

ANNUAL CAMPUS SECURITY/SAFETY/FIRE REPORT & CLERY REPORT WALDORF UNIVERSITY

2026

(Information & data collected from calendar year 2025)

TABLE OF CONTENTS

<u>Introduction</u>	<u>Emergency Response and Evacuation</u>
<u>Campus Security Policies and Procedures</u>	<u>Campus Crisis Communication Plan</u>
<u>General Safety and Reporting Information</u>	<u>Substance Abuse Policies and Procedures</u>
<u>Campus Crime Statistics</u>	<u>Sexual Violence, Title IX/VAWA</u>
	<u>Misconduct & Offences Policy</u>

FIRE SAFETY REPORT

<u>Overview</u>	<u>Fire Prevention Plan</u>
<u>Fire Emergency Plan</u>	<u>Other Natural Disasters and Fire</u>
<u>Campus Fire Log & Statistics</u>	<u>Residence Hall Rules and Policies</u>
<u>Future Improvements of Fire Safety</u>	<u>References and Acknowledgements</u>

INTRODUCTION

This report is prepared each year in cooperation with the local law enforcement agencies surrounding our campus and the surrounding campus area. Each year, e-mail notification is made to all enrolled students and employees, and we provide web site link access at Waldorf University, for the safety, health and wellbeing of our students, faculty, staff, and guests who are always a priority for our community. However, a safe campus can only be maintained through the cooperation of all members of the community. Waldorf University prepares this report to comply with the Department of Education and Jeanne Clery Disclosure of Campus Security Policy, Campus SAVE to this report. In addition, upon August and January check-in, all students are provided in their check-in packet with a copy of the web link to all important safety and security policies, procedures and information including a link to this report. Copies of this report may also be obtained on the University web page under “Campus Safety” and by request at the Office of Student Life. This report highlights campus safety, emergency/communication procedures, sexual assault/misconduct procedures, hazing policy, substance abuse related issues and fire report which are a part of our effort to ensure that this collaborative endeavor is effective. We hope you will read it carefully and use the information to help foster a safe and healthy environment for yourself and others on the Waldorf University Campus.

CAMPUS SECURITY POLICIES AND PROCEDURES

THE OFFICES RESPONSIBLE FOR CAMPUS SECURITY

The administrative area responsible for security on the Waldorf campus is the Office of Student Life located on the main floor of the Campus Center. This office works closely with Facility Services, Residence Life, Security, and the Forest City Police Department. Our main contact number during regular office hours is 641-585-8160 or contact email at studentlife@waldorf.edu. Security can be contacted at 641-585-8500/641-590-6793.

CAMPUS EQUIPMENT TO HELP KEEP YOU SAFE

Waldorf has installed and maintains exterior lighting on the general campus around all its buildings and parking lots to keep the campus lit. While maintaining an attractive campus, facilities keep shrubs and hedges low, especially in places such as around residence halls for student safety.

Our campus residence halls are fully outfitted with a proximity (student ID) card security access system. This system was implemented so that only students living on campus would be able to gain access to the residence halls they live in. Each student identification card is specifically coded for entrance into their specific living area on campus. It is a goal of Waldorf University to eventually implement this system throughout all the campus to add additional door card security entries. Individual keys are issued to each room on campus and cannot be duplicated by law. If a key is lost to a room, the room lock is re-cored with a different key and lock core. If a door card is lost or stolen, it will be turned off, and the student will be issued a replacement card. In addition, some of our first-year residence halls have locked floor corridors with key entrance as an extra security measure.

Facility Services maintains the University's buildings and grounds with a concern for safety and security. It inspects campus facilities regularly, makes repairs impacting safety and security, and responds to reports of potential safety and security hazards, such as broken windows and locks. Residence Life Staff will also conduct periodic health, welfare and safety checks of all residential units. Residence Life and Student Life work with facilities to ensure that our fire systems in all buildings are working and are up to local fire code which include testing of the fire system and having random evacuation drills each semester.

Each classroom, campus building and residence hall has been equipped with a red book Emergency Guide hanging near the door or entryway to assist campus students or employees on protocol, contact information, resources and "what to do" in emergency situations. Security cameras are set up around campus inside and out to provide an additional eye and level of security. Please see our surveillance security camera policies on the main web page for more details regarding all security camera procedures and policies.

To provide safety for members of the campus community and its property, Waldorf has set minimum standards of conduct (Code of Conduct) for student members of the community and for those seeking admission to our community. These guidelines defined in the Student Handbook do not replace or relieve people from complying with the requirements of civil or criminal laws. Unlawful behavior may result in criminal prosecution as well as University disciplinary action. A preadmission review is required when facts suggest an applicant's behavior as a student may endanger the health and safety of campus community members, jeopardize the property of the University or its members or visitors, or adversely affect the educational mission of the University. The University also provides employees with the Faculty and Employee Handbook for employee guidelines and expectations.

EMERGENCY CRIME/INCIDENT ALERT-TIMELY NOTIFICATIONS

When a major crime occurs on campus which is an immediate threat to students or employees, students and employees are notified in a timely manner through media such as a campus e-mail, personal communications, our text messaging emergency notification system (optional sign-up) and postings around campus. The University also conducts a test of the text messaging notification system each semester to ensure that it is working properly. The warning will not include the name of a victim or other personally identifying information that could put the victim in additional danger. Other exceptions to this notification include situations where the release of information would jeopardize an ongoing criminal investigation, causes a suspect to flee or evade detection or result in destruction of evidence. Such information may be withheld until that damage is no longer likely to occur from the release of information. Other considerations of sending the alert include the timing of the alert, if the alert will create more harm than good (retaliation) and considerations from the victims on our small campus. Warnings and notification could include incidents of murder, arson, armed assailants, explosive threats, assaults (physical and sexual), burglary or robbery and weather or power outage issues. Sex offences and some aggravated assault incidents and other incidents are often reported long after the incident occurred, thus there may be no opportunity to distribute a “timely” warning notice to the community in these situations. Timely warnings will be considered on a case-by-case basis depending on location, timing, severity, campus location, perpetrators ID’ed and information reported along with other factors. If you become aware of any incident that may pose a serious threat to a member of the Waldorf community, please report it to the Office of Student Life immediately.

EMERGENCY NOTIFICATIONS

Notifications to students and employees are sent out by email and text messages for crimes that are threat to students and employees, weather emergencies, gas leak or power outage emergencies, security facility or equipment related issues, fire related issues, flooding related issues or other Forest City community related issues that would impact campus as deemed an emergency.

WEAPONS, FIRE HAZARDS & CAMPUS POLICE

The Waldorf Student Code of Conduct clearly prohibits the unlawful possession, use, or distribution of weapons, fireworks, alcohol or illegal drugs in our undergraduate residence halls on campus or as any part of university activities. (Exception: Shooting Sports program approved secured storage, and Timberland allows those of legal age to consume alcohol). The University is committed to the welfare of students to the Drug Free Schools and Communities Act. See the Substance Abuse Policies and Procedures section of this document for more detailed information. In addition, the University has strict guidelines regarding fire safety which include not allowing candles, no smoking/vaping of any kind, no fireworks, overloaded circuits, restricted appliances or smoking of any kind on the University campus.

The University has a good working relationship with the Forest City Police Department. They are invited to campus for orientation, RA training and periodic meetings and communication to assess campus security and safety issues. The University has an understanding with the FCPD to do periodic patrol of our lots and campus area. The response time of the FCPD to campus is typically 90 seconds or less in emergencies and they are considered part of our campus security policing program. They complete regular training on our campus including active shooters, drug dog scans and DUI training.

CAMPUS SECURITY

Waldorf University is an open campus located within the city limits of Forest City, Iowa; therefore, one may be on university property without being aware of it. Most buildings are accessible during

regular business hours. The University is committed to campus security that prevents or at least reduces crime. Close attention is paid to campus lighting and building security. The University employs campus security to provide campus surveillance and responses on nights and weekends including checking for unlocked or blocked open doors, roaming parking lots, escorting students, or employees between buildings, building lockups, and responding to calls and behavior related problems. In addition, the University has installed over 30 cameras on campus in academic, common area, parking lot and residence hall areas to help with surveillance of campus. Campus Security can be reached at 641-585-8500/641-590-6793.

SECURITY ON CAMPUS

The University desires to have an environment where students, employees and visitors feel safe and secure. To that end, the University employs Campus Security to supervise the campus, report ways to improve campus security, and respond to issues involving safety and security. Security or other employees may call upon Forest City Policy Officers who are familiar with campus and can make arrests on campus. Waldorf Campus Security provides regular foot patrol of the campus, halls, parking lots and grounds and has contact with the local police department during incidents.

Students and employees must produce proper Waldorf identification to Security or police when asked and are required to cooperate with the requests of FCPD and hall staff. Residents, who have immediate need of assistance with emergency, safety, or security issues, should contact Security, their RA (Resident Assistant) or AC (Residence Hall Area Coordinator). If Forest City police are needed, please call 911 immediately.

Security/local police and our residence hall staff enjoy a good working relationship. Each call upon the other for assistance where needed in matters involving the campus or its people. If residence hall staff are unable to handle a situation, they ask for assistance from the Forest City Police Department. If the Police Department has concerns about such things as parking in the University, a potential crowd control situation or violent situation, they may contact residence hall staff or Student Life or Security. Major crimes such as rape, murder, aggravated assault, robbery, threats, and auto theft should always be reported to the local police. Joint investigative efforts by the University and the Forest City Police are used to solve crimes on and off campus involving students. Student Life and the Title IX team ensure that relevant violence or harassment against students or employees is shared between Title IX, Student Life, Security, Residence Life or Police as deemed appropriate and considering all levels of confidentiality.

GENERAL SAFETY AND REPORTING INFORMATION

WAYS STUDENTS & EMPLOYEES CAN CONTRIBUTE TO A SAFE ENVIRONMENT

Most of your fellow students and employees are honest. However, remember to protect yourself against the few who cannot be trusted:

- Entrance doors are locked 24 hours for all residence halls to limit access. For safety purposes, students should not provide access by blocking open these doors or loaning out keys/ID's.
- Entrance and exit doors are limited to main doors for each hall. Other doors are emergency exit only.
- When you go through a door that is locked, make sure it locks and closes tightly behind you
- Report safety or security situations to your RA, AC, or Dean of Students/VP of Student Life
For example – Dark areas, suspicious looking actions of another student or visitor. Question strangers on your floor as to their purpose for being there.

- Report suspicious strangers or suspicious behavior on campus to the Office of Student Life. Try to provide an accurate description of the stranger(s)
- Do not walk or jog alone at night without a buddy, reflectors, light or phone.
- Keep your room or office locked and do not leave large sums of money or valuables unattended, out in the open in your room/office or leave backpacks unattended around campus. Protect your electronic devices, keys, wallets, purses, and any credit cards. It is wise to leave your valuables at home. Don't let others know of your valuables, especially those in your room.
- Keep lights on overnight in areas where cameras are present to provide lighted video.
- Heed announcements about crime occurring on campus and taking proper precautions.
- Do not duplicate your room key, office key or lend your ID or proximity card or security/room key to others.
- Only residents and their invited guests are permitted in the living areas of the residence halls. It is the responsibility of all residents to ensure that his or her guest is aware of the University and Residence Hall policies. Residents are held accountable for the guest's actions and guests should be escorted at all times in the halls.
- Communicate with your roommate about door locking, guests in the room and protecting your valuables.
- Mark your property, clothing, and ID valuables permanently in a place that is readily visible and difficult to remove. Mark textbooks, valuables and electronics in some unusual way will aid in their identification.
- Keep an inventory of your property, how and where you marked it, as well as any manufacturer's serial numbers on the items should be included in the inventory.
- Immediately report the loss of your room, office or area keys to Human Resources, Facilities or Student Life/Security.
- Be especially aware of your personal electronic devices, as these are the most like items to be stolen.
- Report the loss or theft of any items to the Office of Student Life within 24 hours of their disappearance.
- Provide limited personal data about yourself on social media sites.
- We encourage students to consider personal property insurance to cover expensive items you own or lost, stolen or damaged belongings. See Student Life for information we provide upon checking in on reasonable property insurance programs. The university is not responsible for lost, broken, damaged or stolen personal property.
- Avoid keeping valuable items in car, room, office or unattended in bags or backpacks around campus. Lock your car or store valuable items in your locked trunk.

FURTHER THOUGHTS ABOUT PERSONAL CAMPUS SAFETY

- Hang up on obscene phone callers quickly and quietly
- Keep fire doors closed at all times
- Be mindful of your social media contacts, communications, what can be viewed
- DO NOT tamper with fire safety equipment in your living unit
- DO NOT block or prop floor or Hall security doors. Do not let students into a locked residence hall that does not reside there
- When walking or jogging outside:
 - a. Always go with someone
 - b. Stay away from isolated areas
 - c. Try to stay near streetlights
 - d. Hold your belongings tightly, close to your body
 - e. A front pocket is safer for a wallet than a back one
 - f. Dress sensibly. Tight pants, clogs, or heels make movement difficult
- If you are being followed:

- a. Cross the street or change directions
 - b. Keep looking back so the person knows you cannot be surprised
 - c. Go to a well-lighted area. Enter a store, house, residence hall, classroom, or library- anywhere there are people
 - d. Notice and remember as much as possible about the person so you can give a good description later
- Keep your keys/door card/ID:
 - a. Do not loan keys or hall door card to anyone; their carelessness may lead to your loss
 - b. Do not leave keys lying around or in unused clothing; duplicates can be made
 - c. Consider equipping your key chain or ring with tags that allow you to track if lost
- When trying to describe a person, try to remember the following facts:
 - How tall, generalize size & characteristics
 - Type of clothing
 - Wearing glasses
 - Hair/Eye color
 - Approximate age and weight
 - Personal identifications or markings such as tattoos, or piercings
 - Vehicle color, make, model or license plate number
- Be aware of your friends especially on nights and weekends when it comes to over-intoxication, depression, overdose, or other potentially dangerous behaviors that may require assistance. Emergency doses of Narcan for overdose situations are available through your hall staff.

HOW TO REPORT SUSPICIOUS OR CRIMINAL ACTIVITY

Students and employees are always encouraged to report violations of the law and crimes on campus such as murder, rape, robbery, aggravated assault, burglary, threats/harassment, arson, and motor vehicle theft to the Forest City Police (911 or 641-585-2113) and to the Office of Student Life (641-585-8160). Anonymous reports may be made to Area Coordinators, or the Office of Student Life. Our website has a convenient on-line report link that can be completed under the security tab. Campus ministry personnel, the nurse and professional counselors when acting as such are confidential and are not considered to be campus security authority and are not required to report Title IX crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged, when they deem appropriate, to inform people being counseled of the procedure to report crimes on a voluntary basis for inclusion into the annual crime statistics.

Each residence hall area is supervised by a professional fulltime Residence Hall Area Coordinator (AC). In addition, each hall/area is staffed by student Resident Assistants (RA). Area Coordinators and Resident Assistants live in the residence halls. These individuals receive appropriate instruction and training on safety and security, usually at the beginning of each academic year and periodically throughout the year. Residents are encouraged to report suspicious or criminal activity to ACs and RAs.

HOW YOU LEARN ABOUT CAMPUS SAFETY AND SECURITY/PROGRAMMING

Each student receives a welcome packet at the beginning of the year during check-in, which includes information on safety and security. Students also receive information on the Waldorf University Student Handbook and Residence Hall contract, which describes various housing and security regulations and their enforcement. In addition, campus programs as part of orientation include “Residence Living,” “Substance Abuse,” “Fire” and “Acquaintance Rape.” Each student and employee at Waldorf receives information through email each fall about Campus Security and Safety. All policies and procedures are listed on our website under “Safety & Security”

At the beginning of each semester, Resident Assistants and new student orientation discuss policies and procedures, including safety and security, with students living in the residence halls (floor meetings). Residents sign a residence hall contract which, like the Waldorf University Student Handbook, describes various housing and security regulations and their enforcement. Because 75-80 percent of Waldorf Students live in university residence halls, this brochure speaks to resources available to them in that setting. All policies and support services extend to commuter students as well. The Office of Student Life also provides periodic speakers, orientation sessions, interactive fairs and educational on-line short course related to sexual assault/harassment, bystander intervention, alcohol and substance abuse, and general safety and security. Safety sessions are coordinated with staff meetings and faculty meetings including periodic training. All buildings on campus and most spaces contain our red Emergency Safety Guide outlining various types of safety security issues and how to respond. Periodic emails are sent to the Waldorf community regarding safety issues.

All incidents that occur on the campus including violations, crimes and fire incidents are reported in a daily campus crime/fire log. This log is open to being viewed by request (exceptions on confidential names) in the Office of Student Life under special circumstances.

MISSING STUDENT & NOTIFICATION

Members of the Waldorf community and friends or relatives of Waldorf students that determine if a Waldorf student is missing should contact the local police department 641-585-2113 and the Office of Student Life 641-585-8160 or evening Security 641-590-6793 and complete an incident report. This incident report can be filled with the Vice President of Student Life or an Area Coordinator or other Student Life Staff Member. There is also an online incident report form in our security section of the webpage (Waldorf.edu). Student Life can be contacted at 641-585-8160. A person is missing when their whereabouts are unknown or unexplained for a period that would be regarded as highly unusual or suspicious by people familiar with the student's plans, habits, and routines.

Each student living on campus in campus housing facilities has the option to register a confidential contact person to be notified in case the student is determined missing and only authorized campus officials and law enforcement officers in furtherance of a missing person's investigation may have access to this information. This information is collected as part of the emergency contact information when the student checks in at the beginning of the year or semester. If the student has not designated a contact person, the local law enforcement will be notified that the student is missing. Students less than 18 years of age and not emancipated will also automatically have their parents or guardians notified in missing person situations. Once an on-campus student is determined to be missing, the following protocol will be followed by Student Life Staff:

- Parents will be notified (required if student is under 18)
- Security/local police will be notified immediately
- Student's faculty, coach, advisor, and other associated employees related to the student will be notified
- Roommates, RA and floor-mates or buildings as determined appropriate will be notified
- An attempt to secure a photograph of the students to share with employees, students, and local emergency personnel for distribution
- As deemed appropriate, the University may further search into the student's personal areas such as their room, vehicle, email account, use of campus ID, cell phones, or other devices that can be tracked to provide helpful information

- Campus wide notifications may also be used to inform the general University community
- The campus will ask for help and information from the community regarding a missing person
- Contact confidential contact person (required for 18 and under)

VEHICLE PROTECTION (What can you do to protect your vehicle and be safe)

- Lock your car when you leave it unattended. Eighty percent of all cars stolen were unlocked at the time
- Always close your car windows
- Do not leave your key in the ignition. Remember to store spare keys somewhere else, not in the car
- Mark your valuable equipment, expensive car parts, and other auto accessories in one obvious place, and one hidden location
- Consider obtaining special locks for wheels, gas caps, and hoods
- Lock all valuables in the trunk. Do not leave valuables in open sight in your car
- Check the back seat before getting into a car
- If you witness any accident, damage, or vandalism, get a description of cars, people, and license number if possible. Report all suspicious behavior to the Office of Student Life or the police
- Note descriptions of strangers, or unusual behavior in the parking areas
- Report any parking lot lights that are out to your Residence Hall Area Coordinator or Security
- Check and drive your vehicle regularly, especially in the winter months
- Do not loan your car out to other people or students and consider having a Tile tracking device in your vehicle.

CRIME STATISTICS FOR THE UNIVERSITY

The following statistics summarize reports received in the Office of Student Life from employees, students, campus visitors, RAs, ACs, Security and the local police report for on campus and the surrounding area. The University does not have any off-campus student organizations such as Greek housing with formalized off campus facilities. Reporting time periods are listed below from January 1 to December 31 for the years, 2023-2025.

Clery Required Reporting Crime Definitions on Campus

Murder/Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another. Note: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

Negligent Manslaughter: the killing of another person through gross negligence.

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 serious 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 a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: the theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned – including joy riding).

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

Illegal Weapons Possession: 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. This classification encompasses weapons offenses that are regulatory in nature. Include in this classification: manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; using, manufacturing, etc., of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit any of the above.

Drug Law 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. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics – manufactured narcotics which can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

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. Include in this classification: the manufacture, sale, transportation, furnishing, possessing, etc., of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal

transportation of liquor; drinking on train or public conveyance; and attempts to commit any of the above.

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

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 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 with a person who is under the statutory age of consent.

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

Domestic Violence: a felony or misdemeanor crime of violence committed: by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. Course of conduct is two or more acts in which the stalked directly, indirectly, or through third parties, by any means, follows, monitors, observes, surveils, threatens or communicates to or about a person or interferes with a person's property. Substantial emotional distress is significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Hate/Bias Crimes: any criminal offense or incident that manifests evidence that the victim was intentionally selected because of the perpetrator's (real or perceived) protected class or bias against the victim.

