



2023 ANNUAL SECURITY & FIRE SAFETY REPORT

Department of Campus Safety

Includes Crime Statistics for
Years 2020, 2021, and 2022



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THE CLERY ACT

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and related amendments, as well as New York State Education Law, colleges and universities are required to prepare and publish an Annual Security Report by October 1 of each calendar year. The Annual Security Report includes statistics for the previous three years concerning specific reported crimes that occurred on campus and on public areas within, or immediately adjacent to and accessible from, the campus. These statistics are compiled from campus incident reports, reports from designated Campus Security Authorities, and from local police departments and precincts. Statistics related to fires that may have occurred in on-campus student housing are included as part of this report. The report also describes institutional policies relevant to campus security, such as policies concerning alcohol and drug use, crime prevention and reporting, including crimes that involve dating violence, domestic violence, sexual assault and stalking, as well as emergency and evacuation procedures and protocols. This report is prepared by the University's Department of Campus Safety in cooperation with the local law enforcement agencies that adjoin all Mercy University campuses. Campus crime, arrest, and referral statistics include those reported to Campus Safety and local law enforcement agencies. An online copy of this very same report can be found at <https://www.mercy.edu/about-mercy/campus-safety-and-security> under the Annual Security Report tab. In addition, an e-mail notification is made annually to all enrolled students and all employees that includes a copy of this report and also provides the website address through which the report can be accessed. Printed copies of the report may also be obtained at the Department of Campus Safety located in Main Hall, room 234 at the Dobbs Ferry campus or by calling (914) 674-7225. All prospective students and employees may obtain a copy as described above.

SECURITY AND ACCESS TO CAMPUS FACILITIES

CAMPUS FACILITIES

During Calendar Year 2021, Mercy University was made up of three distinct campuses: Dobbs Ferry, Manhattan, and the Bronx,. No academic activity occurred at the Yorktown Heights Campus in 2020 and Mercy University ceased all operations there in June of 2021.

The Dobbs Ferry Campus is located at 555 Broadway, Dobbs Ferry, New York.

Dobbs Ferry normal hours of operation are 7:00AM to 11:00PM Monday to Saturday, and Sunday 7:00 AM to 6:00 PM. After hours, only currently enrolled students and employees are

permitted to be on the Dobbs Ferry Campus for the purpose of school related work. The campus is patrolled both by vehicle and on foot.

The Manhattan Campus is open 7:30AM to 11:00PM Monday through Saturday. It is located at 47 W 34th St., NY, NY.

The Bronx Campus is open 8:00AM to 11:00PM Monday to Thursday, 8:00AM to 6:00PM on Friday, 8:00AM to 5:00PM on Saturday, and 8:00AM to 6:00PM on Sunday. It is located at 1200 Waters Place, Bronx, NY.

Though primarily a commuter school, Mercy University has three residence halls: Hudson and Founders' Halls, which are located at the Dobbs Ferry campus, and one on the seventh floor of the Manhattan Campus, referred to as "Dorm-34." These are restricted to residents and their guests according to guest protocols presented in the Student Handbook which require all visitors to sign in and provide advance notice of their arrival if remaining overnight. {During the COVID-19 Pandemic visitor access to the residence halls was entirely restricted}. Access to the residence halls by University employees is on an "as needed" basis and incorporates a strict control procedure implemented by Campus Safety and the Office of Residence Life. The Assistant Dean of Student Affairs, Resident Directors (RD's) and Resident Assistants (RA's) supervise the residence halls. There is an RA on every wing. An RA is an upper-class student (sophomore/junior/senior) who has received extensive training in many different aspects of residence hall living. The RD's and RA's undergo training in enforcing residence hall safety and security policies and awareness of potential safety hazards and concerns. One RA is on always duty from 8:00 PM to Midnight. In addition, there is one RD on duty throughout the day, each day. Residents must produce their ID each time they enter the hall.

Security for the residence halls is provided by contract security officers and specially trained student attendants on a 24/7 basis. Access control to the residence halls is supplemented by an online computerized card access system linked to student identification cards. In addition, CCTV coverage is maintained of public spaces within the on-campus residence halls. The same rules apply to Mercy's off-campus hotels that are affiliated with the University when such hotels are used to accommodate excess demand. There were no off-campus hotels utilized during the 2021-2022 academic year. There are no off-campus student organizations affiliated with Mercy University.

In addition, the Facilities Department maintains the campus buildings and grounds with a concern for safety and security. It inspects campus facilities regularly, promptly makes repairs affecting safety and security and responds immediately to reports of potential safety and security hazards, such as broken windows and locks. Those with concerns about the physical safety of campus buildings and grounds can call the Facilities Office, Monday through Friday, 8:00 AM to 4:30 PM, at extension 7638.

The Department of Campus Safety is directly involved in capital project development and management where security is either directly impacted or capable of being enhanced for the safety of the University community. For example, during the recent refurbishment of the Dobbs Ferry train path leading from campus to the Ardsley on Hudson train station, Campus Safety was able to successfully implement the addition of three additional blue light emergency call boxes. Other on campus structural improvements have also provided an opportunity to add to the number of available emergency call boxes.

GUEST POLICY

The public can attend cultural and recreational events on campus with access limited to the facilities in which these events are being held. To report any violations of this policy or to report suspicious persons, contact Campus Safety at (914) 674-7225. The University reserves the right to refuse entry or remove anyone regardless of status for rule infractions or safety reasons.

IDENTIFICATION CARDS

Students, faculty, and employees have access to academic, recreational and administrative facilities on campus during regular hours of operation. All students and employees must obtain a MERCY UNIVERSITY IDENTIFICATION (ID) CARD. ID cards can be obtained at any of the three campuses.

ID cards must be carried at all times while on University property and presented upon request. ID cards must be presented to access the Bronx and Manhattan campuses which employ optical turnstiles. Alumni are also permitted to access selected resources but must register in advance with the Office of Alumni Affairs and obtain a valid Alumni Card.

DEPARTMENT OF CAMPUS SAFETY

CAMPUS SAFETY MISSION STATEMENT

The mission of the Mercy University Department of Campus Safety is to maintain a secure and open environment that fosters learning and growth for all members of the University community. We pledge to do so in a respectful and professional manner. In return, we ask that members of the Mercy University community assume their individual and collective responsibilities to assist us in our mission and help to make Mercy University the best learning environment possible.

DEPARTMENT OF CAMPUS SAFETY STRUCTURE, COMPOSITION AND AUTHORITY

The University utilizes NYS licensed security officers from a third-party vendor, currently Security Services of Connecticut (SSC), as well as an in-house staff to provide security services. The Department of Campus Safety is comprised of an Executive Director for Campus Safety and Emergency Management, a Director of Campus Safety, two Assistant Directors of Campus Safety, an Office Manager, and the contract licensed guard company. Department of Campus Safety personnel, contract security supervisors, and contract licensed security officers from SSC who work for Mercy University do not have peace/police officer status as described in the New York State Criminal Procedure Law.

The executive staff of the Department is well versed in safety/security matters and has extensive knowledge of police procedure and/or safety measures at institutions of higher education. These individuals evaluate and oversee a force of contracted New York State Certified Security Guards and Supervisors. Security officers' staff an operational command center and patrol the campus both on foot and in marked vehicles (at the Dobbs Ferry Campus) twenty-four hours a day, seven days a week. Security Officers are also assigned to the Bronx and Manhattan campuses. Security Officers are present at the Manhattan Campus twenty-four hours a day, seven days a week.

Mercy University Campus Safety officers have the authority to ask persons for identification and to determine whether individuals have lawful business with Mercy University. Mercy University security officers have the authority to issue parking tickets at the Dobbs Ferry Campus in order to enforce published parking regulations. Campus Safety officers do not have the authority to make arrests. Criminal incidents are referred to the local police who have jurisdiction on the respective campuses.

WORKING RELATIONSHIP WITH OTHER LAW ENFORCEMENT AGENCIES

The Department of Campus Safety at Mercy University maintains a highly professional working relationship with the relevant local police departments that provide coverage to all Mercy University campuses. All crime victims and witnesses are strongly encouraged to immediately report any crime to Campus Safety and the appropriate police agency. Prompt reporting will ensure the issuance of timely warning notices on-campus as necessary, as well as accurate crime statistics. Mercy University has a written Memorandum of Understanding with the New York City Police Department, the Dobbs Ferry Police Department, and the Irvington Police Department. Mercy University maintains an active on-going working relationship with the New York State Police, the Irvington Police Department, and the Tarrytown Police Department such that any crime that is committed on campus is referred to the local police department jurisdiction for further investigation and/or criminal prosecution.

The Department of Campus Safety also works closely with the Westchester County Police Department, New York State Homeland Security and Emergency Services, The Federal Bureau of Investigation, and The U.S. Secret Service as necessary.

CRIME REPORTING

Students, faculty, staff and their visitors are urged to promptly report emergencies, criminal activity, accidents, unsafe situations, and suspicious activity to Campus Safety at (914) 674-9999 (x9999) and/or by calling 911. If the situation is of an extreme or life-threatening nature, please contact 911 immediately and then follow up by contacting Campus Safety so that preparations can be made for the arrival of municipal first responders. In addition, incidents can be reported to any uniformed Campus Safety officer. A crime victim who does not wish to pursue action either through the institution or the criminal justice system may still voluntarily file a confidential report describing the details of the incident. Depending on the circumstances of the crime, the option exists to file a report while maintaining the

confidentiality of the reporter. The purpose of a confidential report is to allow the complainant to maintain confidentiality while still allowing the University to take steps to ensure the safety of the community. A confidential report also allows the University to compile accurate and complete crime statistics for the purpose of making timely warning reports and publishing annual statistics. In exceptional circumstances, where it is not possible to fully guarantee the confidentiality of the complainant, the complainant will be so advised. The University strongly encourages campus mental health counselors who deem it appropriate to inform persons whom they are counseling of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Crime Reports are classified, logged and fully investigated. Any required follow up measures are undertaken in concert with municipal and federal authorities as necessary. Reports may be sent to Human Resources, Student Affairs, or the Title IX office for further action.

The University has emergency call boxes (Blue Light Emergency Phones) deployed throughout the Dobbs Ferry Campus for use in an emergency. By pressing the red button on the face of the call box, users are immediately connected with the Campus Safety Command Center.

In addition, Mercy University affiliates have the ability to file a report electronically via the Mavericks Safe App.

Any actions taken by an individual that recklessly or intentionally endanger the mental or physical health of any member of the University community should be reported to the Vice President of Student Affairs, Assistant Dean of Student Affairs, the Director of Human Resources or The Department of Campus Safety. Members of the campus community can telephonically report criminal incidents to any of the contact points below:

MERCY UNIVERSITY DEPARTMENT OF CAMPUS SAFETY

Dobbs Ferry and all Campuses (Main Office - 24 hours)	(914) 674-9999 X9999 <i>(emergencies)</i>
Dobbs Ferry (Main Office - 24 hours)	(914) 674-7225 <i>(non-emergencies)</i>
Bronx	(718) 678-8983

Manhattan	(212) 615-3319
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TITLE IX

Title IX Coordinator	(914) 674-7679
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DOBBS FERRY CAMPUS

Dobbs Ferry Police and Fire Department	(914) 693-5500
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Irvington Police Department	(914) 591-8080
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New York State Police Campus Sex Assault Unit	(844) 845-7269
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Vice President of Student Affairs	(914) 674-7775
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BRONX CAMPUS

NYPD 49th Police Precinct	(718) 918-2000
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NYFD	(718) 665-2200
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MANHATTAN CAMPUS

NYPD Midtown South Police Precinct	(212) 239- 9811
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NYFD Midtown South Fire Department	(212) 570-4226
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Director of Admissions	(212) 615-3302
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CAMPUS SECURITY AUTHORITIES

Members of the University community may make reports of crimes and security incidents to officials deemed Campus Security Authorities (CSA's). Each year, the Department of Campus Safety requests data, via campus e-mail, from these CSA's for inclusion in this report. CSAs are deemed to have significant responsibility for both student and/or campus activities. CSAs may include members of Campus Safety, Athletics, Student Affairs, Residence Life, etc.

Mercy University CSAs undergo required annual online training to ensure that they are fully cognizant of their reporting responsibilities. The results of the online training, which include knowledge testing, a formal acknowledgement of the specific role, and certification that any items of concern have been passed on to the appropriate authorities during the course of the prior year, are recorded and stored by the Department of Campus Safety.



TIMELY WARNINGS TO THE COMMUNITY

Timely Warnings are issued to the University Community when the Department of Campus Safety is made aware of a Clery reportable crime that occurs on campus property or property immediately adjacent to and accessible from the campus and which poses a serious or continuing threat to the Community. These Warnings are issued in compliance with federal law for select crimes identified as part of the Clery Act. Victim information is kept confidential during this process and the Warning is designed to prevent a similar occurrence from affecting the Community in the future.

The decision to issue a Timely Warning is made by the Executive Director for Campus Safety and Emergency Management in consultation with other members of the University's executive management as necessary, including the Office of the General Counsel. When it is appropriate, the Department of Campus Safety will issue an immediate notification via the public address system, text messaging, and electronic mail. The University is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

EMERGENCY NOTIFICATION AND RESPONSE

Mercy University utilizes the REGROUP (MERCY ALERT) emergency mass notification system to transmit via telephone, text, or e-mail emergency messages to the University Community. Upon confirmation by the Department of Campus Safety of a significant on campus emergency or dangerous situation involving an *immediate* threat to the health or safety of students, faculty or employees Mercy University will, taking into account the safety of the community, determine the content of the notification and initiate the notification system. This is done unless the notification will, in the professional judgment of Campus Safety or upon conferral with the emergency responders, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. Campus Safety will respond to the scene and/or confer with emergency responders to determine the level of the emergency. Campus Safety will notify the Mercy University Emergency Response Team who will be responsible for managing the emergency incident until closure. Follow-up information will be

provided to the community as appropriate, either through the continued use of the MERCY ALERT emergency mass notification system or via the broader electronic media described below.

In case of an imminent threat to life or property, Campus Safety will be responsible for issuing an Emergency Notification that will be disseminated to the entire campus community. Where time allows, Campus Safety will collaborate with the Mercy University Emergency Management Team (EMT) (see description below) to craft an appropriate notification that may or may not be limited to a particular segment or segments of the campus community as appropriate. The emergency situation will be continuously assessed to determine if additional segments of the campus community require notification. Members of the larger community can learn about significant emergencies via the Mercy University social media platforms, through local media outlets, or via MERCY ALERT if their contact information has been included by a Mercy University affiliate. A test of the emergency broadcast system is conducted once a semester.

To disseminate emergency information to the University community, Mercy University may also utilize the Mercy University website, www.mercy.edu, Mercy Connect, Outlook e-mail, Mercy's Facebook page, Twitter or the Mercy University information line in addition to the MERCY ALERT emergency mass notification system.

In 2020, Mercy University adopted a personal safety app known as MAVERICKS SAFE. This app provides easy access to emergency preparedness and response information via any mobile device. The app also allows for the reporting of emergency crime tips and provides emergency contact numbers as well as emergency alert and tracking features for individual app users.

EMERGENCY DRILLS, TESTING & EVACUATION PROCEDURES

Mercy University facilitates emergency training and exercises for all members of the campus community to include students, staff, and faculty. During individual building evacuation drills, both announced and unannounced, building occupants are familiarized with campus evacuation procedures. All building occupants are given an opportunity to ask questions and express concerns during the instructional portion of the drills. Records are kept of each drill conducted. Evacuation procedures and instructions for each campus may be found under the

Emergency Response Plans section of the Mercy University Campus Safety homepage. Evacuation procedures include such protocols as instructions to “Shelter in Place” or to exit the building in question.

Emergency Management training culminates in an annual emergency exercise that engages the EMT in a simulated drill that reflects actual events that have affected or might affect the higher education community. The EMT is made up of senior managers from throughout the University who meet regularly to develop and practice all hazard emergency plans and operations.

Campus Coordinators, primary and backup, are assigned to each of the four campuses. The Campus Coordinator role is to be prepared to respond to any emergency incident. Each Coordinator, mobile patrol, and security fixed post is equipped with emergency and first aid supplies.

Note on all emergency notifications: When in the considered opinion of University or civil authorities, dissemination of information on a given emergency may hinder or cause additional harm, such notification may be delayed until such time that it is safe to do so.

PROCEDURES TO FOLLOW IF A CRIME OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING HAS OCCURRED

Under the provisions of Title IX of the Education Amendments of 1972 (Title IX), 20 USC §§ 1681 et seq., and its implementing regulations, 34 CFR Part 106, discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance is prohibited. Sexual harassment of students, which includes acts of sexual violence, cyber stalking and unwanted physical contact of a sexual nature, is a form of discrimination prohibited by Title IX. Sexual harassment is unwelcome conduct of a sexual nature that is sufficiently serious to adversely affect an individual’s ability to participate in or benefit from an educational program. It includes unwelcome sexual advances, requests for sexual favors and other verbal, non-verbal, or physical contact of a sexual nature on or off campus. Sexual assault, domestic violence, dating violence and stalking are forms of sexual harassment and are prohibited forms of discrimination under Title IX.

On March 7th, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA) (Pub. Law 113-4), which, among other provisions, amended section

485(f) of the Higher Education Act (HEA), otherwise known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). The Clery Act requires institutions of higher education to comply with certain Campus Safety and Security-related requirements as a condition of their participation in the Title IV, HEA programs. Notably, VAWA amended the Clery Act to require institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports.

Further, New York State amended the Education Law by adding Article 129-B on July 1, 2015 (in addition to Article 129-A, which has been in effect for a number of years). This law, known as “Enough is Enough” imposes additional legal obligations for reporting sexual assault, dating violence, domestic violence, and stalking by Universities, as well as sets forth detailed requirements for the way in which Universities must handle these matters internally.

The procedures for reporting all incidents of sexual harassment, gender-based harassment, and sexual violence, including dating violence, domestic violence, sexual assault and stalking are set forth in the [Mercy University Policy On Sexual Misconduct](#), attached hereto.

Further information for reporting and support services can be found on Mercy’s webpage, <https://www.mercy.edu/about-mercy/title-ix>

Allegations of sexual misconduct including sexual harassment, sexual assault, stalking, or domestic and dating/intimate partner violence should be reported to one of the individuals listed below:

- Title IX Coordinator, Elizabeth Fanelli, VH 106, 914-674-7679, efanelli@mercy.edu
- Executive Director for Campus Safety, Konrad Motyka, MH 234, 914-888-5315, kmotyka@mercy.edu
- Director of Campus Safety, Cesar Robles, MH 234, 914-674-7185, crobles5@mercy.edu

- Vice President of Student Affairs, Kevin Joyce, MH-223M, 914-674-7775, kjoyce@mercy.edu

CAMPUS SEX CRIMES PREVENTION ACT (REGISTERED SEX OFFENDERS)

The New York State Division of Criminal Justice Services maintains a registry of convicted sex offenders, which is available to local law enforcement agencies. To obtain information about a Level 2 or Level 3 registered sex offender you may:

- 1) Contact the police department in the jurisdiction in which the offender resides and/or in which the University is located.
- 2) Contact **Cesar Robles** Director of Campus Safety at 914-674-7185
- 3) Call the Division's sex offender registry at 800-262-3257

To obtain information about Level 3 offenders only, you may contact the Division's sex offender registry web site: http://www.criminaljustice.ny.gov/nsor/contact_sor.htm and then click on "Search for Level 3 Sex Offenses".

