

SAGU AMERICAN INDIAN COLLEGE

**2021 ANNUAL
SECURITY REPORT**

**INCLUDING STATISTICS FOR THE
2020 CALENDAR YEAR**



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THE SAGU AMERICAN INDIAN COLLEGE CAMPUS SECURITY REPORT

PREPARATION OF DISCLOSURE OR CRIME STATISTICS

The SAGU American Indian College Annual Security Report is submitted in accordance with the Higher Education Opportunity Act of 2008 (HEOA), the amended Higher Education Act of 1965 (HEA), and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (also known as the Clery Act or the Clery Amendment). This report contains changes which were signed into law on March 7, 2013 as the Campus Sexual Violation elimination Act ("Campus SaVE"), part of the re-authorization of the Violence Against Women Act (the "VAWA"). Campus crime, arrest and referral statistics included in this report are prepared in cooperation with the Phoenix Police Department and the Office of Student Development. In order to comply with the Act, some items listed in the statistics may have occurred off campus, in close proximity to the institution. This report as well as the Annual Campus Fire Safety Report may be found in their entirety in the following locations and formats:

- PDF Format on the SAGU Web Site at: <https://www.aicag.edu/consumer-information>
- This link will be distributed by e-mail to the entire campus community at the start of each fall semester.
- Printed copies will be made available upon request at the Student Development Office.

Annual Fire Report

SAGU American Indian College chooses to have a separate Annual Safety Report and Annual Fire Report. These reports are made available to potential students, potential employees, Staff, Faculty and all current students by October 1st of each year. ***This year, 2020, the Department of Education extended the deadline of reporting 2019 crime stats and fire information to the end of the year.***

CAMPUS SECURITY AND PERSONAL SAFETY

Campus Security

The campus currently does not contract with any security agency.

The Residential Life team helps monitor the safety of the campus and all security reportable items and events are reported to the office of Student Development.

Security and Access

During business hours, SAGU American Indian College (excluding certain housing facilities) will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours access to all University facilities is by key, if issued, or by admittance via the Residence Life staff. In the case of periods of extended closing, Residence Life will admit only those with prior written approval to all facilities.

Residence halls are secured at curfew. Over extended breaks, the doors of all halls will be secured around the clock. Some facilities may have individual hours, which may vary at different times of the year, such as the Library, The Lee Academic Center, Henson Chapel, Computer Lab, Warriors Den, Cree Student Union, Ramsey Cafeteria, and The Scott Activity Center. In these cases, the facilities will be secured according to schedules.

Emergencies may necessitate changes or alterations to any posted schedules.

MONITORING CRIMINAL ACTIVITY OFF-CAMPUS

When a SAGU American Indian College student or a SAGU American Indian College employee is involved in any off-campus criminal activity, Student Development office may assist with the investigation in cooperation with local, state, or federal law enforcement.

At this time SAGU American Indian College does not have nor promotes off-campus locations of student organizations, including student organizations with off-campus housing facilities.

SAGU American Indian College maintains a working relationship with the Phoenix Police Department, whose officers work and communicate with SAGU American Indian College appropriate personnel on serious incidents occurring on campus or in the immediate neighborhood.

SAGU AMERICAN INDIAN COLLEGE'S STATEMENT OF POLICY FOR ALCOHOL AND DRUG USE ON CAMPUS

SAGU AIC, in accordance with high Christian standards of living, is committed to maintaining a drug-free environment. In support of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989, SAGU AIC has adopted the following policy statement as conditions of enrollment and/or employment:

1. As a condition of enrollment/employment, the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance or alcohol is prohibited at any time.
2. The University will comply with all applicable legal sanctions under local, state and federal law for unlawful possession, use, or distribution of illicit drugs and alcohol.
3. The University makes literature available describing the health risk associated with the use of illicit drugs and the abuse of alcohol.
4. All students/employees found in violation of this policy will be referred to the office of Director of Student Development.
5. Students/employees are required to notify Campus Security, Dorm Pastor, Director of Student Development, or supervisor respectively of any known criminal drug statute conviction or violation occurring at the University immediately upon knowledge of such conviction or violation. (See Biblical Standards in Student Handbook)
6. The penalty for violation of any of the above statements may be termination from - enrollment/employment with referral given to the appropriate authorities for thorough - prosecution.
7. The University will conduct an annual review of its program to:
 - a. determine its effectiveness and implement changes if they are needed
 - b. ensure that the sanctions developed are consistently enforced.

COMMUNITY RESPONSIBILITY

The security of members of the College community is of vital concern to the SAGU American Indian College Administration and especially the Student Development Office. However, students, faculty and staff must actively accept responsibility for doing their part to maintain a safe environment. All members of the SAGU American Indian College community have a responsibility to themselves and to others to use due care for their safety and to comply with all local, state and federal laws and the college's regulations for the protection of others.

Failure to take precautions or maintain an awareness of the environment and surroundings may result in increased crimes. The Student Development office will continue to develop and implement security measures, but these measures cannot succeed without the personal support of faculty, staff, students and visitors. SAGU American Indian College is committed to providing quality service and protection to the campus community while working within the framework of its authority and resources.

Community members are encouraged to contact the Residential Life or Student Development office to report crimes as soon as they are observed or detected.

SAGU AMERICAN INDIAN COLLEGE ALERT EMERGENCY NOTIFICATION SYSTEM

The SAGU American Indian College Alert system is an emergency notification system provided to all current enrolled Students, Faculty, and Staff, and is designed to help facilitate emergency communication by voicemail, email, and text messages.

The safety of the students, faculty, and staff at SAGU American Indian College is very important. The system allows the University to send a message quickly by cell phone (including text messaging), and email, to alert you of emergency situations at SAGU American Indian College.

The information you provide will only be used in an emergency situation on the SAGU American Indian College campus.

Students are required to confirm and if necessary, update their SAGU American Indian College Alert Emergency Notification information at the beginning of each semester.

The delivery success is only as accurate as the contact information provided to SAGU American Indian College. If this information changes throughout the year, please inform the Student Development office.

FIREARMS ON CAMPUS

All firearms, fireworks and unlawful weapons of any kind are strictly prohibited on campus and school sponsored events. Any items, including, but not limited to handguns, shotguns, rifles, knives (blades larger than width of the palm of your hand), swords, daggers, katana, clubs, paintball guns, pellet and/or BB guns, archery equipment, homemade devices, and any other items deemed dangerous by the University. If any prohibited item(s) are found, they will be confiscated by Residential Life.

MISSING STUDENT POLICY

Every SAGU AIC employee and student has a duty to report a person believed to be missing to the Student Development office at (602) 944.3335 ext. 223. The Student Development office immediately investigates any report of an individual missing from campus. It is the policy of the University to provide each student residing in student housing facilities the opportunity of identifying an individual to be contacted by the University in the event that the student is determined to be missing for a period of 36 more than 24 hours. The students will provide this information during the residential hall check in process at the beginning of each semester. The student will be advised that his or her "missing student" contact information will be registered confidentially, will be accessible only to authorized university officials, and may not be disclosed except to those officials and enforcement personnel engaged in a missing person investigation. After investigating a missing person report, should the Safety and Security Department determine that the student has been missing for 24 hours, we will notify law enforcement and the student's designated missing student contact person no later than 24 hours after the student is determined to be missing. Students under the age of 18, who are not emancipated individuals, shall be advised that the University is required to notify the student's custodial parent or legal guardian within 24 hours after Public Safety or another law enforcement agency determines that the student has been

missing for more than 24 hours, in addition to notifying any contact person designated by the student. The purpose of this policy is to establish procedures for SAGU AIC response to reports of missing students, as required by the Higher Education Opportunity Act of 2008.