Hazing: Any action taken or situation created that causes or creates a risk of physical or psychological injury to a person. These actions include intentional, knowing, or reckless act committed by a person against another that endangers the physical or mental health or safety of a person for the purpose of initiation, admission into, affiliation with, or maintaining membership in an organization.

Criminal Offenses—On Campus (Violence Against Women Act-VAWA included)

Numbers indicate total occurrences on campus per year

Criminal Offense	2025	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Negligent manslaughter	0	0	0
c. Rape	1	3	3
d. Fondling	1	0	0
e. Incest	0	0	0
f. Statutory Rape	0	0	0
g. Robbery	0	0	0
h. Aggravated assault	1	3	6
i. Burglary	6	15	6
j. Motor vehicle theft	0	3	0
k. Arson	0	0	0
l. Stalking (VAWA Offenses)	1	5	4
m. Domestic violence (VAWA Offenses)	0	0	0
n. Dating violence (VAWA Offenses)	3	2	0
o. Hazing	0	0	0

Criminal Offenses—On Campus: Student Housing Facilities (Violence Against Women Act-VAWA included)

Numbers indicate total occurrences in residence halls per year

Criminal Offense	2025	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Negligent manslaughter	0	0	0
c. Rape	1	3	3
d. Fondling	0	0	0
e. Incest	0	0	0
f. Statutory Rape	0	0	0
g. Robbery	0	0	0
h. Aggravated assault	0	2	5
i. Burglary	1	15	5

j. Motor vehicle theft	0	0	0
k. Arson	0	0	0
l. Stalking	0	2	3
m. Domestic violence	0	0	0
n. Dating violence	3	2	0
o. Hazing	0	0	0

Criminal Offenses—Public Property (Violence Against Women Act-VAWA included)

Numbers indicate total occurrences on public property per year

Criminal Offense	<u>2025</u>	<u>2023</u>	<u>2024</u>
a. Murder/Non-negligent manslaughter	0	0	0
b. Negligent manslaughter	0	0	0
c. Rape	0	0	0
d. Fondling	0	0	0
e. Incest	0	0	0
f. Statutory Rape	0	0	0
g. Robbery	0	0	0
h. Aggravated assault	2	1	1
i. Burglary	0	0	0
j. Motor vehicle theft	0	0	0
k. Arson	0	0	0
l. Stalking	0	0	0
m. Domestic violence	0	0	0
n. Dating violence	0	2	0
o. Hazing	0	0	0

Criminal Offenses—Non-Campus (Violence Against Women Act-VAWA included)

Numbers indicate total occurrences in or on non-campus buildings or properties per year

Criminal Offense	<u>2025</u>	<u>2023</u>	<u>2024</u>
a. Murder/Non-negligent manslaughter	0	0	0
b. Negligent manslaughter	0	0	0
c. Rape	0	0	0
d. Fondling	0	0	0
e. Incest	0	0	0
f. Statutory Rape	0	0	0
g. Robbery	0	0	0
h. Aggravated assault	0	0	0
i. Burglary	0	0	0
j. Motor vehicle theft	0	0	0

k. Arson	0	0	0
l. Stalking	0	0	0
m.Domestic violence	0	0	0
n. Dating violence	0	0	0
o. Hazing	0	0	0

Hate Crimes—On Campus

Numbers indicate occurrences of hate crimes per year; categories of bias are for crimes reported in 2023-2025

Criminal Offense 2025	Race	Religion	Sexual Orient.	Gender	G. Ident.	Disability	Ethnicity	National Origin
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0
n. Intimidation	1	0	0	0	0	0	0	0
o. Dest./damage/vandalism of property	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0

Criminal Offense 2023	Race	Religion	Sexual Orient.	Gender	Gender ID.	Disability	Ethnicity	National Origin
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0
n. Intimidation	1	0	0	0	0	0	1	0
o. Destr./damage/vandalism of property	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0

Criminal Offense	2024	Race	Religion	Sexual Orient.	Gender	Gend. Ident.	Disability	Ethnicity	National Origin
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0

d. Fondling	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	1
o. Destr./damage/vandalism of property	0	0	0	0	0	0	1	0
p. Hazing	0	0	0	0	0	0	0	0

Hate Crimes—On Campus: Student Housing Facilities

Numbers indicate occurrences of hate crimes per year; categories of bias are for crimes reported in 2023-2025

<u>Criminal Offense 2025</u>	<u>Race</u>	<u>Religion</u>	<u>Sexual Orient</u>	<u>Gender</u>	<u>G.Ident</u>	<u>Disability</u>	<u>Ethnicity/Nat. Origin</u>
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0
n. Intimidation	1	0	0	0	0	0	0
o. Destr./damage/vandalism of property	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0

<u>Criminal Offense</u>	<u>2023</u>	<u>Race</u>	<u>Religion</u>	<u>Sexual Orient.</u>	<u>Gender</u>	<u>Gend. ID</u>	<u>Disability</u>	<u>Ethnicity/National Origin</u>
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0
n. Intimidation	1	0	0	0	0	0	1	0

o. Destr./damage/vandalism of property	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0

Criminal Offense 2024	Race	Religion	Sexual Orient.	Gender	Gend. Ident.	Disability	Ethnicity	National Origin
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0
o. Destr./damage/vandalism of property	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0

Hate Crimes—Public Property

Numbers indicate occurrences of hate crimes per year; categories of bias are for crimes reported in 2023-2025

Criminal Offense	2025	Race	Religion	Sexual Orient.	Gender	G. Ident.	Disability	Ethnicity/National Origin
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0
o. Destr./damage/vandalism of property	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0

Criminal Offense	2023	Race	Religion	Sexual Orient.	Gender	Gen. ID	Disability	Ethnicity	National Origin
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0

f. Statutory Rape	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0
o. Destr./damage/vandalism of property	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0

Criminal Offense	2024	Race	Religion	Sexual Orient.	Gender	Gend.Id	Disability	Ethnicity	National Origin
a. Murder/non-negligent mansl.	0	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0	0
o..Destr./damage/vandalism of prop.	0	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0	0

Hate Crimes—Non-Campus

Numbers indicate occurrences of hate crimes per year

Criminal Offense	2025	Race	Religion	Sex Orient.	Gender	G. Ident	Disability	Ethnicity/National Origin
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0
i.. Burglary	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0
o..Destr./damage/vandalism of property	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0

Criminal Offense	2023	Race	Religion	Sexual Orient	Gender	Gen. ID	Disability	Ethnicity	National Origin
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0	0
o. Destr./damage/vandalism of property	0	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0	0
Criminal Offense	2024	Race	Religion	Sexual Orient.	Gender	Gend. Id.	Disability	Ethnicity	National Origin
a. Murder/non-negligent mansl	0	0	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory Rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	1	0	0	0	0	0	0	0	1
o. Destr./damage/vand. of property	0	0	0	0	0	0	0	0	0
p. Hazing	0	0	0	0	0	0	0	0	0

Arrests—On Campus

Numbers indicate arrests per year

Crime	2025	2023	2024
a. Illegal weapons possession	0	0	0
b. Drug law violations	1	1	2
c. Liquor law violations	0	0	0

Arrests—On Campus: Student Housing Facilities

Numbers indicate arrests per year

Crime	2025	2023	2024
a. Illegal weapons possession	0	0	0
b. Drug law violations	1	0	2
c. Liquor law violations	0	0	0

Arrests—Public Property

Numbers indicate arrests per year

Crime	2025	2023	2024
a. Illegal weapons possession	0	0	0
b. Drug law violations	0	0	0
c. Liquor law violations	0	0	0

Arrests—Non-Campus

Numbers indicate arrests per year

Crime	2025	2023	2024
a. Illegal weapons possession	0	0	0
b. Drug law violations	0	0	0
c. Liquor law violations	0	0	0

Disciplinary Actions—On Campus

Numbers indicate persons referred for disciplinary action per year

Crime	2025	2023	2024
a. Illegal weapons possession	0	1	0
b. Drug law violations	12	10	9
c. Liquor law violations	30	58	26
d. Stalking	1	2	3
e. Domestic Violence	0	0	0
f. Dating Violence	3	1	0

Disciplinary Actions—On Campus: Student Housing Facilities

Numbers indicate persons referred for disciplinary action per year

Crime	2025	2023	2024
a. Illegal weapons possession	0	1	0
b. Drug law violations	12	6	5
c. Liquor law violations	27	54	24
d. Stalking	1	2	3
e. Domestic Violence	0	0	0
f. Dating Violence	3	1	0

Disciplinary Actions—Public Property

Numbers indicate persons referred for disciplinary action per year

Crime	2025	2023	2024
a. Illegal weapons possession	0	0	0
b. Drug law violations	0	0	0
c. Liquor law violations	2	0	2
d. Stalking	0	0	0
e. Domestic Violence	0	0	0
f. Dating Violence	0	0	0

Disciplinary Actions—Non-Campus

Numbers indicate persons referred for disciplinary action per year

Crime	2025	2023	2024
a. Illegal weapons possession	0	0	0
b. Drug law violations	0	0	0
c. Liquor law violations	0	0	0
d. Stalking	0	0	0
e. Domestic Violence	0	0	0
f. Dating Violence	0	0	0

On the campus, it is a violation of the school's alcohol policy for students to use, possess, sell, distribute, or have access to alcohol. For the year 2025, there were 21 alcohol incidents with 32 reported violations of this policy involving identified students/staff in or around campus.

Unfounded Crimes

A reported crime that upon investigation by law enforcement authorities is found to be false or baseless. Only sworn or commissioned law enforcement personnel may unfound a crime. Crime reports can be properly determined to be false only if the evidence from a complete and thorough investigation establishes that the crime reported was not, in fact, completed or attempted in any manner. 2024 had 1 unfounded crime, 2025 had 0 unfounded crimes and 2023 had 0 unfounded crimes.

EMERGENCY RESPONSE AND EVACUATION PROCEEDURES

Waldorf University Emergency Response Plan (ERP)

This guide, developed by the Office of Student Life and in consultation with members of Waldorf's Emergency Response/Threat Assessment Team, provides vital information concerning emergency response practices and procedures at Waldorf University. All members of the campus community should familiarize themselves with the contents of this document and always keep it easily accessible.

Purpose

The purpose of the Emergency Response Plan (ERP) is to establish guidelines, assign responsibilities, and promote awareness in responding to timely warnings and emergency notifications that may affect the Waldorf community. Additionally, the plan is designed to provide guidelines to assist those affected in dealing with crisis, coordinate with external entities, and provide resources to expedite the return to normal operations with minimal negative impact. This plan was created to complement the emergency communications plan and other plans that have been developed on the state, county, and city level.

Scope

The following guidelines apply to all students, employees, guests, and to the buildings and grounds that are owned and operated by Waldorf University. They are intended to enable the University to protect life and property and minimize the damage caused by emergency situations.

Definitions of an Emergency

Levels of Emergencies: This plan is designed to provide guidelines for responding to a variety of incidents and emergencies including situations that present an immediate threat to health or safety of students or employees. Emergencies will require varying levels of response and notification. Each incident will be evaluated on a case-by-case basis. Level 2 Major Emergencies and Level 3 Disasters will require notification from the Emergency Response Team. The University president or his /her designee(s) serve as the overall Emergency Directors during any major emergency or disaster.

1. **Level 1 Emergency** – A university or campus emergency with limited impact that does not affect the overall safety of students and employees and operation and function of the University. Examples include a minor hazardous material incident, water leak/pipe break, small or temporary limited power outage or a code of conduct violation such as damage property, conflicts, or minor drug/alcohol/misconduct violations. A minor emergency will not normally entail notification of the Emergency Response Team except through routine communications to specific individuals.
2. **Level 2 Major Emergency** – A university or campus emergency that has disrupted or potentially may disrupt significant operation of the University, be a safety hazard to students and employees or adversely impact a major population of the campus community. Examples include serious crimes on campus, fires, death(s) of students/employee, major weather event or partial infrastructure failure.
3. **Level 3 Disaster** – A university or campus or community-wide emergency that potentially disrupts most of the operations of the entire University and involves major death, major campus threat, damage, or systems failure. Disasters impact not only the University, but the surrounding community and beyond. Examples include tornadoes, pandemics, widespread extended power outage, severe natural disasters, fast spreading disease, major security breach or serious acts of violence or terrorism.

Activating the Emergency Response Plan

Initial Notification

1. Any campus community member who witnesses or receives information regarding an emergency is instructed to contact the Office of Student Life immediately at 641-585-8160 during regular business hours. In addition, 911 should be called and/or Security at 641 585-8500. The after-hours Residence Life number for on campus emergencies would be 641-585-4318.
2. If the incident involves a Level 1 Emergency, the Office of Student Life will alert appropriate staff, facilities or Security and the appropriate department will take steps to remedy the situation.
3. If the incident involves a Level 2 Major Emergency or Level 3 Disaster, the Office of Student Life or Security will contact appropriate local police authorities (if they have not already been

contacted) and members of the Emergency Response Team to activate the Emergency Response Plan.

4. Forms of initial notification will include an all-campus email, emergency text message, updates on our web page and posting across campus.

Declaring an Emergency

1. The University president and/or members of the Emergency Response Team will discuss the incident and determine the level of emergency and whether to activate the Emergency Operations Center. The decision to declare an emergency will rest with the president or his/her designee.
2. Emergency Response Team members and their responsibilities during an emergency are outlined under “Preparing the Emergency Operations Center.”
3. Any other appropriate members of the community deemed necessary will be contacted to respond.

Notification

1. As soon as Waldorf has confirmed that a significant emergency or dangerous situation exists, we will:
 - Contact law enforcement, public health or emergency personnel immediately as needed.
 - Consider the safety of the students/employees and campus community.
 - Determine what information to release about the situation, and
 - Begin the notification process.
2. The only reason Waldorf would not immediately issue a notification for a confirmed emergency or dangerous situation is if doing so will compromise efforts to:
 - Assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency. An example of not compromising efforts to mitigate the emergency might be agreeing to a request of local law enforcement or fire department officials.
3. Marketing along with the Office of Student Life and the Emergency Response Team will coordinate together through the communication plan and provide initial and ongoing notification to employees, students, parents, and the public throughout campus emergencies.
4. The Waldorf website, the campus email system, the campus phone system, the local broadcast media, social media, email, intentional word of mouth and our text message campus emergency notification system will be utilized to notify Waldorf community members and other parent groups that signed up for the program of the emergency text notification. Alternative communication plans to be used when electricity is not available and be coordinated by the Emergency Response Team.
5. The Campus Community will be notified once a year about our Emergency Response policies and process.
6. The Office of Student Life and law enforcement will collaborate to determine the content of the message and will use some or all the systems described to communicate the threat to the Waldorf community or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population.

Evacuation Drills (Residence Halls)

The purpose of training is to prepare building occupants and staff for an organized evacuation in case of an emergency. At Waldorf drills are used to educate and train occupants or staff on issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University with an opportunity to test the operation of fire alarm system components.

Evacuation drills are monitored by Waldorf Residence Life Department and Facilities to evaluate egress and behavioral patterns. Reports are prepared by participating departments which identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Students receive information about evacuation procedures during their first-floor meetings and during other educational sessions that they can participate in throughout the year. The Residence Life members are trained in these procedures as well and act as an on-going resource for the students living in residential facilities.

An evacuation drill is coordinated by Residence Life each semester for all residential facilities. A second drill is coordinated each semester for some first year Residence Halls and the more densely populated halls. Thus, procedures are tested at least twice each year and, for some of the buildings, several times a year. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. Waldorf does not tell residents in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, Waldorf Residence Life staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

1. Reviewing the Emergency Response Plan will take place a minimum of once each year by key facilities, residence life, area managers and security.
2. Training will include information to appropriate departments on bloodborne pathogens, CPR, defibrillator usage, AED's, Narcan administration, emergency exits, fire extinguishers, first aid, floor plans, building mechanicals.
3. Police, security, and emergency personnel are invited to campus for tours of our facilities.
4. Police and security are invited to speak to our new students during fall orientation RA training and residence hall programs.
5. Emergency personnel may come to campus periodically to perform active shooter drills.
6. The Office of Student Life sends out test text messaging to students and employees each semester.
7. Fire drills and evacuation exercises are performed each year for all buildings.
8. At the beginning of fall semester, all students and employees are sent information addressing safety, security and addressing emergencies on campus.
9. Local police officers, County Emergency and security have received training in Incident Command and Responding to Critical Incidents on Campus. When a serious incident occurs

that causes an immediate threat to the campus, the first responders to the scene are usually Security and the Forest City Police Department, typically respond and work together to manage the incident. Depending on the nature of the incident, other WU departments and other local or federal agencies could also be involved in responding to the incident.

Evacuation (Campus Building Evacuation)

Evacuation procedures may vary depending on the nature of an emergency. Buildings will be evacuated when an alarm sounds, emergency notification or with emergency personnel notification. Be prepared for the following:

1. Activate the building's alarm if emergency officials tell you to do so, or it is apparent people will be in harm's way if they do not leave (i.e., fire).
2. When the building fire evacuation alarm is sounded or when you are told to leave by emergency personnel, walk quickly to the nearest marked exit. Do not use elevators. Do not take time to shut down computers.
3. Once outside, move clear of the building.
4. Listen to law enforcement or staff for instructions.
5. Do not return to the evacuated building until advised doing so by emergency personnel.
6. Be ready to assist people with disabilities who may have difficulty evacuating.
7. When the building alarm is activated during an emergency, leave and alert others to leave by the nearest marked exit.
 - a. Close but do not lock the doors
 - b. Leave the lights on
 - c. Assist people with disabilities in exiting the building. Remember that elevators are reserved for people with disabilities. In case of fire or earthquake, do not use the elevators
 - d. Take any personal belongings that could conceal an explosive device with you and do not leave these containers in open area unattended (such as purses, lunches, packages)
 - e. Wait for instructions
8. Proceed to an outdoor assembly area across the street from the building. Keep streets, fire lanes, hydrant areas, and walkways clear for emergency vehicles and personnel. Campus buildings and designated assembly areas are listed here.
9. Follow all instructions provided by university officials or emergency personnel.

Campus Evacuation

1. Evacuation of all or part of the campus will be announced by the Emergency Response Team local law authorities or the appropriate University official.
2. All students, employees, and visitors are to vacate immediately the area of campus in question and relocate to another part of the campus grounds or off campus as directed quickly and calmly.

Lockdown or Shelter in Place

Some emergencies may require students, faculty, staff, and campus visitors to take shelter inside buildings, certain areas/spaces or require buildings to be locked from the inside preventing anyone from entering from the outside. Incidents such as hostile intruder, severe weather or hazardous material release are examples of times the campus community might be asked to stay in a specific area. Waldorf Officials, Security or law enforcement and emergency personnel will instruct you to evacuate or remain in place depending on the nature and context of the emergency.

In the event you are ordered to lock down an area (example: active shooter/violent intruder)

1. Communication will occur through our email system, emergency text message system and through employee notifications. All people should listen to instructions and move or stay in the closest location as instructed.
2. Subjects in affected buildings may be instructed to stay away from windows to minimize exposure.
3. Close windows and lock doors
4. Turn off air conditioning, ventilation, and lighting if possible, when instructed
5. Close window coverings
6. Remain quiet and in place until notified by emergency personnel
7. Silence cell phones and do not use them unless you are in contact with emergency personnel
8. Barricade doors and take cover to protect yourself
9. Be ready to respond, fight back or do what you need to do to survive or take/distract a hostile armed assailant

Evacuation of Persons with Disabilities

1. If you are unable to leave the building due to a physical disability:
 - a. Go to the nearest inside area where there are no hazards
 - b. Call 911 or contact the Office of Student Life by telephone using a campus phone or (641)585-8160 or after hours on call number at 641-590-4318 use other means to advise them of the situation
 - c. Be sure to give them the room number so they can send help to you
 - d. If possible, signal out the window to on-site emergency responders
 - e. Establish a “buddy” system to have someone ready to assist you
2. To assist visually impaired persons:
 - a. Alert individual to the situation by touching or speaking.
 - b. Offer your arm for guidance; but do not grasp his/her arm, allow him/her to take yours
 - c. Tell the person where you are going, obstacles you encounter-Give clear instructions
 - d. When you reach safety, ask if further help is needed
3. To alert people with hearing limitations:
 - a. Turn lights on/off to gain the person’s attention or alert individual to the situation by touch or eye contact
 - b. Indicate directions with gestures or write a note with evacuation directions
 - c. Offer visual instructions about safest routes or direction, such as pointing or a map
4. To evacuate persons who are mobility impaired:

- a. Inform individual of situation
- b. Always ask how you can help
- c. Move debris if necessary/possible to allow safe escape route
- d. If you cannot exit, move individual to as safe an area as possible and notify appropriate personnel of the individual's location
- e. If in immediate danger and unable to move, notify appropriate personnel and remain with the individual

To Implement an Evacuation

- 1. REMAIN CALM
- 2. Alert others to assist with evacuation
- 3. Communicate clearly and succinctly
- 4. Example: "We have a _____ (type of emergency). Evacuate to _____ (location). Take your belongings. DO NOT use the elevators."
- 5. Assist persons with disabilities (see above section)
- 6. Check offices, classrooms, and restrooms
- 7. Turn equipment off, if possible
- 8. Close doors, but do not lock them
- 9. Take emergency supplies, rosters
- 10. Keep exiting groups together
- 11. Instructors assist students
- 12. Gather at the evacuation site and await instructions
- 13. Account for faculty, staff, and students
- 14. Exit the building via the nearest safe exit route. Walk; do not run. Do not use elevators to exit
- 15. Move away from the building, report to the unit's designated evacuation point
- 16. Do not re-enter the building until emergency staff gives the "all clear" signal. (The silencing of the building fire alarm system is normally used as the "all clear" signal. In some cases, the fire alarm will be silenced, and staff members placed at building entrances to keep people out until the incident has been resolved).