REPORTS OF MISSING STUDENTS

In accordance with state and federal law, the University maintains protocols for investigating reports of a missing student. A missing student is defined as any Mercy University student residing in on campus student housing who has been reported missing from his or her residence. Reports of a resident student who is believed to be missing for 24 hours should be made to the Assistant Dean of Student Affairs (914-674-7349), Vice President of Student Affairs (914-674-7775), or the Department of Campus Safety (914-674-7225). If a student is reported missing to any other Mercy University entity, that unit will immediately notify Campus Safety. Whenever a student is believed to be missing, Campus Safety, working closely with Student Affairs and Residential Life staff, will commence a logical investigation to determine the possible whereabouts of the student. In the event the resident student is not found after these efforts are undertaken, the Dobbs Ferry Police Department and other relevant municipal authorities, such as the NYPD in the case of Dorm 34, will be immediately notified and in all cases, no later than 24 hours. If the Police Department determines that the student should be classified as a missing person, Mercy University will support the investigation by

providing whatever assistance is appropriate. The official determination that the student is missing can be made *at any time* depending on the specific circumstances.

MISSING STUDENT CONTACT DESIGNATION

Each student living in on campus student housing has the option of registering a confidential contact person to be notified within 24 hours of the determination that the student is missing. The student has the option of selecting a person other than his/her general emergency contact. The information will be kept confidential and disclosed only in furtherance of a missing person investigation to authorized campus officials or municipal law enforcement. If a student is determined to have been missing for 24 hours and they are less than 18 years of age and not yet emancipated, their parent or legal guardian will be notified in addition to the confidential contact person if the student has identified one. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, local law enforcement will be notified once the determination is made that the student is missing.

INVESTIGATION OF VIOLENT FELONY OFFENSES

In accordance with New York State Education Law, the University maintains a plan for the investigation of violent felonies, which includes coordination with appropriate law enforcement agencies. In addition, in compliance with New York State Law and subject to applicable state and federal law, including, but not limited to, the New York State Campus Safety Act and the federal Campus Sexual Assault Victims' Bill of Rights under Title 20 U.S. Code 1092 (f) which gives the victim of a sexual offense the right to decide whether or not to report, the University will notify the appropriate law enforcement agency within 24 hours of receiving a report of a violent felony.

The plan includes the following:

Upon notification to the Office of Campus Safety that a violent felony offense has occurred at or on the grounds of the University, the primary and immediate objectives are:

- The well-being of the victim and to ensure prompt medical attention, if necessary
- Local law enforcement would be notified to respond
- The University Executive Director for Campus Safety will be notified

Other objectives of the investigation will be:

- Identification and apprehension of the individual(s) responsible
- Identification of witnesses and gathering of statements
- Preservation of the crime scene and safeguarding of evidence

The Campus Safety Officers at the scene will be responsible for these measures until the arrival of local law enforcement; at that time the Police on site will assume responsibility for the scene. Campus Safety will assist as requested and act as the liaison between the Police and the University Community.

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

ADVISORY COMMITTEE ON CAMPUS SAFETY AND SECURITY

In compliance with the NY State Education Law, Mercy University has formulated an Advisory Committee on Campus Safety, a sub-committee of Mercy University's Environmental Health and Safety Committee. This Committee is comprised of students, faculty, and staff members of the University. The Committee reviews current campus security policies and procedures and makes recommendations for their improvement. It shall also review current policies for:

1. Educating the University community, including security personnel and those who advise or supervise students, about sexual assault.
2. Reporting sexual assaults and dealing with victims during investigations.
3. Referring complaints to the appropriate authorities.
4. Counseling victims.
5. Responding to inquiries from concerned persons.

The Committee reports in writing to the University President on its findings at least once each academic year.

WEAPONS ON CAMPUS

Firearms and dangerous weapons/instruments of any type are not permitted on campus, including but not limited to the following: electronic dart gun, electronic stun gun, gravity knife, switchblade knife, pilum ballistic knife, metal knuckle knife, cane sword, billy, blackjack, bludgeon, plastic knuckles, metal knuckles, nunchakus or chuka sticks, sand bag, sand club, wrist-brace type slingshot or slingshot, shiriken or “Kung Fu star”. In certain circumstances, an exception can be made for the possession of a firearm for a carrier who possesses a permit and with valid reason shown, if there is advanced written approval from the Vice President for Operations and Facilities. The use or sale of firearms or other dangerous weapons by anyone is a violation of state and federal law, as well as a violation of the Student Code of Rights and Responsibilities.



DAILY CRIME AND FIRE LOGS

The Department of Campus Safety maintains a daily log of crimes and fire incidents that occur on campus. All reportable offenses, whether they are Clery classified or not, are logged—provided that they have occurred within the reportable geography (on campus and public property immediately adjacent to the campus) and include the following information: 1) date crime was reported, 2) date and time of the incident, 3) the nature of the crime, 4) the general location of the crime, 5) the disposition, if known and 6), special notes. The Dobbs Ferry log is kept in the offices of the Department of Campus Safety, Main Hall Room 234. All other individual campus logs are kept at the security desks in the lobbies and are available for inspection during regular business hours. The logs are updated less than two business days after the latest report comes in unless disclosure is prohibited by law or would jeopardize the confidentiality of the victim. The logs contain the most recent 60 days' worth of data. If you wish to review entries as far back as 7 calendar years, please make this request to the Department of Campus Safety either in person or by calling the office at 914-674-7185. Your request will be granted within two regular business days.

HATE CRIMES AND BIAS-RELATED INCIDENTS

Bias or hate crimes are crimes motivated by the perpetrator's bias or attitude against an individual victim or group based on perceived or actual personal characteristics, such as their race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, disability or alienage. Bias-related incidents are behaviors which constitute an expression of hostility against the person or property of another because of the targeted person's race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, disability or alienage.

According to New York Penal Law Section 485, a person commits a hate crime when he or she commits a specified criminal offense and either: (1) intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct, or (2) intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age,

disability or sexual orientation of a person, regardless of whether the belief or perception is correct.

Examples of hate crimes may include, but are not limited to: threatening phone calls, hate mail (including electronic mail), physical assaults, vandalism, destruction of property, and fire bombings.

A SPECIFIED OFFENSE is an offense defined by any of the following provisions of the NY State Penal Law:

Assault 1st, 2nd, 3rd degree, Aggravated assault upon a person less than eleven years old , Menacing 1st, 2nd, 3rd, degree, Reckless endangerment 1st, 2nd degree, Manslaughter 2nd degree, sub.1, 1st degree sub. 1,2,3,4, Murder 2nd degree, Stalking 1st, 2nd, 3rd, 4th degree, Rape 1st degree, sub.1, Criminal sexual act 1st degree, Sexual abuse 1st degree, Aggravated sexual abuse 1st degree, sub.1a, 2nd degree, sub.1, Unlawful imprisonment 1st, 2nd degree, Kidnapping 1st, 2nd degree, Coercion 1st, 2nd degree, Criminal trespass 1st, 2nd, 3rd degree,

Burglary 1st, 2nd, 3rd degree, Criminal mischief 1st, 2nd, 3rd, 4th degree, Arson 1st, 2nd, 3rd, 4th degree, Petit larceny, Grand larceny 1st, 2nd, 3rd, 4th degree, Robbery 1st, 2nd, 3rd degree, Harassment 1st degree, Aggravated harassment, sub. 1, 2, 4, or any attempt or conspiracy to commit any of the foregoing offenses.

The following represent the penalties for the commission of “hate crimes” in New York State if the *specified offense* is a class B felony:

Maximum term	Penal law section
6 years	70.00
8 years	70.02
12 years	70.04
4 years	70.05
10 years	70.06
20 years	any A1 felony

Students and employees who commit bias crimes are also subject to sanctions up to and including suspension, expulsion, or termination of employment, in accordance with the relevant disciplinary procedure. In order to effectively handle incidents of bias related crimes and prevent future occurrences of such crimes, victims or witnesses of a hate crime are encouraged to immediately report incidents by contacting the Executive Director for Campus Safety, the Vice President of Student Affairs (for student complainants), or the Executive Director of Human Resources (for employee complainants). Student victims of bias crime can also avail themselves of counseling and support services through the University's Health and Wellness or Counseling offices.

SECURITY AWARENESS AND CRIME PREVENTION ACTIVITIES

Members of the University Community are urged to secure their valuables and be aware of their surroundings in order to safeguard their persons and individual property. To assist in this endeavor, the Department of Campus Safety participates in presentations held by Student Life and other Mercy University departments that are provided to students, faculty, and staff. Information on safety and security is provided and emphasized via posters, the Campus Safety website, oral presentations, and crime alerts. In addition, the Department of Campus Safety independently conducts or provides training to the Community on active shooter and first aid topics.

All incoming students receive information about campus crime prevention programs during initial orientation -the third week of August each year. During orientation programs for residents, seminars are presented which address sexual assault, fire safety and other personal safety topics. Students are informed of many personal safety services available on campus, which include counseling, mental health services and emergency medical treatment. Employees receive similar information during the new employee orientation.

The Mercy University Department of Campus Safety can provide additional information on crime prevention on request.



MERCY UNIVERSITY POLICY ON DRUGS AND ALCOHOL

I. POLICY STATEMENT

Mercy University is committed to providing a safe, healthy, and productive educational and work environment for its students and employees. In furtherance of this goal and in keeping with the requirements of the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act, all students and employees are required to abide by the Mercy University Drug and Alcohol Policy. Individuals who violate this policy are subject to disciplinary sanctions including suspension and expulsion for students, and discharge for employees. Recognizing that drug and alcohol abuse are serious health concerns, this policy includes support resources for students and employees.

II. DISTRIBUTION OF THIS POLICY

All students are provided with a copy of this policy in the Student Handbook for each academic year. Students with questions regarding this policy, its administration, or issues related to drug or alcohol use should raise their concerns with the Office of Community Standards and Conduct without fear of reprisal at (914) 888-5173.

All employees are provided with a copy of this policy upon hire for signature indicating their acknowledgement of having received, read and understood the policy. A copy of this policy and related notice is sent to all employees on an annual basis. Employees with questions regarding this policy, its administration, or issues related to drug or alcohol use should raise their concerns with the Office of Human Resources without fear of reprisal at (914) 674-7389.

III. ILLEGAL DRUGS AND DRUG PARAPHERNALIA

The possession, use, manufacturing, selling, or distribution of illegal drugs or drug paraphernalia, as well as marijuana, is prohibited on all Mercy University property, in any Residential Area (which includes the Mercy University Residence Hall and any off-campus locations used for student housing) and at any off-campus University activity or event. The term illegal drug includes, without limitation, prescription medications or other drugs that are being used, possessed or distributed illegally. Such conduct may also violate a number of state and federal criminal laws that may subject violators to fines or terms of imprisonment.

In addition to marijuana being prohibited on any of Mercy's campuses or at any Mercy events, in the State of New York, it is illegal for any person under the age of 21 to possess or

consume marijuana. It is also illegal to obtain or use false or fraudulent proof of age obtained for the purposes of purchasing or consuming marijuana, to misrepresent one's age or the age of another as being 21 or over, or to drive while ability impaired under or over the age of 21.

IV. ALCOHOLIC BEVERAGES

In the State of New York, it is illegal for any person under the age of 21 to possess or consume alcohol. It is also illegal to obtain or use false or fraudulent proof of age obtained for the purposes of purchasing or consuming alcohol, to misrepresent one's age or the age of another as being 21 or over, to drive while ability impaired or while intoxicated, or to drink and drive under or over the age of 21.

The possession, use, manufacturing, selling, or distribution of alcoholic beverages is prohibited on all Mercy University property, in any Residential Area (which includes the Mercy University Residence Hall and any off-campus locations used for student housing), and at any off-campus University activity or event. The University recognizes, however, that there may be activities and events where the University, or schools, departments or divisions may wish to serve alcohol for those employees, and in rare cases, students 21 years of age or older, to consume in a responsible manner. In such cases, the department, division, or organization sponsoring the activity is responsible for enforcing strict adherence to New York State Alcohol Beverage Control Laws and other laws of the State of New York. Any person or organization on campus who wants to serve alcohol at an event attended by students needs to consult with the Vice President for Student Affairs to ensure appropriate guidelines are followed, to include checking IDs for age, setting a drink minimum, and providing food and non-alcohol beverages.

These guidelines are intended to discourage the irresponsible distribution and consumption of alcoholic beverages as well as underage access to alcoholic beverages. Students and employees have the personal responsibility of discouraging drunkenness. Also, at certain University-sponsored events, the responsible use of alcohol on campus in moderation by persons who are not students at the University, and who are of legal drinking age, will be permitted.

V. REPORTING VIOLATIONS

Any employee or student who knows or believes that a violation of the Mercy University Drug and Alcohol Policy has taken place may file a complaint with the Office of Community Standards and Student Conduct or the Office of Human Resources.

VI. VIOLATIONS AND SANCTIONS FOR STUDENTS

In the case of a student, allegations of violation of this policy will be investigated and adjudicated in accordance with the disciplinary procedures set out in the Student Handbook.

A. DRUG VIOLATIONS AND SANCTIONS FOR STUDENTS

The possession, use, or distribution of illegal drugs, as well as marijuana, or drug paraphernalia is prohibited on all Mercy University property, in any Residential Area (which includes the Mercy University Residence Hall and the off-campus hotels) and at any off-campus University activity or event. The term illegal drug includes, without limitation, prescription medications or other drugs that are being used, possessed, or distributed illegally. Such conduct may also violate a number of state and federal criminal laws that may subject violators to fines or terms of imprisonment.

In the State of New York, it is illegal for any person under the age of 21 to possess or consume marijuana. It is also illegal to obtain or use false or fraudulent proof of age obtained for the purposes of purchasing or consuming marijuana, to misrepresent one's age or the age of another as being 21 or over for purposes of purchasing or consuming marijuana, and to drive under or over the age of 21 while ability impaired or while intoxicated. Any such behavior by a student which is brought to the attention of a University official, will be treated as a violation of this policy.

Students will be ineligible for financial aid if they are convicted of an offense under federal or state law involving possession or sale of a controlled substance, provided that the conduct occurred while the student was enrolled and receiving federal financial aid. Ineligibility for financial aid will run from the date of conviction for the following periods: (a) for drug possession: a first offense carries a one-year disqualification, a second offense carries a two-year disqualification, and a third offense makes the student 20

ineligible indefinitely, and (b) for sale of a controlled substance: a first offense carries a two-year disqualification, and a second offense makes the student ineligible indefinitely.

A student can regain eligibility by successfully completing an approved drug rehabilitation program. Mercy University has the obligation to protect the interests and rights of students as well as those of the University community as a whole. At the same time, the University understands that drug abuse may be a symptom of deeper personal and emotional problems. The University may also offer assistance to students in such circumstances and emphasizes the reciprocal responsibility of the individual to seek such help.

Violations of the Illegal Drugs and Drug Paraphernalia policy include, but are not limited to, the following behaviors by students:

- **Level I:** (a) Possession or use of drug paraphernalia. Drug paraphernalia includes, but is not limited to: roach clips, bongs, pipes, and hookahs. Minimum of a \$25.00 fine, assigned community service, or a combination thereof, and letter of reprimand for a Level I illegal drugs/drug paraphernalia violation.
- **Level II:** (a) Possession or use of illegal drugs, including marijuana, or (b) the second instance of a Level I violation. Minimum \$100.00 fine, assigned community service, illegal substance education module, E-Toke, or a combination thereof, and disciplinary probation for a Level II drug violation.
- **Level III:** (a) The third or more instance of a Level I violation, or (b) the second or more instance of a Level II violation. Minimum \$200.00 fine, assigned community service, illegal substance education module, E-Toke, or a combination thereof, and disciplinary probation for a Level III drug violation.

- **Level IV:** (a) Sale, manufacture or distribution of illegal drugs, including marijuana, or (b) the second instance of a Level III violation. Minimum \$300.00 fine and removal from housing and/or suspension or expulsion from the University for a Level IV drug violation.

Upon finding credible evidence of the above listed violations by any student, the University will take appropriate disciplinary action, as set out in the Student Handbook, and may impose sanctions up to and including probation, suspension, or expulsion. Mercy University will also cooperate fully with law enforcement agencies in the investigation and prosecution of drug-related crimes that occur on University premises or at University-related events and activities or that otherwise affect the University community.

B. ALCOHOL VIOLATIONS AND SANCTIONS FOR STUDENTS

Students have the personal responsibility of discouraging drunkenness. In the State of New York, it is illegal for any person under the age of 21 to possess or consume alcohol. It is also illegal to obtain or use false or fraudulent proof of age obtained for the purpose of purchasing or consuming alcohol, to misrepresent one's age or the age of another as being 21 or over for purposes of purchasing or consuming alcohol, to drive while ability impaired or while intoxicated, or to drink and drive under or over the age of 21. Any such conduct by a student, which is brought to the attention of a University official, will be treated as a violation of this policy.

Violations involving alcohol by students of the Mercy University Drug and Alcohol Policy include, but are not limited to, the following behaviors:

- **Level I:** Student is found in the presence of alcohol or empty alcohol containers in any campus location, including any Residential Area. Minimum of a \$25 fine, assigned community service, or a combination thereof, and letter of reprimand for a Level I alcohol violation.
- **Level II:** (a) Possession or consumption of alcohol in any campus location, including any Residential Area, (b) presence at or hosting of a large or disruptive gathering where alcohol is present, or (c) the second instance of a Level I violation. Minimum of a \$100.00 fine, assigned community service or a

combination thereof, completion of an alcohol education module, and disciplinary probation for a Level II alcohol violation.

- **Level III:** (a) Visible intoxication in any campus location, including any Residential Area, (b) participation in or presence at contests involving the consumption of alcohol or the possession of any paraphernalia related to such contests, including the playing of water pong, when alcohol is also found in the student's room at the time of water pong activity, or (c) the second instance of a Level II violation. Minimum of a \$200.00 fine, assigned community service, or a combination thereof, completion of an alcohol education module, disciplinary probation and possible notice to student's parents for a Level III alcohol violation.
- **Level IV:** (a) Possession of kegs, grain alcohol or common source containers, (b) possession or use of funnels, (c) the third instance of a Level II violation, or (d) the second instance of a Level III violation. Minimum of a \$300.00 fine, assigned community service, one (1) year disciplinary probation, possible removal from the Residential Area, possible suspension or expulsion from the University, possible notice to the student's parents, or mandatory attendance in an alcohol awareness class for a Level IV alcohol violation.