INFORMATION FOR CRIME VICTIMS ABOUT DISCIPLINARY HEARINGS

Disclosure Requirement: Information provided to victim of crime HEOA Sec. 493(a)(1)(A) amended HEA Sec. 487(a) (20 U.S.C. 1094(a): added HEA Sec. 487(a)(26)Southwestern Assemblies of God University, upon written request, discloses to the alleged victim of any crime of violence, or a non-forcible sex offense, 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 because of the crime or offense, the information shall be provided, upon request, to the next of kin of the alleged victim. For more information, please contact the Director of Student Development.

SHELTER- IN- PLACE PROCEDURES

There are situations, such as during a severe monsoon storm warning, a major natural gas leak, manmade disaster, active shooter or other possible situation, where sheltering in place may be safer or at least provide less of a safety risk than evacuating. To “shelter-in-place” means to make a temporary shelter of the building you are in, until it is determined to be safe to resume normal activities.

Shelter-in-Place alerts will come from the SAGU American Indian College Alert emergency notification system and from Residential Life and the office of Student Development. No matter where you are on campus, basic precautions for sheltering in place are the same.

Basic Shelter-in-Place steps include:

- Staying in the building you currently occupy.
- If outside, seek shelter in the building closest to your location.
- Collect needed shelter-in-place supplies and a telephone for use in an emergency.
- Close and lock any open windows in your immediate area.
- Go to an interior room or hallway, away from exterior doors and windows.
- Turn off any air conditioners, heaters and fans. If possible, close any air vents that have controls on them.
- Make a list of the people with you. Contact, or have another close by person to contact the Resident Director (602)944-3335 ext. 255 to let them know where you are sheltering.
- If available, turn on Radio or Television to listen for further instruction.
- Try to stay as comfortable as possible until SAGU American Indian College authorized personnel advise that it is safe to leave.

PROCEDURE FOR REPORTING CRIMINAL OFFENSES

Students, faculty, staff, and guests are expected to report all crimes to the SAGU American Indian College Student Development office and the Phoenix Police Department in a timely manner. Any suspicious activity or person seen in parking lots or loitering around vehicles, inside buildings or around the residence halls should also be reported to the Residential Life and Student Development offices. To report a crime or an emergency on the SAGU American Indian College campus, call the Student Development office from a campus phone at extension 223 or, from outside the University phone

system, (602)944-3335. To report a non-emergency security related matter, call the Student Development office at extension 223 or, from outside the University phone system, (602)944-3335. When reporting crimes after regular business hours, the Resident Director can be reached at (602)944-3335, ext. 207. Sex crimes may also be reported to Joseph J. Saggio, Ed.D. Administrative Dean of the College, at jsaggio@sagu.edu, (602) 944-3335 ext. 244 or Joel Cornelius, BA. Vice President for Student Development, at jcornelius@sagu.edu (602)944-3335 ext. 223.

In response to a call, the Student Development office will take the required action.

All Public Safety incident reports involving students may be reviewed and potential disciplinary action. Incidents are reviewed by the Director of Student Development to determine if a timely warning notice is appropriate. A report will be investigated when it is deemed appropriate. Additional information obtained via the investigation will also be utilized by the Student Development office and Residential Life.

If assistance is required from the Phoenix Police Department, the Student Development or Residential Life office will contact the Phoenix Police and request an officer. Crimes should be reported in order to provide Timely Warning notices to the community, when appropriate, and to ensure inclusion in the annual crime statistics report.

PROMPT AND ACCURATE REPORTING

SAGU American Indian College's Student Development office encourages victims and witnesses of crimes to report crimes even if the victims do not want to pursue action within SAGU American Indian College's Student Development office or through the local or state criminal justice system. The university encourages and expects victims and witnesses of crimes to report crimes to SAGU American Indian College personnel.

When the victim of a crime elects to or is unable (physically/mentally) to make such a report either witnesses or SAGU American Indian College community members can make a report on behalf of the victim.

All reports made to the Phoenix Police Department, Residential Life, and Student Development office are counted and disclosed in the annual crime statistics for the institution and will be evaluated by the Director of Student Development or his designee to determine if an immediate notification, timely warning, or public safety announcement should be made.

VOLUNTARY CONFIDENTIAL

If you are the victim of a crime and do not want to pursue action within the SAGU American Indian College system or the criminal justice system, you may still want to make a confidential report. With your permission, the Director of Student Development or a designee of SAGU American Indian College can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to keep your identity confidential while allowing others to take precautions to insure their safety. With such information, SAGU American Indian College personnel 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 institution.

TIMELY WARNING

A. Definitions:

Clery Act Crimes—Criminal Homicide, including: a) Murder and Non-Negligent Manslaughter; and b) Negligent Manslaughter; Rape, Forcible Fondling, Statutory Rape and Incest.; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; Arson; Domestic Violence; Dating Violence; Stalking and Hate Crimes.

Campus Security Authorities—Campus Safety & Security are responsible for monitoring campus property; individuals and offices designated by the campus security policies as those to whom crimes should be reported; and officials of the institution with significant responsibility for student and campus activities.

Pastoral counselor—A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.

Professional counselor—A person whose official responsibilities include providing mental health counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution, but are under contract to provide counseling at the institution.

B. Requirements:

In order to keep the campus community informed about safety and security issues on an ongoing basis, an institution must alert the campus community of certain crimes in a manner that is timely and will aid in the prevention of similar crimes. Efforts will be made to avoid unnecessarily identifying the victim in such cases. These crimes must include all Clery Act crimes that are:

Reported to campus security authorities and local police agencies; and are considered by the institution to represent a serious or continuing threat to students and employees.

In addition to making timely warnings, an institution is required to have a timely warning policy. All Title IV institutions are subject to the timely warning regulations. There are no exceptions.

Timely warnings can be issued for threats to property, as well as for threats to persons. It is irrelevant whether the victims or perpetrators are members of the campus community.

Timely warnings must be issued in a manner that gets the word out quickly communitywide.

The responsibility for the warning rests solely with the institution.

The institution’s policy on timely warnings should specify who or which office is responsible for issuing the warnings.

The issuing of a timely warning must be decided on a case-by-case basis in light of all the facts surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community and the possible risk of compromising law enforcement efforts.

An institution is not required to provide a timely warning for crimes reported to a pastoral or professional counselor.

FERPA does not preclude an institution's compliance with the timely warning provision of the campus security regulations.

C. Summary and Procedures:

The campus crime "Timely Warning" is provided to heighten awareness and to provide students, faculty and staff timely notification of Clery Act crimes that are considered to represent a serious or ongoing threat to the campus community. The warning will provide pertinent information related to the crime and available suspect information.

