Orleans Family Justice Center
701 Loyola Avenue, Suite 201
New Orleans, LA 70150
Phone: (504) 592-4005
Hotline: (504) 866-9554

[Metro Centers for Community Advocacy](#) provides services for survivors of trauma through trauma-informed care. As an agency Metro constantly researches best practices to seek new ways to assist survivors. Metro Centers for Community Advocacy wants to help families regain their physical and emotional strength, resulting in empowerment and transformation. As survivors become stronger, the community is strengthened. Metro is also active in community education and outreach, operating on the premise that an informed public makes for a safer and more concerned citizenry. All services are free and confidential.

24-Hour Crisis Hotline: (504) 837-5400
Toll-Free: (888) 411-1333
Appointments Available:
Jefferson Parish, Orleans Parish, St. Tammany and River Parishes

NEAREST LGBTQ RESOURCE CENTER

[The Spectrum Center](#) serves as a host location for meetings for various groups affiliated with the LGBTQ+ community. Currently we have free HIV testing, and other health-related functions through collaboration with the greater community; social functions and support groups. However, long-term plans include providing counseling, a community kitchen and pantry; and short-term emergency housing for LGBTQ+ youth who have been displaced.

210 South 25th Avenue*
Hattiesburg, Mississippi, 39401
Phone: (601) 310-6185
thespectrumcenter@gmail.com

*This agency provides general LGBTQ support services.

NEAREST HOSPITAL EQUIPPED TO EXAMINE A SEXUAL ASSAULT SURVIVOR

University Medical Center New Orleans
2000 Canal St.
New Orleans, LA 70112
Phone: (504) 702-3000
<http://www.umcno.org/>

National Resources

- [Office on Violence Against Women](#): Established by the Violence Against Women Act, the Office on Violence Against Women is designed to reduce violence against women and strengthen resources for all survivors of sexual assault, domestic violence, dating violence, and stalking.
Phone: (202) 307-6026
- [National Domestic Violence Hotline](#): Established by the Violence Against Women Act, the National Domestic Violence Hotline provides 24-hour support for people facing domestic violence.
Phone: (800) 799-7233 or (800) 787-3224 (TTY for deaf/hard of hearing)
- [Victim Connect Resource Center](#) - a weekday phone, chat, and text-based referral helpline operated by the National Center for Victims of Crime. Services are available for all victims of crime in the United States and its territories.

Phone: (855) 484-2846
- [Rape, Abuse & Incest National Network \(RAINN\)](#): This non-profit organization has a 24-hour hotline for anonymous support for people dealing with sexual assault and their friends and families.
Phone: (800) 656-4673 (National Sexual Assault Hotline)
- [988 Suicide & Crisis Lifeline](#) - Call or text 988 or [chat online](#) 24 hours a day.
- [Love Is Respect](#): The Love Is Respect website offers information on how to recognize dating violence and seek help.
Phone: (866) 331-9474
- [Pandora's Project](#): Information about working with LGBTQIA and gender-nonconforming students and same-sex sexual violence.
Phone: (612) 234-4204
- [Child Welfare Information Gateway](#): For information on local state laws regarding mandatory reporting and confidentiality.
Phone: (800) 394-3366

Accommodations and Protective Measures:

The University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available, the University is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or

preserve access to The Chicago School's Education Program or Activity, including measures designed to protect the safety of all parties or The Chicago School's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator will make supportive measures available to the parties upon receiving notice/complaint. At the time that supportive measures are offered, The Chicago School will inform the Complainant, in writing, that they may file a Formal Complaint with The Chicago School either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the Complainant to ensure that their wishes are considered with respect to the supportive measures that are planned and implemented.

The Chicago School will maintain the privacy of the supportive measures, provided that privacy does not impair The Chicago School's ability to provide the supportive measures. The Chicago School will act to ensure as minimal an academic impact on the parties as possible. The Chicago School will implement measures in a way that does not unreasonably burden any party.

When determining the reasonableness of such a request, the University may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The University will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the University's ability to provide them. However, there may be times when certain information must be disclosed to a third-party in order to implement the accommodation or protective measure. Such decisions will be made by the University in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the University will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

Procedures for Disciplinary Action:

The Chicago School's procedure for disciplinary action under Title IX are explained in detail within the [Policy Prohibiting Sexual Harassment Under Title IX \(Title IX Policy\)](#).

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

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

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

- Determine the identity and contact information of the Complainant.
- In coordination with campus partners (e.g., the Title IX Coordinator), initiate or assist with any necessary supportive measures.
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of the specific policies and provisions implicated.
- Meet with the Complainant to conduct an interview, take a statement or to finalize their interview/statement. This meeting will be conducted in accordance with the established reporting party interview protocol.
- Prepare the initial notice of investigation and allegations NOIA. The NOIA will inform the parties of their right to have the assistance of a Title IX Advisor of their choosing or provided by The Chicago School present for all meetings attended by any party.
- If and when additional/material alterations to allegations arise, communicate this promptly to the parties with an amended NOIA. This notice will provide the parties with a summary of the additions to/alterations of the allegations, as well as any changes to the policies implicated.
- Meet with the Respondent to obtain a response to the allegations. This meeting will be conducted in accordance with the established interview protocol.
- Provide each interviewed party and witness an opportunity to review and verify the investigator's summary notes of the relevant evidence/testimony from their respective interviews and meetings.
- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose. Investigators and/or the Title IX Coordinator will provide sufficient advanced notice of such meetings in order to permit the party to prepare to participate.

- Interview all available relevant witnesses and conduct follow-up interviews as necessary.
- Allow each party the opportunity to suggest witnesses and questions they wish the investigator to ask of the other party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions.
- Provide regular status updates to the parties throughout the investigation.
- Write an investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included.
- Prior to completing the investigation report, provide both parties and their respective Title IX Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an equal opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including evidence upon which The Chicago School does not intend to rely in reaching a determination regarding responsibility, for a 10- business-days review and comment period so that each party may meaningfully respond to the evidence prior to the conclusion of the investigation. The parties may elect to waive the full 10 business days. Each copy of the materials shared will be watermarked on each page with the role of the person receiving it (e.g., Complainant, Respondent, Complainant's Title IX Advisor, Respondent's Title IX Advisor).
- The Investigator may choose to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses.
- The Investigator will incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigator should document all rationales for any changes made after the review and comment period. The final report is then shared with all parties and their Title IX Advisors through secure electronic submission or hard copy at least 10 business days prior to a hearing. The parties are also provided with a file of any directly related evidence that was not included in the report.
- The Title IX Coordinator will provide the Decision-Maker with a copy of the final investigation report, complete with all relevant evidence, the parties' submitted responses, and any relevant subsequent materials, documentation, communications, etc.



The Chicago School investigates reports of sexual harassment independently of local law enforcement.