Upon finding credible evidence of the above listed violations by any student, the University will take appropriate disciplinary action, as set out in the Student Handbook, and may impose sanctions up to and including probation, suspension or expulsion. Mercy University will also cooperate fully with law enforcement agencies in the investigation and prosecution of drug-related crimes that occur on University premises or at University-related events and activities or that otherwise affect the University community.

VII. VIOLATIONS AND SANCTIONS FOR EMPLOYEES

Mercy University has a vital interest in ensuring a drug-free, safe, and healthy workplace for our employees in the provision of quality services to fulfill the University mission. The unlawful presence of controlled substances in the workplace conflicts with these vital interests and contributes a violation of the community trust.

Employees may not use, possess, or be under the influence of illegal drugs, marijuana and/or alcohol at work on Mercy University premises or while conducting business related activities elsewhere. The use, possession, manufacture, distribution, and/or selling of alcohol, marijuana or illegal drugs is strictly prohibited on Mercy property and/or when on official business.

Employees may not come to work under the influence of alcohol, marijuana or drugs even if consumed off premises.

If an employee is required to take a controlled substance for medical reasons that presents symptoms of intoxication or impairment, the employee will be required to provide appropriate documentation from a physician to the Office of Human Resources. If, in the judgement of the Office of Human Resources in consultation with the employee's supervisor, the employee cannot adequately perform the functions of their job, the employee will be sent home until the employee can demonstrate that they are able to perform the essential functions of their job.

Employees suspected of being under the influence of a controlled substance, marijuana or alcohol may be required to submit to a drug/alcohol screening and if such screening confirms the suspicion, they will be relieved of duty and face disciplinary action up to and including termination.

Employees convicted of the sale or possession of an illegal substance while employed by Mercy University will be terminated. Under the Drug-Free Workplace Act, an employee who performs work for a government contract or grant must notify Mercy University of any criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction.

VIII. HEALTH RISKS ASSOCIATED WITH ALCOHOL ABUSE AND THE ILLEGAL USE OF DRUGS

Mercy University has an obligation to protect the interests and rights of students and employees. The University understands that drug abuse may be a symptom of deeper personal and emotional problems. The University may also offer assistance to students and employees in such circumstances and emphasizes the reciprocal responsibility of the individual to seek such help.

The health consequences of alcohol and substance abuse may be immediate and unpredictable, such as fatalities associated with alcohol and drug overdoses, or more long-term, such as liver and brain damage associated with the prolonged use of alcohol. The following are some of the health consequences of alcohol and other drug use:

Alcohol: Short-term effects include depressed central nervous system, impeded attention and memory, impaired judgment, impaired vision, impairment of other senses, irregular sleep, impaired driving, unconsciousness, and, with excessive use, death. Long-term effects of heavy use include damage to the liver, heart and pancreas, irritation of the gastrointestinal system, high blood pressure, oral cancer, malnutrition and nutritional deficiencies and lowered resistance to disease. Use during pregnancy can cause severe damage to the developing fetus.

Depressants: Short-term effects include depressed central nervous system, mildly impaired coordination, impaired judgment and short-term memory, impaired driving, and reduced anxiety/lethargy. In high doses, short-term effects can include irregular breathing, impaired reflexes, coma and death. Long-term effects of heavy use include disturbed sleep, chronic fatigue, anxiety, restlessness and depression, slower reflexes and impaired coordination, reduced sex drive and/or impotence, menstrual irregularities, hostility and mood swings and cross-tolerance to other depressants. Use during pregnancy can harm the developing fetus.

Hallucinogens: Because some of these substances are synthetic, they may be particularly potent and may contain impurities. Short-term effects include changes in perception, mood, thought and brain function, loss of judgment, disorientation, mild confusion and/or hallucinations, visual disturbances, increased heart rate, blood pressure and body temperature, nausea, vomiting and/or abdominal discomfort. In high doses, 23

some hallucinogens can cause death. Over the long term, heavy use can precipitate severe psychotic episodes. In addition, flashbacks can occur spontaneously. Their effects during pregnancy are not fully understood.

Opiates: Short-term effects include impaired driving. Higher doses can cause drowsiness, sedation, dizziness or euphoria. Some may have a stimulating effect, with increased heart rate, blood pressure, tremors and seizures. Very high doses can cause decreased heart rate and blood pressure, muscle contraction, cyanosis and death. Over the long term, heavy use can result in impaired vision, chronic constipation, a higher risk of pulmonary complications, and mood swings. Needle use can lead to abscesses, collapsed veins and infections. Use during pregnancy can harm a developing fetus and create a higher risk of premature birth, miscarriage and stillbirth.

Marijuana: Short-term effects are the same as many of the short-term effects of depressants, stimulants and hallucinogens. They can include impaired judgment, short-term memory loss, impaired intellectual performance, reddening of eyes, sensory distortion, impaired coordination, drowsiness, and impaired driving. Short-term use can also aggravate pre-existing heart problems and mental health problems. Over the long term, effects include respiratory damage, impairment of memory and concentration and interference with the physical, psychological and social development of young users. The effect of daily use during pregnancy may cause problems in the developing fetus, but the effect is not fully known.

Stimulants: Short-term effects include impaired driving, impaired judgment, rapid breathing, increased heart rate and palpitations, anxiety, restlessness, hostility, paranoia and confusion, and visual and auditory hallucinations. Overdose can lead to death. Over the long term, use of stimulants can cause severe anxiety and paranoia, impaired coordination, tremors, high blood pressure, malnutrition, chronic sleeplessness, and damage to internal organs, such as the brain, heart, lung, liver and kidneys. Chronic use can lead to death. Use during pregnancy can cause damage to the developing fetus.

IX. LEGAL SANCTIONS

Federal and New York State laws make it a criminal offense to manufacture, distribute, dispense, possess with intent to distribute, or simply possess a controlled substance. Such substances include but are not necessarily limited to heroin, cocaine, methamphetamine,

ecstasy, LSD, PCP, and a number of common pharmaceutical drugs if unlawfully obtained. The sanctions for violation of these laws, ranging from community service and monetary fines to life imprisonment, depend upon the particular offense, the drug type, and the drug quantity. Students convicted under these statutes may also forfeit federal financial aid eligibility.

An individual need not be in actual physical possession of a controlled substance to be guilty of a crime. The unlawful presence of a controlled substance in an automobile is presumptive evidence of knowing possession of such substance by each passenger unless the substance is concealed on the person of one of the occupants. Similarly, the presence of certain substances in plain view in a room can sometimes be presumptive evidence of knowing possession of such substance by anyone in close proximity.

Further, pursuant to New York State law:

- Any person under age 21 who is found to be in possession of alcohol with the intent to consume it may be punished by a fine and/or required to complete an alcohol awareness program and/or to provide up to 30 hours of community service. Alcoholic Beverage Control Law, § 65-c.
- Giving or selling an alcoholic beverage to a person less than age 21 is a class A misdemeanor punishable by a sentence of imprisonment of up to one year. Penal Law § 260.20.
- Any person who operates a motor vehicle while intoxicated or while his ability to operate such vehicle is impaired by the consumption of alcohol or drugs, is subject to suspension or revocation of driving privileges in the State, monetary fines up to \$1,000, and imprisonment for up to one year. Vehicle and Traffic Law § 1192.
- A person under 21 who presents false written evidence of age for the purpose of purchasing or attempting to purchase any alcoholic beverage may be punished by a fine, community service and/or completion of an alcohol awareness program. Alcoholic Beverage Control Law § 65- b(1). Possessing such false evidence may also be criminal possession of a forged instrument, which is a felony in New York, punishable by a fine of up to \$5000, imprisonment up to 7 years, or both. Penal Law § 170.25.

- Appearing in public under the influence of narcotics or a drug other than alcohol to the degree that a person may endanger him or her or other persons or property, or annoy persons in his vicinity, is a violation, punishable by a fine and imprisonment up to 15 days. Penal Law § 240.40.

X. RESOURCES FOR HELP WITH DRUG AND ALCOHOL ABUSE

A. STUDENT RESOURCES

Students in need of assistance with respect to questions or personal problems regarding alcohol or other drugs should contact the Counseling Center located at the Dobbs Ferry Campus in Main Hall, Room 108. The center is open weekdays from 9 a.m. to 5 p.m. Short-term personal counseling and crisis intervention are available for alcohol and substance abuse, and counselors can refer students to licensed professionals who can provide alcohol and substance abuse treatment or recovery information. Students may meet with counseling staff on the Dobbs Ferry, Bronx, or Manhattan campus. To schedule an appointment with a counselor, students can email and/or call the Counseling Center Main number (all campuses) at (914) 888-5150 or counselingcenter@mercy.edu.

Mercy provides two online education modules for students, one for alcohol and the other for marijuana. Both online modules are available on the Mercy University website within the Health and Wellness Center page:

e-CHUG: The electronic “Check-Up to Go” is a brief, self-assessment that provides you with accurate, detailed and personalized feedback on your use of alcohol, and specific information and helpful resources in the Mercy University community.

<http://interwork.sdsu.edu/echeckup/usa/alc/coll/mercy>

e-TOKE: The electronic “THC Online Knowledge Experience” is a brief, self-assessment that provides you with accurate, detailed and personalized feedback on your use of marijuana, and specific information and helpful resources in the Mercy University community. <http://interwork.sdsu.edu/echeckup/usa/mj/coll/mercy>

The e-CHUG program must be completed by all Residential students in order to be cleared to move into the Residence Halls. All student athletes are required to complete the module as well. Students who are found to be in violation of alcohol policies must complete the e-CHUG module as a part of the sanctions for the violation.

The e-TOKE module is used as an education sanction for students who are found to be in violation of illegal substance policies pertaining to the use of marijuana specifically.

B. EMPLOYEE RESOURCES

Employees who need help in dealing with alcohol or drug abuse should contact their health insurance provider, the (EAP) Employee Assistance Program (ComPsych at 1-800-864-3577) or the Office of Human Resources for information, including information on treatment facilities. All requests for information relating to alcohol or drug abuse will remain confidential. It is the employee's responsibility to seek assistance from the EAP prior to reaching a point where his or her judgment, performance, or behavior has led to imminent disciplinary action. Participation in the EAP after the disciplinary process has begun may not preclude disciplinary actions up to and including termination of employment.

C. COMMUNITY RESOURCES FOR STUDENTS AND EMPLOYEES

The following list contains confidential resources for anyone seeking information on alcohol and substance abuse prevention, education, counseling and treatment referrals.

- New York State Office of Alcoholism and Substance Abuse Services Hot Line: 1-877-846-7369 or text HOPENY (467369)
- New York City Drug and Alcohol Use Services: 1-888-NYC-WELL (1-888-692-9355)
- Westchester County Department of Community Mental Health, Office of Alcohol and Substance Abuse: 1-914-995-5220
- The Alcoholism Council of New York Help Line: 1-212-252-7022
- Alcoholics Anonymous: 1-212-647-1680 or www.nyintergroup.org
- Cocaine Anonymous: 1-877-958-8012 or www.canewyork.org

- Narcotics Anonymous: 1-212-929-6262 or www.na.org
- LIFENET Mental Health Association of NYC: 1-800-LIFENET (1-800-543-3638) or www.mhanys.org
- Pills Anonymous: 1-212-874-0700

XI. AMNESTY FOR ALCOHOL AND DRUG USE

The health and safety of every student at Mercy University is of the utmost importance. Mercy University recognizes that students who have been drinking and/or using drugs at the time that sexual harassment or sexual violence occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Mercy University strongly encourages students to report incidents of sexual harassment or sexual violence. Therefore, a complainant or bystander acting in good faith who reports any incident of sexual harassment or sexual violence to Mercy University or law enforcement authorities will not be subject to the University's Code of Conduct for violations of Mercy's Drug and Alcohol Policy occurring at or near the time of the commission of the sexual harassment or sexual violence. The law does not protect those who sell or distribute controlled substances, have open warrants or who violate parole or probation.

The New York State 911 Good Samaritan Law allows people to call 911 without fear of arrest if they are having a drug or alcohol overdose that requires emergency medical care or if they witness someone overdosing. The law does not protect those who sell or distribute controlled substances, have open warrants or who violate parole or probation.

PROGRAMS TO PREVENT SEXUAL HARASSMENT, SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING

STUDENT EDUCATIONAL PROGRAMMING

The Title IX Coordinator, in coordination with the Office of Student Affairs, Department of Campus Safety, the Office of Human Resources and other applicable offices, is responsible for ensuring that the University engages in a comprehensive student orientation and ongoing education campaign, using multiple methods, to educate members of the University community about sexual misconduct, including domestic violence, intimate partner violence, stalking and sexual assault. The programming is: 1) be culturally relevant, inclusive of diverse

communities and identities, sustainable, responsive to community needs and informed by research or assessed for value, effectiveness, or outcome; and 2) considers environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels. Some of the information that is imparted includes, but it not be limited to:

- 1) All of the information contained in the Sexual Misconduct Policy, including: prohibited conduct, resources offered while the University takes administrative and/or conduct action against an accused; that University policies apply equally to all students regardless of sexual orientation, gender identity or gender expression; the role of relevant University officials relating to this Policy; and the consequences and sanctions for individuals who commit these crimes and code of conduct violations;
- 2) Awareness of violence, its impact on victims and survivors and their friends and family, and its long-term impact.
- 3) Bystander intervention and the importance of taking action to prevent violence when one can safely do so;
- 4) Risk assessment and reduction including, but not limited to, steps that all members of the Mercy community can take to lower the incidence of violations, which may contain information about clear and open communications about sex and each party's expectations, the dangers of drug and alcohol use, including underage drinking and binge drinking, involuntary consumption of incapacitating drugs and the danger of mislabeled drugs and alcohol, the importance of communication with trusted friends and family whether on campus or off campus, and the availability of University officials who can answer general or specific questions about risk reduction.

A) Required educational programming

The University provides in-person, remote, and electronic educational programming on sexual violence awareness and prevention to:

- 1) First year and transfer students;
- 2) Student leaders and officers of student organizations recognized by the University, as well as those seeking recognition by the University;
- 3) Student athletes; and

4) Students residing in University-sponsored housing

B) Other education

The University offers educational programming to students not subject to required training, including international students, students that are also employees, students in student organizations, and online and distance learning students.

FACULTY AND STAFF TRAINING

The Title IX Coordinator, in coordination with the Office of Student Affairs, Department of Campus Safety, the Office of Human Resources and other applicable offices, offers annual training to all new employees and current employees, including but not limited to faculty, staff, administrators, security officers, athletic staff and residence life staff regarding all aspects of this policy and on sexual misconduct (including domestic violence, dating violence, stalking and sexual assault).

SEXUAL ASSAULT AWARENESS AND PREVENTION INFORMATION

- **Affirmative Consent:** Mercy University requires individuals engaged in sexual activity to use affirmative consent, which is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression
- Sexual conduct in the absence of affirmative consent is sexual assault regardless of whether the person engaging in sexual behavior without mutual consent is a stranger, acquaintance, or an intimate partner.
- Consent to one act, such as kissing, is not consent to other acts, such as sexual intercourse. The person seeking to engage in sexual behavior must receive consent from their partner at every stage including, but not limited to, sexual intercourse.

- Under the **New York Penal Law**, lack of consent to a sexual contact may be demonstrated in the following ways: (1) forcible compulsion including the use of physical force or threat (express or implied) which places the person in fear of physical injury to self or another; (2) incapacity to consent on the part of the victim; (3) circumstances in which the victim does not expressly or impliedly acquiesce in the actor's conduct; or (4) circumstances in which the victim clearly expressed by words or actions that he or she did not consent to engage in such sexual act and a reasonable person would have understood such person's words or actions as an expression of lack of consent to such conduct.
- A person is deemed incapable of giving consent if that person is (a) under the age of 17, (b) mentally incapacitated (which may include incapacity due to the victim's ingestion of alcohol or drugs), (c) physically disabled, or (d) physically helpless (asleep, unconscious or for any other reason physically unable to communicate unwillingness to act, which may also include incapacity due to the victim's ingestion of alcohol or drugs).

SAFETY MEASURES

- Always keep your apartment door and windows locked. Always close your shades or blinds at night.
- Be alert and aware of your surroundings, both inside and outside. Pay attention to people, lighting, and access to phones and exits.
- If you ever feel unsafe or uncomfortable, go to an occupied office, store, or towards people.
- Use elevators, stairs and restrooms in well-trafficked areas.
- While on campus contact the Department of Campus Safety for an escort.
- Walk with a friend. Avoid deserted parking lots, laundry rooms, and other poorly lit locations.
- Be aware of the impact of alcohol and other drugs on your judgment and that of your partner's. Alcohol and drugs frequently play a role in sexual assault, although sexual assault is never the victim's fault.
- Do not leave a drink unattended or accept one from someone you don't know. Date rape drugs can easily be added to any beverage.

- Date rape drugs are categorized as drugs, that produce various effects on the body, including sedation, and are often used in rape situations. They are often odorless, colorless, and tasteless.
- Be aware of your surroundings. Do not go to a secluded place with someone you've just met or don't know well. Suggest meeting at a public place.
- Do not go to your date's residence or invite them to yours if you are just getting to know the individual.

WHAT TO DO IF YOU ARE THE VICTIM OF SEXUAL ASSAULT

- After an attack, try to be as calm as possible in order to think clearly. Get to a safe place and call for help immediately. If you are in the building, contact Campus Security immediately at 914-674-9999; anywhere else call 911, call a relative or a friend or a rape crisis center. A resource list is provided in this report.
- Remain in the same condition as when the attacker left. Do not change, wash, or destroy any clothing or any article that may be evidence.
- Do not wash, douche or comb your hair.
- Have a medical/gynecological exam at the nearest hospital emergency room as soon as possible. The doctor should note and treat any injury and take measures to combat the possibility of sexually transmitted diseases or pregnancy.
- Show police and medical personnel any bruises or injuries, however minor, resulting from the attack. If possible, photograph any bruises or injuries.
- Leave the crime scene exactly as it is. Do not touch, clean up, or throw anything away.
- Give any clothing that was stained or torn (including undergarments) during the crime to the police.
- When calm, write down or share with the police every detail about the incident, including: who, what, where, when, and how; what the attacker looked like (height, weight, clothing, type of build, color of skin, hair, eyes, facial oddities, scars jewelry, tattoos etc.); description of any vehicle used or the direction you last saw the attacker running; what kind of force or coercion was used; any objects touched, taken, or left by the attacker; if the attacker said anything, try to

remember the words, the grammar, any accents or speech defects; and if there were witnesses, list who and where they might be.