The Director of SAGU Safety & Security or his designee is responsible for preparing and issuing timely warnings. The VP of Student Development and the Director of SAGU Safety & Security will make the decision to issue a timely warning on a case-by-case basis considering the facts surrounding a crime, including the continuing danger to the campus community and the possible risk of compromising law enforcement efforts during the investigation.

When the Director of SAGU Safety & Security issues a Timely Warning, it will be issued when deemed appropriate through the university email system to students, faculty, and staff, posted around campus. Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, the Safety & Security department may activate the electronic messaging system, or other means of communication, providing the community with more immediate notification. In such instances, a copy of the notice will be posted in each residence hall and updates regarding the situation will follow as more information becomes available.

Anyone with information warranting a timely warning should report the circumstances to the SAGU American Indian College Student Development office at (602)944-3335 ext. 223 or in person at the Student Development office.

PASTORAL AND PROFESSIONAL COUNSELORS REPORTING POLICY

In accordance with federal law U.S.C. Section 1092 (f), campus "Pastoral Counselors" and campus "Professional Counselors," who are functioning only within the scope of their responsibilities as counselors (per the definitions below), are not considered to be "Campus Security Authorities and, therefore, are not required to report crimes for inclusion in the annual disclosure of campus crime statistics. It should be noted if a Pastoral Counselor or Professional Counselor qualifies as a **CSA** under some other standard they are not exempt and are required to report crimes for inclusion in the annual disclosure of campus crime statistics.

As a matter of policy, however, they are encouraged; if and when they deem it appropriate, to inform persons being counseled of the procedures and requirement to report crimes for inclusion in the annual campus crime statistics.

The rulemaking committee defines counselors as:

Pastoral Counselor

An employee of an institution, who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification.

SEX OFFENDER REGISTRY

The **Campus Sex Crimes Prevention Act (CSCPA)** of 2000 is a federal law that provides for the tracking of convicted sex offenders enrolled at, or employed at, institutions of higher education. The **CSCPA** is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The federal law requires state law enforcement agencies to provide SAGU American Indian College with a list of registered sex offenders who have indicated that they are either enrolled, employed, or carrying on a vocation at SAGU American Indian College.

SAGU American Indian College is required to inform the campus community that a registration list of sex offenders will be maintained and available in the Student Development office. In addition, a list of all registered sex offenders in Arizona is available from the Arizona Department of Public Safety at <http://www.icrimewatch.net/index.php?AgencyID=55662>. The **CSCPA** further amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders. This statement is provided in compliance with the Campus Sex Crimes Prevention Act of 2000.

THE ANNUAL CRIME STATISTICS FOR 2018, 2019, 2020

SAGU American Indian College provides the following information pursuant to the disclosure requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

SAGU American Indian College Crime Statistics 2018, 2019, 2020						
Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property	Unfounded Police Reports
Murder/ Non- Negligent Manslaughter	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
Negligent Manslaughter	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
Rape	2018	1	1	0	0	0
	2019	0	0	0	0	0

	2020	0	0	0	0	0
	2018	0	0	0	0	0
Fondling	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Incest	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Statutory Rape	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Domestic Violence	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Dating Violence	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Stalking	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Robbery	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Aggravated Assault	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Burglary	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Arson	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Arrests: Weapons, Carrying, Possessing, etc.	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Disciplinary Referrals: Weapons, Carrying, Possessing, etc.	2019	0	0	0	0	0

	2020	0	0	0	0	0
	2018	0	0	0	0	0
Arrests: Drug Abuse Violations	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	2019	2	2	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0
Arrests: Liquor Law Violations	2019	1	0	0	0	0
	2020	0	0	0	0	0
	2018	4	4	0	0	0
Disciplinary Referrals: Liquor Law Violations	2019	4	4	0	0	0
	2020	1	1	0	0	0

HATE CRIME REPORTING

A Hate Crime is a criminal offense committed against a person or property which is Motivated, in whole or in part, by the offender's bias. Under Cleary, reportable bias Categories include race, gender, religion, sexual orientation, ethnicity, national origin, Disability, gender identity. The Student Development office, the Title IV Campus Coordinator and Residential Life Department will investigate to the full extent of the law that allow and turn the findings over to the proper authorities.

There were no reported Hate Crimes for the years 2018, 2019, 2020.

NOTE: Public Property Offenses are generally those reported by Phoenix Police Department, to have happened adjacent to the SAGU American Indian College Campus, as defined by Cleary Guidelines. Reported crimes may involve individuals not associated with the institution.

SAGU AMERICAN INDIAN COLLEGE SEXUAL ASSAULT POLICY

The SAGU AIC policy strictly prohibits sexual harassment, sexual assault, stalking, domestic violence, dating violence, and discrimination within the University community. Harassment on the basis of sex is a violation of Title IX of the Education Amendments Act of 1972 and Title VII of the Civil Rights Act of 1964. This policy applies equally to all members of the SAGU community: students, faculty, administrators, staff, contract employees and visitors. The mission of SAGU AIC is to educate the whole person in a context that fosters the development of humane values. SAGU AIC expects that all members of the University's community will conduct themselves in a responsible manner that shows respect for others and for the community at large. As a part of the larger community, SAGU AIC is subject to, abides by, and supports federal statutes, Arizona state statutes, and local ordinances regarding criminal conduct. SAGU AIC is committed to fostering a safe and supportive environment conducive to the academic pursuit and healthy personal development of all students. It is the intent of the University to provide safety and support to victims of sexual misconduct. Reports of sexual misconduct will be taken seriously, and incidents will be responded to appropriately and in a timely manner. This policy strictly prohibits sexual misconduct by a student whether occurring on or off campus. Policy provisions for faculty and

staff are contained in the employee handbooks. The University encourages individuals who believe they have been the victims of sexual misconduct to pursue on campus and criminal action against the alleged perpetrator.

DEFINITIONS OF SEXUAL ASSAULT AND INTERPERSONAL VIOLENCE CRIMES

What is sexual violence? Sexual violence means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of acts fall into the category of sexual violence, including rape, sexual assault, sexual battery and sexual coercion. All such acts of sexual violence are forms of sex discrimination prohibited by Title IX.

What is considered sexual assault? Sexual assault is any unwanted, non-consensual sexual contact against any individual by another. It often includes acts involving manipulation, physical force, or coercion. Here are some definitions relative to sexual assault: Domestic Violence - asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former co-habitant, persons similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law. Dating Violence - violence by a person who has been in a romantic or intimate relationship with the victim.

Whether there was such relationship will be gauged by its length, type, and frequency of interaction. Stalking - a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress. Consent is free and active agreement, given equally by both parties, to engage in a specific activity. Giving in is not the same as giving consent. Consensual sexual activity involves the presence of the word "yes" without influence or incapacitation of alcohol or other drugs, pressure, force, threat, or intimidation.

What is considered sexual harassment? Sexual harassment is unwelcome sexual advances, request for sexual favors, or other verbal or physical conduct of a sexual nature. Examples of behavior that could be considered sexual harassment or sexual misconduct include, but are not limited to unwelcome: (1) physical contact of a sexual nature including touching, patting, hugging, or brushing against a person's body; (2) explicit or implicit propositions or offers to engage in sexual activity; (3) comments of a sexual nature including sexually explicit statements, questions, jokes or anecdotes, remarks of sexual nature about a person's clothing or body, remarks about sexual activity, speculation about sexual experience; (4) exposure to sexually oriented graffiti pictures, posters, or materials; (5) physical interference with or restriction to an individual's movements.