Hostile Intruder/Armed Assailant on or Around University Property

Hostile Intruder is a police response situation. Responding campus staff or Security personnel are not trained or equipped to confront an armed suspect, but they will make every effort to help with the local and county police response and take every action possible to assist with evacuation and intelligence on the situation.

When a hostile person(s)/active shooter is actively causing death or serious physical injury or the threat of impending danger, death, or serious physical injury to person(s) on the campus, we recommend the following procedures be implemented:

- 1. Run away from the threat if you can, as fast as you can.
- 2. Dial 911 on a cell phone, 911 from a campus phone and call (campus phone) or 641-585-8160.
- 3. Do not run in a straight line.
- 4. Stay behind vehicles, bushes, trees, and anything that could block their view from the hostile person(s)/active shooter while you are running.

5. If you can get away from the immediate area of danger, summon help and warn others.
6. If you decide to hide which is an option, take into consideration the area in which you are hiding. Will I be found here? Can I barricade? Is this really a good spot to remain hidden?
7. If the person(s) is causing death or serious physical injury to others and you are unable to run or hide you may choose to play dead if other victims are around, you.
8. If you are caught by the intruder and you are not going to fight back, do not look the intruder in the eyes, and obey all commands.
9. Once the police arrive, stay calm and obey all commands. This may involve your being handcuffed or show hands or made to put your hands in the air. Do not make sudden movements or noise with police present. This is done for safety reasons, and once circumstances are evaluated by the police, they will give you further directions to follow. Police are instructed to take out hostile aggressive, obnoxious loud behavior in an active shooter situation.
10. Be prepared to break windows and escape out windows or jump from windows in a lifesaving situation.
11. Call 911 immediately informing dispatch of situation, location, and description of intruder.

This emergency response plan cannot cover every possible unique situation that might occur, but it is a training tool that can reduce the number of injuries or death if put into action as soon as a situation develops. Buying time before the police arrive to save lives is the most important factor in the optimal management of these types of situations.

Hostile Intruder/Active Shooter in a Non-Residence Hall Building

When a hostile person(s) is actively causing death or serious bodily injury or the threat of imminent death or serious bodily injury to person(s) within a building, we recommend the following procedures be implemented. While the guide refers primarily to academic buildings, it should be stated that these procedures are also relevant to administrative buildings and other common buildings on the campus.

1. If it is deemed safe, exit the room or building as quickly, quietly, and safely as possible. Get as far away from campus area of concern and call 911.
2. If you are trapped or stuck in a room, Employees or a student should immediately lock the students and themselves in the space if possible. Cover any windows or openings that have a direct line of sight into the hallway. Escaping through a window is always an option depending on the judgement of the situation and risk evaluation of staying in the room.
3. If communication is available, call 911 or 641-585-8160.
4. **Do not sound the fire alarm.** A fire alarm would signal the occupants to evacuate the building and thus possibly place them in potential harm as they attempted to exit.
5. Lock the windows and close blinds or curtains.
6. Stay away from the windows and door to room unless otherwise instructed.
7. Turn off lights and all audio equipment.
8. Try to remain as calm as possible.
9. Keep everyone together.
10. Keep classrooms secure until police arrive and give you directions.
11. Barricade classroom doors or windows to buy time and prevent an intruder from easily entering your room or space.

12. If you are not in a classroom, try to get to a secure classroom or an office.
13. Stay out of open areas and be as quiet as possible.
14. It may be advised to escape through a window depending on the situation.
15. If for some reason you are caught in an open area such as a hallway or lounge, you must decide what you are going to do. This is a very crucial time, and it can mean life or death.
 - a. You can try to hide, but make sure it is a well-hidden space, or you may be found as the intruder moves through the building looking for victims.
 - b. If you think you can safely make it out of the building by running, then do so. If you decide to run, do not run in a straight line. Attempt to keep objects such as desks, cabinets, fixtures, between you and the hostile person(s). Once outside, do not run in a straight line. Use trees, vehicles, and other objects to block you from the view of intruders.
 - c. If the person(s) is causing death or serious physical injury to others and you are unable to run or hide, you may choose to play dead as an option especially if other victims are around you.
 - d. If you are caught by the intruder and are not going to fight back, obey all commands and do not look the intruder in the eyes.
 - e. Fight back as a possible last resort. Attack, tackle, and throw objects, yell & scream. Do anything to disrupt an armed assailant and their vision in taking lives.
 - f. Once the police arrive, obey all commands. This may involve your being handcuffed or keeping your hands in the air. This is done for safety reasons, and once circumstances are evaluated by the police, they will give you further directions to follow. Show your hands and do not make sudden movements or noises.

Hostile Intruder(s)/Active Shooter in a Residence Hall

When a hostile person(s) is actively causing deadly harm or the imminent threat of deadly harm within the residence hall, we recommend the following procedures be implemented:

1. Evacuate and run from the hall if it is an option to do safely
2. Another option is to lock yourself in your room and quietly barricade your door
3. If communication is available, call 911, Campus Center at (641) 585-8160, or Campus Security
4. If away from your room, join others in a room that can be locked
5. Do not stay in the open hallways or areas
6. **Do not sound the fire alarm.** A fire alarm would signal the occupants in the rooms to evacuate the building and thus place them in potential harm as they attempted to exit
7. Barricade yourself in your room with desks, beds, or anything you can push against the door
8. Lock your window and close blinds or curtains
9. Stay away from the window
10. Turn all lights and audio equipment off
11. Try to stay calm and be as quiet as possible
12. If you are caught in the open such as hallways and lounge areas, you must decide what you are going to do. This is a very crucial time and can mean life or death depending on your actions.
 - a. You can try to hide, but make sure it is a well-hidden space, or you may be found as the intruder moves through the dorm looking for more victims.
 - b. If you think you can safely make it out of the building by running and then do so. If you decide to run, do not run in a straight line. Keep any objects you can between you and the hostile person(s) while in the building. Once outside, do not run in a straight line.
 - c. If the person(s) is causing death or serious physical injury to others and you are unable to run or hide, you may choose to play dead if other victims are around you.

- d. The last option you have if caught in an open area in the dorm may be to fight back. This is dangerous, but depending on your situation, this could be your last option.
- e. If you are caught by the intruder and are not going to fight back, obey all commands and do not look the intruder in the eyes.
- f. Once the police arrive, obey all commands. This may involve your being handcuffed or made to put your hands in the air. This is done for safety reasons, and once circumstances are evaluated by the police, they will give you further directions to follow.

Psychological Crisis

Psychological crisis exists when an individual is threatening harm to themselves, or harming others, or acting out of touch with reality dangerously due to severe drug reactions or psychological/mental health or panic/anxiety problems. Psychological problems may be manifested by hallucinations, anxiety, uncontrollable behavior, mental health issues, drug/alcohol intoxication or the person could be a walk-away from an institution type setting (incarceration, hospital, special care home).

If a psychological crisis occurs:

1. Never try to manage on your own in a situation you feel is dangerous
2. Notify Campus Information Center at 641-585-8160, Security at x8500/641-585-8500 and 911. Clearly state that you need immediate assistance, and give your name, your location, and the area of campus involved
3. Understand that it is important to deal with the actions of the person involved regardless of the underlying cause
4. The counseling staff can be reached during normal business hours at 641-585-8160
5. Police can escort an individual to the emergency room against their will when they have probable cause that the person is a danger to himself/herself or others
6. The campus counselor is available on campus most days a week or by appointment and can be reached at 641-585-8164

Preparing the Emergency Operations Center

If the campus emergency involves a large part of the campus, the Emergency Operations Center is to be set up in a “to be determined” building location. If this site is unavailable the emergency coordinator is to select an alternate location.

A separate marshaling area for outside and local media shall be established by the Office of Marketing. A conference room with facilities for emergency teams or media crews, which is designed to accommodate multiple telephone and/or electrical appliances, is desirable. Announcements will be made on our web page, by email, to local radio, newspaper, and television stations. Offices and departments may set up phone trees or other methods of communication as appropriate. Please refer to the Emergency Communications Plan for complete details.

Emergency Response Team (ERT)

The Emergency Response Team is comprised of the following staff members.

1. University President and/or Vice President for Academic Affairs
2. Director of Facilities (On-Call Facilities 641-590-4325)

3. Campus Security/FC Police/Winnebago Co. Emergency Management
4. Vice President for Business Affairs (Chief Financial Officer)
5. Vice President for Student Life
6. Academic Vice President (Faculty Chair/IT Director)
7. Vice President for Enrollment Management
8. Vice President for Plant and Auxiliary Services
9. Vice President for Engagement and Advancement Office
10. Vice President for On-Line Operations
11. Athletic Director
12. Marketing Director
13. IT /Director
14. Health Services Nurse, Residence Life Director, Dining & Conference Services and Human Resources

Emergency Responsibilities

University President

1. Assesses the emergency and prepares the University specific response
2. Declares and ends as appropriate the campus state of emergency
3. Notifies and conducts activities with university administration, government agencies & community
4. Authorizes campus evacuation orders
5. Approve all official communiqués

Director of Facilities

1. Assists local, state, and federal agencies in damage assessment
2. Maintain and provide access to blueprints and building plans
3. Execute design work and the subsequent construction contracts to correct necessary repairs that are beyond the capability or resources of the campus employees
4. Make assessment of any campus area susceptible to damage. An assessment of building safety will be made in coordination with campus security. Utilities will be secured if an unsafe condition exists; restoration of utility service will be made as needed
5. Assess/direct efforts to control hazardous materials in conjunction with the fire department
6. Make emergency repairs
7. Remove debris
8. Provide necessary support to other departments (heavy equipment, barricades, etc.)
9. Provide sanitation service during an emergency
10. Assist with financial support or resources in response to crisis

Campus Security/Forest City Police

1. Coordinate with off-campus emergency response resources
2. Monitor and assess the safety hazards and unsafe situations to develop measures for ensuring personal safety
3. Point of contact for assisting or coordinating agencies
4. Consult with ERT leader about the development of the overall incident plan.
5. Develop plans for effective use of communications among various off-campus agencies and the ERT pre-emergency

6. Determine evacuation routes and implement evacuation plans
7. Assess direct access, door security cards, video surveillance and security control w/IT

VP of Enrollment/Marketing Director

1. Coordinate Communications Plan with University president and information to be disseminated during and after crisis
2. Maintain communication with media and others affected by the incident
3. Provide input into all decisions related to communications and public relations
4. Make appropriate plans for media. Work with IT for website updates
5. Organize press conferences and releases
6. Coordinate with other departments for cost recording
7. In collaboration with the president, serve as the official spokesperson to the media

Vice President for Business Affairs

1. Initiate a record keeping system for all expenditures associated with emergency operations
2. Coordinate needed usage of campus funds for additional services or equipment
3. Initiate process for emergency purchases
4. Assist in the coordinate the distribution of supplies
5. Arrange for contract services and locate required equipment and supplies
6. Arrange for a photo/video team to document damages for insurance purposes
7. Initiate/process insurance claims
8. Coordinate emergency purchases
9. Coordinate with other departments for cost recording
10. Provide budget accounts for emergency spending
11. Identify funds available to meet emergency needs
12. Arrange or allow for overtime as needed
13. Assist with liability issues, risk management and coordination with legal ramifications

Vice President for Student Life

1. Assess and respond to the impact of the situation on students and student life areas
2. Supervise student life professionals' and security response
3. Coordinate mental health and health service assistance to students and staff in coordination with nurse/counseling services
4. Identify individuals with special needs and implement plans for assistance
5. Coordinate with residence life staff and security procedures with residential facilities
6. Assist in the communication plan with instructions and communications to students and parents with Marketing
7. Coordinate with facilities, health services and dining services on secondary meal locations, residence halls, and quarantined/treatment areas for students
8. Work with local law enforcement and emergency personnel on process, procedure, and communications.

Vice President for Academic Affairs

1. Responsible for all academic issues that surface during crisis

2. Arrange for temporary classrooms, workspace or adjusted schedules
3. Coordinate and communicate with academic deans, registrar, director of fine arts center, or faculty on appropriate communications or class schedule changes
4. Assist the president as needed

**Vice President for Engagement and Advancement Office
& Vice President for On-Line Operations**

1. Communicate to on-line students, alumni and donors or other partnership constituents within the media relations scope
2. Assist the President and Emergency Management Team with roles to be determined

Vice President for Auxiliary and Conference Services

1. Direct and arrange for emergencies or modified meals
2. Request necessary food & liquid/beverage supplies for helpers
3. Coordinate efforts with Red Cross and other agencies
4. Coordinate with VP of Student Life regarding meal procedures
5. Assist with all equipment needed for safety measures for students and employees
6. Assist with vehicle needs
7. Manage campus facility issues w/response, equipment and clean up/response

Director of Instructional and Information Technology

1. Provide phone service for media relations
2. Provide phone service for emergency operations center
3. Re-establish affected networks/Wi-Fi
4. Re-establish affected offices as needed
5. Relocate affected offices if necessary
6. Implement IIT emergency procedures and disaster recovery plan as needed
7. Maintain network and computing operations
8. Secure critical data and information resources
9. Repair and restore network and computing facilities
10. Work with Marketing on web-based communications

Health Services/Nurse

1. Provide medical assistance in collaboration with local agencies and health providers
2. Coordinate the identification of sources of contamination that would present a public health threat
3. Maintain records on assistance provided
4. Advise campus on water and food safety precautions
5. Assist with coordination of staff/student hospitalization & communications
6. Coordinate with American Red Cross as necessary
7. Assess needs and spending for medical supplies
8. Assist with emergency medical personnel as needed

Director of Residence Life/Area Coordinators (live in housing positions)

1. Responsible for the operation and maintenance of residence halls, apartments, and theme houses
2. Responsible for the coordination of emergency shelters and aiding with housing
3. Responsible for Residence Life staff (RAs) and the departments' emergency protocol and procedures with residential students
4. Coordinate communication plan with Facilities, RAs/Res Life staff and the campus residents

Director of Counseling Services

1. Organize and implement appropriate mental health intervention in crisis situations
2. Facilitate mental health debriefings with crisis team after crisis response
3. Review department crisis plans to ensure adequate attention is given to mental health issues
4. Advise the mental health referral list to secure appropriate community support in crisis situations

Human Resources Manager/Benefits Coordinator

1. Arrange for expedited services of temporary employees when required
2. Coordinate mental health assistance to faculty and staff in coordination with counseling services
3. Coordinate with other departments for cost recording
4. Assist faculty/staff where needed
5. Coordinate any employee relations matters arising from emergency

Procedures for Specific Emergencies

The following emergency procedures and safety information are listed on the University web site under "emergency safety and procedures." In addition, a copy of a university incident report is provided to anyone who may need to document an incident on campus relating to injury, security, safety, or a crime.

Blood borne pathogens	Fire
Bomb threats (telephone)	Flooding and water damage
Bomb threats (packages/ written)	Infectious diseases
Chemical spills/fires	Medical emergencies
Disturbances or demonstrations	Missing persons
Evacuations	Power outages
Explosions	Preventing crime

Safety procedures

Tornado/ severe weather / Flooding

Student casualty/death

Workplace campus violence

Suspicious packages & envelopes

IT/Technology emergencies

SAFETY INFORMATION

University Emergency Communication Plan

Important phone numbers

Latex allergy policy

University camera/surveillance policy

Pandemic emergency plan

REPORTING EMERGENCIES

911 for Emergency Dispatch

641-585-8160 for Office of Student Life (Campus Center)

641-585-8500 for Campus Security

RECEIVING EMERGENCY INFORMATION

- Email/text message: Correspondence will originate

from ramakerj@waldorf.edu (email) or vtext.com (text messaging 877-221-6931)

For updates and general information-no voice mail recording

CAMPUS COMMUNICATIONS IN THE EVENT OF AN EMERGENCY

Depending on the origin and nature of a campus wide emergency, the campus community will be alerted by one or more of the following methods:

Media Inquiries

The Office of Marketing will be the source of official University information in a crisis situation. University employees should refrain from public comment and instead direct all media inquiries to the Marketing Office.

REPORTING AN EMERGENCY

Calling from Campus Non-Campus Phone

911 for Emergency Dispatch

641-585-8160 Office of Student Life (Campus Center) or 651-585-8500 (Security 24 hours)

Non-Emergency Forest City Police

641-585-2113

Student Life Campus Information Center

641-585-8160/641-585-8500

WALDORF UNIVERSITY CRISIS COMMUNICATION PLAN

I. INTRODUCTION

The Office of Marketing has been charged by the President of the University with managing all information during a campus emergency. The President, the Vice President of Academic Affairs & Dean of the University, The Vice President of Enrollment, or Vice President of Student Life have been designated as the official spokespersons for the University.

II. CRISIS SITUATION

A crisis is defined as any situation which:

- Requires immediate and coordinated action, due to health, safety, or security emergency and/or
- Will have a significant impact on the operation, safety, or the reputation of the University

III. PURPOSE

Although each crisis or emergency will require unique public information responses, this crisis communication plan provides policies and procedures for the coordination of internal and external communications for Waldorf University in the event of a crisis. Upon determination that an emergency or crisis exists that necessitates a communications response this plan will be immediately implemented by the Office of Marketing as directed by the President.

IV. ACTION PLAN

To ensure that the University's internal and public information response to an emergency is quick, accurate, sensitive, and responsible, the Office of Marketing will coordinate all crisis communications with campus and off-campus constituencies and media outlets. (Attachment A: List of constituencies)

During an emergency, the President, or the VP of Academic Affairs, or the VP of Enrollment Services, or the Marketing Director will serve as the University's spokesperson. Other media inquiries will follow guidelines set forth in the Media Directive. (*NOTE: See Attachment B: Media Directive.*)

A. Immediate Response

The President, or the Director of Marketing will determine if an official statement should be prepared and released to the public. The President, Dean of Students/VP of Student Life and Marketing will determine what communication will be prepared and sent to employees and students.

- The Director of Marketing or Dean of Students/VP of Student Life will formulate the message with the assistance of one of the designated officials.
- The Director of Marketing will brief all University personnel who are assigned to answer the phone on appropriate responses to the crisis and/or emergency.
- The Director of Marketing will determine the most effective and efficient method of dissemination of statement(s) to on-campus and off-campus constituencies.

- The Director of Marketing will discuss statement(s) with the President prior to dissemination when possible.
- Initial on-campus distribution will be to the Vice Presidents. Those administrators will be charged with forwarding this statement to staff, faculty, on-campus students, commuter students, and other constituencies. NOTE: In cases involving employee or student injuries or deaths, the University will work with local law enforcement and notify an immediate family member before information is released to the public.
- The Director of Marketing will coordinate off-campus distribution of information through media and the University web site. The Director of Marketing and Vice President of Student Life (if a student(s) is involved) will coordinate information gathering from outside authorities.

B. On-Going Response

- The Director of Marketing will update University constituencies about changes to or additional details of the situation via available methods of communication, i.e., voice mail, e-mail, campus e-news, web updates, press conferences, media contacts, phone contact, newsletters/other publications.
- The Director of Marketing will determine the frequency of updates based upon availability of facts and other immediate and long-term factors. The Director of Marketing will continue to collect and disseminate information until the University has recovered to its pre-crisis status.
- The Marketing Assistant will monitor coverage of the situation among constituencies as quickly as possible and relay information to the Director of Marketing.
- The Director of Marketing will evaluate the effectiveness of plan and revise, as necessary.