- A student can call the local police department or 911 or go directly to a hospital. If the student wishes, Safety and Security officers will call 911 on their behalf. It is important to note that if you are a victim of a sex offense, **do not destroy any evidence (including clothing) and do not take a shower or bath.**

It is important that such physical evidence be preserved in order to assist with any ensuing criminal investigation. If the student believes that they may be the victim of rape by being drugged, they should go directly to a hospital to receive a toxicology examination since such drugs only remain in a person's system for a short period of time. The Department of Campus Safety will assist with notification of other law enforcement authorities and/or medical professionals if the student so chooses.

Files relating to sex offenses are kept confidential by the Office of Safety and Security, the Office of Student Affairs, and the Title IX Coordinator unless otherwise required by law or Mercy policy.

BYSTANDER INTERVENTION

When safe to do so, Mercy University encourages all members of the University community to take reasonable and prudent actions to prevent and stop any acts of sexual misconduct and sexual violence that they may witness. These actions can include direct intervention, calling law enforcement, or seeking assistance from a person in authority. In addition, the University encourages all community members to report an incident of sexual misconduct or sexual violence that they observe or become aware of to the Title IX Coordinator, the Department of Campus Safety, and/or Student Affairs.

DEFINITIONS OF SEX OFFENSES

Under the Violence Against Women Reauthorization Act (VAWA)

DOMESTIC VIOLENCE

According to federal statute, "domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the

victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of [New York], or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of [New York].” 42 U.S.C. § 13925(a).

DATING VIOLENCE

According to federal statute, “dating violence” means violence committed by a person--

- (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - (B) where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - (i) The length of the relationship
 - (ii) The type of relationship
 - (iii) The frequency of interaction between the persons involved in the relationship.
- 42 U.S.C. § 13925(a).

Mercy University further defines Dating, Domestic and Intimate Partner Violence as:

A pattern of coercive behavior that can include physical, psychological, sexual, economic and emotional abuse, perpetrated by one person against an intimate partner. Such violence may occur in all kinds of intimate relationships, including married couples, people who are dating, couples who live together, people with children in common, same-sex partners, and people who were formerly in a relationship with the person abusing them.

STALKING

According to federal statute, stalking is “engaging in a course of conduct directed at a specific person that would cause a reasonable person to--

- (A) fear for his or her safety or the safety of others; or
- (B) suffer substantial emotional distress.” 42 U.S.C. § 13925(a).

Mercy University further defines Stalking as:

Intentionally engaging in a course of conduct directed at a specific person that:

- (1) Is likely to cause reasonable fear of material harm to the physical health, safety or property of such person, a member of such person’s immediate family or a third party with whom such person is acquainted; or

- (2) Causes material harm to the mental or emotional health of such person, where such conduct consists of following, telephoning or initiating communication or contact with such person, a member of such person's immediate family or a third party with whom such person is acquainted; or
- (3) Is likely to cause such person to reasonable fear that her/his employment, business or career is threatened, where such conduct consists of appearing, telephoning or initiating communication or contact at such person's place of employment or business, and the actor was previously clearly informed to cease that conduct.

UNDER NEW YORK LAW

Under Article 130 of the New York State Penal Law, it is a sex offense to engage in sexual contact or to engage in sexual intercourse, sodomy or sexual abuse by contact without the consent of the victim or where the victim is incapable of giving consent. Criminal sex offenses are classified in degree according 31 to the seriousness of sexual activity, the degree of force used, the age of the victim and the physical and mental capacity of the offender and victim.

See chart on the following page for a list of some of the major sex offenses and their maximum penalties under New York State Law.

New York State Penal and Criminal Procedure Laws

Crime	Illegal Conduct	Criminal Sanctions
Rape in the first degree (PL § 130.35)	A person is guilty when he or she engages in sexual intercourse with another person by forcible compulsion, with a person who is incapable of consent by reason of being physically helpless (e.g. being asleep, unconscious or due to alcohol or drug consumption), who is less than 11 years old or less than 13 and the actor is 18 or older.	Is a class B felony, with penalties up to 25 years in prison.
Rape in the second degree (PL § 130.30)	A person is guilty when being 18 years old or more, he or she engages in sexual intercourse with another person less than 15, or with another person who is incapable of consent by reason of being mentally	Is a class D felony, with penalties up to 7 years in prison.

Criminal sexual act in the first degree (PL § 130.50)	disabled or mentally incapacitated	Is a class B felony, with penalties up to 25 years in prison.
Forcible touching (PL § 130.52)	<p>A person is guilty when he or she engages in oral sexual contact or anal sexual contact with another person by forcible compulsion, or with someone who is incapable of consent by reason of being physically helpless, or with someone less than 11 or with someone less than 13 and the actor is 18 or older.</p> <p>A person is guilty when he or she intentionally, and for no legitimate purpose, forcibly touches the sexual or other intimate parts of another person for the purpose of degrading or abusing such person; or for the purpose of gratifying the actor's sexual desire</p>	Is a class A misdemeanor, with penalties up to 1 year in jail.

Appendix B of the Mercy University Policy On Sexual Misconduct (below) provides a comprehensive list of resources on an off campus including counseling, medical care, victim advocacy, immigration issues, academic support, and legal assistance services for survivors of sexual violence. The Title IX Coordinator can assist victims in locating and obtaining resources on and off campus.



MERCY UNIVERSITY

POLICY ON SEXUAL MISCONDUCT

Revised and Adopted by the Board of Trustees in January, 2022

**MERCY UNIVERSITY
POLICY ON SEXUAL MISCONDUCT**

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I. POLICY STATEMENT

Every member of the Mercy University community, including students and employees, deserve the opportunity to live, learn and work free from sexual harassment and sexual violence.

Accordingly, Mercy is committed to:

- Defining conduct that constitutes prohibited sexual harassment and sexual violence under the relevant laws and regulations, including federal Title IX, New York State Education Law Article 129B, and New York State Human Rights Law;
- Providing clear guidelines for students and employees on how to report incidents of sexual harassment and sexual violence and a commitment that a complainants' privacy will be maintained to the greatest extent possible;
- Promptly and accurately responding to and investigating allegations of sexual harassment and sexual violence under a predictable, fair grievance process that provides due process protections to alleged victims and alleged perpetrators of sexual harassment and sexual violence, and effectively implementing remedies for victims;
- Referring incidents to law enforcement and for disciplinary action when appropriate, and acting to investigate and address any allegations of retaliation;
- Providing ongoing assistance and supportive measures to students and employees who are involved in complaints of sexual harassment and sexual violence, including both complainants and respondents, such as providing information regarding where and how to obtain supportive services both on and off-campus, as well as their rights under federal law, state law and Mercy policy, including filing a complaint with the University as well as with external agencies;
- Providing awareness and prevention information on sexual harassment and sexual violence, and widely disseminating this policy, as well as the Mercy University Student Bill of Rights, disseminating information on resources

available both on campus and locally, and implementing training and educational programs on sexual harassment and sexual violence to all University constituencies; and

- Gathering and analyzing information and data that will be reviewed in order to improve safety, reporting, responsiveness and the resolution of incidents at Mercy University.

Throughout this Policy, rights afforded and responses by the University will vary depending on whether the complainant is a student or employee, and whether conduct falls under the federal Title IX law and regulations and if not, then under which other federal, state laws and local laws relating to sexual harassment and sexual violence, including but not limited to: Title VII of the Civil Rights Act, Article 129A and 129B of the New York State Education Law, or the New York State, New York City and Westchester County Human Rights Laws. The University will make every effort to make clear the policies as it pertains to each area, but in the event of confusion, please contact Mercy's Title IX Coordinator for clarification.

II. PROHIBITED CONDUCT AND DEFINITIONS

A. Sexual Harassment and Sexual Violence

This Policy prohibits sexual harassment and sexual violence (together and hereinafter referred to as "Sexual Misconduct") against Mercy University students, employees and others as set forth in Section III below.

B. Definitions

The following behaviors constitute Sexual Misconduct prohibited under this Policy:

1. **Dating Violence** is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Dating violence can be a single act or a pattern of behavior, based on the frequency, nature, and severity of the conduct. Dating violence includes the threat of sexual assault or physical abuse. The existence of such a relationship is determined based on a consideration of the following factors: (1) The length of the relationship; (2) The

type of relationship and (3) The frequency of interaction between the persons involved in the relationship. A relationship may be romantic or intimate regardless of whether the relationship was sexual in nature.

2. **Domestic Violence** includes felony or misdemeanor crimes 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, 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 applicable domestic or family violence laws, or by any other person against an adult or youth victim who is protected from that person's acts under applicable domestic or family violence laws. Domestic violence can be a single act or a pattern of behavior, based on the frequency, nature, and severity of the conduct.
3. **Sexual Assault: Contact** is any sexual contact, including sexual touching for the purpose of sexual gratification of either party or degrading or abusing such person, without a person's consent. Sexual touching includes contact under or over clothing with another person's anus, breasts, buttocks, genitals, groin or inner thigh; touching another person anywhere with any of these body parts; making another person touch any of these body parts under or over clothing; or the emission of ejaculate on the clothing or body of another person.
4. **Sexual Assault: Penetration** is any form of vaginal, anal, or oral penetration or attempted penetration, however slight, by a penis, object, tongue, or finger without a person's consent. This term includes incest and statutory rape.
5. **Sexual Harassment** is unwelcome verbal or physical behavior based on a person's sex (including sexual orientation, gender, gender expression and gender identity, including transgender status). Conduct is considered "unwelcome" if the individual did not request or invite it and considered the conduct to be undesirable or offensive. This includes unwelcome conduct when:

(1) a Mercy employee conditions the provision of an aid, benefit, or service of Mercy on an individual's participation in unwelcome sexual conduct (quid pro quo); and/or (2) such conduct alters the conditions of, or has the effect of interfering with, an individual's educational or work experience by creating an intimidating, hostile or offensive environment (hostile environment). The effect will be

evaluated based on the perspective of a reasonable person in the position of a complainant.

While it is not possible to list all circumstances that might constitute Sexual Harassment, the following are some examples of conduct that might constitute such harassment:

- a. Suggestive body language or inappropriate or unwelcome physical contact that does not qualify as Sexual Assault;
- b. Verbal abuse or offensive comments of a sexual nature, including sexual slurs, persistent or pervasive sexually explicit statements, questions, jokes or anecdotes, degrading words regarding sexuality or gender, suggestive or obscene letters, notes, or invitations;
- c. Making lewd or sexual comments about an individual's appearance, body, or clothing;
- d. Visual displays or distribution of sexually explicit drawings, pictures, or written materials;
- e. Displaying nudity or engaging in sexual relations in spaces that can be seen by others;
- f. Undue and unwanted attention, such as repeated inappropriate flirting, staring, or making sexually suggestive gestures; or
- g. Offensive comments regarding a person's sexual orientation, gender identity or gender expression, such as persistent mocking or disparagement of a person based on a perceived lack of stereotypical masculinity or femininity.

Further, under New York State Law for Mercy University employees, harassment (including sexual harassment) is against the law whenever an individual is subjected to inferior terms, conditions or privileges of employment. The harassment need not be

severe or pervasive in order for the University to be liable, although the actions are defensible if they are not more than “petty slights or trivial inconveniences.”

6. **Stalking** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for their safety or the safety of others or (2) suffer substantial emotional distress. This Policy addresses stalking that is based on sex (including sexual orientation, gender, gender expression and gender identity, including transgender status). All other stalking will be addressed under other applicable policies.

7. **Title IX Sexual Harassment** is a subset of the broader definition of Sexual Harassment above. It is defined by the USDOE to mean conduct on the basis of sex that occurs in Mercy’s education program or activity against a person in the United States and that satisfies one or more of the following: (1) a Mercy employee conditioning the provision of an aid, benefit, or service of Mercy on an individual’s participation in unwelcome sexual conduct; (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Mercy’s education program or activity; or (3) Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined in this Policy.

8. **Voyeurism** is unlawful surveillance and includes acts that violate a person's right to privacy in connection with their body and/or sexual activity such as:

- a. Viewing another person’s sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy, without that person’s consent.
- b. Recording images (e.g. video, photograph) or audio of another person’s sexual activity, intimate body parts, or nakedness where that person would have a reasonable expectation of privacy, without that person’s consent;
- c. Disseminating images (e.g. video, photograph) or audio of another person’s sexual activity, intimate body parts, or nakedness where that person would have a reasonable expectation of privacy, if the individual distributing the images or audio

knows or should have known that the person depicted in the images or audio did not consent to such disclosure; or

d. Using or installing, or permitting the use or installation of a device for the purpose of recording another person's sexual activity, intimate body parts or nakedness in a place where the person would have a reasonable expectation of privacy without that person's consent.

Other important terms and concepts addressed in this Policy:

1. **Consent** means affirmative consent.

2. **Affirmative Consent** is a knowing, voluntary and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity or gender expression.

a. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act.

b. In order to give consent, one must be of legal age (17 years or older in New York).

c. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

d. Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation maybe caused by lack of consciousness or being asleep, being involuntarily restrained, or if the individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.

e. Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.

f. Consent may be initially given but withdrawn at any time. When consent is withdrawn or can no longer be given, sexual activity must stop.

3. **Sexual Act/Sexual Activity** is

- a. Any form of vaginal, anal, or oral penetration or attempted penetration, however slight, by a penis, object, tongue, or finger.
 - b. Any sexual contact, including sexual touching. Sexual touching includes contact under or over clothing with another person's anus, breasts, buttocks, genitals, groin or inner thigh; touching another person anywhere with any of these body parts; making another person touch any of these body parts under or over clothing; or the emission of ejaculate on the clothing or body of another person.
4. **Complainant** refers to the individual who alleges that they have been the subject of Sexual Misconduct, and may be a Mercy student, employee (including all full-time and part-time faculty and staff and paid/unpaid interns) or visitor. Under this Policy, the alleged incident(s) may have been brought to the University's attention by someone other than the complainant.
5. **Confidentiality** is the commitment not to share any identifying information with others, except as required by law in emergency circumstances (such as risk of death or serious bodily harm). Confidentiality may only be offered by individuals who are not required to report known incidents of Sexual Misconduct to University officials. Licensed mental health counselors, medical providers and pastoral counselors may offer confidentiality. See additional discussion in Section VI.
6. **Day.** Whenever this Policy refers to a "day," it means a calendar day other than a Saturday, Sunday or federal or state holiday.
7. **Education program or activity** includes locations, events, or circumstances over which the University exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any

building owned or controlled by a student organization that is officially recognized by the University.

8. **Knowingly submitting false statements or information** means knowingly making false statements or submitting false information in connection with any allegation of Sexual Misconduct (as opposed to providing information which, even if erroneous, is provided in good faith). Anyone who knowingly makes false statements or submits false information in connection with any allegation of Sexual Misconduct will be subject to disciplinary action in accordance with Mercy policies, handbooks and collective bargaining agreements
9. **Non-Title IX Sexual Misconduct Matter** is the term used to describe allegations of Sexual Misconduct that does not meet the definition of Title IX Sexual Harassment and therefore will be resolved, investigated and adjudicated pursuant to the procedures outlined in Section XII.
10. **Party** is a Complainant or Respondent.
11. **Preponderance of evidence** is the standard of evidence used during the investigation and adjudication of Sexual Misconduct allegations under this Policy. A preponderance of the evidence means whether it is more likely than not that the Sexual Misconduct occurred.
12. **Privacy** is the assurance that an individual or the University will only reveal information about allegations of Sexual Misconduct to those who need to know the information in order to carry out their duties or responsibilities or as otherwise required by law. Individuals who are unable to offer the higher standard of confidentiality under law, but who are still committed to not disclose information more than necessary, may offer privacy. See additional discussion in Section VI.
13. **Respondent** refers to the individual who is alleged to have committed Sexual Misconduct against a Mercy student, employee, or visitor.

14. **Retaliation** is adverse treatment of an individual as a result of that individual's reporting Sexual Misconduct, assisting someone to report Sexual Misconduct, or opposing in a reasonable manner an act or policy believed to constitute Sexual Misconduct or participating in any manner (or refusing to participate) in an investigation or resolution under this Policy. Adverse treatment includes intimidation, threats, coercion or discrimination for the purpose of interfering with any right or privilege secured by this Policy. All individuals are prohibited from engaging in retaliation, including complainants, respondents and others, such as friends or relatives of the parties.

15. **Title IX Formal Complaint** is a document filed by a complainant or signed by the Title IX Coordinator alleging Title IX Sexual Harassment against a respondent and requesting that the University investigate the allegations. The Title IX Coordinator may sign a Title IX Formal Complaint with or without a complainant's desire to participate in a grievance process.

16. **Title IX Sexual Harassment Matter** is the term used to describe allegations of Sexual Misconduct that meet the definition of Title IX Sexual Harassment and therefore must be resolved, investigated and adjudicated pursuant to the Title IX grievance procedures required by the USDOE and outlined in Section XI.

17. **Visitor** is any person other than a Mercy student or employee who interacts with the Mercy community. Mercy alumni are considered visitors under this Policy.

18. **Writing.** Whenever this Policy requires a "writing," electronic mail satisfies the writing requirement.

C. Retaliation

The University prohibits retaliation against any person who reports Sexual Misconduct, assists someone making such a report, or participates in any manner in an investigation, hearing or resolution of a complaint under this Policy, including respondents and their witnesses.

III. APPLICABILITY

- A. **Students and Employees.** This Policy applies to **all students and employees**, including all full-time and part-time faculty and staff at all of Mercy University's campuses and locations.
- B. **Other Community Members.** This Policy also applies to other members of the University community, including but not limited to **student applicants for admission, applicants for employment, contractors, vendors and visitors**. If other community members engage in behavior prohibited under this Policy or are subjected to behavior prohibited under this Policy at a Mercy University location, the University will take appropriate action, including immediate removal from the campus/location.
- C. This Policy applies regardless of an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction when sexual misconduct occurs in the University's educational programs or activities, against a person in the United States.
- D. While this Policy applies to prohibited sexual harassment and sexual violence, the University's *Policy on Equal Opportunity and Non-Discrimination* ("*Non-Discrimination Policy*") addresses all *other* forms of prohibited discrimination, including sex-based discrimination. Complaints under the University's *Non-Discrimination Policy* can be made by students, employees and other community members here: [Discrimination Complaint Form](#).