Absent delay to allow police to gather evidence or agreement by the parties, The Chicago School will make every reasonable effort to complete the resolution process, including notification to the parties of the outcome, within 90 business days, excluding the time for the appeals process, after the Title IX Coordinator's receipt of a report. An extension to this timeframe may be made for good cause followed by written notice to the parties of the reason for the extension and the projected new timeline. Circumstances that may cause a delay include, but are not limited to, a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of parties and/or witnesses, examination periods or school closures, and/or accommodations for disabilities or health conditions. During any delays, The Chicago School will implement supportive measures as deemed appropriate and will notify the parties of any extensions that change the timeframes set forth herein and the reason for such extension.

Investigations are completed expeditiously, normally within 60 business days, although some investigations may take weeks or even months, depending on the nature, extent and complexity of the allegations, availability of witnesses, police involvement, etc. The Chicago School will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

Because this procedure is an institutional process and not a judicial one, the presence of legal counsel other than as a Title IX Advisor for a Complainant or Respondent, is prohibited. The Chicago School's process is not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

Anticipated Timelines:

The Chicago School will make every reasonable effort to complete the resolution process, including notification to the parties of the outcome, within 90 business days, excluding the time for the appeals process, after the Title IX Coordinator's receipt of a report. An extension to this timeframe may be made for good cause followed by written notice to the parties of the reason for the extension and the projected new timeline. Circumstances that may cause a delay include, but are not limited to, a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of parties and/or witnesses, examination periods or school closures, and/or accommodations for disabilities or health conditions. During any delays, The Chicago School will implement supportive measures as deemed appropriate and will notify the parties of any extensions that change the timeframes set forth herein and the reason for such extension.

Decision-Making Process:

The Decision-Maker will deliberate in a closed session to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question. The Decision-Maker will base the Final Determination(s) on a preponderance of the evidence standard (i.e., whether it is more likely than not that the Respondent committed each alleged violation). The hearing facilitator may be invited to attend the deliberation by the Decision-Maker, but is there only to facilitate procedurally, not to address the substance of the allegations.

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

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

The Decision-Maker will review the statements and any pertinent conduct history provided by the Title IX Coordinator regarding the Respondent and will determine the appropriate sanction(s) in consultation with other appropriate administrators, as required.

The Decision-Maker will then prepare a written Final Determination and deliver it to the Title IX Coordinator. The Final Determination will include the following:

- identification of allegations potentially constituting sexual harassment;
- description of procedures taken from the receipt of the Formal Complaint through the Final Determination, including any notifications to parties, interviews with parties and witnesses, site visits, methods used to gather other evidence and hearings held;
- findings of fact supporting the determination;
- conclusion regarding application of code of conduct to the facts;
- statement of and rationale for the result for each allegation, including determination regarding responsibility;
- any disciplinary sanctions;
- whether remedies designed to restore or preserve equal access to The Chicago School's educational program or activity will be provided by The Chicago School to the Complainant; and
- the process and permissible bases for appeal.

The Final Determination must be submitted to the Title IX Coordinator within two business days of the end of deliberations unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the Complainant and Respondent. The Title IX Coordinator will provide the parties and their Title IX Advisors with a copy of the Final Determination within two business days of receipt of the Final Determination from the Decision-Maker, and the Final Determination will be provided via email to the parties' Chicago School-issued email accounts. Once emailed, the Final Determination will be deemed delivered, and the time period for the Appeal process will begin.

How to file a disciplinary complaint:

The Chicago School Community Members should report incidents of sexual harassment to The Chicago School's Title IX Coordinator. The Title IX Coordinator is:

Jennifer Stripe Portillo

Title IX Coordinator

E-mail: titleIX@thechicagoschool.edu

Phone: (213) 615-7264

Chicago School Community Members may also report incidents by submitting an online [Incident Reporting Form](#).

A Complainant is not required to report to law enforcement to receive assistance from or pursue any options within The Chicago School. A Complainant has the option to notify law enforcement authorities, to receive assistance from The Chicago School in notifying such authorities, or to decline to notify law enforcement authorities. Also, a Complainant may file both a criminal complaint and a Title IX report.

Chicago School Community Members who have experienced sexual assault, dating violence, domestic violence, stalking or other sexual violence or are aware of such incidents experienced by other Chicago School Community Members should make an immediate report to the local police department and should seek medical attention. For information about how to make a report to local law enforcement or campus security or law enforcement for a specific Chicago School location, visit the [Title IX website](#). Information on the nearest medical facility for each campus is located on the [Title IX website](#).

Note that seeking medical attention is necessary to mitigate the risk of sexually transmitted infections and pregnancy and to determine the existence of any physical injuries as well as the extent of any such injuries or required treatment. Additionally, forensic evidence can be collected if criminal action is or may be desired in the future. Note that it is important to preserve evidence as it may be necessary to provide proof of criminal activity or in obtaining a protective order. Evidence is best collected as soon as possible or within 96 hours of an assault. Assistance with evidence preservation can be provided by medical and/or law enforcement personnel. Note that federal law requires that a medical forensic examination be provided free of charge to a person who has been the survivor of sexual violence.

Reporting sexual assault, domestic violence, dating violence, and stalking to the police does not commit the Complainant to further legal action. However, the earlier an incident is reported, the easier it will be for law enforcement to investigate if the Complainant decides to proceed with criminal charges

Discrimination, Harassment, and Retaliation Resolution Process details are found within the [Student DHR Policy](#)

Upon receipt of a student report alleging discrimination, harassment, or retaliation, the Dean for Student Success will determine the appropriate next steps in accordance with the Student DHR Policy. The appropriate process depends on the type of allegation. If the allegations involve sexual harassment within the Title IX definitions, the Resolution Process outlined in the Title IX Policy will be followed. If the allegations involve all other types of discrimination, harassment, or retaliation, the process in the Student DHR Policy will be followed.

These procedures may also be used to address collateral misconduct arising from the investigation of or occurring in conjunction with harassing or discriminatory conduct, e.g., vandalism, physical abuse of another. All other allegations of misconduct unrelated to incidents covered by the Student DHR Policy will be addressed through the procedures elaborated in the respective student, faculty, and staff handbooks.

I. Initial Assessment

After reviewing a report, the Dean for Student Success will conduct an initial assessment. The steps in an initial assessment will include contacting the Complainant to offer supportive measures, including counseling resources, and to determine how the Complainant wishes to proceed in addition to reviewing and/or discussing the information provided in the report with the Complainant. The initial assessment is not intended to be a full investigation interview. The Dean for Student Success will provide the Complainant with a link to the Student DHR Policy.

The initial assessment will include a review of whether the reported conduct may reasonably constitute a violation of the Student DHR Policy and whether The Chicago School has jurisdiction over the reported conduct.

As the initial assessment concludes, the Dean for Student Success will determine the appropriate next steps. If the Complainant does not wish to go forward with an investigation, the Dean for Student Success has the discretion to take any necessary measures to ensure that discrimination, harassment, or retaliation are remedied. In addition, the Dean for Student Success will seek to abide by the Complainant's wishes but may have to take an alternative approach depending on their analysis of the situation.

If the allegation cannot be resolved informally, where appropriate, The Chicago School will undertake an effective, non-adversarial, thorough, and objective investigation.