RIGHTS OF THE COMPLAINANT AND RESPONDENT

Will the Title IX staff be sensitive to the needs of victims/survivors? The Title IX staff will intentionally work to create a compassionate, sensitive environment to address the issues; offer an unbiased and transparent system for gathering facts; and connect all community members with appropriate support and resources.

Is there a time limit for filing a sexual violence or harassment report? There is no time limit for making a report. SAGU AIC encourages reporting an incident as soon as possible in order to maximize a prompt and effective response. The University does not, however, limit the time frame for reporting. If the respondent is no longer a student or employee, SAGU may not be able to take action against the respondent, but it will still seek to meet its Title IX obligation by taking steps to end the harassment, prevent its recurrence, and address its effects, when appropriate.

Will my complaint remain confidential? The University will make all reasonable efforts to keep and protect the confidentiality of all parties involved, provided that it does not interfere with the University's ability to investigate and take corrective action.

What will happen when a Title IX complaint has been made? Once a complaint has been reported, an official investigation will be launched with the intent to resolve the complaint within a reasonable period of time. This investigation would include opportunity for all parties to present witnesses and other evidence to prove or disprove the complaint. Once a resolution has been reached, all parties will be notified of the verdict and the appeal process. SAGU will take steps to prevent any recurrence and to correct its discriminatory effects on the complainant and others, if appropriate. It should be noted that once a complaint of sexual violence or harassment has been made, the University is obligated by Title IX to complete the investigation.

What are my rights as complainant (victim) or respondent (accused)? Both the complainant and respondent have the following rights when a sexual violence or harassment complaint has been made:

- To be treated with respect and dignity.
- To receive assistance from the University in reporting the incident to law enforcement, if desired.
- To receive information about the process used in the investigation and appeal.
- To receive information about counseling support available.
- To privacy to the extent possible consistent with applicable law and University policy.
- To have an advisor present throughout the investigation process.
- To choose whether or not to participate in the investigation process.
- To a prompt and thorough investigation of the allegations.
- To have a reasonable time to provide information, to the investigator.
- To raise any question regarding a possible conflict of interest on the part of any person involved in the investigation or verdict.
- To appeal the decision and any sanctions made by the investigators.
- To written notification of the verdict and the outcome of any appeal.

Someone has filed a complaint against me, what do I do? If the behavior is brought to your attention, apologize; ask for a description of what was offensive and who found it offensive. Consider the following actions: • If you realize that you have been inappropriate, apologize as soon as possible. • Change your behavior. • Recognize that other steps may need to be taken. • Be careful of inappropriate advice that would lead you to minimize or ignore this issue. • Seek the advice of appropriate University resources. • Attend sexual harassment training. • Know the policy on sexual harassment.

If I have been the victim of, a witness to, or accused of sexual violence or sexual harassment what resources are available to me? All members of the University community who have been involved in Title IX incidents are offered services provided by a counselor who does not provide counseling to any other person involved in a specific incident.

CRISIS COUNSELING ASSISTANCE

Campus Security, Residential Life, Student Development office, Staff and Faculty shall encourage the survivor to access support services from those specially trained to assist survivors of sexual assault, domestic violence, dating violence or stalking.

Counseling services, as well as support for domestic violence survivors can be accessed through the Student Development office at (602)944-335, ext. 223. In addition, Students can also use Warrior Care through Timely Md.

COMPLAINT PROCEDURE FOR SEXUAL ASSAULT AND VIOLENCE

Any member of the SAGU American Indian College community (faculty, staff or student) having a complaint of domestic violence, dating violence, stalking, and/or sexual assault can report these offenses to the University Title IX Campus Coordinator, and/or the Director of Student Development. The SAGU main campus appropriate personnel will also be involved as they are trained annually in sexual assault and violence investigation and victim's rights. They will lead the investigation of allegations of domestic violence, dating violence, stalking, and/or sexual assault. Individuals issuing a complaint of domestic violence, dating violence, stalking, and/or sexual assault will be notified by University personnel how to file a report with SAGU American Indian College appropriate personnel and other appropriate law enforcement agencies. The individual issuing the complaint will be allowed to decide if he/she wants to file a report with the University or local law enforcement agency. An investigation of "SAGU American Indian College Student Code of Conduct" violations may continue even if the victim decides not to move forward with a report to the University and or local law enforcement agency.

Upon initial report, the victim of domestic violence, dating violence, stalking, and/or sexual assault will be provided written information on options to change academic, living, transportation, and/or work environments if the circumstances are relevant to the complaint of domestic violence, dating violence, stalking, and/or sexual assault. SAGU American Indian College personnel can take immediate action to protect a potential victim of domestic violence, dating violence, stalking, and/or sexual assault through providing assistance with protective orders and no contact orders, temporarily removing the alleged perpetrator from campus, moving the potential victim to a new residence, and/or relocating or changing the alleged victim's class and/or work schedule. SAGU American Indian College personnel will discuss with victims the importance of preserving evidence of the alleged offense. Methods of preserving evidence could be, but are not limited to: not showering or bathing, not discarding or washing clothing, not cleaning campus residence, and writing down all details of the incident and alleged perpetrator.

Also, upon initial report by the victim of domestic violence, dating violence, stalking, and/or sexual assault, he/she will be provided written information on counseling, mental health, physical health, victim advocacy, legal assistance, and other services available at SAGU American Indian College, SAGU, and at off-campus agencies. The alleged perpetrator will also be provided with the availability of these services.

SAGU American Indian College personnel will conduct a prompt, fair, confidential, and impartial investigation and resolution to the allegation of domestic violence, dating violence, stalking, and/or sexual assault. The victim and the alleged perpetrator may have an advisor of their choice at all hearings regarding the complaint. The advisor of choice may only speak privately to the person whom he or she accompanies (i.e., either the victim or perpetrator), and may not ask questions, assert objections or

otherwise speak or address the investigators or tribunal during meetings or hearings. SAGU American Indian College personnel will utilize a preponderance of evidence standard through the investigation proceedings to determine the validity of the complaint of domestic violence, dating violence, stalking, and/or sexual assault.

All efforts will be made by SAGU American Indian College personnel to protect victim confidentiality including but not limited to: holding meetings with the victim in secure and private locations, redacting the victim's name from any publicly available records, including required timely warning notifications, and only involving University personnel essential to the investigation process.

The victim and the alleged perpetrator will receive simultaneous written notification of the outcome of the disciplinary hearing, the appeals process, any change to the results before the results are final, and when the results become final.

FORMAL APPEAL OF COMPLAINT FINDINGS

If the victim or alleged perpetrator is not satisfied with the findings, he or she must send a formal written letter of appeal requesting a hearing to the Director of Student Development within five business days after receiving written notice of findings. The letter of appeal must fully describe the reasons for the appeal. Within ten business days after the Director of Student Development receives the letter of appeal, a hearing will be conducted before a grievance appeals committee.