IV. TITLE IX COORDINATOR

Mercy University has designated an employee as the "Title IX Coordinator." This employee is responsible for compliance with Title IX of the Education Amendments of 1972, which prohibits sex discrimination in education programs, as well as enforcing federal Title VII, New York State's sexual harassment laws, and New York Education

Laws 129A and 129B. Contact information for the Title IX Coordinator can be found at: <https://www.mercy.edu/about/title-ix>

The Title IX Coordinator has overall responsibility for implementing this Policy, including but not limited to:

- A. Ensuring their contact information is provided to applicants for admission and employment, including name, title, office address, e-mail address, and telephone number of the Title IX Coordinator, and that this information is prominently displayed on the University website;
- B. Receiving all complaints that are not strictly confidential, including providing emergency access in the first instance of disclosure by an individual reporting under this Policy;
- C. Overseeing the investigation of complaints;
- D. Ensuring all persons involved in a complaint are advised of their rights, in writing, under state and federal laws, and of this Policy.
- E. Ensuring investigations are handled in a prompt and thorough manner, maintaining confidentiality when requested and where appropriate, and offering privacy for all persons involved to the greatest extent possible;
- F. Keeping the University President and other appropriate senior administrators informed of ongoing investigations, including findings of misconduct and penalties to be imposed under this Policy;
- G. Ensuring appropriate student education and employee training, including for Responsible Employees (defined below), Hearing Officer(s), Appeals Panel members, advisors and individuals facilitating informal resolution, is conducted;
- H. Ensuring a campus climate assessment is conducted in accordance with relevant law; and
- I. Ensuring the University's compliance with federal and state reporting obligations.

V. RESOURCES AND INFORMATION FOR INDIVIDUALS AFFECTED BY SEXUAL MISCONDUCT

Mercy is committed to providing assistance, support and resources to those affected by Sexual Misconduct. This Section discusses a complainant's option of reporting

Sexual Misconduct to outside law enforcement, the differences between Mercy's process and procedures and those of outside law enforcement, and how to obtain immediate medical attention and emotional support.

A. Reporting to Law Enforcement

Students, employees and other community members are strongly encouraged to report sexual violence that occurred on or off-campus to local law enforcement and/or state police ("outside law enforcement"). Mercy does not require that a complainant report sexual violence to outside law enforcement; nor will Mercy do so without the complainant's agreement, except in exceptional circumstances. The University may report sexual violence to outside law enforcement without the complainant's consent when the University determines that the respondent poses a serious continuing threat to the physical safety of the complainant or another person.

If a student or employee chooses to report sexual violence to outside law enforcement, Mercy will provide assistance. The University shall have an appropriately trained employee available at all times to provide the complainant with information regarding options to proceed, including information regarding the criminal justice process and the preservation of evidence. Campus Safety officers can also assist the complainant with filing a complaint both on and off-campus, and in obtaining immediate medical attention and other services.

B. Mercy's Process When Cases are Reported to Outside Law Enforcement

In cases where the complainant reports allegations to outside law enforcement authorities as well as to the University, the University must determine what actions to take based on its own investigation.

The University may coordinate with outside law enforcement authorities in order to avoid interfering with their activities and, where possible, to obtain information regarding their investigation. Neither a law enforcement determination whether to prosecute a respondent, nor the outcome of any criminal prosecution, is dispositive of whether the respondent has committed a violation of this Policy.

Students, employees and other community members should be aware that Mercy procedures and standards differ from those of criminal law. When Mercy investigates allegations of Sexual Misconduct or brings disciplinary proceedings for violations of this Policy, the issue is whether the respondent violated Mercy policy. The standard applied in making this determination is whether the preponderance of the evidence supports a finding of responsibility (or whether it is more likely than not that the alleged conduct occurred). An individual found to have violated this Policy may be sanctioned by the University. In the criminal justice system, on the other hand, the issue is whether the accused violated criminal law. The standard applied is proof beyond a reasonable doubt and an individual found guilty of a crime is subject to criminal penalties, such as incarceration, probation and fines.

C. Obtaining Immediate Medical Attention and Emotional Support

Mercy University is committed to assisting anyone who experiences sexual violence to seek comprehensive medical attention as soon as possible to treat injuries, obtain preventative treatment for sexually transmitted diseases, and preserve evidence, among other things. For rapes in particular, immediate treatment and the preservation of evidence (i.e. retain the clothing worn during the attack, do not shower, retain text messages, etc.) of the incident are crucial for many reasons, including facilitating an investigation if the complainant decides to file a criminal complaint. In addition, individuals who have experienced or witnessed sexual violence are encouraged to seek emotional support as soon as possible.

On-campus resources, at no cost to students, include a nurse/nurse practitioner and registered nurses at the Dobbs Ferry campus and licensed mental health counselors through the Health and Wellness Center. Please visit the University's website at: <https://www.mercy.edu/student-affairs/health-wellness-center> for more information about obtaining assistance.

A list of local off-campus resources can be found in Appendix B of this Policy and on the Mercy University website at <https://www.mercy.edu/about/title-ix>, which

includes rape crisis centers, anonymous and confidential reporting hotlines, mental health counseling, victim advocacy services, legal assistance, and visa immigration services available throughout Westchester County and New York City. This list also includes a designation of which local hospitals are designated as SAFE (Sexual Assault Forensic Examination) hospitals, which are specially equipped to handle rapes, including the gathering of evidence. These services are available to both students and employees.

VI. IMPORTANT INFORMATION ABOUT REPORTING AND CONFIDENTIALITY OBLIGATIONS OF MERCY EMPLOYEES

Mercy values the privacy of its students and employees and recognizes that they should be able to seek the assistance they need without fear that the information they provide will be shared more broadly. An individual who speaks to a University employee about Sexual Misconduct should be aware that employees fall into three categories:

- **Confidential Employees** have an obligation to maintain a complainant's confidentiality regarding allegations of Sexual Misconduct and will not share any identifying information with others, except as required by law in emergency circumstances;
- **Responsible Employees** are required to report allegations of Sexual Misconduct to the Title IX Coordinator but will protect an individual's privacy to the greatest extent possible and share information with other staff only on a need-to-know basis; and
- All other employees are strongly encouraged, but not required to report allegations of Sexual Misconduct to the Title IX Coordinator. These employees are otherwise encouraged to protect an individual's privacy to the greatest extent possible and share information only with the Title IX Coordinator.

Note: Under the Clery Act, the University is required to maintain records, advise the government about reports of certain crimes and issue timely warnings when there is a

serious, continuing threat to the community. Such reports and warnings do not disclose identifying information.

A. Confidential Employees

1. Student Complainants. Students who wish to speak to someone who will keep the communications confidential should speak to one of the following:
 - a. Counselor at the counseling center; or
 - b. Nurse or nurse practitioner at the University Health Office.

These individuals will not report the allegations to the Title IX Coordinator or other University employees without the student's permission. The only exception is in the case where there is an imminent threat of serious injury to the complainant or another person.

If a student speaks solely to a confidential employee, the University will be limited in its ability to conduct an investigation into the allegations or pursue disciplinary action against the respondent. Confidential employees will assist students in obtaining other necessary support.

2. Employee Complainants. Although Mercy does not directly employ individuals to whom Mercy employees can speak on a confidential basis regarding Sexual Misconduct, free confidential support services are available through the Employee Assistance Program (EAP), which is administered by an outside company. Confidential community counseling resources are also available throughout Westchester County and New York City. See Appendix B.

Complainants may use these confidential resources even if they decide not to report allegations of Sexual Misconduct or participate in an investigation, Mercy's resolution process or the criminal justice process. A complainant who first speaks to a confidential resource may later decide to report allegations to the University or with outside law enforcement.

B. Responsible Employees

Individuals designated as Responsible Employees have a duty to report allegations of Sexual Misconduct, including all relevant details, to the Title IX Coordinator. These employees are not permitted to maintain a complainant's confidentiality but will maintain a complainant's privacy to the greatest extent possible, and information reported to them will be shared only with the Title IX Coordinator and other people responsible for handling the University's response to the report.

To the extent possible, before a complainant reveals any information to a responsible employee, the employee should advise the complainant of the employee's reporting obligations—and if the complainant wants to maintain confidentiality, direct the complainant to confidential resources.

Mercy has designated the following individuals as Responsible Employees:

- Athletic staff
- Campus Safety staff
- Deans and Associate Deans
- Faculty advisors to student groups
- Human Resources staff
- President's Office
- Provost and Associate Provosts
- Residential Life staff
- Staff Officers
- Title IX Coordinator
- Vice President, Assistant Vice Presidents and Executive Directors in the Office of Student Affairs
- Managers or Supervisors¹ regarding alleged Sexual Misconduct involving people who report to them

¹ **Managers** are employees who have authority to make tangible employment decisions with regard to other employees, including the authority to hire, fire, promote, compensate or assign significant different responsibilities. **Supervisors** are employees who are not managers, but have a sufficient degree of control over the working conditions or one or more employees, which might include evaluating their performance and making recommendations for changes in employment status that are given particular weight.

C. Special Rules Concerning Public Awareness and Advocacy Events

Mercy supports public awareness events that help provide its community with information about Sexual Misconduct and how it can be addressed and prevented.

In order to preserve the ability to participate freely in public awareness and advocacy events, if an individual discloses information about Sexual Misconduct at such an event (for example, Take Back the Night gatherings, candlelight vigils, or protests) the University will not treat the disclosure as triggering an obligation to commence an investigation based on that information. Such individuals are encouraged to report Sexual Misconduct to University officials so that the University can provide resources and assistance.

VII. REPORTING SEXUAL MISCONDUCT AT MERCY

In order for Mercy University to address allegations of Sexual Misconduct, it has to learn about the allegations. As such, Mercy strongly encourages individuals who have experienced Sexual Misconduct to report the incident to a designated University official, as set forth in Section VII.B below. The designated officials are trained to receive allegations of Sexual Misconduct, to ensure they are investigated in accordance with this Policy and to help complainants obtain necessary assistance. Students, employees and other community members are encouraged to report allegations of Sexual Misconduct to campus officials, regardless of whether they have reported the incident to outside law enforcement authorities and regardless of where the incident took place.

A. Complainant's Rights

Individuals who have experienced Sexual Misconduct have the right to report allegations to the University or to decide not to do so. Students who report Sexual Misconduct have all of the rights contained in the Students' Bill of Rights (Appendix A).

Complainants also have the following rights:

1. To notify Campus Safety and/or outside law enforcement, or to choose not to report;
2. To have emergency access to a University official trained to interview victims of sexual assault and able to provide certain information, including reporting options and information about confidentiality and privacy. The official will, where appropriate, advise about the importance of preserving evidence and obtaining a Sexual Assault Forensic Examination (“SAFE”) as soon as possible. The official will also explain that the criminal process uses different standards of proof and evidence, and that any questions about whether an incident violated criminal law should be addressed to a law enforcement official or a district attorney’s office;
3. To disclose the incident to a University representative who can offer confidentiality or privacy and assist in obtaining services (See Section VI above);
4. To describe the incident only to those campus officials who need the information in order to properly respond and to repeat the description as few times as necessary
5. To have allegations of Sexual Misconduct investigated in accordance with Mercy Policy
6. To have privacy preserved to the extent possible;
7. To receive assistance and resources on campus, including confidential and free on-campus counseling, and to be notified of other services available on and off campus, including the New York State Office of Victim Services;
8. To disclose the incident confidentially and obtain services from state and local governments;
9. To receive assistance from University officials in filing a criminal complaint, initiating legal proceedings in family court or civil court, and/or seeking an Order of Protection or the equivalent. In New York City and Westchester County, this assistance is provided by Family Justice Centers;
10. To receive assistance with effectuating an arrest when an individual violates an Order of Protection by contacting local law enforcement; and
11. To withdraw allegations or involvement from the process at any time.

B. Where to Report Allegations of Sexual Misconduct on Campus

Students, employees and other community members who experience Sexual Misconduct and wish to report the allegations should notify one of these campus officials/offices:

1. Title IX Coordinator;
2. Campus Safety;
3. Vice President for Student Affairs;
4. Residence Life; or
5. Human Resources.

Contact information for these officials can be found at Mercy's [Title IX Website](#). Complainants are encouraged, but not required, to complete the Mercy Sexual Misconduct Allegation Form. The form can be submitted electronically, can be brought to one of the offices listed above or sent by email to titleix.equity@mercy.edu. The University will respond to allegations, regardless of whether the form is submitted, or whether the complaint is oral or written.

When any of the officials or offices above is notified of allegations of Sexual Misconduct, they will notify the Title IX Officer immediately, who will provide a copy of this Policy to the complainant and coordinate with appropriate University offices to address the matter in accordance with this Policy, including providing appropriate supportive measures (addressed in Section VIII below). These officials and offices will maintain a complainant's privacy to the greatest extent possible, and all information in connection with the allegations, including the identities of the complainant and the respondent, will be shared only with those who have a legitimate need for the information.

C. Request that the University Maintain a Complainant's Anonymity or Not Conduct an Investigation

Whether the University may maintain a complainant's anonymity or request to not conduct an investigation, depends on whether the allegations will proceed as a Title IX Sexual Harassment matter or a Non-Title IX Sexual Misconduct matter (see Section IX).

If the allegations will proceed as a Title IX Sexual Harassment matter, the Title IX Coordinator must inform the complainant that the complainant's identity may not be kept anonymous if the complainant wishes to proceed with a Title IX Formal Complaint, and that the notice to the respondent will reveal the complainant's identity. The complainant may choose whether to file a Title IX Formal Complaint when so informed. If the complainant chooses not to file a Title IX Formal Complaint, their identity will not be disclosed to the respondent.

If the allegations will proceed as a Non-Title IX Sexual Misconduct matter, a complainant may request: (1) that the matter be investigated only to the extent possible without further revealing their identity or revealing further details or (2) that no investigation into a particular incident be conducted. If a complainant makes such a request, the Title IX Coordinator will weigh the complainant's request against the University's obligation to provide a safe, non-discriminatory environment for all students, employees and other community members, including the complainant. Factors used to determine whether to honor such a request include, but are not limited to: (1) whether the respondent has a history of violent behavior or is a repeat offender; (2) whether the incident represents escalation of unlawful conduct by the accused from previously noted behavior; (3) any increased risk that the accused will commit additional acts of violence, (4) whether the accused used a weapon or force; (5) whether the complainant is a minor; (6) whether the University possesses other means to obtain evidence such as security footage, and (7) whether available information reveals a pattern of misconduct.

The University's decision to maintain the complainant's anonymity does not mean that anonymity can be guaranteed in all circumstances; rather, the University will make reasonable efforts to keep information confidential consistent with law. Of course, the University's ability to meaningfully investigate the incident and pursue disciplinary action may be limited by such a request for anonymity. Notwithstanding the decision of the Title IX Coordinator regarding the scope of any investigation, the University will provide the complainant with ongoing assistance and support, including, where appropriate, the supportive measures and accommodations set forth in Section VIII of this Policy.

D. Filing External Complaints

Individuals who feel that they have been subjected to Sexual Misconduct have the right to avail themselves of any and all of their rights under law, including but not limited to filing complaints with one or more of the outside agencies listed below:

- **U.S. Department of Education, Office for Civil Rights (students):**
<http://www2.ed.gov/about/offices/list/ocr/complaintprocess.html>

https://www.eeoc.gov/federal/fed_employees/filing_complaint.cfm

- **U.S. Equal Employment Opportunity Commission (employees):**
<https://www.eeoc.gov/how-file-charge-employment-discrimination>
- **The New York State Division of Human Rights (students and employees):**
<https://dhr.ny.gov/complaint>
- **The Westchester County Commission on Human Rights (students and employees):**
<https://humanrights.westchestergov.com/file-a-complaint>
- **The New York City Commission on Human Rights (students and employees):**
<http://www1.nyc.gov/site/cchr/about/resources.page>

In certain circumstances, the University may close an investigation upon the filing of an external complaint. When this happens, the outside agency takes over the investigation and the University will cooperate with the investigation conducted by the outside agency. If the University closes an investigation for this reason, the Title IX Coordinator must notify the parties in writing.

E. Reporting and Other Actions by Bystanders

While Responsible Employees are required reporters pursuant to this Policy, Mercy University encourages all other employees, students and community members to report incidents of Sexual Misconduct that they observe or become aware of to the Title IX Coordinator or other campus official so that the University may take appropriate steps to eliminate the alleged discrimination and assist a complainant in obtaining the appropriate supportive measures they need. Bystanders who choose to exercise this positive moral obligation will be supported by the University and shall be protected from retaliation. The University also encourages bystanders who witness Sexual Misconduct to take reasonable and prudent actions to prevent or stop the conduct. Actions may include direct intervention, calling law enforcement, or seeking assistance from a person in authority.

F. Reporting Retaliation

Any individual who believes they have been retaliated against for making a report under this Policy, assisting someone making a report, or participating in any manner in an investigation, hearing or resolution of a Sexual Misconduct complaint may file a complaint with the Title IX Coordinator. All retaliation complaints will be investigated in accordance with the investigation procedures set forth in this Policy, and individuals who are found to have engaged in retaliation will be subject to disciplinary action.

G. Amnesty for Alcohol and/or Drug Use

The health and safety of every student at Mercy University is of the utmost importance. Mercy recognizes that students who have been drinking and/or using drugs at the time that Sexual Misconduct occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Mercy University strongly encourages students to report incidents of Sexual Misconduct. Therefore, a complainant or bystander acting in good faith who reports any incident of Sexual Misconduct to Mercy University or law enforcement authorities will not be subject to the University's Code of Conduct for violations of Mercy's Drug and Alcohol Use Policy occurring at or near the time of the commission of the Sexual Misconduct. Amnesty does not apply to those who are illegally distributing alcohol or drugs.

H. Coordination with Outside Law Enforcement Authorities

In cases where the Complainant files a complaint with outside law enforcement authorities as well as with the University, the University shall determine what actions to take based on its own investigation. The University may coordinate with outside law enforcement authorities in order to avoid interfering with their activities and, where possible, to obtain information regarding their investigation. The University may delay its investigation temporarily while law enforcement conducts its investigation; however, such delay shall not exceed ten (10) days unless the law enforcement agency specifically requests and justifies a longer delay. Neither a law enforcement determination whether to prosecute a Respondent, nor the outcome of any criminal

prosecution, is dispositive of whether the Respondent has committed a violation of this Policy.

I. Timing

The University will make every reasonable effort to ensure that the investigation and resolution of a complaint is carried out as timely and efficiently as possible. A good-faith effort will be made to complete the investigation, hearing, resolution and appeal within sixty (60) calendar days from the receipt of the formal complaint. If the process will take longer than sixty (60) days, the Title IX Coordinator will notify both Parties in writing and continue to keep them aware of the timeline and any further delays. If the University needs to temporarily delay the fact-finding portion of the investigation due to the evidence-gathering phase of a law enforcement investigation, both Parties will be informed in writing.