V. EMERGENCY RESPONSE TEAM

This plan is a guide designed to complement and enhance the University's Crisis Communication Plan, by providing communications strategies warranted by the situation. The Office of Marketing will work directly with the Emergency Response Team to facilitate dissemination of information. *(NOTE: See Attachment B: List of Incident Management Team Members.*

VI. MEDIA RELATIONS

Often the only information constituencies receive during a crisis is through the media; therefore, media relations are an essential element during crisis communications. Waldorf University seeks to always be honest and courteous when dealing with the media.

Members of the Emergency Response Team may be available for interviews related to their specific areas depending on the situation. If team members are contacted directly by the media, they will immediately inform the Director of Marketing. Waldorf University employees are asked to refer media inquiries during a crisis to the Office of Marketing.

Attachment A:

Waldorf University Constituencies

Internal

- ◆ Students
- ◆ Residents Living on Campus
- ◆ Commuter Students
- ◆ Distance Learners
- ◆ Evening Students
- ◆ High School Students
- ◆ International Students
- ◆ Students with Disabilities (sometimes have special needs for evacuation or communications hearing impaired, vision impaired)
- ◆ Online Students

Employees

- ◆ Faculty
- ◆ Staff
- ◆ Administration
- ◆ Board of Regents

Visitors

- ◆ Outside groups using facilities
- ◆ Summer camps and conferences
- ◆ Vendors/Contractors of the University
- ◆ Performers/Presenters/visiting teams/groups
- ◆ Community members
- ◆ Collaborative or community agencies/groups/guests

External

Regents

Media—Print and Electronic

Families of Residents

Families of Non-Residents

Families of Employees

Families of Visitors/Groups/Camps

Alums

Donors

Community-At-Large

Prospective Students

Vendors or collaborative friends/agencies of the University

Attachment B:

Media Directive for Non-Crisis Situations: The role of the Marketing Department is to work with the regional, national, and at times, international media to protect and enhance the reputation of the University. By helping members of the University handle media interest, the Marketing Department aims to ensure that coverage is accurate, fair, and whenever possible, positive.

This directive outlines how members of Waldorf University faculty and staff are to manage the media. This refers to all broadcast and print media available to the public and excludes academic journals.

1. The only members of the University staff who are authorized to speak to the media on University issues are the President, the Vice-Presidents, the Director of Marketing, or specific staff members expressly nominated by the above. If faculty or staff receive any questions from the media about university policy (such as admission procedures, student life, or strategic initiatives), these must be referred to the Office of the President or the Vice President of Enrollment.
2. Any media requests which have security implications, or which may be potentially controversial for the University must be referred, in the first instance, to the Office of the President and then to the Marketing Director.
3. The University welcomes positive publicity as this plays an important role in maintaining the excellent reputation and high profile we want. As such, academic staff members are encouraged to engage with the media about their areas of expertise. It is incumbent upon faculty to make the results of their research or presentations available to a wider public via the media, as this helps fulfill the University's mission of "service to others."
4. Faculty and staff are requested to inform the Marketing Department if they are publishing papers in high-profile journals or presenting research at major academic meetings. The Marketing Department is always excited to hear about good news stories on which to base press releases or website additions.
5. When faculty or staff are quoted in print or on television or radio, they should be referred to, in every instance, as being a member of faculty or staff of Waldorf University.
6. Faculty or staff who are contacted directly by journalists and who subsequently appear in the media are required to inform the Marketing Department. This will help the Department monitor media coverage.
7. Any requests to film on university property should be referred to the Marketing Director or the Office of the President. (Permission and escort)
8. Press statements and press releases regarding the University are issued by the Marketing Department. Any other department that wishes to issue a press release must seek authorization from the Director of Marketing.
9. In all cases where faculty or staff believes that the reputation of Waldorf University may be compromised or that the University may receive negative publicity, the Marketing Department and the Office of the President must be informed at the earliest opportunity.
10. As far as high-profile visitors to Waldorf University may attract media attention, it is important that the Marketing Department be informed well in advance of any visits by politicians, media stars, or other VIPs.
11. Members of the faculty and staff are entitled to write letters to the press that relate to their area of study or work, using their university address and title. However, if the letter concerns an opinion on a non-academic topic, a private address without a connection to Waldorf University is required. Letters to the press reflecting upon or discussing University policy or status can only be sent after consultation with the President.

Attachment C:

Immediate Response Checklist

Step One—First Alert

Alert proper authorities (county emergency management, police, fire, or ambulance)
Alert Students & Employees (as appropriate providing instructions)
Alert Director of Marketing. (Alert Parents/Alum as Needed)
Inform Switchboard and Campus Information Center to direct all media calls to Director of Marketing
Assess situation and level of impact
Decide to issue a written statement, web update or to hold a press briefing after facts gathered
If necessary, decide location for press briefing
Alert switchboard and media to time and location of press briefing

Step Two—Get the Facts

Gather known facts
Verify nature and scope of incident with Vice President of Student Life (if student(s) or housing/activities involved) and/or responding emergency agencies
Determine if injuries and/or fatalities (do not release names). Contact family members
Assess public health risk (if any)
Determine what authorities must/should be consulted
Consult immediately with responding agencies to coordinate release of information
Begin to craft message for release to media
Begin to plan to inform internal and all stakeholder audiences

Step Three—Verify and Keep the Information Moving

Time code all information as it arrives
Verify all facts before releasing
Keep appropriate senior officials up to date
Keep in consultation with appropriate government and legal authorities
Begin plan to inform internal and all stakeholder audiences

Step Four—Prepare for Media (Calls and Visits)

Start media contact record
Brief and rehearse designated media spokesperson(s). Go through “What information media will want” list and rehearse what verified information will be made available
Discuss media inquiry strategy
Get approval for media statement (as handout or release)

Designate officials who will read statements or speak during press briefing

Review guidelines for dealing with the media with each person

Step Five—Respond to Media

Request media for identification and to sign in

Inform reporters of restrictions on movement/photography/filming

Proceed with briefing

Advise media of time and place of next and future updates

Follow-up on additional media inquiries

Step Six—Media Follow-up & On-going Media Relations

Monitor media coverage

Assess and correct factual errors

Advise media of any significant new developments

Log all media contact

Evaluate effectiveness of plan and revise as necessary

Attachment D:

Facts in consideration for public release

Casualties

1. Number killed or injured or who escaped (use caution with initial numbers)
2. Nature of injuries received
3. Care given to the injured and where the injured are located
4. Disposition of the dead (how body is handled after death, burial, cremation, donation, entombment)
5. Prominence of anyone who was killed, injured or escaped
6. How and where injuries occurred

Property Damage

1. Estimated value of loss
2. Description of property & location
3. Importance of property
4. Other property threatened
5. Insurance protection
6. Previous emergencies in the area

Causes

1. Testimony of participants
2. Testimony of witnesses
3. Testimony of key responders—the incident management team, police, fire, etc.
4. How emergency was discovered

5. How alerts and communication flowed
6. Who summoned aid?
7. Previous indications of danger
8. How the University or law enforcement responded and who responded
9. Video/phone surveillance

Rescue and Relief

1. The number of people engaged in rescue and relief operations
2. Any prominent person in relief crew as communicator
3. Equipment used
4. Physically disabled persons rescued
5. Care of involved after the incident
6. How the emergency was prevented from spreading
7. How property was impacted
8. Crisis counseling and support provided
9. Acts of heroism

Description of the Crisis or Disaster

1. Extent of emergency
2. Blasts, spills, fire, weather and/or explosions
3. Crimes of violence
4. Attempts at escape or rescue
5. Duration
6. Collapse of structures

Accompanying Incidents

1. Number of spectators, spectator attitudes and crowd control
2. Unusual happenings
3. Anxiety, stress of families, and survivors
4. Press and communication management

Legal Actions

1. Inquests, coroner's reports
2. Police follow-up
3. Insurance company actions
4. Professional negligence or inaction
5. Litigation stemming from the incident
6. Employee documentation

Attachment E:

Crisis Meeting Agenda

During an initial briefing about the crisis, the following specific agenda items will be reviewed:

1. Situation report:
What appears to have happened?

- Confirmed facts (when crisis occurred and the immediately known facts)
Scope of situation.
2. Initial response status:
What is being done, why, by whom?
Implementation time and hoped-for results.
 3. Initial communications status:
Who knows, who needs to know immediately and later?
Alert switchboard.
 4. Short-term response requirements:
Delegate crisis communications responsibilities.
What must be done in the next several hours?
What human and material resources are available or needed?
 5. Short-term communication process:
Staff, faculty, students, & families
 6. Requests from the public. Please refer to the Waldorf web page for updates.

Attachment F:

Communication Methods Worksheet

Audience	Method of Communication
Resident & On-line Students	Email, residence hall notification, mtgs., text, web base announcements, social media, direct communication (meetings)
Commuter Students/International Students	Email, text message, phone call, webpage, social media, direct communication
Evening Students	Email, text message, webpage, social media, direct communication
Employees	Email, text message, emergency meetings, social media, direct communication
Campus Visitors/Vendors/Contractors	Email, calls, signs on campus, website & social media
Media (Print/Electronic)	Website, newspaper, social media, radio, cable TV announcement
Families of Resident Students	Email, Text Message, Website, Direct Communication

Families of Non-resident Students	Email, Text Message, Website, Social Media, Direct Communication
Families of Employees	Email, Website, Social Media, Direct Communication
Families of Campus Visitors	Email, Phone Calls, Website
Board Members	Email, Website, Phone Call, Direct Communication
Alums	Email, Website
Donors	Email, Website
Community-at-large	Radio, Press Release, Website, Social Media
Prospective Students/Families	Website, Email

Attachment G: *Waldorf University Emergency Response Team-Responsible Administrator(s):641-585- _ _ _ _*

Dr. Robert Alsop, President, ext. 8130

Dr. Mike Gatlin, Vice President of Academic Affairs, ext. 8133

Dr. Daisy Halvorson, Vice President of Finance and Admin. Office of Business Affairs, ext. 8137

Jason Ramaker, Vice President of Student Life/Dean of Students/Residence Life ext. 8161

Brian Keely, Vice President of Plant and Auxiliary Services, ext. 8751

Tim Severson, Director of Facilities, ext. 8174

Nicolas Determann, Director of Counseling, ext. 8160

Brooke Tapp, Director of Health Services, ext. 8157

Mike Heitkamp, Vice President of Enrollment Management/Online Operations, ext. 8695

Severin Roberts, Vice President of Engagement and Advancement ext. 8144

Chad Gassman, Athletic Director, ext. 8183

Tara Kingland, Director of Marketing on Site, ext. 8143

Tammy Larson, IT Director ext. 8151

Dawn Ramaker, Human Resources Manager, ext. 8197

Attachment H:

Communication with Media during a Crisis

A. Dos and Don'ts

During an emergency DO:

1. Release only verified information
2. Escort the news media everywhere on the emergency site
3. Have a designated spokesperson
4. Keep accurate records and logs of all inquiries and news coverage
5. Learn media deadlines and try to meet them
6. Provide equal opportunities and facilities for print and electronic media
7. Have a clear idea of what can and cannot be released
8. Carefully coordinate planning and implementation of public relations activities with other aspects of the comprehensive emergency plan
9. Carefully coordinate and communicate with response services (fire, police, ambulance, Security) on appropriate follow-up
10. Communicate to the campus community as soon as possible to inform, provide safety information, alert facts, procedures and to prohibit panic or misinformation

During an emergency DO NOT:

1. Idly speculate on the causes of the emergency
2. Speculate on the resumption of normal operations
3. Speculate on the outside effects of the emergency
4. Speculate on the dollar value of losses
5. Interfere with the legitimate duties of news people
6. Permit unauthorized spokesperson to comment to the media
7. Attempt to cover up, or purposely mislead the news media
8. Place blame for the emergency

B. General Guidelines for Working with the Media during a Crisis

- ◆ The Director of Marketing will respond in the most expedient manner possible with information for media during a crisis.
- ◆ If media initiates contact prior to a crisis decision being made, the Director of Marketing will neither confirm nor deny the incident/issue; but will investigate and return the call.

- ◆ The Director of Marketing will always attempt to coordinate release of information with responding emergency agencies—so both parties release the same information.
- ◆ The designated spokesperson should always be thoroughly briefed and constantly updated on status of the incident.
- ◆ If the incident is of short duration, an approved follow-up statement will be issued, including a summary of the incident only by the President or Director of Marketing.
- ◆ If it is a major, prolonged incident, the Director of Marketing will arrange for regularly scheduled media update briefings. At each briefing there will be a recap of the incident, and any new information provided.
- ◆ If there is important new information, it will be shared with the media as quickly as possible by phone, fax and/or special media briefing.
- ◆ If possible, coordinate with television/radio stations to produce a mutually acceptable plan for interviews that will allow live coverage to be carried without giving preferential treatment.
- ◆ Clearly state at the beginning of initial briefing that all verified information will be passed on and there will be no information given off the record. All information will be provided at the press gathering.
- ◆ Waldorf University will prohibit release of an individual's name who has been involved in an injury or fatality until his/her family has been notified.
- ◆ Waldorf University will not give the media access to the families of anyone injured or killed unless the families expressly grant permission.
- ◆ Waldorf University will release location(s) treating injured persons, i.e., Mason City Hospital. Hospital media professionals are trained to answer media questions regarding treatment and status of patients.
- ◆ Waldorf University will work in conjunction with hospital spokesperson when releasing any information regarding an injured person's current condition.

WALDORF SUBSTANCE ABUSE POLICIES AND PROCEDURES

Waldorf Website Link For Alcohol Drug Program and AODA Bi-Annual Report

<https://waldorf.edu/academics/departments/campus-safety/#aoda>

Complying with the Drug-Free Schools and Campuses Act EDGAR (34 CFR PART 86)

At a minimum, each school must distribute to all students and employees annually:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol on school property or as part of any school activity.
- A description of the applicable legal sanctions under the local, State and Federal law for the unlawful possession or distribution of illicit drugs and the abuse of alcohol.
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students.
- A clear statement that the institution will impose sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

The law further requires an institution of higher education to conduct a biennial review of its program to:

- determine its effectiveness and implement changes if they are needed.
- ensure that the sanctions developed are consistently enforced.

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, the Board of Trustees of Waldorf University has established the following policies and awareness program to ensure a drug-free campus environment for Waldorf students and employees.

Waldorf University prohibits the unlawful manufacture, distribution, dispensing, possession or use of illicit drugs and alcohol by students and employees while in restricted University campus areas, at restricted University function, on any University trip with restrictions, or when in any way representing the university. Alcohol is allowed in non-residence hall areas for legal age participants in special events or trips if approved. Alcohol is allowed in Timberland Apartments only if all students or guests/employees in the unit are of legal drinking age. Alcohol is allowed in areas such as the Ballroom, tailgating areas, Atrium or Boman Fine Arts Center during special events approved for of age participants only.

FOR EMPLOYEES

As a condition of employment, employees are given a copy of the Drug-Free Workplace statement and must abide by the terms therein. In addition, employees must notify the employer of any criminal drug statute conviction no later than five days after such conviction.

The dangers of drug abuse in the workplace include, but are not limited to personal addiction, physical and emotional injury to self and/or co-workers, and decreased job performance which could result in damage or destruction of university property.

Waldorf University recognizes its duty to address problems of drug use in such a manner as to safeguard to the greatest extent possible its capacity to conduct its educational mission with care and concern. Consequently, while discipline will be taken, the University's interest goes beyond a disciplinary response to the problem. Therefore, the University will provide educational and informational help about drugs and the danger of their use and will require the use of counseling services and/or chemical dependency services that are available.

Waldorf University may refer to prosecution, to the proper authorities, any individual caught violating the stipulations set forth in the information presented above and may suspend the individual with or without pay during the ensuing legal process. Waldorf also reserves the right to immediately terminate employment upon notification of a conviction of any federal or state criminal drug statute. However, under certain circumstances, in lieu of dismissal, Waldorf may choose suspension, other consequences and/or mandatory counseling.

FOR STUDENTS

The Waldorf University living guidelines and Student Code of Conduct clearly prohibit the unlawful possession, use, sale, or distribution of drugs and alcohol on campus or as any part of university activities. Some exceptions apply for those that are 21 years of age. The sanctions for violation of the University alcohol and drug policies range from \$50-\$200 fine and an educational

program to required assessments, probation or possible suspension/dismissal from the University upon multiple violations. Please refer to the Waldorf University Student Handbook for more information about living guidelines and sanctions.

In order that an environment for healthy living, study and sleep may be promoted:

- Do not possess, use, sell, distribute, or have access to any illegal drug or drug paraphernalia. (Smell, haze in a room or area and other evidence (reports by others) that strongly leads one to believe that marijuana or other illegal drug was present, is grounds for a search).
- Do not use, possess or have access to alcoholic beverages while on university campus or in the immediate vicinity thereof; do not purchase alcohol for minors. (Empty containers constitute possession and intoxication constitutes violation). Suspicion of a violation may result in a search and confiscation of alcohol and alcohol related paraphernalia and an incident report filled out. Confiscated alcohol by staff is to be immediately dumped by the staff or responsible student.

IOWA ALCOHOL RELATED LAWS

- Open container in public - \$260-\$855 fine
- Disorderly conduct - \$105-\$855 and/or 30 days in jail
- Providing alcohol to minors - \$500 - \$1,000 and/or 1 year in jail
- Person under the legal age consuming - \$100-\$500 fine

A SNAPSHOT OF ANNUAL HIGH-RISK UNIVERSITY DRINKING CONSEQUENCES

DEATH: 1500 University students die each year from alcohol-related unintentional injuries, including motor vehicle crashes.

INJURY: 500,000 students are unintentionally injured under the influence of alcohol.

ASSAULT: More than 690,000 students are assaulted by another student who has been drinking.

SEXUAL ABUSE: More than 70,000 students are victims of alcohol-related sexual assault or date rape.

UNSAFE SEX: 400,000 students had unprotected sex and more than 100,000 students report having been too intoxicated to know if they consented to having sex.

ACADEMIC PROBLEMS: About 25% of University students report academic consequences of their drinking including missing classes, falling behind, doing poorly on exams and papers, and receiving lower grades overall.

HEALTH PROBLEMS/SUICIDE ATTEMPTS: More than 150,000 students develop an alcohol-related health problem and between 1.2 and 1.5 percent of students indicate that they tried to commit suicide within the past year due to drinking or drug use.

DRUNK DRIVING: 3.1 million students drove under the influence of alcohol last year.

VANDALISM: About 11 percent of university student drinkers report that they have damaged property while under the influence of alcohol.

PROPERTY DAMAGE: More than 25% of administrators from schools with low drinking levels and over 50% from schools with high drinking levels say their campuses have a “moderate” or “major” problem with alcohol-related property damage.

POLICE INVOLVEMENT: About 5% of 4-year University students are involved with police or campus security because of their drinking and an estimated 11,000 students are arrested for an alcohol-related violation such as public drunkenness or driving under the influence.

ALCOHOL ABUSE AND DEPENDENCE: 14-20% of university students met criteria for a diagnosis of alcohol abuse and 6% for a diagnosis of alcohol dependence in the past 12 months, according to a questionnaire-based self-report about their drinking.

(Collegedrinkingprevention.gov.)

**Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance,
21 U.S.C. 844(a)**

1st Conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500, but not more than \$250,000, or both.

After 2 or more prior convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:

- a) 1st conviction and the amount of crack cocaine exceed 5 grams.
- b) 2nd crack conviction and the amount of crack possessed exceed 3 grams.
- c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a) (2) and 881 (a)(7). Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment.

21 U.S.C. 881(a)(4): Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a: Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a: Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g): Ineligible to receive or purchase a firearm.

Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, are vested within the authorities of individual Federal agencies.