The person pursuing the appeal and all affected parties will receive written notice of the designated date, time, and place of a hearing. The notice to the respondent will also include a copy of the letter of appeal filed with the President. A copy of the letter of appeal will be furnished to the committee when it convenes, along with any written information that may be provided by the respondent. Other individuals may be asked by the committee, in its discretion, to provide information. Upon completion of its meetings, the chair of the committee will submit a written report of the committee's finding and recommendations to the parties and the President within ten business days.

ACCEPTANCE OF APPEAL COMMITTEE'S REPORT

If the President accepts the appeals committee's report, the committee's decision becomes final. The President shall determine the most appropriate person to be charged with overseeing the implementation of any and all recommendations contained in the report. If the President does not accept the committee's report, he will inform the parties in writing of his objections to the report and of his final decision in the case within five business days after receiving the committee's report. The Director of Student Development is charged with overseeing the implementation of the final decision.

GENERAL INSTRUCTIONS FOR COMPLAINT PROCESS OF DOMESTIC VIOLENCE, DATING VIOLENCE, STALKING AND/OR SEXUAL ASSAULT

- All meetings related to domestic violence, dating violence, stalking, and/or sexual assault complaints are closed to the public except for the allowed advisor for the victim and alleged perpetrator.
- The University Title IX Campus Coordinator is the staff person responsible for coordinating this policy and for making sure all complaints are handled correctly.

- SAGU American Indian College prohibits its employees, and/or agents from retaliating against a person for bringing a complaint in good faith. Retaliation for bringing a complaint will not be tolerated by the University. Students should report retaliation immediately to the Director of Student Development and Residential Life. Institutional employees should report retaliation immediately to the campus Human Resources personnel.

POSSIBLE SANCTIONS FOR STUDENTS COMMITTING DOMESTIC VIOLENCE, DATING VIOLENCE, STALKING AND/OR SEXUAL ASSAULT

A student who is found to have violated the SAGU American Indian College Sexual Assault and Violence Policy may be subject to one or more of the following sanctions.

Disciplinary Probation

An official notification from the Student Development Office explaining the serious nature of the violation and outlining the terms of the disciplinary probation status. This condition serves to notify the student that he/she is not in good standing with the University for a stated period of time. Additional sanctions may be placed on the student during the time of probation. Any subsequent violation of University regulations during the probationary period will be evaluated within the context of the student's probationary status.

Mandatory Counseling, Discipleship, and/or Education/Treatment Programs

University personnel may require a person who has committed domestic violence, dating violence, stalking, and/or sexual assault to participate in mandatory counseling sessions through the SAGU Counseling Center or designated off-campus treatment facility. Participation in intentional Christian discipleship may also be required of students who violate the sexual assault and violence policy. Participation in on-campus or off-campus education and treatment programs may also be required.

Restrictions from Extracurricular Activities

A person who is found to have committed domestic violence, dating violence, stalking, and/or sexual assault may be restricted from participating in and attending any University sponsored event, program, activity, service assignment, and/or ministry occurring on-campus or off-campus.

Community Service

An individual who has committed domestic violence, dating violence, stalking, and/or sexual assault may be sanctioned to participate in a determined amount of community service or ministry hours at a location to be determined by SAGU American Indian College personnel.

Parental Notification

When appropriate and in accordance with the Family Educational Rights and Privacy Act, SAGU American Indian College personnel may notify a student's parents as a sanction in the disciplinary proceedings regarding a violation of the Sexual Assault and Violence Policy.

Dismissal from the Residence Halls/Apartments

An official notification will be sent from the Student Development office and/ or Residential Life informing the student that his/her housing agreement has been terminated for a specified period of time. The student may also be restricted from visiting the residence halls or apartments.

Move to Online Classes

A student who is found to have committed domestic violence, dating violence, stalking, and/or sexual assault may be required to move to online classes to complete a semester or be restricted to taking only online classes for a specific period of time. The student may also have their campus access restricted or prohibited. A student who is required to transfer to online classes may be issued a criminal trespass order by SAGU American Indian College Administration.

Termination of Student Employment or Training Assignment

A student who is found to have committed domestic violence, dating violence, stalking, and/or sexual assault may be terminated from University student employment, or may be separated from their internship, student teaching assignment, or field-based training assignment.

Removal or Reduction of Institutional Scholarship

A student who is found to have committed domestic violence, dating violence, stalking, and/or sexual assault may have their institutional scholarship reduced or removed for a specified term or semester or for the duration of their University enrollment.

Suspension

An official notice will be sent from the Student Development office terminating the student's status from the University for a specified or indefinite period of time during which the student may or may not be permitted on campus. During the time of suspension, the student may be issued a criminal trespass order by the SAGU American Indian College Administration prohibiting their access to the SAGU American Indian College campus.

Expulsion

An official notice will be sent from the Student Development office permanently terminating an individual's student status from the University, including a possible restriction that the student will not be permitted on campus. An expelled student can be issued a criminal trespass order by the SAGU Administration prohibiting their campus access.

PROTECTIVE MEASURES FOR VICTIMS

- Inform the victim of option to obtain protective orders, no contact orders, restraining orders, or similar orders issued by criminal or civil court
- Temporarily remove the alleged perpetrator from campus
- Move the victim to a new residence
- Relocate or change the victim's class and/or work schedule
- Provide a clear description of SAGU American Indian College's disciplinary process
- Provide contact information about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available both on-campus and in the community

EDUCATION AND TRAINING FOR SEXUAL ASSAULT AND INTERPERSONAL VIOLENCE

SAGU AIC provides education and prevention programs related to domestic violence, dating violence, stalking, and/or sexual assault. Training titled Title IX and VAWA Training for Students is distributed to all students annually. Training titled Title IX for Faculty is distributed to all faculty and staff annually. This training video serves to assist SAGU administrators, faculty, and staff in developing educational programming, prevention strategies, and protective measures to prevent and reduce sexual assault and other acts of violence on the SAGU campus and among the University community. This training also provides information regarding the problems that result from sexual assault and violence and practical measures and suggestions on how the SAGU campus community should work in collaboration with other University employees, law enforcement, and internal/external support services in addressing these issues and in supporting victims and restoring survivors of sexual assault and interpersonal violence.

Prevention programs are provided for new, incoming students and new employees of SAGU and ongoing prevention programs for students, faculty, and staff. Primary prevention programs for new students are completed during the S3 class for new students and other training classes are led by the Director of Student Development and Residential Life personnel. Prevention strategies are also discussed at mandatory housing meetings that occur annually. These mandatory housing meetings include new and returning students. Each of these education programs include the reading of the official SAGU statement prohibiting domestic violence, dating violence, stalking, and sexual assault. The definitions of consent, domestic violence, dating violence, stalking, and sexual assault are provided to all students during each of these prevention sessions. At each of these primary prevention discussions, students are also informed of how they are able to report domestic violence, dating violence, stalking, and sexual assault to University officials and local law enforcement. The primary prevention sessions also provide students with possible warning signs of abuse in a relationship. The appropriate definitions of domestic violence, dating violence, stalking, and sexual assault are also provided to all students annually in writing along with the official University statement prohibiting these offenses and the safe and confidential ways to report possible offenses.