J. False and Malicious Allegations

Members of the Mercy University community who make false and malicious complaints of Sexual Misconduct, as opposed to complaints which, even if erroneous, are made in good faith, may be subject to disciplinary action under this and other policies at the University. Finding a person in violation of University policy for making a materially false statement in bad faith in the course of an investigation does not constitute retaliation on the part of the University. A determination regarding responsibility, in and of itself, is not sufficient to conclude that any party made a bad faith materially false statement.

VIII. SUPPORTIVE MEASURES AND ACCOMMODATIONS

Supportive measures and accommodations are non-disciplinary, non-punitive individualized services designed to restore or preserve equal access to education and to ensure safety, prevent retaliation and avoid an ongoing hostile environment. Supportive measures and accommodations are available to complainants, respondents and other affected parties. Supportive measures are available when the University becomes aware of allegations of Sexual Misconduct (including both Title IX Sexual Harassment matters and Non-Title IX Sexual

Misconduct matters), whether or not a complainant chooses to move forward with an investigation and/or resolution. Supportive measures may be provided on an interim or continuing basis. The University may also take reasonable measures to ensure the safety of the University community at large.

The Title IX Coordinator is responsible for coordinating and ensuring the effective implementation of supportive measures and accommodations. When the University learns of allegations of Sexual Misconduct, the Title IX Coordinator will promptly contact a complainant to discuss the availability of supportive measures and accommodations, discuss the complainant's wishes with respect to supportive measures and accommodations and inform complainant that supportive measures and accommodations are available even if the complainant does not wish to proceed with an investigation and/or resolution of the allegations. Requests for supportive measures and accommodations should be made to the Title IX Coordinator.

The Title IX Coordinator will work with the Vice President of Student Affairs or their designee to assist students with obtaining supportive measures and accommodations. The Title IX Coordinator will work with the Human Resources Director or their designee to assist employees with obtaining supportive measures and accommodations.

A. Range of Supportive Measures and Accommodations

Possible supportive measures and accommodations may include:

1. Making appropriate changes to academic programs, including changes in class schedule, accommodations to permit students to take an incomplete or drop a course or courses without penalty, permitting students to attend a class via videoconference platform or other alternative means, providing an academic tutor, or extending deadlines for assignments;
2. Making appropriate changes to residential housing situations or providing assistance in finding alternate housing;
3. Changing an employee's work assignment or schedule;
4. Providing an escort to and from class or campus work location;

5. Arranging appropriate transportation services to ensure safety;
6. Offering counseling services through the University's Counseling Center or other appropriate office, or referral to an off-campus agency;
7. Enforcing an Order of Protection issued by a court;
8. Issuing a No Contact Order whereby continued intentional contact would be a violation of Mercy Policy and subject to disciplinary action (see discussion below); and
9. Emergency removal of a respondent when they pose an imminent threat to the physical health or safety of any person (see discussion below).

B. No Contact Orders

No Contact Orders are directives issued by the University prohibiting intentional contact or communication between specified parties. An individual who intentionally violates a No Contact Order is in violation of Mercy Policy and will be subject to disciplinary action. No Contact Orders may be issued for both complainants and respondents, as well as other individuals as appropriate.

No Contact Orders are issued by the Vice President of Student Affairs or their designee (for students) and the Director of Human Resources or their designee (for employees).

C. Emergency Removal

In exceptional circumstances, where a respondent presents an immediate threat to the physical health or safety of any student or other individual arising from a report of Sexual Misconduct, the University may effectuate an emergency removal of a student or take similar emergency measures against an employee, consistent with Mercy policies or collective bargaining agreements.

Prior to emergency removal under this Section, the Title IX Coordinator will conduct an individualized safety and risk analysis to determine whether a respondent presents an immediate threat to the physical health or safety of any person arising from a report of Sexual Misconduct. The University will give the respondent notice and an opportunity to challenge the decision immediately following the removal (see Section VII below). Both parties will be notified

at the same time and in the same manner of the emergency removal and if or when the emergency removal is lifted.

D. Process for Review of Supportive Measures and Accommodations, Including No Contact Orders and Emergency Removal

Parties may request a prompt review of the need for and terms of supportive measures that directly affect them, including No Contact Orders and emergency removal. Issues that may be raised include possible modification or discontinuance of a No Contact Order.

If either party is a student, a request for review must be made to the University's Vice President for Student Affairs. If neither party is a student, a request for review must be made to the University's Director of Human Resources. If a case involves both a student and an employee, the Vice President for Student Affairs will consult with the Human Resources Director before making a decision. Requests for review must be in writing and parties may submit evidence to support their request. All requests will be reviewed within seven (7) days after receipt.

IX. EVALUATION OF INITIAL ALLEGATIONS OF SEXUAL MISCONDUCT

Upon learning of allegations of Sexual Misconduct, the Title IX Coordinator will evaluate whether the alleged behavior falls within the scope of Title IX Sexual Harassment. If the alleged Sexual Misconduct meets these criteria, it must proceed as a Title IX Sexual Harassment matter:

- A. The allegations, if true, meet the definition of Title IX Sexual Harassment as defined above
in Section III;
- B. At the time the allegations are made, the complainant is participating in, or attempting to participate in an education program or activity at Mercy;
- C. The alleged sexual harassment occurred in the school's education program or activity, against a person in the United States; and
- D. The Complainant filed a formal complaint of Sexual Harassment.

If the alleged Sexual Misconduct does not meet all of the above criteria, the allegations will proceed as a **Non-Title IX Sexual Misconduct** matter. For allegations that involve multiple incidents of Sexual Misconduct, some of which qualify as a Title IX Sexual Harassment matter and some of which qualify as a Non-Title IX Sexual Misconduct matter, the allegations will proceed as a Title IX Sexual Harassment matter. Allegations of discrimination covered by *Mercy's Policy on Equal Opportunity and Non-Discrimination* will continue to be referred to the Equity Compliance Specialist and handled pursuant to separate procedures outlined in that Policy.

Rights and procedures that apply to all Sexual Misconduct matters are addressed in Section X. Procedures for the investigation, resolution and/or adjudication of Title IX Sexual Harassment matters are addressed in Section XI. Procedures for the investigation, resolution and/or adjudication of Non-Title IX Sexual Misconduct matters are addressed in Section XII.

X. RIGHTS AND PROCEDURES THAT APPLY TO ALL SEXUAL MISCONDUCT MATTERS

The following rights and procedures apply to all allegations of Sexual Misconduct, regardless of whether the allegations will proceed as a Title IX Sexual Harassment matter or a Non-Title IX Sexual Misconduct matter.

A. Rights of Parties During any Investigation and Resolution.

Parties will have the following rights when an investigation or resolution is initiated under either Section XI or XII of this Policy:

1. To an investigation and process that is fair, impartial, timely, thorough and provides a meaningful opportunity to be heard;
2. To have the allegations investigated and/or adjudicated by individuals who receive annual training in conducting investigations of sexual violence, the effects of trauma, impartiality, and the rights of the respondent, including the right to a presumption that the respondent is "not responsible" until any finding of responsibility;
3. To have the allegations investigated, resolved and/or adjudicated by individuals who are free from a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent;

4. To have the University's judicial or conduct process run concurrently with any criminal justice investigation and proceeding, except for temporary delays requested by external municipal entities while law enforcement gathers evidence. Temporary delays should not last more than ten (10) days except when law enforcement specifically requests and justifies a longer delay;
5. To an investigation process where the burden of proof and burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University and not on the parties;
6. To receive reasonable advance written notice of any meeting they are required to or eligible to attend;
7. To exclude their own prior sexual history with persons other than the other party in the investigation or conduct process and their own mental health diagnosis and/or treatment, subject to certain exceptions described in Sections XI.E and XI.G;
8. To offer evidence during the investigation;
9. To have irrelevant evidence excluded from any hearing;
10. To review documents and tangible evidence, consistent with the Family Educational Rights and Privacy Act ("FERPA") and other laws;
11. To be accompanied by an advisor of their choice (who may be an attorney), who may assist and advise throughout the process, including during all related meetings and hearings;
12. To simultaneous notice of the outcome of proceedings, including written notice of findings of fact, decisions and sanctions if any, as well as the rationale for the decision and any sanction;
13. For Title IX Sexual Harassment matters, Mercy will provide an advisor to any party who does not have one, for the limited purpose of conducting cross examination at a hearing. See Section X for more information;
14. To access to a full and fair record of any hearing;

15. To protection against retaliation as defined in Section III; and
16. To protection against the provision of false statements and evidence.

B. Informal Resolution

Informal Resolution is an alternative to the formal investigation and adjudication procedures outlined in Sections XI and XII and may include administrative resolution (such as a mutual agreement to abide by a No Contact Order), acceptance of responsibility and penalty, mediation or other alternative dispute resolution. In some cases, informal resolution may represent a beneficial outcome for both parties by providing an alternative to the formal investigation and adjudication process. This informal resolution process is available in matters proceeding as Title IX Sexual Harassment matters and Non-Title IX Sexual Misconduct matters, except in cases involving Title IX Sexual Harassment allegations by a student against an employee.

Informal resolution may take place at any point prior to a determination of responsibility. For Title IX Sexual Harassment matters, informal resolution is available after a Title IX Formal Complaint is filed. The Title IX Coordinator must consider every eligible case for informal resolution. When the Title IX Coordinator determines that it is appropriate to refer a matter for informal resolution, the Title IX Coordinator will provide the parties with written notice that an informal resolution is being offered to resolve the allegations. This written notice will include:

1. A description of the allegations;
2. The requirements of the informal resolution process, including the circumstances under which an informal resolution will preclude the parties from resuming an investigation and formal resolution arising from the same allegations;
3. Potential consequences resulting from participating in the informal resolution process, including what records will be maintained or could be shared with the other party; and
4. Notice that either party has the right to withdraw from the informal resolution process and resume an investigation and formal resolution process at any time prior to agreeing to an informal resolution.

Both parties must agree to begin the informal resolution process. The time frame for investigations will be tolled while the parties engage in the informal resolution process. The Title IX Coordinator must reevaluate the parties' progress towards informal resolution every thirty (30) days and has the discretion to terminate the informal resolution process and resume the investigation at any time.

Upon referral by the Title IX Coordinator, the informal resolution process is conducted by a qualified staff or faculty member designated by the Title IX Coordinator, in coordination with the Vice President of Student Affairs or a designated Human Resources representative, as applicable.

Either party has the right to end the informal resolution process at any time prior to finalizing an informal resolution agreement.

Any agreement reached through informal resolution must be acceptable to both parties and the University. If a resolution is reached, the parties will be notified in writing, and a written memorandum will memorialize the agreed upon resolution. Both parties must provide their voluntary, written consent before an informal resolution agreement is finalized. Once finalized, the obligations in the agreement will be binding and the allegations of Sexual Misconduct (and for Title IX Sexual Harassment matters, the Title IX Formal Complaint) will be deemed resolved. Once finalized, this memorandum will be maintained for seven (7) years, in compliance with recordkeeping requirements outlined in Section X.I.

Information learned as a direct result of the informal resolution process will not be documented in an investigatory report or subsequent adjudication. Information learned from another source, however, will not be excluded from an investigatory report or subsequent adjudication merely because it was discussed or raised during the informal resolution process. The staff or faculty member conducting the informal resolution process is precluded from participating as a witness in the investigation or participating as a witness or presenter in a subsequent adjudication. Violations of informal resolution agreements will be referred for discipline or other appropriate action in accordance with Mercy University's policies and collective bargaining agreements.

C. Title IX Sexual Harassment Grievance

Only in Title IX Sexual Harassment matters will grievance hearings be convened. Mercy will appoint a Hearing Officer, who is specially trained annually on the relevant law and this Policy.

The Hearing Officer will decide whether the respondent is responsible for the alleged Policy violation(s). Hearings will be scheduled promptly (including during the summers) at a convenient time for all parties.

The Hearing Officer will not participate in a case if they have been involved in the investigation, will be participating in the hearing as a witness or if they have a direct interest in the outcome of the matter. The Hearing Officer will not participate in the hearing if they have previously participated in a case involving the same parties.

D. Appeals for Title IX Sexual Harassment and Non-Title IX Sexual Misconduct

Appeals are permitted in both Title IX Sexual Harassment matters and Non-Title IX Sexual Misconduct matters. The University shall convene a three-person Appeals Panel, with each Panel member being specially trained annually on the relevant law and this Policy.

A party may appeal the Hearing Officer's or University's determination of responsibility and/or the penalty imposed on the following grounds:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time of the hearing, which could affect the outcome of the matter;
3. The Title IX Coordinator, investigator or Hearing Officer had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; or
4. The disproportionate nature of the penalty.

The Appeal Panel may modify the penalty or remand the matter for a new hearing in Title IX Sexual Harassment matters or re-review in Non-Title IX Sexual Misconduct matters.

Parties intending to appeal under this section must send a written Notice of Appeal to the Title IX Coordinator within fifteen (15) days after the delivery of the written determination of responsibility. The Title IX Coordinator will notify the non-appealing party in writing within five (5) days of receipt of the Notice of Appeal and will provide the hearing recording to the relevant parties in a timely manner. The non-appealing party has fifteen (15) days from receipt of the Notice of Appeal to submit a response as well.

The Appeal Panel will review the hearing materials and written submissions of the parties. The Appeal Panel will issue a written decision that indicates the final outcome and rationale for that decision within fifteen (15) days of receipt of the non-appealing party's written submission or failure to provide a submission. The written decision will be provided simultaneously to both parties.

E. Conflict/Bias

If a party believes that any individual involved in the investigation, resolution, grievance or appeals process has a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter, either party may make a request to have that conflicted individual removed from the process. Requests for removal must be made in writing within five (5) days of the notification that the individual is to be involved and include a detailed description of the conflict.

Requests for removal of the Hearing Officer or a member of the Appeals Panel must be made at least one (1) day before any hearing. All requests for removal must be directed to the Title IX Coordinator. After receiving a request for removal, the Title IX Officer will ask the individual with the alleged conflict to provide a short, written response to the request for removal and consider that response before making a determination. If a conflict exists, the Title IX Coordinator will take immediate steps to replace that investigator, informal resolution facilitator or Panel member to ensure an impartial and fair process.

F. Hearing Recording

The University shall make a recording of each hearing by some means such as a stenographic transcript, an audio recording or the equivalent. No other recording of the proceedings is permitted. A respondent who has been found responsible after a hearing is entitled upon request to a copy of such a record without cost upon the condition that it is not to be disseminated except to the respondent's advisor. In the event of an appeal, the parties will be provided a copy of such a record without cost, upon the condition that it is not to be disseminated except to their advisors.

The parties are prohibited from recording any part of the investigation and grievance process and from unauthorized copying of documents or materials, as well as unauthorized posting, distribution or otherwise sharing of said recordings, documents or materials to anyone other

than family, an advisor or legal counsel. Copying includes but is not limited to: audio or video recording, streaming, photographing, scanning, transcribing, or any other form that conflicts with the spirit of this directive. Allegations of non-compliance under this Section will be reviewed by the Office of Student Affairs, or Human Resources, as appropriate, and may result in disciplinary action.

G. Student Respondent Withdrawal Before Allegations are Resolved

When a student respondent withdraws from the University with a Sexual Misconduct investigation or adjudication pending, the respondent will be barred from returning until the investigation and/or adjudication is complete, or the allegations are otherwise resolved. If the respondent fails to appear at a subsequent hearing, the University may proceed in absentia, and any decision and sanction shall be binding, pending appeal.

The University must place a notation on the respondent's transcript that the respondent "withdrew with conduct charges pending." If the respondent is subsequently found not responsible at a hearing, the transcript notation will be removed. If the respondent is subsequently found responsible at a hearing and the penalty is either suspension or expulsion, the transcript notation will be adjusted in accordance with Section H below.

H. Transcript Notations

When a student respondent is found responsible and the penalty is either suspension or expulsion, the University must place a notation on the respondent's transcript stating that respondent "was suspended/expelled after a finding of responsibility for a code of conduct violation."

For expulsion cases, after four years from the date of the conclusion of the disciplinary proceeding, or one year after the conclusion of any suspension (whichever is shorter), the respondent has the right to request that a transcript notation from a finding of responsibility be removed. However, in cases where a student respondent was expelled as a result of a Clery Act crime of violence (20 U.S.C. 1092(f)(1)(F)(i)(I)-(VIII)) including but not limited to sexual assault, the notation will not be removed. If a finding of responsibility is vacated for any reason, the notation must be removed.

I. Recordkeeping

All records related to the University's response to allegations of Sexual Misconduct must be maintained for 7 years from the last action on a matter, unless such records must be maintained for a longer period of time pursuant to Mercy's Records Retention and Disposition Schedule.

These records include: records of any actions, including any supportive measures or accommodations taken in response to allegations of Sexual Misconduct; investigation records, materials, and documents; determinations regarding responsibility and disciplinary sanctions; remedies provided to a complainant designed to restore or preserve equal access to Mercy's education program or activity; any appeals and the result; any informal resolution and the result; and any recordings or transcripts of hearings.

Mercy's Records Retention and Disposition Schedule requires that student disciplinary records be maintained permanently.

XI. PROCEDURES FOR TITLE IX SEXUAL HARASSMENT MATTERS

The following procedures apply *only* to Title IX Sexual Harassment matters.

A. Requirement of a Title IX Formal Complaint

The Title IX Coordinator will determine if the initial allegations that were reported meet the criteria of a Title IX Formal Complaint, which is required to initiate a grievance process or resolution.

A Title IX Formal Complaint is a document filed by a complainant or signed by the Title IX Coordinator alleging Title IX Sexual Harassment (as defined in Section III) against a respondent and requesting that the University investigate the allegations. The Title IX Coordinator may sign a Title IX Formal Complaint with or without a complainant's desire to participate in a grievance process. A Title IX Formal Complaint may be a physical document, email or electronic submission through a campus online form, so long as it contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the complaint.

If the initial allegations that were reported do not meet the criteria of a Title IX Formal Complaint, the Title IX Coordinator will contact the complainant to explain how to file a Title IX Formal Complaint and notify them that a Title IX Formal Complaint is required to resolve the allegations. If no Title IX Formal Complaint is received within a reasonable time, the Title IX

Coordinator may administratively close the matter. A complainant may file a Title IX Formal Complaint at any time thereafter.