EFFECTS OF ALCOHOL

Alcohol consumption causes a number of marked changes in behavior. Even low doses can significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence or variety of aggressive acts. Moderate to high doses of alcohol cause marked impairments in higher mental functions, altering a person's ability to learn and remember information. Extremely high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects described. Sudden cessation of alcohol intake for the addicted person is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage of vital organs such as the brain and the liver. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and delayed development. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

RISKS TO SELF FROM SUBSTANCE ABUSE

Physical/Mental Risks

Injuries (accidents, fights)
Damage to heart, liver, brain, and digestive track
A contributing factor to cancer of mouth, throat, liver and stomach
Malnutrition due to poor eating habits
Hangovers (headaches, dehydration, vomiting, feeling ill, dizzy)
Blackouts (periods of memory loss)
Decreased mental alertness
Decreased muscle coordination
Fatigue

Behavioral Risks

Mood swings (can result in feelings of euphoria, depression, fear & anxiety)
Aggressive/impulsive actions (can result from uncontrolled anger)

Societal Risks

Relationship problems with roommates, family and friends
Legal problems – police arrests are lifetime records
Loss of job- careers are sometimes ruined
Reputation damage
Financial problems

Academic Risks

Absenteeism or poor attendance results in poor grades or failure
Poor concentration abilities and decreased academic motivation
Poor performance in sports, theatre, and music due to reduced mental alertness and muscle coordination

RISKS TO OTHERS AS A RESULT OF SUBSTANCE ABUSE

- Verbal, emotional and physical abuse increased
- Injuries because of assaults, vehicle accidents or brawl
- The unborn children suffer when born with drug addiction and fetal alcohol syndrome
- Family stress – parents, children and spouses suffer because of broken relationships
- Break-up of relationships with significant others

RISKS TO PROPERTY AS A RESULT OF SUBSTANCE ABUSE

- Vandalism on campus is increased
- Crime on campus is increased
- Economic loss results from repairs and replacements of destroyed or damaged property are increased
- Common area damage in cases where offender is not identified and there is direct out of pocket expense for residents is increased

RESOURCES

The following materials are available from the National Institute of Alcohol Abuse and Alcoholism (NIAAA) by mail or through the NIAAA Web site: (www.Universitydrinkingprevention.gov):

Task Force Reports

- A Call to Action: Changing the Culture of Drinking at U.S. Universities
- Final Report of the Task Force on Changing Drinking

Panel Reports

- High-Risk Drinking in University: What We Know and What We Need to Learn. Final Report of the Task Force on University Drinking's Panel on Contexts and Consequences.
- How to Reduce High-Risk University Drinking: Use Proven Strategies, Fill Research Gaps. Final Report of the Task Force on University Drinking's Panel on Prevention and Treatment.

Brochures

- What University Presidents Need to Know About University Drinking
- What Parents Need to Know About University Drinking
- What Peer Educators and Resident Advisors (RAs) Need to Know About University Drinking

Waldorf University Resources

- Counseling Services Office: Nicolas Determann (641) 585-8461
Email: Nicolas.determann@waldorf.edu
- Health Services: Brooke Tapp, RN (641) 585-8157
Email: brooke.tapp@waldorf.edu
- Office of Student Life: Vice President for Student Life, Jason Ramaker, (641) 585-8161
Email: ramakerj@waldorf.edu
- *Crisis Intervention Service (On Campus-Salveson Hall)
515-295-8646 or www.CIShelps.org

Online Resources

- Notalone.gov (Department of Education Resource Website)
- National Institute on Alcohol Abuse and Alcoholism
www.niaaa.nih.gov
- NIAAA Leadership to Keep Children Alcohol Free
www.alcoholfreechildren.org
- Centers for Disease Control and Prevention
www.cdc.gov
- National Highway Traffic Safety Administration
www.nhtsa.dot.gov
- Substance Abuse and Mental Health Services Administration
www.samhsa.gov
- U.S. Department of Justice
www.usdoj.gov
- U.S. Department of Education
www.ed.gov
www.edc.org/hec

Off-Campus Resources

- Prairie Ridge Addiction Treatment Services
320 N Eisenhower, Mason City, IA 50401
(641) 424-2391
- Mercy One Health Center
1000 4th St. SW, Mason City, IA 50401
(800) 433-3883
- Mercy One Family Clinic – Forest City
635 Hwy 9 East, Forest City, IA 50436

(641) 585-2904

- Albert Lea Medical Center – Mayo Health System

404 Fountain St., Albert Lea, MN 5007

507-373-2384

- National Substance Abuse Helpline

1-800-662-4357

- Crisis Intervention Service (On Campus-Salveson Hall)

515-295-8646 or www.CIShelps.org

- 988 National Crisis Hotline

SEXUAL VIOLENCE, DOMESTIC/DATING VIOLENCE, STALKING MISCONDUCT, VIOLENCE AGAINST WOMEN & OTHER OFFENSES POLICY

Waldorf University is committed to maintaining an academic environment free from any form of sex offenses including sexual assault, dating violence, stalking, domestic violence or any form of sexual misconduct.

Waldorf Website Link for Title IX Information & VAWA (Violence Against Women Act)

<https://www.waldorf.edu/faculty-staff/departments/campus-safety/title-ix%E2%80%93sexual-misconduct>

Policy

https://www.waldorf.edu/downloads/pdf/policies/waldorf_title_ix_harassment_and_nondiscrimination_.aspx;

Title IX & VIOLENCE AGAINST WOMEN ACT (VAWA)

Waldorf University prohibits dating violence, domestic violence, sexual assault & stalking

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. It reads: *"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."*

--Legal Citation: Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX)

It is the policy of Waldorf University to prohibit discrimination based on age, color, disability, gender, sexual orientation, national origin, race, religion, sex or veteran's status in regard to the administration of all programs, services and activities.

To ensure compliance with Title IX, the President of the University has designated the Title IX Administrator as the primary contact responsible for developing, adopting and/or assuring the dissemination of the University's nondiscrimination policy and for making the policy available to the University's community, to include students, faculty, staff, and to the public.

Waldorf students, faculty, and staff with inquiries concerning the application of Title IX to the University's programs and activities, or for inquiries regarding allegations of discrimination or grievances concerning Title IX are encouraged to contact:

Kristin Wempen	Title IX Deputy-Dawn Ramaker	Title IX Deputy- Jason Ramaker
Title IX Administrator/Coordinator	Human Resources (Employees)	(Student Life)
6421-585-8211	641-585-8197	641-585-8161/8160
Kristin.wempen@waldorf.edu	ramakerd@waldorf.edu	ramakerj@waldorf.edu

Title IX/VAWA Waldorf University Policy on the Waldorf Webpage

<https://waldorf.edu/academics/departments/campus-safety/title-ix-procedures/>

Rationale for Policy/Student Rights- Waldorf University is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, which are free from discrimination and harassment based on a protected category, and retaliation for engaging in a protected activity. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, Waldorf University has developed internal policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of protected class status, and for allegations of retaliation. Waldorf University values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved.

When the *Respondent* is a member of the Waldorf University community, a grievance process may be available regardless of the status of the *Complainant*, who may or may not be a member of the Waldorf University community. This community includes, but is not limited to, students, student teams/groups/organizations, faculty, administrators, staff, and third parties such as guests, visitors, volunteers, vendors, contractors, and invites. The procedures below may be applied to incidents, to patterns, and/or to the campus climate, all of which may be addressed and investigated in accordance with this policy.

Notice/Complaints of Discrimination, Harassment, and/or Retaliation Notice or complaints of discrimination, harassment, and/or retaliation may be made using any of the following options: File a complaint with, or give verbal notice to a Title IX Coordinator, or Officials with Authority (Student Life Officials). Such a report may be made at any time (including during non-business hours) in person or by using the telephone number or email address. Because reporting carries no obligation to initiate a formal response, and as the university respects Complainant requests to dismiss complaints unless there is a compelling threat to health and/or safety, the Complainant is largely in control and should not fear a loss of privacy by making a report that allows the university to discuss and/or provide supportive measures. If discrimination or harassment occurs on campus, Human Resources should be contacted if the issue is an employee related concern at 641-585-8197. If discrimination or harassment occurs on campus, Student Life should be contacted if the issue is a student related concern at 641-585-8160. All reports will then be directed to the Title IX coordinators who work in these offices. A Formal Complaint means a document submitted or signed by the

Complainant or signed by a Title IX Coordinator, usually an incident report alleging a policy violation by a Respondent and requesting that the university investigate the allegation(s). A complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail; by using the contact information in the section immediately above; or as described in this section. As used in this paragraph, the phrase “document filed by a Complainant” means a document or electronic submission that contains the Complainant’s physical or digital signature or otherwise indicates that the Complainant is the person filing the complaint, and requests that the university investigate the allegations. If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact the Complainant to ensure that it is filed correctly.

Policy on Disability Discrimination and Accommodation Waldorf University is committed to full compliance with the Americans With Disabilities Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal, state, and local laws and regulations pertaining to individuals with disabilities. Under the ADA and its amendments, a person has a disability if they have a physical or mental impairment that substantially limits a major life activity. The ADA also protects individuals who have a record of a substantially limiting impairment or who are regarded as disabled by the university, regardless of whether they currently have a disability. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself. Kristin Wempen has been designated as Waldorf University’s ADA responsible for overseeing efforts to comply with these disability laws, including responding to grievances and conducting investigations of any allegation of noncompliance or discrimination based on disability. Grievances related to disability status and/or accommodations will be addressed using the procedures below. For details relating to disability accommodations in the university’s resolution process, see page 66.

Supportive Measures Waldorf University will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the university’s education program or activity, including measures designed to protect the safety of all parties and/or the university’s educational environment, and/or to deter harassment, discrimination, and/or retaliation. The Title IX Coordinators promptly make supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, the university will inform the Complainant, in writing, that they may file a formal complaint with Waldorf University either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented. Waldorf University will maintain the confidentiality of the supportive measures, provided that confidentiality does not impair the university’s ability to provide those supportive measures. Waldorf University

will act to ensure as minimal an academic/occupational impact on the parties as possible. The university will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to: • Referral to law enforcement, counseling, medical, and/or other healthcare services • Referral to the Employee Assistance Program • Referral to community-based service providers • Retaliation prevention communication to all parties • Visa and immigration assistance • Student financial aid counseling as needed • Education to the institutional community or community subgroup(s) • Altering campus housing assignment(s) • Altering work arrangements for employees or student-employees • Safety planning • Providing campus safety escorts • Providing transportation accommodations depending on situation • Implementing contact limitations (no contact orders) between the parties • Academic support, extensions of deadlines, or other course/program-related adjustments • Timely warnings to campus regarding potential or major risk of sex crimes • Class schedule modifications, withdrawals, or leaves of absence • Increased security and monitoring of certain areas of the campus • Any other actions deemed appropriate by the Title IX Coordinator Violations of no contact orders will be referred to appropriate student or employee conduct processes for enforcement.

Confidentiality/Privacy Every effort is made by Waldorf to preserve the confidentiality of reports. Waldorf will not share the identity of any individual who has made a report or complaint of harassment, discrimination, or retaliation; any Complainant; any individual who has been reported to be the perpetrator of sex discrimination; any Respondent, or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of 34 CFR Part 106, including the conducting of any investigation, hearing, or grievance proceeding arising under these policies and procedures. The university reserves the right to determine which Waldorf University officials have a legitimate educational interest in being informed about incidents that fall within this policy, pursuant to the Family Educational Rights and Privacy Act (FERPA). Only a small group of officials who need to know will typically be told about the complaint, including but not limited to: Select members of the Office of Student Life, Human Resources, Athletics, AAC/Learning Center and Campus Security. Information will be shared as necessary with Investigators, Decision-makers, witnesses, and the parties. The circle of people with this knowledge will be kept as tight as possible to preserve the parties' rights and privacy. The university may contact parents/guardians of students to inform them of situations in which there is a significant and articulable health and/or safety risk but will usually consult with the student first before parent communication.

Consent Is: • knowing, and • voluntary, and In Iowa, Consent has been interpreted to mean the sexual act is not done by force or against the will of the other (if the consent or acquiescence of the victim is procured by threats of violence toward any person or if the act is done while the other is under the influence of a drug inducing sleep or is otherwise

in a state of unconsciousness, the act is done against the will of the other); or • The victim is suffering from a mental defect or incapacity which precludes giving consent, or lacks the mental capacity to know the right and wrong of conduct in sexual matters. I.C.A. § 709.1.

Lack of consent results from: 1. forcible compulsion; or 2. being incapable of consent. “Forcible compulsion” means use or threatened use, whether express or implied, of physical force, violence, confinement, restraint, physical injury, or death to the threatened person or to another person. Factors to be considered in determining an implied threat include the respective ages and sizes of the victim and the accused, the respective mental and physical conditions of the victim and the accused, the atmosphere and physical setting in which the incident was alleged to have taken place, the extent to which the accused may have been in a position of authority, domination, or custodial control over the victim, or whether the victim was under duress. Forcible compulsion does not require proof of resistance by the victim. Existence of forcible compulsion is conclusive presumptive evidence of lack of consent, but lack of consent can also exist without forcible compulsion. This standard is applicable to criminal prosecutions for sex offenses in Iowa but may differ from the definition used on campus to address policy violations. • clear permission • by word or action • to engage in sexual activity. Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity. If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back. Consent can also be withdrawn once given, as long as the withdrawal is reasonable and clearly communicated. If consent is withdrawn, sexual activity should cease within a reasonable time. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on the university to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar and previous patterns that may be evidenced. Consent in relationships must also be considered in context. When parties consent to BDSM or other forms of kink, nonconsent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual, so Waldorf University’s evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default. Incapacitation: A person cannot consent if they are

unable to understand what is happening or is disoriented, helpless, asleep, mentally defective, or unconscious for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent. It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated. "Should have known" is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment. Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the "who, what, when, where, why, and how" of their sexual interaction). Incapacitation is determined through consideration of all relevant indicators of an individual's state and is not synonymous with intoxication, impairment, blackout, and/or being drunk. This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

Formal Grievance Process Notice of Investigation and Allegations -The Title IX Team will provide written notice of the investigation and allegations (the "NOIA") to the Respondent upon commencement of the Formal Grievance Process. This facilitates the Respondent's ability to prepare for the interview and to identify and choose an Advisor to accompany them. The NOIA is also copied to the Complainant, who is to be given advance notice of when the NOIA will be delivered to the Respondent. The NOIA will include:

- A meaningful summary of all of allegations,
- The identity of the involved parties (if known),
- The precise misconduct being alleged,
- The date and location of the alleged incident(s) (if known),
- The specific policies implicated,
- A description of the applicable procedures,
- A statement of the potential sanctions/responsive actions that could result,
- A statement that the university presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination,
- A statement that determinations of responsibility are made at the conclusion of the process and that the parties will be given an opportunity to inspect and review all directly related and/or relevant evidence obtained during the review and comment period,
- A statement about the university's policy on retaliation,
- Information about the privacy of the process,
- Information on the need for each party to have an Advisor of their choosing and suggestions for ways to identify an Advisor,
- A statement informing the parties that the university's Policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process,
- Detail on how the party may request disability accommodations during the interview process,
- Supportive resources
- The name(s) of the Investigator(s), along with a process to identify, in advance of the interview process, to the Title IX Coordinator any conflict of interest that the Investigator(s) may have, and
- An instruction to preserve any evidence that is directly related to the allegations. Amendments and updates to NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various allegations. Notice will be made in writing and may be delivered by email to the parties' email accounts. Once emailed

notice will be presumptively delivered. **Resolution Timeline** The university will make a good faith effort to complete the resolution process within a sixty-to-ninety (60-90) business daytime period, including appeal if any, which can be extended as necessary for appropriate cause by the Title IX Coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process. **Appointment of Investigators** Once the decision to commence a formal investigation is made, the Title IX Team coordinates the investigation, usually within two (3) business days of determining that an investigation should proceed.

Ensuring Impartiality Any individual materially involved in the administration of the resolution process, including the Title IX Team, Investigator(s), and Decision-maker, may neither have nor demonstrate a conflict of interest or bias for a party or for a specific Complainant or Respondent. It should be noted that as a very small campus, most members involved in the process will know other students and employees involved on some level and vice versa. The Title IX Team will vet the assigned Investigator(s) for impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. The parties may, at any time during the resolution process, raise a concern regarding bias or conflict of interest, and the Title IX Team will determine whether the concern is reasonable and supportable. If so, another Pool member will be assigned and the impact of bias or conflict, if any, will be remedied. If the source of the conflict of interest or bias is the Title IX Team members, concerns should be raised with the President of the University. The Formal Grievance Process involves an objective evaluation of all relevant evidence obtained, including evidence that supports that the Respondent engaged in a policy violation and evidence that supports that the Respondent did not engage in a policy violation. Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or witness. The university operates with the presumption that the Respondent is not responsible for the reported misconduct unless and until the Respondent is determined to be responsible for a policy violation by the applicable standard of proof.

Investigation Timeline Investigations are completed expeditiously, normally within thirty (30) business days, though 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 university 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.

Delays in the Investigation Process and Interactions with Law Enforcement The university may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include but are not limited to: a request from law enforcement to temporarily delay the investigation to allow their investigation, the need for language assistance, the absence of parties and/or witnesses, and/or accommodations for disabilities, health conditions or college breaks. The university will communicate in writing the anticipated duration of the delay and reason to the parties

and provide the parties with status updates if necessary. The university will promptly resume its investigation and resolution process as soon as feasible. During such a delay, Waldorf University will implement supportive measures as deemed appropriate. Waldorf University action(s) or processes are 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.

Steps in the Investigation Process All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available relevant evidence; and identifying sources of expert information, as necessary. All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence, and to fully review and respond to all evidence on the record. The Investigator(s) typically take(s) the following steps, if not already completed (not necessarily in this order):

- Determine the identity and contact information of the Complainant
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated
- Assist the Title IX Team, if needed, with conducting a prompt initial assessment to determine if the allegations indicate a potential policy violation
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all witnesses and the parties
- Meet with the Complainant to finalize their interview/statement, if necessary
- Work with the Title IX Coordinator, as necessary, to prepare the initial Notice of Investigation and Allegation (NOIA). The NOIA may be amended with any additional or dismissed allegations
- Notice should inform the parties of their right to have the assistance of an Advisor, who could be a member of the Pool or an Advisor of their choosing present for all meetings attended by the party
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes (or transcript) of the relevant evidence/testimony from their respective interviews and meetings
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible
- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions
- Complete the investigation promptly and without unreasonable deviation from the intended timeline
- Provide regular status updates to the parties throughout the investigation
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) with a list of witnesses whose information will be used to render a finding
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included
- The Investigator(s) gather, assess, and synthesize

evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report • Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which the university does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten days. Each copy of the materials shared will be indicated on each page with the role of the person receiving it (e.g., Complainant, Respondent, Complainant's Advisor, Respondent's Advisor). • The Investigator(s) may elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses • The Investigator(s) will incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigator(s) should document all rationales for any changes made after the review and comment period • The Investigator(s) shares the report with the Title IX and the option of legal counsel for their review and feedback • The Investigator will incorporate any relevant feedback, and the final report is then shared with all parties and their Advisors through secure electronic transmission or hard copy at least ten (10) business days prior to a hearing. The parties and advisors are also provided with a file of any directly related evidence that was not included in the report.

STATEMENT OF RIGHTS OF THE PARTIES • The right to an equitable investigation and resolution of all credible allegations of prohibited harassment, discrimination, and/or retaliation made in good faith by Waldorf University officials. • The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions. • The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations. • The right to be informed in advance of any public release of information by the university regarding the allegation(s) or underlying incident(s), whenever possible. • The right not to have any personally identifiable information released by the university to the public without consent provided, except to the extent permitted by law. • The right to be treated with respect by Waldorf University officials. • The right to have Waldorf University policies and procedures followed without material deviation. • The right not to be pressured to select formal or informal process/resolve any reported misconduct involving violence, including sexual violence. • The right not to be discouraged or overly pressured by Waldorf University officials in reporting sexual misconduct, harassment, discrimination, and/or retaliation to both on-campus and off-campus authorities. • The right to be informed by Waldorf University officials of options to notify proper law

enforcement authorities, including on-campus security and local police, and the option(s) to be assisted by the university in notifying such authorities, if the party chooses. This also includes the right not to be pressured to report or not to report. • The right to have allegations of violations of this Policy responded to promptly and with sensitivity by Waldorf University law enforcement and/or other Waldorf University officials. • The right to be informed of available interim actions and supportive measures, such as counseling; advocacy; health care; student financial aid, visa, and immigration assistance; and/or other services, both on campus and in the community. • The right to a Waldorf University-implemented no-contact order when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct. • The right to be informed of available assistance in changing academic and/or working situations after an alleged incident of discrimination, harassment, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either campus or criminal, needs to occur before this option is available. Such actions may include but are not limited to: • Changing an employee's work environment (e.g., reporting structure, office/workspace relocation) • Transportation accommodations o Visa/immigration assistance • Exam, paper, and/or assignment rescheduling or adjustment • Receiving an incomplete in, or a withdrawal from, a class (may be retroactive) • Transferring class sections • Temporary withdrawal/leave of absence (may be retroactive) o Alternative course completion options. • The right to have the university maintain such actions for as long as necessary and for supportive measures to remain private, provided privacy does not impair the university's ability to provide the supportive measures. • The right to receive sufficiently advanced, written notice of any meeting or interview involving the other party, when possible. • The right to ask the Investigator(s) and Campus Hearing Board to identify and question relevant witnesses, including expert witnesses. • The right to provide the Investigator(s)/CHB with a list of questions that, if deemed relevant by the Investigator(s)/CHB, may be asked of any party or witness. • The right to have inadmissible prior sexual history or irrelevant character evidence excluded by the CHB. • The right to know the relevant and directly related evidence obtained and to respond to that evidence. • The right to a fair opportunity to provide the Investigator(s) with their account of the alleged misconduct and have that account be on the record. • The right to receive a copy of all relevant and directly related evidence obtained by the investigation, subject to privacy limitations imposed by state and federal law, and a ten (10) business day period to review and comment on the evidence. • The right to receive a copy of the final investigation report, including all factual, policy, and/or credibility analyses performed, and to have at least ten (10) business days to review and comment on the report prior to the hearing. • The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant. • The right to updates on the status of the investigation and/or resolution. • The right to have reports of alleged Policy violations addressed by Investigators, Title IX Coordinators, and Campus Hearing Boards who have received relevant annual training. • The right to preservation of privacy, to the extent possible and permitted by law. • The right to meetings, interviews, and/or hearings that are closed to the public. • The right to petition that any Waldorf

University representative in the process be recused on the basis of disqualifying bias and/or conflict of interest. • The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process. • The right to the use of the appropriate standard of evidence, clear and convincing evidence, to make a finding after an objective evaluation of all relevant evidence. • The right to be present, including presence via remote technology, during all testimony given and evidence presented during any formal grievance hearing. • The right to have an impact statement considered by the CHB following a determination of responsibility for any allegation, but prior to sanctioning. • The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process (if any) and a detailed rationale of the decision (including an explanation of how credibility was assessed), delivered simultaneously (without undue delay) to the parties. • The right to be informed in writing of when a decision by the university is considered final and any changes to the sanction(s) that occur before the decision is finalized. • The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by the university. • The right to a fundamentally fair resolution as defined in these procedures.