If it is determined that unlawful discrimination, harassment, and/or retaliation has occurred, effective remedial action will be taken in accordance with the circumstances of the incident. Appropriate action will also be taken to deter any future unlawful discrimination, harassment, and/or retaliation. An individual who violates the Student DHR Policy will be subject to disciplinary action up to and including removal from the institution.

II. Supportive Measures

The Chicago School will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation and as deemed appropriate by the Dean for Student Success. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to The Chicago School's education programs or activities, including measures designed to protect the safety of all parties or The Chicago School's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Chicago School will maintain the privacy of the supportive measures, provided that privacy does not impair The Chicago School's ability to provide the supportive measures. The Chicago School will act to ensure as minimal an academic impact on the parties as possible. The Chicago School will implement measures in a way that does not unreasonably burden any party.

Supportive measures may include: referral to counseling services; student financial aid advising; an institutional no-contact order; academic support including extensions on academic deadlines or other course/academic program-related adjustments; and class or student employee work schedule modifications; or time off from school. Parties may also consult with an attorney at their own expense at any point in the process.

Supportive Measures may be offered to Respondents when they are notified of the allegations. Supportive measures are also available for incidents of discrimination or harassment that occurred prior to the parties' association with The Chicago School where such incidents could contribute to a hostile educational environment or otherwise interfere with a student's access to education where both individuals are, at the time of the request for supportive measures, subject to The Chicago School policies.

III. Emergency Removal

The Chicago School can act to remove a Respondent partially or entirely from its education programs or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the health or safety of any student or other individual justifies removal.

In all cases in which an emergency removal is imposed on a student, the student will be given notice of the action and the option to request to meet with the Dean for Student Success prior

to such action/removal being imposed, or as soon thereafter as reasonably possible, to show cause why the action/removal should not be implemented or should be modified. This meeting is not a review or determination on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. There is no appeal process for emergency removal decisions.

If the Dean for Student Success determines, in consultation with Human Resources, that it is appropriate, a non-student employee who is a Respondent may be placed on administrative leave while these procedures are pending.

The Dean for Student Success has sole discretion under the Student DHR Policy to implement or stay an emergency removal and to determine the conditions and duration. Violation of an emergency removal under the Student DHR Policy will be grounds for discipline, which may include dismissal. At the discretion of the Dean for Student Success, alternative coursework options may be pursued to ensure as minimal an academic impact as possible on the parties.

IV. Informal Resolution

Informal Resolution is applicable when the parties voluntarily agree to resolve the matter or when the Respondent accepts responsibility for violating the Student DHR Policy, or when the Dean can resolve the matter informally by providing remedies and/or sanctions to resolve the situation.

It is not necessary to pursue Informal Resolution first in order to pursue Administrative Resolution, and any party participating in Informal Resolution can stop the process at any time and request the Administrative Resolution process. Further, if an Informal Resolution fails after the fact, Administrative Resolution may be pursued

V. Administrative Resolution

If Administrative Resolution is initiated, the Dean for Student Success will provide written notification of the investigation to the parties via communication sent to The Chicago School issued email address. This will occur at an appropriate time during the investigation and include a meaningful summary of the allegations.

Typically, notice is given at least 48 hours in advance of a meeting. Advanced notice facilitates the parties' ability to identify and choose a support person, if any, to accompany them to the interview. The support person must be a member of The Chicago School community. The Complainant and Respondent must notify the investigator of the identity of the support person at least 24 hours before a meeting.

The support person's role is to advise and support the Complainant or Respondent. The support person can help the party prepare for meetings, can attend meetings with the party, and can review materials generated by the investigator and provided as evidence, where

relevant. The support person may not communicate with an investigator on behalf of the Complainant or the Respondent.

A support person who steps out of their role in any meeting will be warned once. If the support person continues to disrupt or otherwise fails to respect the limits of their role, the meeting will be ended, or other appropriate measures will be implemented. Subsequently, the investigator will determine how to address the support person's non-compliance and future role, if any.

If a party's support person refuses to comply with The Chicago School's established rules of decorum for the resolution process, The Chicago School may require the party to use a different support person. The parties may consult with attorneys, at their own expense, at any stage in the process.

The parties are expected to ask and respond to questions on their own behalf throughout the investigation. While the support person may not speak on behalf of the Complainant or Respondent, the support person may consult with their party, either privately or quietly, by passing notes during any resolution process meeting or interview as long as they do not disrupt the process. For longer or more involved discussions, the party and their support person should ask for a break for private consultation.

The Chicago School aims to complete all investigations within a sixty (60) business day period, which can be extended by the Dean for Student Success for appropriate cause and with notice to the parties as appropriate. If a Respondent leaves the institution while unresolved allegations are pending, the process will end as The Chicago School will no longer have jurisdiction over them. The Chicago School will continue to address and remedy any systemic issues or concerns that may have contributed to the alleged violation(s) and any ongoing effects of the alleged misconduct.

A student Respondent who withdraws while the process is pending may not return to The Chicago School. Such exclusion applies to all students in all programs. A hold will be placed on their ability to be readmitted. They may also be barred from Chicago School property and/or events.

If the student Respondent withdraws or takes a leave for a specified period (e.g., one term or semester), the resolution process may continue remotely, and that student is not permitted to return to The Chicago School unless and until all sanctions have been satisfied.

An employee Respondent who resigns with unresolved allegations pending is not eligible for rehire with The Chicago School and the records retained by Student Success will reflect that status.

The Dean for Student Success will vet the assigned investigator(s) to ensure impartiality by ensuring there are no conflicts of interest or disqualifying bias. The parties may raise a concern regarding bias or conflict of interest at any time during the resolution process, and

the Dean for Student Success will determine whether the concern is reasonable and supportable. If so, another investigator will be assigned and the impact of the bias or conflict, if any, will be remedied. If the bias or conflict relates to the Dean for Student Success, concerns should be raised to the Chief Operating Officer.

Investigations involve interviews with all relevant parties and witnesses, obtaining available, relevant evidence, and identifying sources of expert information, as necessary. All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and to provide evidence.

The investigation will typically include the following steps, if not already completed and not necessarily in this order: identify all policies implicated by the alleged misconduct; develop an investigation plan with a witness list, document/records list and order of interviews of parties and witnesses; provide the parties with an opportunity to review and verify the investigator's summary notes from interviews and meetings with that specific party; provide regular status updates to the parties throughout the investigation; and prepare a written investigation report that summarizes the investigation.

The investigation report will conclude with a determination, based on a preponderance of the evidence, of whether the Respondent violated the Student DHR Policy and, if so, a recommendation for a sanction. The report is not provided to any parties or witnesses.

If an employee is found in violation of this policy, the matter will be referred to Human Resources to determine appropriate sanctions. Human Resources will issue its sanctions decision within 10 business days of notification of a violation by the Dean for Student Success. Human Resources will send the sanctions letter to the employee, be responsible for ensuring that sanctions are completed, and keep all communications in the employee's personnel file. Sanctions administered to employees found in violation of this policy are not communicated to the Complainant or witnesses.

If the Respondent is a student, a Sanctions Panel will be used, as set forth in the next section.

VI. Determination of Appropriate Sanction

The sanctions process is intended to provide an equitable procedure to the Complainant and the Respondent, showing promptness, fairness, and impartiality.