Prevention programs for new faculty and staff occur during new faculty and staff orientation annually and are led by the Director of Student Development. Special faculty and staff meetings are held each year to discuss prevention of domestic violence, dating violence, stalking, and sexual assault and the role of faculty and staff in reporting these offenses in a safe and confidential manner. Each of these faculty and staff meetings and trainings include the reading of the official SAGU statement prohibiting domestic violence, dating violence, stalking, and sexual assault. The definitions of consent, domestic violence, dating violence, stalking, and sexual assault are provided to all faculty and staff during each of these prevention sessions. Faculty and staff are also provided with possible warning signs of abuse in a relationship in order to quickly recognize potential issues among students.

Each year, the Title IX Coordinator sends a letter to all faculty and staff with the appropriate definitions of domestic violence, dating violence, stalking, and sexual assault along with the official University statement prohibiting these offenses and the safe and confidential ways to report possible offenses.

HOW PREVALENT ARE THESE CRIMES?

Although there is relatively little research that has specifically addressed the experiences of college students with sexual assault and interpersonal violence, those that have been published reinforce the need to make the prevention of these crimes a priority on every college campus.

The most recent major studies of campus crime reported that approximately 25 percent of college women were sexually assaulted during their college years, that as many as 50 percent of college students experienced dating violence while in college, that 13 percent of college women were stalked while in college.³

Re-victimization is of particular concern for female college students. Those who enter college with a history of childhood and adolescent victimization are at the highest risk of being sexually assaulted again during their college years and are particularly vulnerable during their freshman year when compared with their non-victimized peers. A female college student sexually assaulted during any year of college is at greatest risk to be sexually assaulted again in the same year.⁴

In a 2005 study conducted by the American Association of University Women, it was reported that a majority of both male and female college students had experienced harassment from their fellow students, faculty members and campus employees. Approximately one-third of those incidents occurred in the student's first year of college.

What Are The Reporting Rates For These Crimes?

The research indicates the majority of cases involving sexual assault and other forms of interpersonal violence go unreported. Fewer than 5 percent of campus sexual assaults are reported to the police.⁵ When a student shares information with a campus administrator – be it staff, coach or other official of the institution – that report must be formally shared with the appropriate institutional staff to ensure that required protocol is followed. When survivors do not report, or when reporting does not result in appropriate protocol compliance, survivors may not receive the resources that could alleviate their suffering and help them recover as quickly and completely as possible.

Because of the underreporting of sexual assaults and other violent crimes and the increased cost to victims who do not get appropriate help as soon as possible, the American College Health Association recommends that students who voluntarily report acts of violence not be sanctioned for the presence or consumption of alcohol if alcohol use has co-occurred with the violent act.⁶ Victims, bystanders and others who become aware of acts of sexual assault and interpersonal violence must feel safe to report them without fear of exposing themselves to sanctions.

Are Alleged Perpetrators Sometimes Falsely Accused?

Many thoughtful and responsible people are concerned with damage to the lives of those who are falsely accused of sexual assault. It is important to protect the rights of the accused as well as those of survivors. That understanding needs to be balanced by the knowledge that deliberately false or

unfounded accusations occur in an estimated 2-10 percent of all reported sexual assault cases.⁷ Of those individuals who are accused of rape, only about 10 percent are arrested⁸ and fewer than 4 percent of those arrests lead to conviction.⁹ Not being charged with or being acquitted of sexual assault may mean there was insufficient evidence to convict under a particular state's laws. Also, in the case of a sexual assault, especially rape, the victim often does not feel emotionally capable of enduring the grueling and often humiliating cross-examination in a trial. It is clear from the reported research that most rapists are not being held accountable for their crimes.

What Effects Are Experienced By Survivors Of Sexual Assault Or Interpersonal Violence?

Even without knowing the exact prevalence of these issues, it is clear that some college students and student-athletes are dealing with the pain and damage caused by acts of violence. Survivors of sexual assault and interpersonal violence can experience physical, emotional, cognitive, social, legal and financial trauma. Unresolved trauma often leads to poor self-image, increased physical ailments, compromised cognitive functioning, sleep disturbances, emotional problems (including post-traumatic stress disorder), disruptions in relationships and a general lowering of the quality of life. Students who are survivors of violence often experience a negative impact on their academic performances, relationships with peers and the ability to be involved in or benefit from campus life.¹⁰

Survivors of sexual assault or rape often have future problems with intimate or romantic relationships. Both male and female student-athletes who have been sexually assaulted in the previous 12 months report three times higher rates of suicidal thoughts than other non-victimized student-athletes.¹¹ In addition to the direct victims of sexual assault and interpersonal violence, bystanders or witnesses to traumatic events have cognitive and emotional responses to the event simply by virtue of their exposure.

Who Is Committing These Crimes?

Research has shown males are, overwhelmingly, the most frequent perpetrators of sexual assaults on both males (93 percent of the time) and females (98 percent of the time).¹² In a study of college students, each rapist committed an average of 5.8 rapes. In that study, the 120 male college student rapists (identified by subjects voluntarily and anonymously admitting to different acts of violence) were responsible for a combined total of 1,225 separate acts of violence.¹³ Therefore, it appears a small percentage of college men (approximately 6 percent) are sexual assault repeat offenders or sexual predators.¹⁴

What Are The Predominant Risk Factors To Commit Or Be Victimized By These Crimes?

Alcohol: The use of alcohol is one of the behaviors most strongly correlated with sexual assault and interpersonal violence. Alcohol is implicated in 50-70 percent of all college sexual assault cases.¹⁵ In a 2002 study, 80.8 percent of respondents who reported raping women indicated their victims were incapacitated by alcohol or another drug at the time of the sexual assault.¹⁶ In a 2004 study, nearly three-quarters (72 percent) of college women who had been raped were too intoxicated to give or refuse consent.¹⁷

For college couples, the second-highest predictor for relationship assault or domestic violence by either the male or female partner was the use of alcohol. For those couples, alcohol use led to a fivefold increase in the probability of relationship violence.¹⁸ SAGU American Indian College prohibits the use of alcohol on campus and off campus.

Other risk factors for being a victim: Risk factors increase vulnerability in the eyes of a predator, which is looking for a target of his violence. Other than alcohol, some factors that increase the probability a college student will be a victim of sexual assault or interpersonal violence includes being female, being a freshman, and having a prior history of victimization or abuse that has gone untreated. If an individual has experienced repeated exposures to sexual, verbal, physical and/or emotional abuse that began at an early age, that individual will be particularly vulnerable to being involved in acts of violence while in college. The risk of victimization is also increased by being in isolated situations where the potential victim is separated from others who might intervene, such as alone with the perpetrator(s) in a dorm room, vehicle or house.

Other risk factors for being a perpetrator: Sexual violence is at its heart about power and control, including how these issues have existed in the perpetrator's personal history. The probability of an individual perpetrating a sexual assault or other act of interpersonal violence may be increased if an individual has a history of being abused or sexually violated. Many perpetrators have themselves been mistreated and victimized by more powerful and controlling individuals. Other factors that increase the probability an individual will perpetrate a sexual assault or act of interpersonal violence include having a lack of appropriate supervision, a power-based and exploitation-based belief of what it means to be male or masculine, previous felony arrests, male peers who hold rape-supportive attitudes, poor impulse control, anger management issues, or past involvement in an aggression-based or power-based relationship.