Sanctions & Consequences Factors considered when determining any sanction(s)/responsive action(s) may include, but are not limited to: • The nature, severity of, and circumstances surrounding the violation • An individual's disciplinary history • Previous allegations or allegations involving similar conduct • The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation • The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation • The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community • The impact on the parties • Any other information deemed relevant by the Title IX Coordinator/Campus Hearing Board The sanction(s) will be implemented as soon as is feasible. The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken, or sanctions imposed by outside authorities.

- a. Student/Employee Sanctions/Consequences The following are the usual sanction considerations that may be imposed upon students or organizations singly or in combination: • Warning: A formal statement that will be added to the student file the conduct was unacceptable and a warning that further violation of any university policy, procedure, or directive will result in more severe sanctions/responsive actions. • Required Counseling: A mandate to meet with and engage in either Waldorf University-sponsored or external counseling to better comprehend the misconduct and its effects. • Disciplinary Probation: A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated

and may include denial of specified social privileges, exclusion from co-curricular activities, no-contact orders, and/or other measures deemed appropriate. • Suspension: Termination of student status from campus for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation for a period of time as determined appropriate as a student at Waldorf University. Transcript notation may be applicable. • Expulsion/Dismissal: Permanent termination of student status and revocation of rights to be on campus for any reason or to attend Waldorf University-sponsored events. This sanction may be noted permanently as a Conduct Expulsion on the student's official transcript, subject to any applicable expungement policies. • Withholding Diploma: The university may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has an allegation pending or as a sanction if the student is found responsible for an alleged violation. • Revocation of Degree: The university reserves the right to revoke a degree previously awarded from the university for fraud, misrepresentation, and/or other violation of Waldorf University policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation. • Organizational Sanctions: Deactivation, loss of recognition, loss of some or all privileges, loss, or removal of participating in a group, team or to represent the university (including Waldorf University class registration) for a specified period of time. • Other Actions/Creative Sanctions/Educational Assignments: In addition to or in place of the above sanctions, the university may assign any other sanctions as deemed appropriate. Employee Sanctions/Responsive/Corrective Actions Responsive actions for an employee who has engaged in harassment, discrimination, and/or retaliation include: • Warning – Verbal or Written • Performance Improvement Plan/Management Process • Enhanced supervision, observation, or review • Required Counseling • Required Training Creative Sanctions or Education. University policies on transcript notation will apply to these proceedings.

Subject to Waldorf University's Student Code of Conduct Policy and Employee Conduct policy. • Probation • Denial of Pay Increase/Pay Grade • Loss of Oversight or Supervisory Responsibility • Demotion • Transfer • Reassignment • Delay of tenure track progress • Assignment to new supervisor • Restriction of stipends, research, and/or professional development resources • Suspension with pay • Suspension without pay • Termination • Other Actions: In addition to or in place of the above sanctions/responsive actions, the university may assign any other responsive actions as deemed appropriate.

Withdrawal or Resignation While Charges Pending a. Students: If a student has an allegation pending for violation of the Policy on, Harassment, and Nondiscrimination, the university may place a hold on a student's ability to graduate and/or to receive an official transcript/diploma. Should a student decide not to participate in the resolution process, the process proceeds absent their participation to a reasonable resolution. Should a student Respondent permanently withdraw from the university, the resolution process ends, as the university no longer has disciplinary jurisdiction over the withdrawn student. However, the university will continue to address and remedy any systemic issues, variables that may have contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination, and/or retaliation. The student who withdraws or leaves while the process is pending may not return to the university. Such exclusion applies to all campuses of Waldorf University. A hold will be placed on their ability to be readmitted. They may also be barred from Waldorf University property and/or events. If the student Respondent only withdraws or takes a leave for a specified period of time (e.g., one semester or term), the resolution process may continue remotely and that student is not permitted to return to Waldorf University unless and until all sanctions, if any, have been satisfied.

b. Employees: Should an employee Respondent resign with unresolved allegations pending, the resolution process ends, as the university no longer has disciplinary jurisdiction over the resigned employee. However, the university will continue to address and remedy any systemic issues, variables that contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination, and/or retaliation. The employee who resigns with unresolved allegations pending is not eligible for rehire with the university, and the records retained by the Title IX will reflect that status. All Waldorf University responses to future inquiries regarding employment references for that individual will include that the former employee resigned during a pending disciplinary matter.

Awareness Programs- Awareness programs begin in first year orientation for students. We have several sessions on safety/security that address these issues including inviting our mental health counselor and Crisis Intervention to speak to the students. In addition, each fall, we bring in a national speaker to address the issues of sexual assault, rape, harassment, and violence against women usually coupled with the issue of alcohol or drug use.

- b. Posters are up around campus about our Title IX team and contact information along with our counselor contacts. Crisis Intervention Service has been provided at an office on campus. They also provide supportive materials and resources for students and employees
- c. Emails will be sent out to students that include contact information on how to report an incident (fall) and the Wellness Fair in the spring that provides interactive resource tables related to Crisis Intervention Services, Safety and Security, Be Decent/Women's Issues, Mental Health & other supportive resources

- d. Student Life and Title IX meet or communicate with faculty and staff on info sessions addressing violence, Title IX, reporting, supporting students and general process of issues related to violence, rape, assault, harassment, and stalking
- e. Each new student as part of their first-year course completes short video courses on bystander intervention, sexual assault/harassment, alcohol use in combination with these issues and general Title IX awareness info
- f. During new hire orientation, employees receive a review of safety and security policies and information including the location of policies both physically and electronically, overview of Title IX and the expectations of their role within, sexual assault policies and where to locate resources on campus and off campus. Periodic review of these policies and procedures is performed either in person or via web-based training. Those employees directly involved in crisis response and adjudication attend webinars or in person training, meet as a group 3-4 times per year and as needed when responding to a case or situation

VIOLENCE AGAINST WOMEN ACT CRIMES (VAWA)

VAWA requires a coordinated community response to sexual assault, domestic violence, dating violence and stalking. The law asks jurisdictions to bring together stakeholders from diverse backgrounds to share information and use their distinct roles to improve community responses to violence against women.

What crimes qualify for VAWA

- Abduction
- Abusive Sexual Contact
- Extort
- Domestic Violence
- Extortion
- False Imprisonment
- Female Genital Mutilation
- Stalking
- Felonious Assault

RESOURCES

The following individuals and agencies can be contacted for assistance if a sexual assault occurs. The decision of who is called rests solely with the victim, although the University encourages victims to follow the emergency procedures detailed earlier in this policy in the section entitled, Emergency Procedures and Reporting Options.

On-Campus:	Off-Campus Resources
Office of Student Life 641-585-8160	Emergency 911
Waldorf Counseling Services 641-585-8160	Counseling, Crisis Intervention Health and Human Services 211
VP for Student Life 641-585-8161	Forest City Crisis Intervention Services 641-585-1050
Emergency 911 (from campus phone)	Forest City Police 641-585-2113 (dispatch)
Residence Hall Area Coordinators Ext. 8727, 8728, 8729	Forest City Fire Department 641-585-2113 (dispatch)
Residence Hall Area Coordinators (Evenings and weekends) 641-590-4318	24 Hour Crisis Intervention Services (North IA) Salveson Hall 210 641-424-9133
Health Services 641-585-8157	Mercy One Family Clinic-Forest City 641-585-2904
Campus Security 641-585-8500	Hancock County Memorial Hospital (Britt) 641-843-3801
Crisis Center-Sexual Assault Iowa 1-800-284-7821	Mercy One Medical Center - North Iowa (Mason City) 641-422-7000
Warrior Care for Students 641-590-4318	Winnebago County Health Department (Forest City) 641-585-4763
988 National Suicide & Crisis Hotline for suicide or mental health	Hancock County Health Services (Britt, IA) 641-843-5000
	National Domestic Violence Hotline 1-800-799-7233

CAMPUS FIRE SAFETY REPORT

I. OVERVIEW

A. Campus Fires

According to the United States Fire Administration (USFA), a division of the Federal Emergency Management Agency (FEMA), there are approximately 1,700 documented fires in university residence halls, classroom buildings, fraternities, and sororities each year. Within the residence halls, the primary cause of fire is arson or suspected arson, which accounts for one-sixth of the fires. Arson is a "young person's" crime: Over half of those arrested for arson on all types of properties are males under the age of 18. Motives include peer pressure, a cry for help, and a struggle with the pressures of their environment. All these conditions can exist in a university environment in which young people often encounter more pressure than they have ever experienced.

The potential threat of university residence hall fires is often not taken seriously enough by students until it is too late. Even with procedures in place, campus authorities and students have sometimes let their guard down

because of the high frequency of pranks and false alarms. Sadly, on April 12, 1987, in Williams Hall of Wesley University, Dover, Delaware, and on April 28, 1987, in Frazer Dormitory of Longwood University, Farmville, Virginia, fires occurred that killed one student and injured 19. Both incidents show the importance of enforcing fire safety prevention and emergency procedures in residence halls and encouraging use of 911 for reporting fire emergencies to the authorities.

While arson is the primary cause of fire in residence halls, cooking is the second cause, and smoking is the third. Candles are also a major cause. Furthermore, there is a link between fires and the use of alcohol: In cases where fire fatalities occurred on university campuses, alcohol was involved. Many factors contribute to the problem of residence hall housing fires. One is the improper use of 911 so that emergency response is delayed. Another is student apathy: Many students are unaware that fire is either a risk or a threat. Another is that evacuation efforts are hindered because either fire alarms are often ignored or there is a lack of preparation and preplanning. Other serious problems are smoke and fire alarms that have been either vandalized or improperly maintained, and the misuse of cooking appliances, overloaded electrical circuits, and extension cords.

B. Fire Facts

The USFA believes that fire deaths can be reduced by teaching people the basic facts about fire. Below are simple facts that explain the life-threatening characteristics of fire.

1. **Fire is FAST.** In less than 30 seconds, a small flame can get completely out of control and turn into a major fire. Many fires occur when people are asleep. If someone wakes up to a fire, they will not have time to grab valuables: There may only be time to escape.
2. **Fire is HOT.** A fire's heat alone can kill. Room temperatures in a fire can be 100 degrees at floor level and rise to 600 degrees at eye level. Inhaling this super-hot air will scorch the lungs. The heat can melt clothes to the skin. In five minutes, a room can get so hot that everything in it ignites at once.
3. **Fire is DARK.** Fire starts bright but quickly produces black smoke and complete darkness. If someone wakes up to a fire, they may be blinded, disoriented, and unable to find their way.
4. **Fire is DEADLY.** Fire uses up the oxygen needed for breathing and produces smoke and poisonous gases that kill. Breathing even small amounts of smoke and toxic gases can make someone drowsy, disoriented, and short of breath. The odorless, colorless fumes can lull someone into a deep sleep before the flames even reach their door. They may not wake up in time to escape.

In the event of a fire, time is the biggest enemy and every second counts. As with all life-threatening emergencies, prevention and education are the only avenues that can reduce risk. Thus, this document is designed as an educational tool to aid in fire prevention and emergency response. It is also designed to address requirements of the Occupational Safety and Health Act, standards set forth in NFPA 704, and OSHA Fire Protection 29 CFR 1910.1030.

II. FIRE PREVENTION PLAN

A. About our Local Fire Department

The Forest City Fire Department is a volunteer fire department. All fire fighters are classed as Fire Fighter 1, which means they have been trained to extinguish anything including chemical fires. They are available to perform pre-planning walkthroughs of all areas that present hazards, such as buildings that house flammable materials and are provided keys to any elevators or buildings. For their safety, records are normally supplied to them to inform them about types, amounts, and locations of all flammable materials. Typically, the procedure used to extinguish chemical fires is to block off an area around the fire to prevent it from spreading, and then to let it bum itself out: Putting out a chemical fire with water is usually not an alternative.

B. Campus Fire Hazards

1. Residence Halls and General Campus Workplaces

- a. **Electricity:** Electricity is a common ignition source in campus fires. All electrical equipment and appliances used on campus are to be U.L. listed and used according to the manufacturer's recommendations. The use of makeshift electrical equipment is not permitted except in experimental laboratories when its use is crucial to the research or work being conducted and the lab personnel are qualified. All circuits should have over-current protection. Whenever a damaged appliance or power cord is found, it should be placed out of service immediately.

Extension cords power strips and wall outlets are not to be overloaded. Cooking appliances should only be used in a completely uncluttered area away from drapes, clothing, paper, and other combustibles. Cooking appliances should not be used while other types of electrical appliances such as irons, TVs, or hairdryers, are being used: The number of appliances in use at any one time should be limited. Appliances should be turned off, cleaned, and unplugged when not in use.

An open circuit breaker is an indication of a circuit overload. If a circuit breaker opens, the area that is serviced by that breaker should be inspected to determine the cause of the circuit overload, and have the problem corrected.

- b. **Flammable Materials:** Mattresses and carpets should not be used as ironing boards. Hot irons should not be placed on any flammable/combustible surface to cool, and they should never be left unattended.

All flammable liquids, including paint, are to be stored in approved containers or cabinets. They are not to be stored near heat or open flames, and they are never to be used near open flames. Rags or papers that have been used with paint or oil should be removed from the building immediately after use. Good housekeeping is always an important safety measure. Combustible waste should be discarded as soon as possible. Overcrowding of materials in storage rooms should be avoided. Such areas should be kept as clean and orderly as possible.

- c. **Open Flames:** Open flames, whether in a laboratory, kitchen, or shop area, should always be attended. Open flames should be kept away from combustible and flammable materials. A "Hot Works Permit" should be obtained from Facilities whenever working with open flames outside of designated labs or

shop areas. Matches or used smoking materials should not be discarded in waste baskets or on floors or carpets.

Students, employees, and visitors are not allowed to smoke or burn on campus and especially not in residence hall rooms (exception-approved fire pit/bonfires). Waldorf is a smoke-free, drug free, tobacco free and nicotine free campus including electronic smoking devices. All matches and smoking materials need to be thoroughly and properly extinguished before an area is left.

2. Other Campus Workplaces that Use Flammable Materials

All areas on campus that house flammable materials are to have signs on the door(s) to the areas that give names, work phone numbers, and after-hours phone numbers of the persons responsible for the areas. There are to be two emergency contacts: a primary and a secondary emergency contact. A list of these persons will be kept at the Campus Information Center. In case of a fire emergency in these areas, the contacts are expected to be on-call and be available for consultation with members of the Fire Department.

All buildings and rooms that house flammable materials, whether they are solids, liquids, or gases, shall be marked with NFPA "fire diamonds", as shown below. All containers of materials that could be hazardous in a fire shall also be labeled with NFPA fire diamonds. The fire diamonds are designed for firefighters, not as a general hazard labeling system. Thus, the characteristics of a substance listed in each diamond section (fire, health, reactivity, water reactivity) are defined based on the hazard of the substance exposed to fire, not under ordinary conditions. One section of the diamond is a warning about water reactivity because water is the most common fire-extinguishing agent.



In addition to labeling all containers that contain flammable materials, a computerized database and hardcopy list of these materials is to be updated annually and supplied to Facilities, in accord with the Waldorf University Fire Plan. Facilities will provide this list which will be responsible for giving the list to the Fire Department.

- a. **Housekeeping:** Flammable liquids used by the housekeeping staff create a severe fire and explosion hazard. All flammables are to be kept in approved flammable liquids storage cabinets or approved storage rooms. The only refrigerators approved for storage of flammables are those that are manufactured for that purpose and labeled as such on the front of the door. The amount of flammable material taken out of storage should only be that needed for the day. Sources of ignition should be eliminated when using flammables, including static electricity, friction, and heat from an oven.
- b. **Laboratories and Art Studios:** All flammable materials are to be kept in approved sealed containers in flammable liquids storage cabinets or approved storage rooms. The only refrigerators approved for storage of

flammables are those that are manufactured for that purpose and labeled as such on the front of the door.

- c. **Personnel Responsible for Control of Hazards:** Employees who are the immediate supervisors over a particular physical or administrative area are the personnel responsible for the control of the hazards in that area. Their responsibilities include guaranteeing that all fire prevention measures associated with the hazard are followed and maintaining all records that are associated with that hazard.

Training for Employees and Students

1. **General Employees:** Educational programs geared toward fire prevention and fire survival should be available as part of a training program for all employees. This is particularly important because employees will be the primary personnel who are responsible for the safety of students and others in case of fires, and the minimization of property damage.
2. **Residence Hall Staff:** Residence Hall staff have significant responsibilities during a fire because of the dangers associated with fires at night when everyone is asleep, and responses are slower. Thus, they may require additional training in fire prevention and emergency response procedures. These prevention procedures should include having the residence hall staff:
 - a. Ensure that the following materials are present, readily available, and in good condition at Residence Hall Office Areas.
 - Flashlights
 - An emergency guide binder and spare copies of forms, signs, and checklists.
 - b. Establish an *Evacuation Assistance List* that contains the names, addresses, and phone numbers of residents who have permanent or temporary mobility limitations and who will require assistance from emergency personnel to evacuate in case of a fire. Each staff member would be responsible to create/compile the list for his/her building(s). The *Evacuation Assistance List* should be readily available and provided to emergency personnel when needed.
 - c. Confirm that Residence Hall Assistants know to add temporarily disabled or injured residents to the list and know how to remove them when they no longer require assistance.
 - d. Confirm that each room or suite/apartment unit contains an "In Case of Fire" notice posted by the door.
 - e. Develop a fire safety communication plan and evacuation route for each floor or unit.
 - f. Establish an assembly area away from the residence hall to meet during an evacuation so that a rollcall or headcount can be taken.
 - g. Throughout the year, help keep fire doors closed. Fire doors that are in hallways and stairwells slow down the spread of smoke and fire significantly, but only if they are closed. (Fire doors are rated to withstand fire for up to 90 minutes.)
 - h. Read and become familiar with the procedures and rationale contained within this document.
 - i. Review the fire emergency procedures/evacuation routes with all members of your floor/hall and post information on floor bulletin boards.

3. Students

Students should be educated in fire prevention and emergency procedures so that they take fire alarms seriously and can respond in a calm manner.

- a. **First Year Student Orientation:** All incoming students should have as part of First Year Student Orientation a short meeting or program in fire prevention and emergency procedures in their residence hall meetings as well as the safety and security session and on-line course during orientation and first year seminar.
- b. **Fire Drills:** Fire exit drills are an important training tool to prevent loss of life and property during a fire emergency. The drills are conducted in residence halls and academic buildings at least once per semester. They also should be conducted annually in all buildings that house materials that could be hazardous in a fire: These are the buildings that contain materials that carry the NFPA fire diamonds.