The Dean for Student Success will convene a Sanctions Panel. The Sanctions Panel will include three members selected from a pool of administrators and faculty trained in sanctioning violations of the Student DHR Policy. One panel member shall be designated as the leader of the proceedings. The Complainant and the Respondent will receive written notice of the Sanctions Panel members and will have an opportunity to request a substitution if the participation of any of the individuals named poses a conflict of interest. The Complainant and Respondent must submit their written request for substitution to the Dean for Student Success within 24 hours of receiving panel member names.

After the Sanctions Panel has been convened, members will be provided with the investigator's findings and recommended sanctions.

Within five (5) business days of receipt of materials, the Sanctions Panel shall meet to determine what sanctions, if any, will be issued. In making such a determination, the Sanctions Panel will not reconsider the findings but will determine what sanctions are appropriate to remedy the violation and maintain or enhance safety from misconduct in The Chicago School's education programs and activities.

If a student fails to comply with sanctions issued by the Sanctions Panel, the matter will be brought back to the Sanctions Panel for a determination of whether additional sanctions should be imposed. If the failure to comply with the sanctions is deemed willful or intentional, additional sanctions may be imposed. Also, the Sanctions Panel may work with the Dean for Student Success to address the failure to comply.

VII. Appeal Process

Students

Any student who is a Complainant or Respondent under the Student DHR Policy has the right to appeal the determination of a violation of the Student DHR Policy and any sanctions decision by submitting a written letter of appeal to their College Dean within five business days of issuance of the investigative determination and sanctions decision. All appeals must be based on one or more of the following:

- New information that could not be presented at the time of the investigation or sanctions decision that would substantially change the outcome;
- The imposed sanction is disproportionate to the violation; or
- Evidence of improper procedure that may impact the outcome.

The student's written appeal must include:

- A specific statement of the decision that is being appealed;
- The student's desired outcome;
- All information that the student wishes the College Dean to take into account in consideration of the appeal; and
- A statement of the student's views as to how this information justifies the appeal based on the three grounds listed above.

The College Dean shall have had no prior involvement in the initial determination and finding and shall have no conflict of interest with either party. If there is a conflict of interest, the appeal will be reviewed by another College Dean who will be selected by the Dean for Student Success.

If the College Dean determines that the appeal is without merit or does not meet the requirements set forth above, the College Dean will reject the appeal.

If the College Dean determines that the appeal is properly constituted, the College Dean will determine what next steps are appropriate. This may include remanding the matter to the Dean for Student Success for further investigation or remanding the matter to the Sanctions Panel for consideration. The College Dean will issue a written decision to both parties within five (5) business days of receipt of the written appeal.

Employees

Any employee who is a Respondent under the Student DHR Policy has the right to appeal the determination of a violation and sanctions by submitting a written letter of appeal to the Chief Operating Officer within five (5) business days of issuance of the investigative determination and sanctions decision.

All appeals must be based on one or more of the following:

- New information that could not be presented at the time of the investigation or sanctions decision that would substantially change the outcome;
- The imposed sanction is disproportionate to the violation; or
- Evidence of improper procedure that may impact the outcome.

The employee's written appeal must include:

- A specific statement of the decision that is being appealed;
- The employee's desired outcome;
- All information that the employee wishes the Chief Operating Officer to take into account in consideration of the appeal; and
- A statement of the employee's views as to how this information justifies the appeal based on the three grounds listed above.

The Chief Operating Officer shall have had no prior involvement in the initial determination and finding and shall have no conflict of interest with either party. If there is a conflict of interest, the Dean for Student Success will assign the appeal to another Cabinet-level administrator.

If the Chief Operating Officer determines that the appeal is without merit or does not meet the requirements set forth above, the Chief Operating Officer will reject the appeal.

If the Chief Operating Officer determines that the appeal is properly constituted, the Chief Operating Officer will determine what next steps are appropriate, which may include but is not limited to remanding the matter to the Dean for Student Success for further investigation or remanding to Human Resources for consideration. The Chief Operating Officer will issue a written decision to both parties within five (5) business days of receipt of the written appeal.

Reporting Discrimination, Harassment, or Retaliation

The Chicago School will promptly investigate possible discrimination, harassment, or retaliation whenever it becomes aware of such conduct or otherwise respond if it determines that an investigation is not required. A student who believes that they have been subjected to discrimination, harassment, or retaliation is encouraged to report the conduct immediately to the Dean for Student Success. An employee who believes that they have been subject to sexual harassment should contact the Title IX Coordinator as those matters are handled under the Title IX Policy. An employee who believes that they have been subject to harassment, discrimination, or retaliation should contact Human Resources as those matters are handled under the Equal Employment Opportunity, Non-Discrimination and Anti-Harassment Policy.

When an alleged violation of the Student DHR Policy is reported, the allegations are subject to resolution using the appropriate process, as determined by the Dean for Student Success and as detailed below. The report should include details of the incident or incidents, names of the individuals involved, names of any witnesses, and any documentation supporting the allegation.

Rights of the Parties in an Institutional Proceeding:

During the course of the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair and impartial process from the initial investigation to the final result.
 - A prompt, fair and impartial process is one that is:
 - Completed within reasonably prompt timeframes designated by the institution's policy, including a process that allows for the extension of

- timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
- Conducted in a manner that:
 - Is consistent with the institution’s policies and transparent to the accuser and the accused.
 - Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
 - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
 - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.
2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
 - All materials used to train Title IX Coordinators, Investigators, Decision-Makers, and any person who facilitates an Informal Resolution process. The Chicago School will make these training materials publicly available on The Chicago School’s [website](#).
 3. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
 4. Have the outcome determined using the “preponderance of the evidence” standard of proof. This means that the Decision-Maker will determine whether it is “more likely than not” that sexual harassment occurred. .
 5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, “result” means “any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters” and must include the rationale for reaching the result and any sanctions imposed.

Possible Sanctions or Protective Measures that the University May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses:

Sanctions for students found in violation of the Title IX Policy include:

- Formal written warning
- Professional Development Plan (a plan intended to require reflection and remediation of behavior found to be in violation of this policy)
- No contact order pertaining to certain Chicago School Community Members or physical locations
- Referral to counseling and/or Student Solutions
- Required training or education
- Dismissal from The Chicago School
- Withholding of degree conferral and/or issuance of a diploma.

Sanctions for an employee found in violation of the Title IX Policy include:

- Formal written warning
- Performance Improvement Plan
- Referral for counseling and/or to the EAP
- Required training or education
- Probation
- Loss of variable pay increase
- Loss of supervisory duties
- Demotion
- Suspension with pay or without pay
- Termination from employment

In addition, the University can make available to the victim a range of protective measures. They include: changes to academic and/or work situations, obtaining and enforcing campus no contact orders, obtaining assistance with living, dining, and transportation, and honoring an order of protection or no contact order entered by a state civil or criminal court.

The Title IX Coordinator shall review all requested supportive measures, shall determine what is available and appropriate and shall notify the party requesting the supportive measures of the determination. Supportive measures may be kept in place until the conclusion of the Title IX investigation, sanctioning, and appeal processes, where applicable.