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POSITION STATEMENT ON PREVENTING SEXUAL ASSAULT AND INTERPERSONAL VIOLENCE

Sexual violence is a serious problem that can have lasting, harmful effects on victims and their family, friends, and communities. The purpose and end objective of sexual violence prevention is simple—to stop it from happening before it ever begins.

Prevention efforts should ultimately decrease the number of individuals who perpetrate sexual violence and the number of individuals who are sexual violence victims. Many prevention approaches aim to reduce risk factors and promote protective factors for sexual violence. At SAGU American Indian College, comprehensive prevention strategies are designed to address factors at each of the levels that influence sexual violence—the individual, relationship, community, and society.

The most common prevention strategies currently focus on the victim, the perpetrator, witnesses, or bystanders. Strategies that aim to equip the victim with knowledge, awareness, or self-defense skills are referred to as risk reduction techniques. Strategies targeting the perpetrator attempt to change risk and protective factors for sexual violence in order to reduce the likelihood that an individual will engage in sexually violent behavior. All levels of prevention are necessary to stop the occurrence of sexual violence and to significantly improve the health status of our SAGU American Indian College campus community. True primary prevention is population-based using environmental and system-level strategies, policies, and actions that prevent sexual violence from initially occurring.

Sexual violence prevention activities include those that are aimed at addressing the domains of influence of potential victims, perpetrators, and bystanders. The creation of a living and learning environment free of sexual violence is the ultimate goal. This vision requires a cultural shift that moves beyond the mere prevention of violence towards a community that adopts healthy and caring sexual attitudes and practices. Faculty, staff, administrators, and students must play key roles in the creation of a campus culture that reflects civility, honor, respect, and nonviolence.

The goal of bystander prevention strategies is to change social norms supporting sexual violence and empower men and women to intervene with peers to prevent an assault from occurring. Bystander techniques are skills that allow students, faculty, and staff to recognize the continuum of violence and empower them to intervene, prevent, or stop inappropriate comments and actions. SAGU American Indian College's bystander prevention measures foster a culture shift from bystander apathy to bystander intervention, thus creating a culture in which violence cannot occur.

Successful primary prevention of sexual violence requires recognition of the problem at the highest levels of campus leadership. Efforts to prevent sexual violence are multifaceted and include but not be limited to such strategies as classroom discussions, health promotion programs, publicity, peer education, and discussions during student health, mentoring, and counseling services visits.

A critical component of SAGU American Indian College's successful primary prevention of sexual violence is its recognition as a public health issue that involves both men and women. We encourage the commitment of men to serve as positive role models for other men to be intolerant of sexual violence. SAGU American Indian College promotes a campus culture with programs that provide continuous opportunities that empower women to develop self-respect, self-esteem, and assertiveness. Alcohol and drug use and abuse are associated with the majority of incidents of campus sexual assaults. The University promotes awareness initiatives related to alcohol and drug use/abuse and their relationship to sexual violence.

This position statement on sexual assault and interpersonal violence prevention was adapted from SAGU Main Campus and the American College Health Association's Toolkit, Shifting the Paradigm: Primary Prevention of Sexual Violence.

GUIDING PRINCIPLES

Prevention is the cornerstone of SAGU American Indian College's sexual assault and interpersonal violence prevention and education program. Program activities are guided by a set of prevention principles that include:

- Preventing first-time perpetration and victimization
- Reducing modifiable risk factors while enhancing protective factors associated with sexual violence perpetration and victimization
- Using the best available evidence when planning, implementing, and evaluating prevention programs
- Incorporating behavior and social change theories into prevention programs
- Using population-based surveillance to inform program decisions and monitor trends;
- Evaluating prevention efforts and using the results to improve future program plans.

PREVENTING SEXUAL VIOLENCE THROUGH EMPOWERING CAMPUS BYSTANDERS

A promising approach to preventing interpersonal violence is to teach and encourage bystanders to intervene with peers and support potential or actual victims. A "bystander" is a friend, classmate, teammate, coworker, teacher, family member, or stranger who is aware of or observes situations and interactions that could lead to sexual harassment, intimidation, coercion, or assault.

The purpose of bystander intervention education is to increase awareness and understanding of the problem, increase feelings of responsibility to solve this problem, increase commitment to act, and to empower people to act both individually and collectively. By fostering a sense of caring and community, campus cultures can be transformed and become safer.

Everyone in the campus community has a role to play, including professors, administrators, healthcare professionals, student leaders, graduate assistants, clerical staff, etc. Student behavior is

greatly determined by prevailing cultural and social norms governing sexual attitudes and behaviors in society.

BYSTANDER INTERVENTION KEY COMPONENTS

- Role modeling is crucial
- Entire campus community has a stake
- Support bystander intervention on campus
- Teach skills to intervene
- Obtain commitment to intervene
- Teach how to interrupt a possible sexual assault
- Reduce defensiveness to the message

Bystander interventions include a full range of options and levels of action, from speaking to a resident assistant about an encounter in a residence hall to calling the police. Interventions can occur with friends, acquaintances, and strangers...professors, [crisis] hotline staff, counselors, roommates, and others. Some interventions are best done by a group of friends and others are more effective in private, side conversations. Staying safe is always emphasized and balanced with keeping others safe. When people feel seriously threatened, the Student Development office should be called.

SAGU AIC'S RESPONSE TO OUR SEXUAL ASSAULT POLICY

In our Annual Student Handbook policy which is available on our website we address Sexual Assault, Sexual Harassment, Abuse, Rape, Stalking and other Sex offenses. We go into detail on our policy and procedure in reporting, how we assist the victims and our role as a University insuring that everyone involved have been made aware of the assistance that we give and provide services that are required.

STUDENT AND EMPLOYEE SEXUAL ASSAULT/HARASSMENT POLICY

Non-Discrimination Policy

Southwestern Assemblies of God University does not discriminate on the basis of gender in its education programs and activities under the regulations of Title IX. Our Title IX coordinator is VP Fred Gore and Ruth Roberts is the Deputy Title IX coordinator and Director of Human Resources. The Coordinator may be contacted by phone at 972.825.4630, via email fgore@sagu.edu or Ruth Roberts at rrobert@sagu.edu.

Sexual Harassment, Abuse, Rape, or other Sex Offenses Policy

In support of the Crime Awareness and Campus Security Act of 1990 and under Title IX of the Education Amendments of 1972, the University has adopted the following policy statement with regard to sexual harassment. Southwestern Assemblies of God University, in accordance with high Christian standards of living, is committed to the pursuit of a morally pure environment. This moral purity touches the entire scope of human relationships. Preaching, teaching, properly orienting students, and modeling this commitment on campus prevents many of the problems with which society struggles. SAGU AIC's standards are described in detail in the Student Handbook under the following subheadings: Personal

Life, Biblical Standards and Community Standards. Information concerning sexual harassment may be obtained in the Student Development office.