Fire exit drills are designed to prepare everyone, and particularly students, for an actual fire. They also can be used to evaluate residence hall staff performance and readiness. The drills should therefore not be announced in advance to either residence hall residents or front-line staff. They also should not be conducted at predictable times so that residents "learn" to ignore the fire alarms. It is essential that employees take responsibility for ensuring timely and complete exit from a building and that they make it clear that such drills are serious business.

The Office of Student Life will be responsible for conducting and evaluating the fire exit drills for campus housing. The pass/fail evaluation should be based on the following factors:

- a. Speed and safety at which occupants evacuate, via the stairwells, when the fire alarm begins to sound. Occupants should be directed to pre-determined assembly points. Employees should monitor doorways from outside to prevent reentry. A headcount will not likely give a definitive answer to whether anyone remains inside, and thus it would be better to ask the occupants if anyone is missing.
- b. The performance of employees in performing their duties as listed in the "Fire Emergency Plan" section of this document.
- c. The availability of the *Evacuation Assistance List* to be provided to emergency personnel.

Buildings that fail fire exit drills should be reported to the Office of Student Life for additional training or other appropriate action.

A few weeks before an unannounced drill, a memo is sometimes sent from the Office of Student Life to remind employees of the significance of such drills to lend credibility and importance to the exercise. This can also be a time when faculty reminds students of an upcoming drill and what to do if they are in either the classroom or laboratory. At the time of the drill, everyone must exit promptly after turning off experiments, extinguishing flames, and turning off hoods and lowering sashes. Checking rooms for occupants and unlocking doors also can be helpful if this can be done at zero risk.

d. Laboratories and Art Studios

Students who enroll in science and other laboratories and art courses that involve the use of flammable materials need special instruction in safety procedures as part of the course. This instruction should include discussion of the location of all exits and all fire safety equipment, and the procedures to be followed in case of a fire in the laboratory or studio. Completion of this instruction should include an agreement signed and dated by the student that he/she understands all the safety procedures and knows the location of all safety equipment and exits.

Fire Prevention Equipment, Facilities, and Maintenance

Maintenance of all fire prevention equipment and facilities is performed by Facilities. All rooms and buildings on campus should be regularly inspected for fire hazards. Exit doors and windows should be inspected to ensure that they are working properly.

Detailed floor plans of buildings are created or updated so that they can be made available to emergency personnel, residence hall staff, and residence hall residents. These maps should identify any significant hazards in various rooms, where each building has sprinklers, if there are standpipes (usually in stairwells), and where any fire department connections (FDCs) are on the outside of the building that support sprinkler and/or standpipe systems.

a. Exits and Stairwells

Every building is provided with exits sufficient to permit the prompt escape of occupants in case of a fire or other emergency. Exits are marked by visible, illuminated EXIT signs.

Exit doors and signs are to be kept clear of obstructions and maintained at the minimum required width of 44 inches of access to exit doors. The required exit access may be more than 44 inches depending on the occupant load and the configuration of the space. Enclosed stairways provide safe passage to the outside in the event of an emergency. Stair doors are to be kept closed to prevent the spread of fire and smoke, and stairwells are to be kept clear of storage.

b. Fire Alarms, Sprinklers, Extinguishers, and Smoke Detectors

Most campus buildings are equipped with fire alarms that can be activated by pull stations, smoke detectors, and some sprinklers. These devices are to be kept free of obstructions. When activated (usually a smoke detector), the alarm will sound throughout the building to initiate evacuation of building occupants. Each residence hall and main building has a panel that will indicate where the alarm was triggered. Several of our buildings include strobe lights in the hallways and individual rooms which allow for additional notification that an alarm is sounds (assistance to hearing impaired). This indicator will allow the University official to determine how to help evacuate depending on where the fire is located. Students and employees are not allowed back in the building until the alarm system is silenced, which only occurs when it is determined that it is safe to re-enter the building. Residence Life staff, facilities and the fire department are training on how to read and manage the fire panel and fire alarm system.

c. Equipment and Facilities

Sprinklers should have 18 inches of space beneath the deflector to function properly. Partitions are not to be erected in a sprinkler space: The new all may interfere with sprinkler and/or fire alarm coverage.

Smoke alarms are installed in every residence hall room and every level of housing facilities. They are maintained and regularly tested each semester. The batteries are replaced once a year.

All fire extinguishers are checked and serviced annually. All other fire equipment is to be kept in operational order. After any fire exit drill or any fire alarm, all fire equipment is to be immediately reset to working order. All laboratories and art studios that deal with flammable materials are to be equipped with fire protection equipment that is clearly visible and labeled. The equipment will include one or more carbon dioxide fire extinguishers, fire blankets, first aid kits, and an eyewash/shower station. Each piece of equipment is to be checked and serviced annually.

On-Campus Student Housing Facility Fire Safety Systems

Facility	Fire Alarm Monitoring Done on Site	Partial *1 Sprinkler System	Evac. Plans	Smoke Detection	Fire Ext. Device	Number of evacuation (fire) drills each calendar year
BREEN	X	X	X	X	X	2
J&L	X		X	X	X	2
ORMSETH	X		X	X	X	2
RASMUSSEN	X		X	X	X	2
TANNER	X		X	X	X	2
TIMBERLAND	X	X	X	X	X	2
THEME HOUSES	X		X	X	X	2

d. Facilities for Persons with Disabilities

Special emergency equipment/facilities may be needed for individuals who have varying degrees of mobility impairments, visual or hearing impairments, or temporary impairments such as a broken leg or a sprained ankle. All such individuals should be consulted about their specific limitations and how best to provide assistance during an emergency. In general, however, the following recommendations can be made regarding facilities for persons with disabilities.

1. Persons who use wheelchairs are to have residence hall rooms on the ground floor.
2. Persons who use wheelchairs cannot access manual fire-alarm pull-stations. In recent years, codes have been revised to require that these manual pull-stations be mounted at a height to be within the reach range of 48" to 54" for a person in a wheelchair. Thus, any residence hall that houses a person in a wheelchair should have an ADA-compliant fire-alarm pull-station on the ground floor.
3. Any residence hall room that houses a person who is hearing-impaired will be equipped with a fire-alarm strobe and/or horn.
4. Any residence hall that houses a person who is visually impaired will be equipped with exit signs that flash and sound internal horns when activated by the building fire alarm system.

2. Equipment in Need of Service and Firewatch

All fire equipment is to be kept in working order. The Facilities Department should be called immediately whenever any safety equipment is seen as non-functional. This includes missing or burned-out EXIT signs, missing or discharged fire extinguishers, fire doors that do not completely self close and latch, fire windows that are not ready for use, and any damaged or malfunctioning fire alarm or sprinkler system.

In cases in which the fire protection system cannot be repaired or brought online immediately, a Firewatch should be established. The employees who have supervisory positions over the area will be assigned to the firewatch. The entire building should be toured at least one time during each hour of the firewatch. The Campus Information Center should be notified each hour that the watch has been performed. The firewatch should be maintained at all times when the building is occupied until the fire protection system is repaired.

Fire Safety Rules/Guidelines for the Residence Halls:

1. In order that a safe environment may be maintained:
 - Do not tamper with fire prevention equipment or fire alarms or play with fire. (Violators will be fined or reported to the police.)
 - Vacate a building after a fire alarm sounds or at the direction of a university official.
 - Possess no weapons including ... explosives, guns, gunpowder, incendiary devices or fireworks or objects that appear to be weapons including bb guns, soft pellet guns, air soft guns, splat guns or toys appearing like real guns.
2. Smoke-Free Campus. No smoking or vaping allowed on campus grounds or in buildings (Iowa Law).
 - All residence halls are smoke-free. This means that students, guests, and staff may not smoke anywhere in the residence halls.
3. In an effort to keep the halls safe, students are to:
 - Not possess any open coil devices or machines in residence room that produce large amounts of heat. These include toasters, space heaters, and halogen lamps. Any violation will be kept by the building's AC until it can be removed from the hall by the student.
 - Live Christmas trees are not allowed; small artificial trees must be fire resistant.
 - Not possess fog machines, deep-fat fryers, electric skillets, electric woks, barbecue grills, pizza ovens and large power tools.
 - All cords should be UL or ETL approved, no longer than six feet, and should not be placed across aisles, wrapped around metal fixtures or furniture, run through doorways or under carpet or bedding (covered cords capture heat and can result in fire), or be cracked or worn.
 - Candles and open flames are not allowed in campus housing. There will be a \$15.00 fine for each candle found and confiscated. Candles will not be returned.
 - Fuse boxes and the fuses inside are not to be tampered or touched. Only University employees, including RAs, are allowed to have access to the fuses.
 - Flammable liquids, fluids and chemicals are prohibited.

Note on Guidelines:

- Microwaves, coffee pots with an automatic shut-off, electric tea kettles, rice cookers, air fryers. Toasters and crock pots are the only cooking appliances allowed in student rooms.
- No candles or open flames are allowed on campus or in residence halls unless authorized.
- Waldorf is a Smoke Free Campus. Smoking, tobacco, or vaping is not allowed anywhere on campus.
- Kitchens with stoves and other cooking appliances are provided in most residence halls.

Fire Safety Training for Students, Residence Hall Staff and Facilities:

- Professional and student staff for Residence Life is provided training in use of fire extinguishers, building evacuations, and general fire safety each fall semester.
- Fire drills or alarms are executed every semester in each residence hall.
- Fire extinguishers are inspected monthly by student staff.
- Smoke detectors in student rooms are checked and batteries changed semiannually
- RA staff are trained to check student rooms at breaks for overloaded circuits.

Recommendations for changes to policies and facilities:

- Connect student room smoke detectors to building's fire alarm system.
- Connect current fire alarm system to the Forest City local Police/Fire Department alert system.
- Ban the possession of petroleum distillates (gasoline, lighter fluid, etc.) in campus housing.
- Require all extension cords to have a circuit breaker.

III. FIRE EMERGENCY PLAN-PROCEDURE FOR EVACUATION

A. A Fire Emergency Exists Whenever:

1. A fire alarm sounded.
2. An uncontrolled fire or imminent fire or smoke hazard occurs anywhere on campus.
3. There is either smoke or the odor of burning.
4. There is either spontaneous or abnormal heating of any material, an uncontrolled release of combustible or toxic gas or other material, or an uncontrolled flammable liquid spill.

B. General Expectations of All Building Occupants

1. **Sound the Alarm:** If smoke or fire is seen, pull the nearest fire alarm pull-station. Fire-alarm pull-stations activate alarm bells throughout the building to alert other occupants of the fire emergency. Pulling the fire alarm station saves lives; however, **pulling the fire alarm does NOT alert the local fire department.**
2. **Use the Nearest Exit or Exit Stairwell:** Immediately exit the building upon hearing an alarm, even if you have not seen smoke or fire. Use the nearest stairwell to exit.
3. **Do not wait for confirmation of an actual fire** or assume the alarm is a false alarm. Evacuate immediately, even if fire and smoke are not apparent.
4. **Do not use the elevator.** Elevators enter a "fire service" mode and may not respond to calls when the fire



alarm system has been activated. Occupants may become trapped in elevators.

5. **Do not attempt to locate the fire.**
6. **Do not attempt to fight or extinguish the fire unless you are an employee (see below).**
7. **Do not re-enter the building** until the Fire Department gives authorization.
8. **Call 911 or from campus phone: Once safely outside, call 911 from an outside phone.** Emergency personnel will not be aware of the fire emergency unless they are called. Give your name, the proper name of the building and room number, floor, or other specific area. Do not hang up until released by the dispatcher.
9. **Once Out, Stay Out.** Never go back into a burning building for any reason. If someone is missing, tell the firefighters. They are equipped to perform rescues safely.
10. **Meet the Fire Department outside** and direct them to the emergency.
11. **All fires, even if extinguished or found extinguished must be reported.** All fire alarms, even if suspected to be false or accidental, must be reported to the Fire Department.
12. **No one shall restrict or impede the evacuation.**
13. **No one may shut off any fire protection or alarm system** during a fire emergency without the permission of the Fire Department officer in charge.
14. **It is the responsibility of Facilities** and Residence Hall Staff to reset or repair any fire protection or alarm system after an emergency incident when notified by the Fire Department in charge. The Facilities Department shall inspect each such system immediately after every emergency incident and immediately place the system in serviceable condition.
15. **The Fire Department or Facilities may reset an alarm system** only if there is no damage to the system and when it is within their technical capabilities to do so.



C. Other Procedures: How to Survive a Major Fire

1. Heat and hot toxic gases rise: **A survivor crawls** to avoid breathing a toxic atmosphere.
2. **A survivor takes short breaths**, breathing through his/her nose, through a wet rag if available. A survivor does not gulp large lungs full of smoke.
3. **A survivor never opens a hot door:** A survivor checks to see if a door is hot by placing the back of his/her hand on the door panel above his/her head. If the door does not feel hot, the survivor opens it slightly, bracing the door with hip and foot. The survivor places his/her hand across the opening to determine the temperature of the air. If the air is hot or if there is real pressure against the door, a survivor closes the door because it is too late to exit.
4. **A survivor who is trapped puts any room with a closed door between him/her and the fire or smoke.** A trapped survivor waits at a window for rescue, opens the window at the bottom or breaks it out if needed, and shouts for help. If a phone is available, a survivor calls 911 and reports his/her location to the Fire Department; however, a trapped survivor does not provide oxygen to a nearby fire by opening a window.

D. Additional Employee Procedures

1. Medical Coordinator: Definition and General Duties

The Medical Coordinator is the Campus Nurse who will be available during a fire emergency to supply first aid that could include eyewashes or other equipment for drenching or flushing if there is any risk of exposure to corrosive materials. The Campus Nurse will also be available after a fire emergency for consultation and advice on matters of employee and student health.

2. Emergency Response Coordinator: Definition and General Duties

The Emergency Response Coordinator (ERC) in any fire emergency is the employee who is the immediate supervisor of an area in which a fire starts. This could be a faculty member who is teaching a science lab, a faculty member who is teaching an art class, a member of the housekeeping staff who is the supervisor of a building or a Residence Hall Area Coordinator. The role of the ERC is to provide "ADE":

Assess the situation and determine whether an emergency exists that requires activating the emergency procedures.

Direct all efforts in the area including evacuating personnel and minimizing property loss.

Ensure that outside emergency services such as fire departments and medical aid are called in if necessary.

The Emergency Response Coordinator will be expected to be able to perform additional duties to minimize loss of life and property.

E. General Procedures/Evacuation

1. When a fire alarm sounds, the ERC should try to shut off all equipment in the immediate area and close, but NOT lock, the doors. If possible, all interior doors should be closed but UNLOCKED to prevent fire spread. All fire doors that separate hallways and stairwells should be closed.
2. If a fire starts in a science laboratory, efforts should be made to turn off all hot plates and gas jets, turn off the hood ventilation systems, and lower the hood sashes.
3. If a fire starts in an area where the ERC is present, AND the ERC has been trained in the use of fire extinguishers, AND the fire is small, an attempt can be made to extinguish the fire. However, no attempt should be made to extinguish the fire if the fire is large, is rapidly spreading, or if the fire poses a clear threat to the personal safety of the ERC. If an ERC cannot retrieve and properly use an appropriate fire extinguisher within 30 seconds, it is likely that the fire will be sufficiently developed to exceed the capacity of a fire extinguisher.
4. The ERC should have access to a map of the building to confirm the architecture and building layout for use by the Fire Department. These maps should identify any significant hazards in various rooms, where the building has sprinklers, if there are standpipes (usually in stairwells), and where any fire department connections (FDCs) are on the outside of the building that support sprinkler and/or standpipe systems.
5. For everything except the most trivial fires, such as an unexpected flame in a lab, the ERC should ensure that the Fire Department has been called.
6. The ERC should never reenter a building for any reason, particularly to be a hero. Fires can behave in

unexpected ways, and in science labs, there is an additional risk of explosion. Extreme heat, smoke, toxic gases, and a low-oxygen environment are life-threatening conditions, and these conditions can develop very rapidly in some fires. For someone without protective gear and a breathing apparatus, the likelihood of serious injury or death is extremely high.

7. If, after calling 911, the fire is extinguished, the ERC needs to call 911 again to update the situation.
8. The ERC needs to ensure that everyone has been evacuated so that the Fire Department does not go into their high-risk rescue mode.

F. Residence Halls/Procedures for Evacuation

Safe evacuation of all residents is the primary concern of a residence hall staff ERC. In addition to the above procedures, these steps may be needed in the case of residence hall fires.

1. If the ERC is informed of a fire in a room, he/she should immediately pull the fire alarm, or have the student who is reporting the fire pull the alarm, before going to investigate.
2. If a fire is validated, the ERC should instruct a student or another helper to call 911 immediately.
3. If the fire CAN be extinguished safely with a fire extinguisher as described above, efforts should be made to extinguish it. If it is extinguished, 911 should be called again to appraise the Fire Department of the situation. After the fire is safely extinguished, the ERC should call the Residence Hall Area Coordinator and the Dean of Students to apprise them of the emergency that has been safely controlled.
4. If the fire CANNOT be extinguished, the ERC should immediately locate the *Evacuation Assistance List* and ascertain if there are any residents who need help in evacuation. The ERC then should guarantee that all occupants evacuate the building. If the evacuation is expected to extend beyond 30 minutes, or if weather conditions are poor, residents should be directed to an indoor assembly area, such as the Student Center. After all residents are evacuated to a safe location, the ERC should call the Residence Hall Area Coordinator and the Dean of Students to apprise them of the ongoing emergency.
5. The ERC should remain outside to give the Fire Department details of the fire and its location.
6. The ERC should make the keys to locked circuit breaker panels and boiler rooms available for the Fire Department. If emergency personnel need access through a locked door, the ERC should open it for them and/or provide them with a key ring and/or access card.
7. The ERC should help keep residents out. Residents may interfere with emergency personnel and put themselves in danger by attempting to reenter to obtain valuables or assist in the fire-fighting efforts. No one may reenter the building until authorized to do so by the Fire Department.
8. When the incident is over, the ERC should check and secure exterior doors and report any damaged fire doors and/or other damaged fire equipment to the Facilities Department.
9. The Fire Department may secure the fire scene until their investigation is completed. In some cases, this could take hours, or even days. The ERC should speak with emergency personnel to determine the length of their investigation and work with the Office of Student Life to find accommodations for residents who have been displaced.
10. It is possible that police and fire investigators will need to speak with anyone who was in the area at the time of the fire and with the person who reported the fire. If the fire was in a bedroom or suite/apartment,

investigators will need to talk to the residents.

11. The ERC should contact the Facilities Department for cleanup and repairs. The Facilities Department needs to be aware of the extent of any damages so they can begin to clean up the water used to extinguish the fire and make repairs to the fire scene.

G. IT: Data Backup and Computer Issues

In a fire, damage can occur to computer hard drives and other equipment simply from smoke particles. Thus, it is important that all important University data be backed up routinely and often. The backups should be kept in a building location that is away from the computers so that a fire will not destroy both the computers and the backups. Further, if a fire occurs in an area that can cause smoke damage to computers or other equipment, the computers/equipment need to be shut down as soon as possible.

Thus, if a fire occurs in an area that can impact University-wide computer resources, members of University IT need to be called so that they can take whatever action is needed to minimize damage to the resources.

H. Persons with Disabilities

The presence of persons with either temporary or permanent disabilities in a fire emergency requires additional procedures. This includes people using wheelchairs or having other obvious mobility disabilities, others with temporary mobility conditions such as a sprained ankle or a broken leg, ones with either a hearing or visual impairment, and those with other conditions such as asthma or pregnancy that can reduce stamina to the point of needing assistance when moving down several flights of stairs. Allowances for visitors also must be made.

1. Visually Impaired

If a person with a visual impairment needs help during an emergency evacuation, there are basic rules to follow to be effective:

- a. The helper should announce his/her presence; speak naturally and directly to the individual and NOT through a third party. Shouting is to be avoided.
- b. The helper should offer assistance, but the person should explain what help is needed.
- c. The helper should describe the action to be taken in advance.
- d. The helper should let the individual grasp his/her arm or shoulder lightly, for guidance. He/she may choose to walk slightly behind the helper to gauge the helper's body reactions to obstacles. It is important to mention stairs, doorways, narrow passages, and ramps.
- e. If leading several individuals with visual impairments at the same time, they should be asked to hold each other's hands.
- f. After exiting the building, all individuals with impaired vision should not be abandoned, but led to a place of safety where someone will remain with them until the emergency is over.

When evacuating persons who have a guide/service dog, there are other basic rules:

- a. The dog should not be petted or offered food without the permission of the owner.
- b. When the dog is wearing its harness, they are on duty. If the helper wants the dog not to guide its owner, the owner should remove the dog's harness.
- c. The dog **MUST** be evacuated with the owner.
- d. If the helper is asked to take the dog while assisting the individual, it is recommended that the helper hold the leash and not the dog's harness.