The Chicago School will maintain the privacy of the supportive measures, provided that privacy does not impair The Chicago School's ability to provide the supportive measures. The Chicago School will act to ensure as minimal an academic impact on the parties as possible. The Chicago School will implement measures in a way that does not unreasonably burden any party.

Publicly Available Recordkeeping:

The University will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the University to the extent permitted by law.

Victims to Receive Written Notification of Rights:

When a student or employee reports to the University that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

Sex Offender Registration Program:

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the University of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the Campus Director, Kassidy Noel at (469) 941-8375. State registry of sex offender information may be accessed at the following link: <http://www.icrimewatch.net/index.php?AgencyID=54320>

Timely Warnings & Emergency Notifications

Timely Warnings

In the event of criminal activity occurring either on campus or off campus that in the judgment of the Campus Director constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided, as needed and appropriate.

Anyone with information about a serious or continuing threat to members of the campus community should immediately report the circumstances to:

- Kassidy Noel, Campus Director, (469) 941-8375

The University has communicated with local law enforcement asking them to notify the University if it receives reports or information warranting a timely warning.

Emergency Notification

The University has an emergency management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. The University has communicated with local police requesting their cooperation in informing the University about situations reported to them that may warrant an emergency response.

The purpose of the Emergency Operations Plan ("the Plan" or "EOP") is to establish policies, procedures, and communication plans for responding to an emergency situation on the XULA Campus of The Chicago School. The Plan serves as a guide to the prevention, management and recovery from events that may cause injury, destruction of institution property and/or the interruption of day-to-day operations. The Chicago School's Office of Business Operations is responsible for plan oversight and coordination with applicable stakeholders, including senior leadership and specifically, the campus Incident Commander. Other personnel with roles described in the EOP are granted the authority and responsibility to act in accordance with The Plan before, during, and after an emergency incident. The EOP integrates operating procedures using an Incident Command System framework for handling and responding to all levels of emergencies on and/or immediately surrounding the Chicago Campus. An "emergency" is any situation creating imminent danger to lives, health or safety; public and private property; or the ability of the institution to reasonably carry on normal operations. The Chicago School has adopted this campus EOP to facilitate our efforts to address any major emergency that may arise. While The Chicago School seeks to avoid all campus emergencies, if such emergencies arise, it is our goal to efficiently, skillfully, and safely manage an emergency response in collaboration with local authorities. The EOP was developed by local staff of The Chicago School and approved by senior leadership, thereby enabling the activities contained within this document to be performed within The Chicago School's capability.

Students, staff and visitors should immediately report the circumstances to the Campus Director, Kassidy Noel at (469) 941-8375 of any emergency or potentially dangerous situation.

The Campus Director will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating the institution's response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other University departments may be involved in the confirmation process.

Once the emergency is confirmed and based on its nature, the Campus Director will consult with other appropriate University officials to determine the appropriate segment or segments of the University community to be notified.

The Campus Director, in collaboration with other appropriate personnel, will determine who should be notified, and will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system,

unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also, as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The Campus Director will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

At the direction of the Campus Director, the University will notify local law enforcement of the emergency if they are not already aware of it and local media outlets in order that the larger community outside the campus will be aware of the emergency.

Methods for Issuing Timely Warnings and Emergency Notifications

The method(s) listed below may be utilized when the University issues a timely warning or emergency notification to the campus community.

Method	Sign Up Instructions
Text Messages	Members of the campus community may add a cell phone number to the notification system so alerts can also be received via text message. Rave Mobility, The Chicago School's partner as related to the notification system, does not charge subscribers to receive text messages. Carrier message and data rates may apply.
E-mail Messages	All The Chicago School e-mail addresses are enrolled in the e-mail notification portion of the system. There is no opt-in or opt-out function as related to a school-provided e-mail account. A community member may add a personal e-mail account to the system.

Testing & Documentation

The University tests its emergency response and evacuation procedures at least once a year. The tests may be announced or unannounced. Also, at various times the Crisis Management Team and Emergency Response Team will meet to train and test and evaluate the University's emergency response plan.

The Executive Director of Campus Operations and Real Estate Planning maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection

with at least one such test, the University will distribute to its students and employees information to remind them of the University's emergency response and evacuation procedures.

Stop Campus Hazing Policy and Programming

Hazing, which The Chicago School prohibits, is defined as any act, whether physical, emotional, or psychological, required or expected of a person seeking to join or maintain membership in a group, that:

- Is abusive, dangerous, degrading, or disruptive
- Has no legitimate educational or professional purpose
- Violates institutional policy or applicable local, state, or federal laws
- Is intended to or reasonably likely to cause physical or emotional harm
- Involves coercion, intimidation, or compelled participation in activities unrelated to group goals

Hazing includes both active and passive involvement (e.g., witnessing or failing to intervene). It applies to conduct involving prospective, new, current, or returning members of a student group, team, or organization.

Any person may disclose hazing to The Chicago School in the following ways:

Telephone: 213-615-7264

Electronic mail: studentsuccess@thechicagoschool.edu

Online: [Student Complaint of Hazing Intake Form](#)

The disclosing person does not need to be the harmed person and/or a Complainant. All disclosures will be reviewed by The Chicago School to identify if the conduct is governed by this policy or other related policies.

An individual may pursue a Chicago School response procedure independently of any external processes, such as reporting to law enforcement or pursuing other non-university-based civil reporting options. The Chicago School reserves the right to initiate this process even if law enforcement has declined to do so.

Confidential Disclosure Options

Student Solutions: Student Solutions is a free, confidential, around-the-clock counseling service available to all Chicago School students.

- 855.460.6668
- www.guidanceresources.com
- Web identifier: TCSPP

Employee Assistance Program (EAP): Chicago School employees may receive counseling services through the EAP, which is available 24 hours per day, 7 days per week.

- 800.272.7255
- www.guidanceresources.com
- Web identifier: COM589

Note: Mental health professionals may be required to disclose information, as applicable by law, where there is an imminent threat of a person harming themselves or others.

Anonymous Reporting

The Chicago School is committed to reviewing all reports of hazing. Anonymous reports will be preliminarily investigated to the extent possible, both to assess the underlying allegation(s) and to determine if remedies can be provided. However, anonymous reports typically limit The Chicago School's ability to investigate, respond, and provide remedies, depending on what information is shared.

All reports of suspected hazing are reviewed by The Chicago School to determine whether the alleged conduct is governed by the Anti-Hazing Policy or another applicable University policy. Anonymous reports are preliminarily investigated to the extent possible, although the information available may limit the University's ability to investigate, respond, or provide remedies.

An investigation of reported hazing is conducted by the appropriate University office in accordance with its applicable procedures. The responsible office is determined based on the individuals involved and the nature of the allegations and may include Student Community Standards within the Office of the Dean for Student Success or Human Resources. When the reported conduct may violate multiple University policies, the Office of the Dean for Student Success determines the appropriate investigative pathway, identifies the office with primary responsibility, and coordinates with other responsible offices. Related matters may be consolidated, investigated, and adjudicated together. Student organizations may not impede a University investigation or withhold relevant information.