B. Initiation of Title IX Grievance Procedure

Upon receipt of a Title IX Formal Complaint, the Title IX Coordinator will notify the known parties that the University is commencing a Title IX grievance procedure. The notice will be in writing and will include the following:

1. Mercy's Policy on Sexual Misconduct;
2. Notice of the allegations, including sufficient details known at the time notice is sent, including the date, time and location of the alleged behavior, the identity of the parties and the specific act or acts that are alleged to violate the Policy's prohibition of Title IX Sexual Harassment, defined in Section III;
3. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
4. A statement that the allegations outlined in the notice may not be the final allegations considered by the University, and notice that if the University decides to investigate additional allegations, the University will provide notice of the additional allegations in a timely manner and with sufficient time for the parties to prepare for any hearing;
5. Notice that the parties may have an advisor of their choice, who may be an attorney, throughout the process;
6. Notice that parties may inspect and review evidence;
7. Notice that the parties are entitled to written notice of the date, time, location, participants and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate in any hearing, investigative interview or meeting;
8. Notice that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the parties;

9. Mercy's prohibition on knowingly making false statements or knowingly submitting false information during the grievance process, as defined in Section VII.J.; and
10. Mercy's prohibition on retaliation, as defined in Section III.

This notice will be provided at least five (5) days before any initial interview unless a party consents to a shorter period.

C. Informal Resolution

A Title IX Formal Complaint may be resolved through an informal resolution process (Section X.B.)

D. Dismissal of Title IX Formal Complaint Prior to Resolution

1. Mandatory Dismissals: If, at any time after receipt of a Title IX Formal Complaint, it becomes clear that the allegations, if true, do not meet the definition of Title IX Sexual Harassment, the Title IX Coordinator must dismiss the Title IX Formal Complaint.
2. Discretionary Dismissals: The Title IX Coordinator may dismiss a Title IX Formal Complaint, or any allegations therein, if:
 - a. The complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the Title IX Formal Complaint or any allegations therein;
 - b. The respondent is no longer enrolled or employed by Mercy; or
 - c. Specific circumstances exist that prevent the University from gathering evidence sufficient to reach a determination as to the Title IX Formal Complaint or allegations therein.
3. Process following dismissal of Title IX Formal Complaint: Upon mandatory or discretionary dismissal of a Title IX Formal Complaint, the Title IX Coordinator must determine whether the allegations will proceed as a Non-Title IX Sexual Misconduct matter. The parties will be notified of the dismissal in writing and provided an opportunity to appeal, as discussed in Section XI.

4. This notice will include:

- a. The basis for the dismissal;
- b. Whether the allegations will proceed as a Non-Title IX Sexual Misconduct matter; and
- c. The parties' right to appeal the dismissal and the procedures to do so.

E. Appeal of Dismissal of a Title IX Formal Complaint

Either party may appeal the dismissal of a Title IX Formal Complaint on the following grounds:

- 1. A procedural irregularity affected the outcome of the matter;
- 2. New evidence that was not reasonably available at the time the dismissal was made, that could affect the outcome of the matter; and/or
- 3. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

Appeals under this section must be directed to the Director of Human Resources (if the complainant is an employee) or Vice President for Student Affairs (if the complainant is a student) in writing within five (5) days after the delivery of the written dismissal notice. The Director of Human Resources or Vice President of Student Affairs, or their designee will notify the non-appealing party in writing within five (5) days of the receipt of any appeal under this Section and will notify the non-appealing party of their opportunity to submit a written statement in support of, or challenging the dismissal of the Title IX Formal Complaint, due within five (5) days after the delivery of written notice. The Director of Human Resources or Vice President of Student Affairs, or their designee, will issue a written decision describing the result of the appeal and the rationale for the result within fifteen (15) days of the receipt of the appeal or within fifteen (15) days of the receipt of the opposing party's submission, whichever is longer. The written decision will be provided simultaneously to both parties.

The Title IX Coordinator must wait until an appeal under this section is decided before taking any further action as a Non-Title IX Sexual Misconduct matter.

F. Formal Resolution and Investigation

1. Rights of the Parties

When a Title IX Formal Complaint proceeds to formal resolution and investigation, the parties have the following rights in addition to those outlined in Section X.A.:

- a. To have the Title IX Formal Complaint investigated, resolved and/or adjudicated by individuals who receive training as required by federal regulation;
- b. To an evaluation of all relevant evidence, including both inculpatory and exculpatory evidence and credibility determinations that are not based on a person's status as a complainant, respondent or witness;
- c. To receive reasonable advance written or electronic notice of allegations, including the date, time, location and general description of the allegations, as well as the specific conduct rule or law violated and the possible sanction;
- d. To exclude questions and evidence about their own sexual predisposition or prior sexual behavior, unless such questions and evidence are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent (complainant only);
- e. To the exclusion (including the University's access, consideration, disclosure or other use) of a party's records that are made or maintained by a physician, psychiatrist, psychologist or other recognized professional or paraprofessional, and which are made and maintained in connection with the provision of treatment to the party, unless the University obtains the party's voluntary, written consent;
- f. To offer evidence during the investigation, including both fact and expert witnesses and other inculpatory and exculpatory evidence;
- g. To an investigative report that fairly summarizes relevant evidence;
- h. To inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Title IX Formal Complaint, including

inculpatory or exculpatory evidence whether obtained from a party or other source, consistent with FERPA and other law; and to submit a written response within ten (10) days of receiving said evidence and to have that written response considered by the Title IX Coordinator prior to the investigative report being finalized;

- i. To review the investigative report at least ten (10) days prior to any hearing and to respond in writing prior to a hearing or other time of determination regarding responsibility; and
- j. To a live hearing and cross examination; Mercy will provide an advisor to any party who does not have one, for the limited purpose of conducting cross examination at a hearing.

2. Investigation

The Title IX Coordinator is responsible for conducting investigations in a prompt, thorough, and impartial manner. Whenever an investigation is conducted, the Title IX Coordinator must:

- a. Inform the parties that a Title IX grievance procedure and investigation is being commenced and their rights during such investigation, as outlined in Sections X and XI;
- b. Coordinate investigative efforts with other appropriate offices;
- c. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the parties; and
- d. Interview witnesses who might reasonably be expected to provide information relevant to the allegations, and review relevant documents and evidence.

The University must make reasonable efforts to ensure that the investigation is carried out within a reasonably prompt timeframe. While some allegations may require more extensive investigation, when possible, the investigation of a Title IX Formal Complaint must be completed within one hundred-twenty (120) days of receipt of the Title IX Formal Complaint (including the evidence review process, completion of the investigative report and report review process, as discussed below).

If there is a delay in completing the investigation, the Title IX Coordinator must notify the parties in writing and indicate the reason for the delay. The Title IX Coordinator should also note the reason for delay and projected timeline for completing the investigation in their case file. The reason for extension of the time frame of an investigation may include, but is not limited to: compliance with a request by law enforcement; a limited accommodation for the availability of parties, their advisors and witnesses; students on leave; exam periods, school breaks or vacations; and accounting for the complexities of a specific investigation, including the number of witnesses and volume of information provided by the parties.

3. Post-Investigation Review of Relevant Documents and Materials

Prior to the completion of the investigative report (discussed below), the Title IX Coordinator will send the parties (either in hard copy or electronic form) all of the relevant documents and materials gathered during the investigation that are directly related to the allegations raised in the Title IX Formal Complaint. These materials include any evidence upon which the Title IX Coordinator does not intend to rely when making a determination regarding responsibility and inculpatory or exculpatory evidence, whether obtained from a party or another source. The parties may submit a written response, due within ten (10) days after the materials are provided, which will be considered by the Title IX Coordinator prior to finalizing the investigative report.

The parties and their advisors must sign an agreement not to disseminate any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to the Title IX grievance process. The parties will have access to use and refer to these documents and materials during a hearing.

4. Investigative Report

Upon completion of the investigation, the Title IX Coordinator must prepare an investigative report, which will fairly summarize all relevant evidence gathered during the investigation. The investigative report must include:

- a. Procedural history of the case;
- b. Alleged Policy violations;
- c. A list of individuals interviewed;
- d. A list of exhibits;

- e. A list of additional documents and materials (not included as an exhibit) obtained as part of the investigation and directly related to the allegations, including inculpatory or exculpatory evidence; and
- f. A summary of party and witness statements and other relevant evidence, including a summary of relevant evidence pertaining to each allegation.

5. Review of Investigative Report

Upon completion of the investigative report, and at least ten (10) days prior to any hearing, the Title IX Coordinator will send the report to each party (and the party's advisor, if applicable) for their review and written response. A party's written response to the report is due within ten (10) days after the report is provided, and will be shared with the Hearing Officer and the other party prior to a hearing.

G. Live Hearing

Following the completion of the investigation and investigative report, all Title IX Sexual Harassment matters will proceed to a live hearing. The same process and procedures will apply regardless of whether the respondent is a student or employee, although specific information regarding employee penalties is included in Sections XI and XII.

When possible, the live hearing must be completed within sixty (60) days after completion of the investigation. Live hearings pursuant to this section may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants to see and hear each other simultaneously.

1. Pre-Hearing Procedures

a. Referral for Hearing

Following the conclusion of the investigative process, the Title IX Coordinator will notify the following parties that the matter is ready for a hearing before the Hearing Officer:

- i. For student respondents: the Office of Student Affairs.
- ii. For employee respondents: the Office of Human Resources.

The Title IX Coordinator will facilitate the scheduling of the hearing. The Title IX Coordinator will determine an appropriate physical location (if applicable) for the hearing on a case-by-case basis. After the hearing is scheduled, the Office of Student Affairs or Office of Human Resources will coordinate the hearing, including, for example, providing a location, facilitating a remote platform, recording the hearing and arranging for presenters and advisors, as needed.

b. Issuance of Notice of Hearing

The Title IX Coordinator will issue the Notice of Hearing to both parties, which will include the date, time and location of the hearing and notice of the allegations identified in the investigative report. The Notice of Hearing must be sent by both first-class mail (or overnight mail) to the physical address or P.O. box address appearing on the records of the University and email using the party's Mercy email address, and any other email address known to the University. Notice of at least seven (7) days will be provided.

The parties are permitted one adjournment each, for a reasonable amount of time under the circumstances, without specifying a reason. Additional requests for an adjournment must be made at least five (5) days prior to the hearing date and shall be granted or denied at the discretion of the Hearing Officer. If either party fails to respond to the notice, appear on the adjourned date, or request an extension, the University may proceed without their presence, and any determinations of responsibility will be final, subject to appeal.

The Notice of Hearing must contain the following:

- i. A Complete and itemized statement of the allegations against the respondent, including the policy the respondent is charged with violating, and the possible penalties for such a violation;
- ii. A statement that the parties have the right to attend and participate fully in the hearing including the right: to present their side of the story; to present witnesses and evidence on their behalf; to be represented by an advisor (who may be an attorney, at their own expense) and if the respondent or the complainant does not have an advisor at the hearing, the University must provide an advisor for the limited purpose of cross examination; for their advisor to cross-examine witnesses presenting evidence; for the respondent to remain silent without assumption of responsibility; and

- iii. A warning that anything said may be used at a non-University hearing (for example, as part of a criminal case).

c. Review of Evidence before Hearing

At least five (5) days prior to the commencement of a hearing, the University will provide the parties and their advisors:

- i. A list of documents or other tangible evidence that the University intends to use at the hearing. In the event the University intends to use documents or other tangible evidence at the hearing that was not provided to the parties during the investigation phase the University must provide those materials to the parties and their advisors at least five (5) days prior to commencement of a hearing; and
- ii. A copy of the other party's written response to the investigative report.

At least five (5) days prior to the commencement of a hearing the University will provide the Hearing Officer the following:

- i. The investigative report, including exhibits; and
- ii. The parties' written responses to the investigative report.

H. Hearing Procedures

All hearings pursuant to this Policy are closed hearings, meaning that participation and observation is limited to the parties, their advisors, witnesses, the Hearing Officer, the University presenter and any University staff required to coordinate the hearing.

1. Roles and Responsibilities

- a. The participants at the hearing are the University, the Respondent and the complainant.
- b. Hearing Officer

The Hearing Officer, discussed in Section X.C, serves as the decision-maker at the hearing. Prior to the hearing, the Hearing Officer will review the investigative report, exhibits and the

parties' written responses to the investigative report. During the hearing, the Hearing Officer will listen to the testimony, review and consider evidence and ask questions of the witnesses. After the hearing, the Hearing Officer will consider all of the information and evidence reviewed, make a decision as to responsibility and penalty (if applicable) and issue a written determination of responsibility.

At the commencement of the hearing, the Hearing Officer must inform the parties of the charges, the hearing procedures, and their rights. The Hearing Officer must then ask the respondent to state whether they are responsible or not responsible for the conduct. The Hearing Officer shall exclude from the hearing room all persons who are to appear as witnesses, except the respondent and the complainant. The Hearing Officer must rule on the admissibility of evidence and must exclude irrelevant questioning, testimony and evidence.

d. University Presenter

The University will be represented by a presenter. Each academic year, the Vice President of Student Affairs must appoint/identify one or more University employee(s) to serve as presenters for hearings against student respondents involving their campuses. Similarly, the Director of Human Resources must appoint/designate employees to serve as presenters against employee respondents.

e. Advisors

The parties may be accompanied by an advisor of their choice (who may be an attorney) for the purposes of conducting cross-examination. In the event a party does not have an advisor present at the hearing, the University must provide an advisor for the limited purpose of conducting cross-examination on behalf of that party. A party's advisor may also assist and advise that party during meetings and hearings but may not speak on behalf of the party or otherwise participate in the meeting or hearing.

Advisors must treat all hearing participants, including the Hearing Officer, parties and witnesses, with respect and according to the decorum guidelines (in Appendix C of this Policy), which shall be provided to each party prior to the hearing. Any party intending to appear with an attorney must give the University five (5) days' notice of the attorney's name and contact information.

2. Responsibility Phase

The University bears the burden of proving the allegations by a preponderance of the evidence.

a. Presentation of Evidence

Evidence will be presented in the following order: University, complainant and respondent. The parties have an equal opportunity to present relevant evidence, including fact and expert witnesses and other inculpatory and exculpatory evidence to the Hearing Officer. If a party submits documentary evidence during a hearing that was not previously shared during the investigation, the chairperson may, at the request of any other party grant an adjournment of the hearing as necessary in the interest of fairness, to permit the requesting party time to review the newly produced evidence.

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Questions and evidence of the mental health diagnosis and/or treatment of any party may not be introduced, unless that party provided their voluntary and written consent for such materials to be made part of the investigation and the information is directly related to the allegations raised in the Title IX Formal Complaint.

b. Cross Examination

Each party's advisor will be permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. A party may not conduct cross-examination personally, but must do so through their advisor. In the event a party does not have an advisor and the case proceeds to a hearing, the University must provide an advisor for the limited purpose of conducting cross-examination on behalf of that party. All advisors must follow the decorum guidelines, which shall be provided to each party prior to the hearing.

Before a complainant, respondent, or witness answers a cross-examination or other question, the Hearing Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross examination or other questions.

3. Determination of Responsibility

Following the hearing, the Hearing Officer will determine whether there is a preponderance of evidence that the respondent violated the Policy, which may be based on information contained in the investigative report and the testimony and evidence presented at the hearing.

4. Penalty Phase

If a respondent is found responsible for violating this Policy, the Hearing Officer will determine the penalty to be imposed; except that if the respondent is a represented employee whose discipline is subject to a collective bargaining agreement, there will be no penalty phase, and a determination that the respondent is responsible will be referred for discipline under the applicable collective bargaining agreement.

Following the responsibility phase of the hearing, the complainant, respondent, and University, will have the opportunity to introduce evidence and make arguments related to what the appropriate penalty should be, in the event the respondent is found responsible for violating the Policy. The complainant, respondent and the University will also have the opportunity to introduce evidence of and comment on the respondent's character, including any past findings of responsibility for Domestic Violence, Stalking, Sexual Assault or any other Sexual Misconduct, and submit a statement regarding the impact of the conduct.

The University may also introduce a copy of the respondent's previous disciplinary records, if any, provided the respondent was shown a copy of the records prior to the commencement of the hearing.

The Hearing Officer will consider the disciplinary records, as well as any documents or character evidence introduced by the respondent, the complainant, or the University, in determining an appropriate penalty.

If either party chose not to participate in the responsibility phase of hearing, they still have the opportunity to introduce evidence and make arguments related to what the appropriate penalty should be and to provide or make an impact statement.

5. Notice of Hearing Determination

The Hearing Officer will issue a written Determination of Responsibility, which must include the following:

- a. Identification of the allegations potentially constituting Sexual Misconduct;
- b. A description of the procedural steps taken from the receipt of the Title IX Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- c. Findings of fact supporting the determination;
- d. Conclusions regarding the application of this Policy to the facts;
- e. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
- f. If a student respondent is found responsible, any disciplinary sanctions that will be imposed on the respondent or, if an employee is found responsible, a statement that the matter will be referred to the Director of Human Resources for discipline and, if applicable, under the applicable collective bargaining agreement;
- g. A statement of whether remedies designed to restore or preserve equal access to Mercy's education program or activity will be provided to the complainant; and
- h. Procedures and permissible bases for the parties to appeal.

The University will send the written determination of responsibility to the parties simultaneously, within fifteen (15) days of the conclusion of the hearing. The determination of responsibility will be sent by both first-class mail (or overnight mail) to the physical address or P.O. box address appearing on the records of the University (unless a party requests in writing prior to the conclusion of the hearing that a different address be used) and email using each party's Mercy email address, and any other email address provided to the University specifically for this purpose. In cases involving two or more complainants or respondents, the Hearing Officer has twenty (20) days from the conclusion of the hearing to send the decision. The decision is final subject to any appeal.

6. Remedies for Complainants

In the event the respondent is found responsible for violating the Policy, the Title IX Coordinator will implement remedies for the complainant, designed to restore or preserve equal access to the recipient's education program or activity. Such remedies may include a continuation of the same supportive measures and accommodations described in Section VIII, but need not be non-disciplinary or non-punitive and need not avoid burdening the respondent.

7. Sanctions for Respondents

a. Range of Sanctions for Students

Sanctions for student respondents range from a warning to suspension or expulsion from the University.

When a disciplinary hearing results in a penalty of expulsion or suspension for one term or more, the respondent must be barred from attendance at Mercy while the penalty is being served.

Students may also be subject to Mercy's Policy on transcript notations which is discussed in Section X.H.

b. Range of Sanctions for Employees

As discussed above in Sections XI and XII, there will be no penalty phase for employees who are subject to a disciplinary process contained in a collective bargaining agreement; instead, a determination that the respondent is responsible will be referred for discipline under the applicable collective bargaining agreement. For all other employees, sanctions range from a reprimand to suspension to termination of employment.

XII. PROCEDURES FOR NON-TITLE IX SEXUAL MISCONDUCT MATTERS

The following procedures will apply to Non-Title IX Sexual Misconduct matters:

When the University becomes aware that Sexual Misconduct may have been committed by or against a student, employee or contractor, vendor or visitor, the University must conduct an investigation unless the information provided is insufficient to permit an investigation or the complainant has requested that the University refrain from such an investigation and the

University has determined that refraining from an investigation will not result in a continuing threat to the University community.