2. Hearing Impaired

If a person with a hearing impairment needs help during an emergency evacuation, there are basic rules to follow to be effective:

- a. The helper should establish eye contact with the individual, even if an interpreter is present. The helper should face the light and not cover or turn his/her face away. Gum should never be chewed.
- b. The helper should use facial expressions and hand gestures as visual cues.
- c. If the helper needs to give instructions, the helper can use a pencil and paper to write slowly and let the individual read as instructions are written. Written communication may be especially important if the person's speech is difficult to understand. It is important to not allow others to interrupt or joke while conveying emergency information. It is also important to be patient because the individual may have difficulty comprehending the urgency of the message.
- d. The individual should be provided with a flashlight for signaling their location if they are separated from the rescuing team or helper and to facilitate lip-reading in the dark.

3. Mobility Impaired

If a person with mobility impairment needs help during an emergency evacuation, there are basic rules to follow to be effective. It is important to remember that someone with mobility impairment will need their crutch, cane, or wheelchair after they are evacuated.

- a. Someone using a crutch or a cane might be able to negotiate stairs independently by using one hand to grasp a handrail while using the other hand to use a crutch or cane. In this case, it is best **NOT** to interfere with this person's movement; however, a helper might be of assistance by offering to carry the extra crutch. Also, if the stairs are crowded, the helper can function as a buffer and "run interference."
- b. Wheelchair users are trained in special techniques to transfer from one chair to another. Thus, depending on their upper body strength, they may be able to do much of the work themselves in manipulating themselves through fire doors and in simpler evacuations.
- c. To assist in moving a wheelchair downstairs, a helper should stand behind the chair grasping the pushing grips. The chair is then tilted backwards until a balance is achieved. The chair is to descend frontward, **NOT** backward. The helper should stand one step above the chair, keeping their center of gravity low, and the back wheels should be gradually lower to the next step. Care should be taken to keep the chair tilted back. If possible, another person should assist by standing in front of the wheelchair on a lower step and holding the frame of the wheelchair and pushing upwards from the front to keep

the wheelchair from accidentally being let go. However, the chair should never be lifted by the person in front, as this places more weight on the individual behind.

- d. A wheelchair user should NEVER be carried slung over a shoulder in the "fireman's carry". This action puts pressure on the person's extremities and chest. Such pressure might cause spasms, pain, and even restrict breathing. Carrying someone like this is like sitting on their chest and poses danger for individuals who fall within categories of neurologic and orthopedic disabilities.

4. Other Impairments

There is some other impairment that may cause a person to need help during a fire evacuation.

- a. Pregnancy is not usually considered a disability, but it can result in reduced stamina or impaired mobility, especially in negotiating stairs. In these cases, a helper can offer to walk with the woman and be of support both emotionally and physically. The helper should remain with her until safety has been reached and she has a safe, warm place to sit.
- b. Respiratory disorders, such as asthma or emphysema, can be triggered by stress, exertion, or exposure to small amounts of dust or smoke. In these cases, the person needs to be reminded to bring their inhalation medication along with them during the evacuation.
- c. Cardiac conditions also require the person to bring their medications along with them. They should be helped with walking because they may have reduced stamina and may require frequent rest periods.

I. After Hours

Most office fire fatalities occur outside of normal working hours because fires can grow unnoticed and persons working alone can be cut off from their normal egress route. Further, only a few people may work late and thus they will have no one to help them in case of a fire. For example, a person with mobility impairment who has relied on an elevator for access may need help getting down the stairs, but no one will be available.

Thus, anyone who has a disability that could impact their ability to evacuate a building during a fire emergency is required to alert building security upon entering the building. Security (during working hours) will then be ready to search for and help the individual to safety, if needed. The person, however, should not wait for security to arrive before taking action. The person should immediately dial 9-911 and alert the Fire Department as to their location.

J. Information Released to the Media and Public

The Director of Marketing is the only person who is authorized to discuss fires with either the media or the public. No other University agency or employee may release official statements regarding the cause, origin, or nature of campus fires. Please refer to the Emergency Communication Plan.

IV. OTHER NATURAL DISASTERS AND FIRE

The following is a list of fire hazards that may arise either during or after an earthquake, flood, lightening strike, tornado, or winter storm.

1. Leaking gas lines, damaged or leaking gas propane containers and leaking vehicle gas tanks could explode or

ignite.

2. Electrical wires and utility lines may be down: Pools of water or even appliances can be electrically charged.
3. Debris can easily ignite, especially if electrical wires are severed.
4. Appliances that have been exposed to water can short out and become a fire hazard.
5. Flammable liquids like gasoline, lighter fluid, and paint thinner may have spilled. Other chemicals in science laboratories may have spilled.
6. Lightning associated with thunderstorms generates a variety of fire hazards. The power of lightning's electrical charge and intense heat can electrocute on contact, splitting trees and causing fires.

The following is a list of procedures that can be used if any of the above is seen:

1. Thoroughly clean any small chemical spills and place containers in a well-ventilated area.
2. Keep combustible liquids away from heat sources.
3. Turn off electrical power if possible if you can safely get to the main breaker box.
4. Assume all wires on the ground are electrically charged. This includes cable TV feeds. Do not go near the wires.
5. If you think you smell a gas leak, immediately leave the area, and leave the door(s) open if you are indoors. Never strike a match.
6. Report downed or damaged power lines to the utility company or emergency services.
7. Stay away from standing water and debris.

VI. PLANS FOR FUTURE FIRE SAFETY ON CAMPUS

The University will continue to add campus lighting around campus and additional cameras & security door access card systems. It has been recommended that we eventually add sprinkler systems to various buildings across campus. These upgrades will require approved budgets and will be part of our strategic plan.

VI. FIRE LOG

Fire Log 2024					
Date	Filed By	Type	Location	On Campus-In Housing On Campus-Not in Housing Off Campus Public Property Adjacent to Campus	Brief Description
1/1/24	RA	Fire Alarm	Tanner Kitchen	On Campus in Housing	Fire alarm sounded due to small amount of smoke in kitchen from cooking or over cooking incident.
3/11/24	AC	Fire Extinguisher Equipment	4 th Floor Johnson Hall	On Campus Housing	Student sprayed fire extinguisher in bathroom. Tampering w/fire equipment violation of \$500 split between select residents.

3/13/24	Facilities	Alarm Testing	Atrium Complex	On Campus Housing	Warning to campus regarding sprinkler inspectors in Atrium area testing the fire alarms on that day
4/6/24	AC	Fire Door Exit Violation	Ormseth Hall	On Campus Housing	Emergency Fire Exit Door Violation of a student departing hall
4/25/24	RA	Fire Alarm	4 th Ormseth Hall	On Campus Housing	Fire alarms signaled due to microwave over cook and burning
7/22/24	AC	Fire Alarm Sounded	Johnson & London Hall	On Campus Housing	Fire panel beeping sounding regarding first floor test fail. Smoke detector needs replacing and was replaced
9/18/24	RA	Fire Alarm Activated	1 st Ormseth Hall	On Campus Housing/ Non-Housing	First floor smoke coming from kitchenette area due to a cooking burn
10/29/24	RA	Fire Alarm Activated	Rasmusson Hall	On Campus Non-Housing	Smoke from kitchen regarding a burned pan of food on stove top
2/14/24	Blackhawk Sprinklers	Sprinkler Inspection	Boman Fine Arts Center, Atrium Timberland & Breen Hall	On Campus Non-Housing	Cleaning and testing of system
1/8/24	Hawkeye Communication Fadel Alarm	Fire Alarm Inspection Report	DJAC, Atrium, Campus Center, Breen, Fieldhouse, J&L, Library, Music Hall, Nilssen Boe, Boman, Ormseth, Rasmusson, Salveson, Tanner, Timberland, Voss,	On Campus Housing	Review, test and check of fuses, control panels, battery, fuses, circuits, smoke detectors, pull stations, duct/heat detectors, strobes, switches and horns
1/8/24	Hawkeye Communication Fadel Alarm	Fire Alarm Inspection Report	Thorson Hall	On Campus Housing	Panel devices not working. Need to be replaced

2025 Fire Log

No.	Date	Time	Filed By	Location	Brief Description
1	June		Facilities	Campus	Fire extinguisher annual inspection/Suppression System Inspection
2	July		Hawkeye Communication	DJAC, Atrium, Boman, Breen, Campus Center, Fieldhouse, Johnson and London, Library, Music Hall, Nilssen-Boe, Ormseth, Rasmusson, Salveson, Tanner, Thorson, Timberland, Voss	Panel, batteries, power supply, system inspection, fuses, lamps, annunciators, pull stations, smoke & heat detectors & door holders, horns, strobes, waterflow switch. Elevator company will need to check elevator service.
3	April, June, September		Blackhawk Sprinklers	Boman, other building locations not listed	Dry valves, pressure gages, Fire department connections, swivels and couplings, alarms and drain test, air compressors, pipes, sprinkler heads, alarms, backflow preventers, wet system
4	March		Fire Safety Report	Atrium/Campus Center	Monthly fire extinguishers check inconsistent or not documented. Emergency lighting devices, documentation of all fire drills not available, remove all kick down wedge devices, repair replace illuminated non-operational exit signs, remove storage from in front of electrical panel, hoods expected to be checked semi annually
5	May		Fire Safety Report	Breen	Monthly inspections of portable fire extinguishers are inconsistent. Documentation of drills not available (provided in Student Life incident log) Remove kick down wedges. Separation doors must close and latch
6	May		Fire Safety Report	Columbia Theme House	Monthly tests and emergency writing not available lighting devices and drills documentation not available.
7	May		Fire Safety Report	DJAC	Emergency lights documentation not available, evacuation drills are not available. Remove kick down and wedge devices
8	May		Fire Safety Report	Fieldhouse	Fire drills Emergency lighting device Portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors.
9	May		Fire Safety Report	Ormseth Hall	Fire drills Emergency lighting device Portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Repair basement lounge door and west stair tower door
10	May		Fire Safety Report	London Hall	Fire drills Emergency lighting device Portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Separation doors must close and latch.

11	May		Fire Safety Report	Immanuel Theme House	Fire drills Emergency lighting device Portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available.
12	May		Fire Safety Report	Tanner	Fire drills Emergency lighting device portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available. Ensure separation doors close and latch. Electrical box on ceiling in basement left open exposed wires Remove tape covering smoke detector in basement.
13	May		Fire Safety Report	Library	Fire drills emergency lighting device portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available.
14	May		Fire Safety Report	Lux House	Fire drills emergency lighting device portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available.
15	May		Fire Safety Report	Music Building	Fire drills emergency lighting device portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available.
16	May		Fire Safety Report	Olson Theme House	Fire drills emergency lighting device Portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available.
17	May		Fire Safety Report	Rasmusson Hall	Fire drills Emergency lighting device portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available.
18	May		Fire Safety Report	Timberland	Fire drills emergency lighting device portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available.
19	May		Fire Safety Report	Veritas Theme House	Fire drills emergency lighting device portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available.
20	May		Fire Safety Report	Warrior House	Fire drills emergency lighting device portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors.

					Documentation of 90-minute emergency lighting devices not available.
21	May		Fire Safety Report	Johnson & London Hall	Fire drills emergency lighting device portable fire extinguisher monthly inspections not available. Remove kickdown wedge devices of all doors. Documentation of 90-minute emergency lighting devices not available. Ensure separation doors are latched.
22	January		Resident Assistant	Johnson & London Hall	Kitchen smoke from student microwaving plastic bowl set off alarm.
23	February		Resident Assistant	Tanner Hall Kitchen	Heavy smoke cooking in North kitchen activated alarm, building cleared. Windows opened, smoke cleared and alarm reset.
24	May		AC on Call	Library	Fire alarm sounded from 2 nd floor. Fire department called. Building closed, no one was in building. Alarm head needed to be replaced.
25	May		AC on Call	Breen Kitchen	Pan of oil burning. Student left kitchen with cooking food. Smoke and burning food
26	August		Resident Assistant	Ormseth 4 th floor	Student microwave ramen without water in plastic bowl. Then throws burning container in plastic garbage can that starts to burn and smoke. Not Bright. Floors cleared and space cleared out.
27	August		Resident Assistant	Tanner	First Floor exit door alarm activated from student departing through the door.
28	September		Resident Assistant	Johnson and London	Kitchen cooking activated the alarm. Students cleared from building and later returned when alarm silenced.
29	October		Resident Assistant	Johnson and London Laundry room	Washing machine was smoking. Alarm was activated, machine turned off. Alarm reset.
30	November		Resident Assistant	Breen Hall	Candle violation in room checks.
31	November		Area Coordinator	Tanner	Cooking air fryer in North tanner floor activated alarm. No smoke or fire. Windows opened and system reset.
32	December		Resident Assistant	Tanner	Room check during break and found candles and no battery in smoke detector.
33	December		Resident Assistant	Tanner	Candle violations in room checks.

2023 Fire Log

No.	Date/2023	Time	Filed By	Location	Brief Description
1	Jan. 25		Ormseth AC	Ormseth Hall	Unauthorized exit through fire exit north door. Alarm activated.
2	Feb 5		Breen AC	Breen Hall	Unauthorized exit through south door. Alarm activated students documented.
3	Feb 25		Ormseth AC	Ormseth Hall	Unauthorized exit through north fire exit door. Alarm sound students documented and fined

4	March 12		Tanner Hall AC	Tanner 2 nd Floor	Fire alarm activated 2 nd Floor North where kitchen is located. Likely kitchen cooking activated alarm after check. System reset.
5	April 11		Tanner Hall AC	Tanner 2 nd Floor	Kitchen stove grease in pan burning & created cooking smoke. Activated fire alarm system. Assessed area, open windows. Reset system.
6	March 24		Ormseth Hall RA	Ormseth Hall	Unauthorized exit through north fire exit door. Alarm sounded. System reset and student documented.
7	March 24		Ormseth Hall RA	Ormseth Hall	Building fire alarm went off. Lights flashing students evacuated. Assessed system and reset. No fire.
8	March 25		Ormseth Hall AC	Ormseth Hall	Building fire alarm went off. Students activated. Assessed system and reset. Reported to facilities.
9	August 22		Johnson & London AC	Johnson & London Hall 3 rd Floor Johnson	Student sprayed fire extinguisher into another students room inappropriately. Students followed up on and given consequence. Fire extinguisher replaced.
10	September 27		Johnson & London AC	Johnson Hall 4 th Floor	Student set off fire extinguisher on floor. Area cleaned, and extinguisher replaced.
11	November 16		AC on Call	Johnson and London Hall	Building fire alarm sounded. Students evacuated. First floor study room area. No smoke or fire. Possible pull station pulled or system malfunction. System reset.
12	December 18		Breen AC	Breen Hall kitchen	Smoke from cooking. triggered fire alarm in kitchen. Building was checked no fire. System reset.
13	January 23		Midwest Alarm Services Inspections	Thorson, Campus Center, Library, Ormseth, Voss, Salveson, O.H. music building, Field House, Breen, Tanner, Rasmussen, J&L, DJAC	Inspect smoke/heat detector, control units, pull station and other fire alarm systems. Some Rasmusson, Breen and weight room smoke detector deficiencies.
14	June 5		Fire Safety Report & Review and visual on campus inspection compliance by State Fire Marshal inspector & supervisor	Atrium, Breen Hall, DJAC, Ormseth, Theme Houses (6), Fieldhouse, Tanner Hall, Johnson/London, Hagen Music, Rasmusson Hall, Timberland Apt, and Hanson Library	Review and recommendation of power and emergency lighting systems, annunciators, devices, suppressers, audibles, generators, piping, gauges, waterflow, detectors, alarms, strobes, kitchen hood/appliances, extinguishers, sprinkler systems, fire resistant construction, hydraulics & gauges, test records, batteries, carbon monoxide systems, and fire doors. -Monthly extinguisher inspections documentation need attention. -Emergency lights testing should be longer Commercial cooking system hood testing semi annual testing

					-DJAC GFCI outlet needs to be installed behind washing machine. No extension cords for steamer tank should be used
15	June 21		Synergy Fire & Safety	All Campus Buildings	Safety System & fire extinguisher inspections and recharge.
16	June 15		Blackhawk Sprinkler Inc.	Boman Fine Arts Center	Test and maintain and inspect sprinkler pipes, tanks, valves, swivels, caps, plugs, & gaskets.

FIRE STATISTICS LOG BY RESIDENCE BUILDING-2024

	Cause of Fire	Unintentional Fire	Intentional Fire	Undetermined Fire	Deaths	Injuries	Property Damage
Breen Hall 146 S. 9 th St.	N/A	0	0	0	0	0	0
Johnson/London 526 W. J St./546 W. J St.	N/A	0	0	0	0	0	0
Ormseth Hall 245 W. G St.	N/A	2	0	0	0	0	0
Rasmusson Hall 205 A S. 6 th St.	N/A	1	0	0	0	0	0
Tanner Hall N-125 S. 8 th St. S-130 S. 8 th St.	N/A	1	0	0	0	0	0
Timberland Apts. 101 Bob Johnson Dr.	N/A	0	0	0	0	0	0
Columbia House 445 W. I St.	N/A	0	0	0	0	0	0
Lux House 236 S. 8 th St.	N/A	0	0	0	0	0	0
Immanuel House 236 S. 6 th St.	N/A	0	0	0	0	0	0
Olson House 305 W. K St.	N/A	0	0	0	0	0	0
Veritas House 246 S. 8 th St.	N/A	0	0	0	0	0	0
Warrior House 425 W. I St.	N/A	0	0	0	0	0	0

FIRE STATISTICS BY RESIDENCE BUILDING-2025

	Cause of Fire	Unintentional Fire	Intentional Fire	Undetermined Fire	Deaths	Injuries	Property Damage
Breen 146 S. 9 th St.		0	0	0	0	0	0
Johnson/London 526 W. J St./546 W. J St.		0	0	0	0	0	0
Ormseth		0	0	0	0	0	0

245 W. G St.							
Rasmusson 205 A S. 6 th St.		0	0	0	0	0	0
Tanner Hall N-125 S. 8 th St. S-130 S. 8 th St.		0	0	0	0	0	0
Timberland Apts. 101 Bob Johnson Dr.		0	0	0	0	0	0
Columbia House 445 W. I St.		0	0	0	0	0	0
Lux House 236 S. 8 th St.		0	0	0	0	0	0
Immanuel House 236 S. 6 th St.		0	0	0	0	0	0
Olson House 305 W. K St.		0	0	0	0	0	0
Veritas House 246 S. 8 th St.		0	0	0	0	0	0
Warrior House 425 W. I St.		0	0	0	0	0	0

FIRE STATISTICS BY RESIDENCE BUILDING-2023

	Cause of Fire	Unintentional Fire	Intentional Fire	Undetermined Fire	Deaths	Injuries	Property Damage
Breen Hall 146 S. 9 th St.		0	0	0	0	0	0
Johnson/London 526 W. J St./546 W. J St.		0	0	0	0	0	0
Ormseth Hall 245 W. G St.		0	0	0	0	0	0
Rasmusson Hall 205 A S. 6 th St.		0	0	0	0	0	0
Tanner Hall N-125 S. 8 th St. S-130 S. 8 th St.		0	0	0	0	0	0
Timberland Apts. 101 Bob Johnson Dr.		0	0	0	0	0	0
Columbia House 445 W. I St.		0	0	0	0	0	0
Lux House 236 S. 8 th St.		0	0	0	0	0	0
Immanuel House 236 S. 6 th St.		0	0	0	0	0	0
Olson House 305 W. K St.		0	0	0	0	0	0
Veritas House 246 S. 8 th St.		0	0	0	0	0	0
Warrior House 425 W. I St.		0	0	0	0	0	0

REFERENCES AND ACKNOWLEDGMENTS

Parts of the procedures for Fires were prepared from data, recommendations, and policies found in the following:

1. University Fire Safety Forum, Final Report, United States Fire Administration, National Fire Protection Association Final Report, September 24, 1999.
2. United States Fire Administration Technical Report Series, University Dormitory Fires in Dover, Delaware and Farmville, Virginia. Federal Emergency Management Agency, United States Fire Administration, National Fire Data Center, Federal Emergency Management Agency, Report 006 of the Major Fires Investigation Project.
3. The University of Maryland, Department of Environmental Safety, Fire Safety Policy.
4. FEMA Guide for All-Hazard Emergency Operations Planning September 1996 SLG 101:
 - *Guide for All-Hazard Emergency Operations Planning.*
 - Federal Emergency Management Agency United States Fire Administration
 - *Emergency Procedures for Employees with Disabilities in Office Occupancies.*