Sanctions and Other Consequences

Hazing is a serious offense and, therefore, is subject to the full range of sanctions (e.g., reprimand through dismissal or termination of employment). In addition, other educational activities (i.e., community service, participating in an anti-hazing workshop, etc.) or opportunities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside

constituents, academic processes, group in which the student is involved, or their governing bodies. The Chicago School has the right to act regardless of the actions of a governing body.

Sanctions for Students and Student Organizations

When a student is found to have violated this policy, potential sanctions pursuant to the Academic Catalog and Student Handbook include, but are not limited to, the following:

- Formal written warning
- Professional Development Plan (a plan intended to require reflection and remediation of behavior found to be in violation of this policy)
- No contact order pertaining to certain Chicago School Community Members or physical locations
- Referral to counseling and/or Student Solutions
- Required training or education
- Dismissal from The Chicago School
- Withholding of degree conferral and/or issuance of a diploma, and
- Other appropriate educational opportunities or sanctions.

Sanctions for Employees

When an employee is found to have violated this policy, corrective actions may be taken pursuant to appropriate HR policies including but are not limited to:

- Formal written warning
- Performance Improvement Plan
- Referral for counseling and/or to the EAP
- Required training or education
- Probation
- Loss of variable pay increase
- Loss of supervisory duties

- Demotion
- Suspension with pay or without pay
- Termination of employment

Appeals

Both parties have the right to appeal. The appeal is not meant to re-hear or reargue the same case and is limited to the standards below. Written appeals must meet one or all the following standards:

- A procedural (or substantive) error occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.);
- To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or outcome. A summary of this new evidence and its potential impact must be included.
- Outcomes imposed are grossly disproportionate to the violation(s) committed.

Parties may not appeal under the following circumstances:

- Non-attendance at meetings;
- Dissatisfaction with a decision and/or outcome.

Appeals must be submitted in writing to the Chief Operating Officer. The written appeal must state the specific grounds for the appeal and be received within five (5) days of the date of the outcome letter from the conduct hearing.

Appeals will typically be heard by the Chief Operating Officer. A different appeal officer may be appointed in extenuating circumstances. A live, virtual meeting with the Appellant or other parties will occur only at the discretion of the person reviewing the appeal. The decision of the appeal officer is final.

All outcomes imposed by Student Community Standards or Human Resources will be in effect during an appeal. A request may be made to the Chief Operating Officer, or designee, to delay implementation of the outcomes until the appeal is decided, but the presumptive stance of the institution is that the outcomes will go into effect immediately.

Commencement, study abroad, residency, etc. do not in and of themselves constitute exigent circumstances, and an Appellant may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement to The Chicago School or resumption of privileges, all reasonable attempts will be made to restore the Respondent to

their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Hazing Prevention and Awareness Program

The Chicago School provides prevention and awareness programming related to hazing through a variety of methods including required new student orientation, annual training for student organization leaders and advisors, and the distribution of educational materials such as brochures, digital communications, and campus-wide announcements. These efforts reinforce the institution's zero-tolerance stance on hazing, provide clear definitions of prohibited conduct, and explain how to report hazing through the Student Complaint of Hazing Intake Form or by contacting the Office of the Dean for Student Success. The community is also provided with information on how reports are reviewed and addressed, as well as guidance on applicable local, state, and federal laws.

In addition, The Chicago School incorporates research-informed strategies across its programming for students, staff, and faculty. These efforts are designed to stop hazing before it occurs and include information on:

- Bystander intervention, including how to recognize and respond to signs of hazing and how to support individuals who may be at risk
- Ethical leadership principles that promote respect, accountability, and integrity within student groups and organizations
- Positive approaches to building group cohesion that foster inclusion, connection, and belonging without the use of harmful or coercive practices

These prevention efforts are led by the Office of the Dean for Student Success and are aligned with the institution's core values of safety, community, and student well-being.

Hazing State Laws

Summary (Code of Louisiana)
A. (1) Except as provided by Subsection D of this Section, it shall be unlawful for any person to commit an act of hazing.
(2)(a) Except as provided by Subparagraph (b) of this Paragraph, any person who commits an act of hazing shall be either fined up to one thousand dollars, imprisoned for up to six months, or both.
(b) If the hazing results in the serious bodily injury or death of the victim, or the hazing involves forced or coerced alcohol consumption that results in the victim having a blood alcohol concentration of at least 0.30 percent by weight based on grams of alcohol per one hundred cubic centimeters of blood, any person who commits an act of

Summary (Code of Louisiana)

hazing shall be fined up to ten thousand dollars and imprisoned, with or without hard labor, for up to five years.

B. (1)(a) If any person serving as a representative or officer of an organization, including any representative, director, trustee, or officer of any national or parent organization of which any of the underlying entities provided for in Paragraph (C)(3) of this Section is a sanctioned or recognized member at the time of the hazing, knew and failed to report, as soon as practicable under the circumstances, to law enforcement that one or more of the organization's members were hazing another person, the organization may be subject to the following:

(i) Payment of a fine of up to ten thousand dollars.

(ii) Forfeiture of any public funds received by the organization.

(iii) Forfeiture of all rights and privileges of being an organization that is organized and operating at the education institution for a specific period of time as determined by the court. If the hazing results in the serious bodily injury or death of the victim, or results in the victim having a blood alcohol concentration of at least 0.30 percent by weight based on grams of alcohol per one hundred cubic centimeters of blood, the period of time shall be for not less than four years.

(b) Information reported to law enforcement as provided in Subparagraph (a) of this Paragraph shall include all details received by the organization relative to the alleged incident, with no information being redacted, including the name of all individuals alleged to have committed the act or acts of hazing.

(2) An education institution that receives a report alleging the commission of an act or acts of hazing by one or more members of an organization that is organized and operating at the education institution shall report, as soon as practicable under the circumstances, the alleged act or acts to the law enforcement agency having jurisdiction in the place where the alleged act or acts of hazing occurred. The information reported to law enforcement as required by this Paragraph shall include all details received by the institution relative to the alleged incident, with no information being redacted, including the name of all individuals alleged to have committed the act or acts of hazing. Any education institution who fails to comply with the provisions of this Paragraph may be subject to a fine of up to ten thousand dollars.

C. For purposes of this Section:

(1) "Education institution" means any elementary or secondary school or any postsecondary education institution in this state.

Summary (Code of Louisiana)

(2)(a) “Hazing” is any intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against another when both of the following apply:

(i) The person knew or should have known that the act endangers the physical health or safety of the other person or causes severe emotional distress.

(ii) The act was associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.

(b) “Hazing” includes but is not limited to any of the following acts associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization:

(i) Physical brutality, such as whipping, beating, paddling, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.

(ii) Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.

(iii) Activity involving consumption of food, liquid, or any other substance, including but not limited to an alcoholic beverage or drug, that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.

(iv) Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

(c) A physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar program sanctioned by the education institution is not considered “hazing” for purposes of this Section.