SAGU AIC's policy prohibits sexual harassment between or among all members of the SAGU AIC community in all areas of the SAGU AIC work and educational environments. Such conduct has the purpose or effect of creating a hostile, abusive and offensive academic environment. The following definition of sexual harassment, abuse, rape or other sex offenses applies: unwelcome advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment, abuse, rape or other sex offenses when the conduct is sufficiently severe, persistent, or pervasive to limit a student's ability to participate in or benefit from the education program, or to create a hostile or abusive educational environment. Prohibited sex discrimination covers sexual harassment, abuse, rape or other sex offenses including sexual violence. Examples of behavior that could be considered sexual harassment or sexual misconduct include, but is not limited to, the following: unwelcome (1) physical contact of a sexual nature including touching, patting, hugging, or brushing against a person's body; (2) explicit or implicit propositions of offers to engage in sexual activity; (3) comments of a sexual nature including sexually explicit statements, questions, jokes or anecdotes, remarks of a sexual nature about a person's clothing or body, remarks about sexual activity, speculation about sexual experience; (4) exposure to sexually oriented graffiti, pictures, posters, or materials; (5) physical interference with or restriction to an individual's movements.

In the event that a violation on campus should occur students are encouraged to immediately contact one of the following:

- Title IX Coordinator – SAGU's VP of Business and Finance Dr. Fred Gore; fgore@sagu.edu; (972)825-4630
- Deputy Title IX Coordinator – Ruth Roberts; rroberts@sagu.edu; (972)875-4656
- Administrative Dean of the College – Dr. Joseph J. Saggio; jsaggio@sagu.edu; (602)944-3335 ext. 244
- Title IX Investigator, Dr. Sherry Jones; sjones@sagu.edu; (602)944-3335 ext. 238

REPORTING PROCEDURES

A report or complaint of sexual harassment, abuse, rape, other sex offenses or misconduct should be made to one of the individuals listed above. The complaint will be investigated. An adequate, reliable, and impartial investigation of complaints will be conducted, including the opportunity for both parties to present witnesses and other evidence. An attempt will be made to resolve the complaint within a reasonable time. Notice will be given to both parties of the outcome of the complaint. The University will take steps to prevent a recurrence of any harassment and to correct its discriminatory effects on the complainant and others, if appropriate

STUDENTS COMPLAINTS

The University regards general complaints with appropriate attention. The student body is regularly polled with respect to academics and student life. Faculty members, Academic Liaisons, and the Administrative Dean of the College are approachable concerning classroom and curricular matters. The Associated Student Body executive officers regularly share student concerns with the Director of Student Development. Students are welcomed to visit with the Director of Student Development

to make personal concerns known. Formal written complaints may be filed with the Director of Student Development.

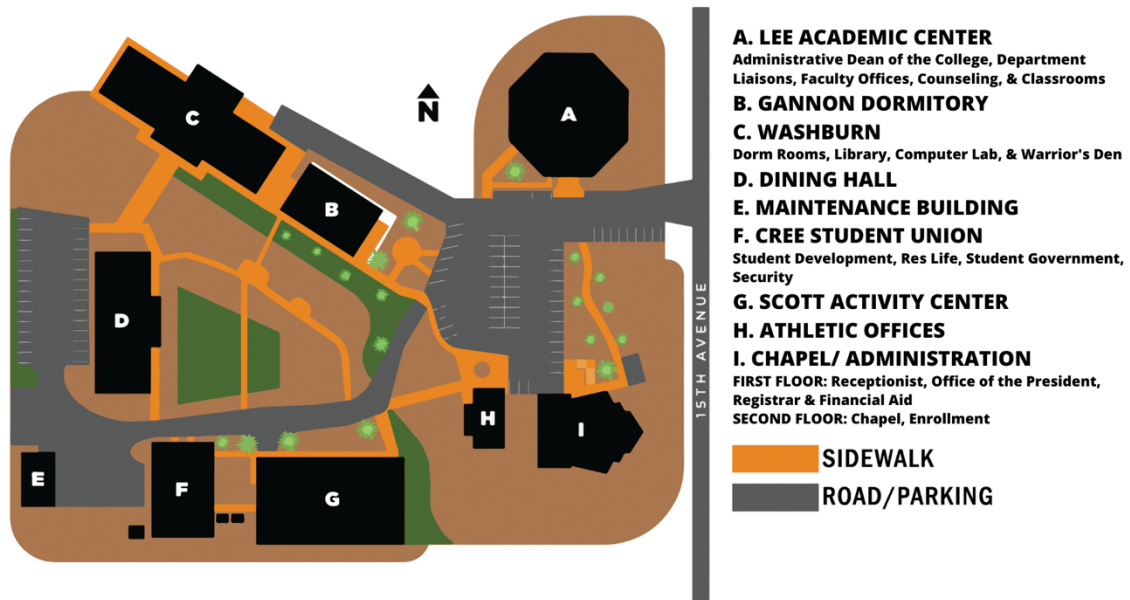
GRIEVANCE PROCEDURES

At SAGU AIC a student with a grievance concerning any of the conditions of enrollment shall abide by the following procedures. The intent of the procedure is to provide students with a means of representing grievances to appropriate levels of supervision, without fear of reprisal of any kind.

1. A grievance related to Student Life issues shall be reported to the Director of Student Development, in writing, no later than five days after the student has become aware of its occurrence. A grievance related to Academic or course-related issues shall be reported to the Administrative Dean, in writing, no later than five days after the student has become aware of its occurrence.
2. The Director of Student Development, or Administrative Dean, shall meet with the student privately to discuss the nature and substance of the grievance, in an effort to resolve the matter according to biblical principles.
3. If the student feels his or her grievance has not been satisfactorily resolved, an appeal may be made to the SAGU AIC President. The appeal must be presented to the Campus President in writing. Such hearing shall be scheduled within five (5) business days of the receipt of the request.
4. A written response shall be given to the student no later than five (5) business days after the hearing. The Campus President shall be the final appeals board for all students.
5. If the complaint cannot be resolved after exhausting the institution's grievance procedure, the student may file a complaint with the Arizona State Board for Private Postsecondary Education. The student must contact the State Board for further details. The State Board address is 1400 W. Washington Street, Room 260, Phoenix, AZ 85007, phone # 602-542-5709, website address: <http://azppse.gov>.
6. The grievance procedure outlined herein is available only to currently enrolled students at the SAGU AIC campus.

Campus Map

See campus map on next page.



ANNUAL NOTIFICATION TO STUDENTS AND EMPLOYEES

SAGU American Indian College will notify all students and employees through SAGU email accounts of the Annual Safety Report following late registration each fall semester. The notification will be sent by October 1 of each year (***This year, 2020, the Department of Education extended the deadline of reporting 2019 crime stats and fire information to the end of the year.***) Because all students (including applicants) and staff members are provided a university issued email account and are expected to access SAGU email on a regular basis, providing the Annual Safety Report is the most efficient, effective and all-inclusive method of communication. In addition, The ASR will be available for review in the Director of Student Development's Office. New employees will be notified of where to access the report during or following their new employee orientation from the Director of Student Development. The full report is also available on SAGU American Indian College's website at <https://www.aicag.edu/consumer-information> and is available for viewing online at any time to students, staff, parents, prospective students and the general public.