(3) “Organization” means a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, band, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, an education institution. “Organization” includes the national or parent organization of which any of the underlying entities provided for in this Paragraph is a sanctioned or recognized member at the time of the hazing.

(4) “Pledging”, also known as “recruitment” or “rushing”, means any action or activity related to becoming a member of an organization.

Summary (Code of Louisiana)

D. (1) This Section does not apply to an individual who is the subject of the hazing, regardless of whether the individual voluntarily allowed himself to be hazed.

(2) It is not a defense to prosecution for a violation of this Section that the individual against whom the hazing was directed consented to or acquiesced in the hazing.

E. (1) The penalties provided in Subsection B of this Section may be imposed in addition to any penalty that may be imposed for any other criminal offense arising from the same incident or activity, and in addition to any penalty imposed by the organization or education institution pursuant to its by-laws, rules, or policies regarding hazing.

(2) Nothing in this Section precludes any civil remedy provided by law. La. Rev. Stat. Ann. § 14:40.8.

La. Rev. Stat. Ann. § 17:1801, which may be referred to as the “Caleb Wilson Hazing Prevention Act,” establishes the following:

A. Definitions. For purposes of this Section, the following terms have the following meanings, unless the context clearly indicates otherwise:

(1)(a) “Hazing” means any intentional, knowing, or reckless act committed by a person acting alone or with others that is directed against another individual, when both of the following apply:

(i) The actor knew or reasonably should have known that the act endangered the physical health or safety of the other individual or caused severe emotional distress.

(ii) The act was associated with pledging, initiation into, affiliation with, participation in, holding office in, or maintaining membership in any organization.

(b) “Hazing” includes but is not limited to any of the following acts associated with pledging, initiation, affiliation, participation, holding office, or maintaining membership in any organization:

Summary (Code of Louisiana)

(i) Physical brutality including but not limited to beating, branding, electric shocking, paddling, placing a harmful substance on the body, striking, or similar activity.

(ii) Physical activity that subjects an individual to an unreasonable risk of harm, adversely affects physical health or safety, or causes severe emotional distress including but not limited to calisthenics, confinement in a small space, exposure to the elements, and sleep deprivation.

(iii) Activity involving the consumption of food, liquid, or any other substance, including but not limited to alcohol or drugs, that subjects the individual to an unreasonable risk of harm, adversely affects physical health or safety, or causes severe emotional distress.

(iv) Activity that induces, causes, or requires an individual to commit a crime or engage in an act that constitutes hazing under this Section.

(c) A physical activity that is normal, customary, and necessary for training and participation in an athletic, physical education, military training, or similar program officially sanctioned by the postsecondary education institution shall not be considered hazing for purposes of this Section.

(2) “Hearing panel” means a body designated by a postsecondary education institution pursuant to its student code of conduct to adjudicate alleged hazing violations, and to determine responsibility and recommend or impose sanctions when suspension or expulsion may be a possible outcome.

(3)(a) “Organization” means any group whose members are primarily students at, or former students of, a postsecondary education institution including but not limited to the following: an association; an athletic team; a band; a club; a cooperative; a corporation; a corps; a fraternity; an order; a service group; a social group; a spirit group; a society; a sorority; or any similar group.

(b) “Organization” includes any national, regional, or parent organization of which an entity listed in this Paragraph is a sanctioned, recognized, or affiliated member at the time an incident of hazing occurs.

(4) “Pledging” means any action or activity related to becoming a member of an organization, including recruitment, rushing, and initiation-related activities.

(5) “Postsecondary education institution”, “education institution”, and “institution” mean any postsecondary education institution in this state supported wholly or in part by public funds.

Summary (Code of Louisiana)

(6) “Student organizational advisor” means an individual who is a faculty or staff member at an institution, or other adult who is designated by an institution or by a student organization, to provide guidance, support, and advice to a student organization relative to conducting the organization’s activities, programs, and meetings.

B. Hazing prohibited; education; resources.

(1) Hazing in any form of any person attending an education institution is prohibited.

(2) Whoever violates the provisions of this Section shall be expelled, suspended, or dismissed from the education institution and not permitted to return for at least one semester, quarter, or comparable academic period. In addition, the person violating the provisions of this Section may also be subject to the provisions of R.S. 14:40.8 which provides penalties for certain hazing activities.

(3)(a) Beginning in the fall semester of 2027, and annually thereafter, each student shall be provided educational information on the dangers of and prohibition on hazing either in-person or electronically.

(b) In addition to the requirement in Subparagraph (a) of this Paragraph, each new student shall be provided educational information on the dangers of and prohibition on hazing during the new student orientation process either in-person or electronically.

(c) If a student is a minor, the information shall be provided to his parent or legal guardian.

(4)(a) Each institution and organization shall make available and provide information about resources to a student who is an alleged victim of hazing, including information on how to access medical and reporting resources and counseling that the institution or community offers.

(b) Each institution shall incorporate the requirements of this Section into its hazing prevention policies as required by Subsection D of this Section.

C. Reporting; data publication.

(1) If an organization has taken disciplinary action against one of its members, representatives, or officers for hazing or has reason to believe that any member of the organization has participated in an incident of hazing, the organization shall report the incident to law enforcement in accordance with R.S. 14:40.8 and the institution with which it is affiliated.

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(2) If an organization or any of its members, representatives, or officers has been disciplined by a parent organization for hazing, the organization shall report the hazing for which the organization was disciplined to the institution with which it is affiliated.

(3) If an organization fails to report an incident of hazing as required by this Section, the institution shall impose a disciplinary action against the organization in accordance with institutional policies.

(4) When the institution receives a report of an alleged incident of hazing pursuant to the provisions of Paragraph (1) of this Subsection, the institution shall do both of the following:

(a) Report to law enforcement as required by R.S. 14:40.8. The information reported to law enforcement shall include all information and details received by the institution relative to the alleged incident, with no information being redacted, including the name of all individuals alleged to have committed the act or acts of hazing identified in the report.

(b) Document in writing all actions taken with regard to the report including but not limited to the date the report was received, reports made to law enforcement as provided in R.S. 14:40.8, and any other information relative to the institution's investigation, processing, and resolution of the incident.

(5) The public postsecondary education management boards, in consultation with the Board of Regents, shall develop the following:

(a) A standardized form that organizations may use in making the reports required by Paragraph (1) of this Subsection.

(b) A standardized form that institutions may use to document such reports, reports made to law enforcement as provided in R.S. 14:40.8, and the manner in which each hazing incident is handled and resolved at the institution level. However, an institution may use third party reporting software in lieu of such form.

(6) Online publication.

(a) Each institution shall maintain a publicly accessible website that discloses conduct findings and disciplinary sanctions imposed on organizations recognized or affiliated with the institution, provided that personally identifiable information of individuals shall be redacted pursuant to Subparagraph (e) of this Paragraph.

(b) At a minimum, for each organization that the institution found responsible for a policy or code violation, the website shall include the following: the name of the organization; each specific policy listed in the institutional student code of conduct that the organization violated; a brief description of the violation, presented in a manner

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that protects individual privacy; the date on or academic term in which the organization violated policy; the disciplinary sanctions the institution imposed on the organization; and the current disciplinary status of the organization.

(c) The institution shall update the information on the website required by this Section at least once per academic semester no later than April tenth and October tenth and additionally as new violations are adjudicated or sanctions are modified or imposed.

(d) Each institution shall determine a minimum period of time for which disciplinary records and status information shall remain publicly available. This period of time shall not be shorter than the duration of the sanction and any probationary period.

(e) Privacy Protections. The information that the institution posts on the publicly accessible website shall exclude the names and personally identifiable information of individual students and shall comply with all applicable state and federal privacy laws.

(f) Applicability. This Paragraph applies to all organizations as defined in this Section.

(g) The management boards shall send an annual systemwide summary report of the information contained in this Paragraph to the Board of Regents by January thirtieth.

(h) The Board of Regents shall submit a report of a summary of the information in Subparagraph (b) of this Paragraph to the House and Senate committees on education, the House Committee on the Administration of Criminal Justice, the House Committee on Civil Law and Procedure, and the House and Senate select committees on women and children by February twenty-eighth annually. The report shall also include any recommendations for legislation. The Board of Regents shall publish the report on its website.

D. Hazing prevention policy.

(1) The Board of Regents, in consultation with each postsecondary management board, shall establish uniform policies and best practices to implement measures to address the reporting of hazing on institutional campuses and the prevention of hazing.

(2) Each postsecondary education management board shall institute policies incorporating the policies and best practices prescribed by the Board of Regents regarding the prevention of and reporting of hazing committed by or against students of an institution. The policies, at a minimum, shall provide for the following:

(a) Online reporting. Each institution shall provide an online reporting system permitting third-party reporting, allowing any individual to submit a confidential or

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anonymous report of a witnessed or known incident of hazing, regardless of whether the reporting individual is the person directly impacted.

(b) Immunities. A person acting in good faith who reports or assists in the investigation of a report of an incident of hazing, or who testifies or otherwise participates in a disciplinary process or judicial proceeding arising from such a report, shall not be subjected to any disciplinary action by the institution in which the person is enrolled or employed for any violation of the institution's code of conduct that is reasonably related to the incident, provided that suspension or expulsion from the institution is not a possible punishment for the violation. This Subparagraph shall not apply to a person who perpetrates or assists in the perpetration of a reported hazing incident.

(c) False reporting. An individual who is determined by the institution's disciplinary procedures to have knowingly, with the intent to harm or deceive, made a report that is knowingly false shall be sanctioned in accordance with the institution's code of conduct or any other applicable institutional policies.

(d) Amnesty policy. The institution shall provide amnesty to any student who reports hazing to the institution in good faith. Such student shall not be sanctioned by the institution for a nonviolent student conduct violation, such as underage drinking, that is revealed in the course of such a report.

(e) Training.

(i) Each organization shall annually complete at least two hours of hazing prevention education training, in person, electronically, or both, that includes education relative to such policies to all members and anyone who is employed by or volunteers at the organization; shall submit a training completion report annually to the institution with which it is affiliated identifying the students, employees, and volunteers who received the education, evidenced by an attestation of such individuals receiving the education; and the institution shall deactivate the organization's operation on campus if it fails to comply with the provisions of this Subsection.

(ii) Student organizational advisors. Each individual designated by an institution or organization to serve as an advisor shall annually complete, at a minimum, one hour of hazing prevention education training prior to serving as an advisor or in an advisory capacity. The training specific to organizational advisors shall include, at a minimum, an overview of applicable hazing laws and institutional policies, reporting obligations, and advisor responsibilities related to the prevention of hazing. Organizational advisors shall submit a training completion report to the institution evidenced by an attestation of such individuals receiving the education.

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(iii) Hearing panel. Each individual serving on an institutional hearing panel or disciplinary body responsible for adjudicating alleged hazing violations shall annually complete hazing prevention education training prior to service on the panel. The training shall be a minimum of one hour in duration and shall include instruction on hazing definitions and indicators, applicable laws and policies, trauma-informed practices, due process considerations, and sanctioning standards. Hearing panelists shall submit a training completion report to the institution evidenced by an attestation of such individuals receiving the education.

(3) Each institution shall adopt a hazing prevention policy and the policy shall be published on the institution's website.

(4) Each organization shall, as a condition of operating at an institution, adopt the hazing prevention policy that the institution has adopted pursuant to Paragraph (3) of this Subsection and shall provide a copy of the policy, either electronically or in writing, to each member and prospective member prior to initiation, acceptance, or participation in organizational activities.

E. Penalties for noncompliance.

(1) The penalties for noncompliance with the provisions of this Section are as follows:

(a) Institutions. An institution's failure to comply with the provisions of this Section shall result in a prohibition, for a period of two years following notice of such noncompliance, on the State Bond Commission authorizing the institution to incur any debt subject to the commission's approval.

(b) Organizations.

(i) If an organization is in violation of this Section, it shall be subject to disciplinary action by the institution, which may include suspension, expulsion, deactivation, loss of recognition, or other sanctions deemed appropriate. (ii) If a violation by an organization of this Section results in the death of a person, the institution shall banish the organization and prohibit re-chartering, re-establishing, or operating under any name, alias, or affiliated organization. La. Rev. Stat. Ann. § 17:1801 (as amended and reenacted by 2026 La. Acts No. 309).

In addition to general and special damages, exemplary damages may be awarded upon proof that the death on which the action is based was caused by a wanton and reckless disregard for the rights and safety of the victim through an act of hazing, as defined by R.S. 17:1801,

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regardless of whether the defendant was prosecuted for his acts. La. Civ. Code Ann. art. 2315.10.

Clery Act Crime Definitions

The following section provides definitions for Clery Act crimes.

Primary Criminal Offenses:

Criminal Homicide: Murder and Non-Negligent Manslaughter – The willful (non-negligent) killing of one human being by another.

Criminal Homicide: Negligent Manslaughter – The killing of another person through gross negligence.

Sexual Assault – Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape – Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Fondling – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

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

Statutory Rape – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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

Aggravated Assault – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary – The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned.

Motor Vehicle Theft – The theft or attempted theft of a motor vehicle.

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

Hate Crimes (any of the above mentioned offenses, and any incident of):

Larceny/Theft – The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Simple Assault – An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation – To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property – To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Violence Against Women Act Offenses:

Domestic Violence – Any felony or misdemeanor crime of violence committed by:

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;

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

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

Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress.

Arrests and Referrals for Disciplinary Action:

Weapons Law Violations – The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

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

Liquor Law Violations – The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

Clery Act Crime Statistics

The statistical summary of crimes for this University over the past three calendar years follows:

Crime	On Campus			Non Campus			Public Property		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0

Crime	On Campus			Non Campus			Public Property		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0	0
Arrest - Liquor Law Violation	0	0	0	0	0	0	0	0	0
Arrest - Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

* The University does not have on-campus student housing facilities.

Hate crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Crimes unfounded by the University:

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

Statistics for unfounded crimes provided by law enforcement agencies:

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.



Data from law enforcement agencies:

- The data above reflects statistics provided by the New Orleans Police Department related to crimes that occurred on the University's Clery Geography.