A. Rights of the Parties

Whenever an investigation of Non-Title IX Sexual Misconduct takes place, the parties have the rights described in Section X.

B. Informal Resolution

A Non-Title IX Sexual Misconduct matter may be resolved through an informal resolution process described in Section X.B.

C. Investigation and Findings

The Title IX Coordinator is responsible for conducting an investigation in a prompt, thorough, and impartial manner. Whenever an investigation is conducted, the Title IX Coordinator must:

1. Coordinate investigative efforts with other appropriate offices;
2. Provide the parties written notice that an investigation is being commenced, including notice of the allegations and sufficient details known at the time notice is sent, including the date, time and location of the alleged behavior and the specific act or acts that are alleged to violate the Policy's prohibition on Sexual Misconduct;
3. Interview witnesses who might reasonably be expected to provide information relevant to the allegations, and review relevant documents and evidence. Both the complainant and respondent must be informed that they have the right to provide relevant documents and to propose witnesses whom they reasonably believe can provide relevant information. A respondent employee who is covered by a collective bargaining agreement may consult with and have a union representative present at any interview of that employee conducted as part of such investigation; and
4. Create an investigative report that fairly summarizes relevant evidence and makes findings as to whether, in the investigator's opinion, there is a preponderance of evidence that the respondent is responsible for the allegation(s).

The University must make reasonable efforts to ensure that the investigation and resolution of allegations of Sexual Misconduct are carried out within reasonably prompt timeframes. While some allegations may require more extensive investigation, when possible, the investigation of allegations of Sexual Misconduct (including completion of the investigative report) must be completed within one hundred-twenty (120) days of the receipt of the allegations.

If there is a delay in completing the investigation, the Title IX Coordinator must notify the parties in writing and indicate the reason for the delay. The Title IX Coordinator should also note the reason for delay and projected timeline for completing the investigation in their case file. The reason for extension of the time frame of an investigation may include but is not limited to: compliance with a request by law enforcement; a limited accommodation for the availability of parties, their advisors and witnesses; students on leave; exam periods, school breaks or vacations; and accounting for the complexities of a specific investigation, including the number of witnesses and volume of information provided by the parties.

Upon completion of the investigation, the Title IX Coordinator must prepare an investigative report, which will fairly summarize and evaluate relevant evidence gathered during the investigation. The investigative report will include:

1. Procedural history of the case;
2. Alleged Policy violations;
3. A list of individuals interviewed;
4. A list of exhibits;
5. Summary of party and witness statements and other relevant evidence;
6. Analysis of evidence, including credibility assessments; and
7. Factual findings regarding whether, in the investigator's opinion, there is a preponderance of evidence that the respondent is responsible for the allegation(s).

D. Action Following the Termination of an Investigation

1. Students

Within thirty (30) days following the termination of an investigation, the Title IX Coordinator will summarize for the file the actions taken in response to the allegations and the basis on which the investigation was closed.

a. Complainant Appeal of Unsubstantiated Allegations

If the complainant is a student, the Title IX Coordinator must provide the investigative report to both parties within five (5) days of the completion of the report. If the allegations are unsubstantiated, in whole or in part, the student complainant has the right to appeal the Title IX Coordinator's determination to the Appeals Panel. Appeals may be based on the following grounds:

- i. Procedural irregularity that affected the outcome of the matter;
- ii. New evidence that was not reasonably available at the time of the investigation, which could affect the outcome of the matter; or
- iii. The Title IX Coordinator had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

The complainant must submit their written appeal to the Title IX Coordinator within fifteen (15) days after the delivery of the investigative report. The Title IX Coordinator will provide the complainant's appeal to the respondent within five (5) days of submission. The respondent will have the opportunity to submit a written response to the appeal, due within fifteen (15) days after the delivery of the complainant's appeal.

The Title IX Coordinator will convene the Appeals Panel. The Appeals Panel will review the investigative report, the complainant's appeal and the respondent's response, if any. The Appeal Panel will issue a written decision within fifteen (15) days of receipt of the respondent's written submission or failure to provide a submission. The written decision will be provided simultaneously to both parties.

If the Appeals Panel grants the appeal, it may remand the matter for appropriate action, which may include, but is not limited to, the evaluation of new evidence or a new investigation.

Following the complainant's appeal, if any, the Title IX Coordinator shall send the investigative report, as well as any decision on appeal, to the Vice President of Student Affairs. The University President must also be apprised of the outcome of any appeal. A copy of the report and any decision on appeal must be maintained in the files of the Title IX Coordinator.

b. Action Against Student Respondents

Following receipt of the investigative report, the Vice President for Student Affairs when warranted by the facts, authorize such action as they deem necessary, including action to correct the effects of the conduct investigated or prevent further harm to an affected party or others similarly situated. This may include a recommendation that disciplinary action be commenced against a respondent, as set forth in Section XII.E. below, or for unsubstantiated findings, authorization to close the matter.

2. Employees

The Title IX Coordinator must provide the investigative report to the Director of Human Resources. Following receipt of the investigative report, the Director of Human Resources must, when warranted by the facts, authorize such action as they deem necessary, including action to correct the effects of the conduct investigated or prevent further harm to an affected party or others similarly situated. This may include a recommendation that disciplinary action be commenced against a respondent, as set forth in Section XII.E. below, or for unsubstantiated findings, authorization to close the matter.

Within thirty (30) days following the termination of an investigation (for example, because it was resolved by informal resolution or the complainant withdrew cooperation), the Title IX Coordinator will summarize for the file the actions taken in response to the allegations and the basis on which the investigation was closed.

E. Disciplinary Process and Procedures

1. Disciplinary Action

The following procedures apply when the Vice President for Student Affairs or Director of Human Resources recommends that disciplinary action be commenced against a respondent student or employee for violations of this Policy:

a. Discipline Against Students

When the Vice President for Student Affairs recommends discipline against a student for violations of this Policy, the matter is referred to the Office of Community Standards and Student Conduct and action must be taken in accordance with the Judicial Process in the Student Handbook. Sanctions for student respondents range from a warning to suspension or expulsion from the University. When a finding results in a penalty of expulsion or suspension for one term or more, the respondent must be barred from attendance at Mercy while the penalty is being served. Students may also be subject to Mercy's policy on transcript notations, discussed in Section X.H.

b. Discipline Against Employees

In cases where the Director of Human Resources recommends discipline against an employee, the matter is referred for disciplinary action in accordance with any applicable University policies, rules and collective bargaining agreements. Penalties for employees include, depending on the employee's title, reprimand, suspension, demotion, fine, or termination of employment following applicable disciplinary procedures.

For additional information on the disciplinary process in specific cases, parties should consult the Office of Human Resources to provide information. Respondents may also consult with their union representative, if any.

c. Action Against Visitors and Contractors

In cases where the person accused of Sexual Misconduct is not a Mercy student or employee, the University's ability to take action against the respondent is usually limited. However, the University will take appropriate actions within its control, such as restricting the visitor's access to campus. If the person accused is a contractor or vendor, Mercy may ask that that individual be removed from Mercy's account.

d. No Disciplinary Action

In cases where the Vice President for Student Affairs or the Director of Human Resources decides not to bring disciplinary action, the Title IX Coordinator must inform the parties of that decision at the same time, in writing, and must offer any appropriate support services, including counseling, to both.

XIII. UNIVERSITY OBLIGATIONS UNDER THIS POLICY

In addition to addressing allegations of Sexual Misconduct, the University has the following obligations:

A. Dissemination of Policies, Procedures, and Notices

The Title IX Coordinator, in coordination with the Office of Student Affairs, Office of Campus Safety, Office of Human Resources and other appropriate offices, is responsible for the wide dissemination of the following: (i) this Policy; (ii) Mercy's Notice of Non-Discrimination; (iii) the Title IX Coordinator's name, phone number, office location, and email address and (iv) contact information for the Office of Campus Safety. Such dissemination includes posting the documents and information on the University website, and including it in residence life materials and training and educational materials.

The Students' Bill of Rights, which is appended to and made a part of this Policy, must be distributed to any individual reporting an incident of Sexual Misconduct at the time the report is made. It must also be distributed annually to all students, made available on the University's website and posted in Mercy University residence halls.

B. Training and Educational Programming

Mercy is responsible for providing training to Title IX Coordinators, investigators, the Hearing Officer, Appeals Panel members, and anyone who facilitates informal resolutions.

The Title IX Coordinator, in coordination with other applicable offices, including Campus Safety, Office of Human Resources and Office of Student Affairs, is responsible for ensuring that the University provides training to University employees on their obligations under this Policy; provides education on this Policy and on Sexual Misconduct (including Domestic Violence, Dating Violence, Stalking and Sexual Assault) to new and continuing students; and promotes awareness and prevention of Sexual Misconduct among all students and employees. Specific required trainings include the following:

1. Training for Responsible and Confidential Employees

The University must provide training to all employees who are required to report incidents of Sexual Misconduct under this Policy, as well as those employees who have been designated as confidential employees.

2. Training for Title IX Coordinators, Investigators, and Other Relevant Employees

Mercy will provide training on the topics below to Title IX Coordinators, investigators, Hearing Officers, and Appeals Panel members, and any person who facilitates an informal resolution process. Training for Title IX Coordinators, Hearing Officers, investigators, and Appeal Panel members will be at least annual.

- a. The definition of Sexual Misconduct, including Sexual Harassment, Title IX Sexual Harassment, Dating Violence, Domestic Violence and Stalking;
- b. How to conduct an investigation;
- c. How to create an investigative report that fairly summarizes relevant evidence;
- d. The grievance process, including hearings, appeals and informal resolution processes, as applicable;
- e. Impartiality, including avoiding prejudgment of the facts, conflicts of interest, and bias;
- f. Relevance of questions and evidence, including the fact that sexual predisposition or prior sexual acts with individuals other than the parties are generally not relevant, the rights of the respondent, including the right to a presumption that the respondent is "not responsible" until a determination regarding responsibility is made at the conclusion of the applicable processes;
- g. The scope of the University's education programs and activities;
- h. The effects of trauma;
- i. Other relevant University policies and procedures; and
- j. Any technology to be used at a live hearing.

3. Student Onboarding and Ongoing Education

The University shall adopt a comprehensive student onboarding and ongoing education campaign to educate students about Sexual Misconduct, including Domestic Violence, Dating Violence, Stalking, and Sexual Assault. During the student onboarding process, all new first-year and transfer students must receive training on this Policy and on a variety of topics relating to Sexual Misconduct. In addition, the University shall offer and administer appropriate educational programming to residence hall students, athletes, and student leaders. The University must also provide such educational programming to any other student groups which the University determines could benefit from education in the area of Sexual Misconduct. The University must also share information on Domestic Violence, Dating Violence, Stalking and Sexual Assault prevention with parents of enrolling students. See <https://www.mercy.edu/about/title-ix>

4. Campus Climate Assessments

Mercy University must conduct, no less than every other year, a climate assessment to ascertain its students' general awareness and knowledge of Mercy's Policy and procedures regarding sexual misconduct, including but not limited to student experiences with and knowledge of reporting, investigation and disciplinary processes. The assessment instrument must include all topics required to be included under applicable law, including Section 129-B of the New York State Education Law.

Mercy will publish the results of the surveys on its Title IX web page. The published results will not contain any information which would enable a reader to identify any individual who responded to the climate assessment.

XIV. RULES REGARDING INTIMATE RELATIONSHIPS BETWEEN EMPLOYEES AND STUDENTS

A. Relationships Between Faculty or Employees and Students

Sexual activity or amorous or dating relationships ("intimate relationships"), even when apparently consensual, are inappropriate when they occur between a faculty member or employee and any student for whom they have a professional responsibility. Those relationships are inappropriate because of the unequal power dynamic between students and faculty members and between students and employees who advise or evaluate them, such as athletic coaches or workplace supervisors. Such relationships necessarily involve issues of

student vulnerability and have the potential for coercion. In addition, conflicts of interest or perceived conflicts of interest may arise when a faculty member or employee is required to evaluate the work or make personnel or academic decisions with respect to a student with whom they are having an intimate relationship.

Therefore, faculty members and other employees are prohibited from engaging in intimate relationships with students for whom they have a professional responsibility, including undergraduates and graduate students.

For purposes of this Section, professional responsibility for a student means responsibility over any academic matters, including teaching, counseling, grading, advising for a formal project such as a thesis or research, evaluating, hiring, supervising, coaching, making decisions or recommendations that confer benefits such as admissions, registration, financial aid, other awards, remuneration, or fellowships, or performing any other function that might affect teaching, research, or other academic opportunities.

B. Relationships Between Supervisors and Employees

Many of the concerns about intimate relationships between faculty members or employees and students also apply to relationships between supervisors and employees they supervise. Those relationships therefore are strongly discouraged. Supervisors must disclose any such relationships to their supervisors in order to avoid or mitigate conflicts of interest in connection with the supervision and evaluation of the employees with whom they have an intimate relationship.

Mitigation may involve the transfer of either the supervisor or employee, reassigning the responsibility to evaluate the employee to a different supervisor, or other appropriate action.

For purposes of this Section, supervising an employee means supervising in an employment setting, including hiring, evaluating, assigning work, or making decisions or recommendations that confer benefits such as promotions, raises or other remuneration, or performing any other function that might affect employment opportunities.

XV. IMPLEMENTATION

This Policy applies to Sexual Misconduct that is alleged to have occurred on or after August 14, 2020. Sexual Misconduct that alleged to have taken place before the effective date of this Policy will be handled in accordance with the Mercy University Policy and Procedures Relating to Sexual Misconduct that was in effect at the time the behavior occurred.

Should any portion of the 2020 Title IX Regulations be stayed or held invalid by a court of law, or should the Title IX Final Regulations be withdrawn or modified to not require the elements of this Policy, the invalidated elements of this Policy will be deemed revoked as of the publication date of the opinion or order. Should this Policy's Title IX-specific procedures be revoked in this manner, any Sexual Misconduct covered under Section XI, including any elements of the process that occur after the revocation date if a case is not complete by that date of revocation, shall be investigated, resolved and/or adjudicated under Section XII without further action by Mercy.

APPENDIX A

Mercy University Student Bill of Rights

When reporting or responding to sexual misconduct, sexual violence, and/or relationship violence, all **Mercy University** students have the right to:

- Make a report to local law enforcement and/or State Police; Have disclosures of domestic violence, dating violence, stalking and sexual assault treated seriously;
- Make a decision about whether to disclose a crime or violation and participate in the disciplinary process and/or criminal justice process free from pressure by the University;
- Participate in a University disciplinary process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
- Be treated with dignity and to receive from the University courteous, fair, and respectful health care and counseling services, where available;
- Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
- Describe the incident to as few University representatives as practicable and not be required to unnecessarily repeat a description of the incident;
- Be protected from retaliation by the University, any student the accused and/or respondent, and/or their friends, family and acquaintances within the jurisdiction of the University;
- Access to at least one level of appeal of a determination; Be accompanied by an advisor of choice who may assist and advise a reporting individual, respondent throughout the disciplinary process, including during all meetings and hearings related to such process; and Exercise civil rights and practice of religion without interference by the investigative, criminal justice or disciplinary process of the University.

For additional information and a copy of the *Mercy University Policy and Procedures Relating to Sexual Misconduct* contact: Thomas McDonald, Title IX Coordinator/Equity

Compliance Specialist, tmcdonald7@mercy.edu, Office: 914.674.7679, Cell: 914.839.0131, or visit: www.mercy.edu/about-mercy/title-ix.

APPENDIX B

MERCY UNIVERSITY TITLE IX RESOURCE LIST

EMERGENCY NUMBERS

- Campus Emergency Number (914) 674-9999 or x9999
- Police, Fire, or Medical Emergency Number 911

CAMPUS SAFETY NON-EMERGENCY NUMBERS

- Dobbs Ferry Campus: (914) 674-7225
- Bronx Campus: (718) 678-8983
- Manhattan Campus: (212) 615-3319
- Yorktown Campus: (914) 455-2174

CAMPUS SAFETY MAIN LOCATION

- Department of Campus Safety, Main Hall, Room 234, Dobbs Ferry Campus, Monday to Friday, 9:00 am to 5:00 pm
- Command Center, Founders Hall, staffed 24-hours a day, 7-days a week

TITLE IX COORDINATOR

- Thomas McDonald (914) 674-7679
Verrazano Hall, Room 106
Dobbs Ferry Campus
tmcdonald7@mercy.edu or titleix.equity@mercy.edu

ON-CAMPUS CONFIDENTIAL RESOURCES

Mercy University Health and Wellness Office

- Dobbs Ferry Campus, Main Hall 123
- Bronx Campus, Room 2125
- Manhattan Campus, Room 341
- Ori Shinar, Psy.D., Director of Mental Health Counseling (914) 674-7233
- Colleen Powers, Director of Health & Wellness/Nurse Practitioner (914) 674-7707

SEXUAL ASSAULT FORENSIC EXAMINER (SAFE) HOSPITALS

Westchester County

- Westchester Medical Center, 100 Woods Road, Valhalla, NY 10595, (914) 493-7018
- Mid-Hudson Valley, Westchester Medical Center, 241 North Road, Poughkeepsie, NY 12601, (845) 483-5000

The Bronx

- Jacobi Medical Center, 1400 Pelham Parkway, (718) 918-5000
- Lincoln Medical & Mental Health Center, 234 East 149th Street, (718) 579-5700
- North Central Bronx Hospital, 3424 Kossuth Avenue & 210th Street, (718) 519-3500

Manhattan

- Bellevue Hospital Center, 462 First Avenue, (212) 562-4132
- Harlem Hospital Center, 506 Lenox Avenue, (212) 939-1000
- Lenox Health Greenwich Village, 30 Seventh Avenue, (516) 465-8018
- Metropolitan Hospital Center, 1901 First Avenue, (212) 423-8993
- Mount Sinai Beth Israel, First Ave at 16th Street, (212) 420-2873
- Mount Sinai Hospital, One Gustave L. Levy Place, (212) 241-7005
- Mount Sinai Morningside, 1111 Amsterdam Avenue, (212) 523-4295
- New York-Presbyterian Hospital, Columbia Presbyterian Center, 622 West 168th Street, (212) 305-2500
- New York-Presbyterian Hospital, New York Weill Cornell Center, 525 East 68th Street, (212) 746-5454

Queens

- Elmhurst Hospital Center, 79-01 Broadway, (718) 334-4000
- Queens Hospital Center, 82-68 164th Street, (718) 883-2350

Brooklyn

- Coney Island Hospital, 2601 Ocean Parkway, (718) 616-3000
- Kings County Hospital Center, 451 Clarkson Avenue, (718) 245-3901
- Woodhull Medical & Mental Health Center, 760 Broadway, (718) 963-8101

Staten Island

- Richmond University Medical Center, 355 Bard Avenue, (718) 818-2413

COMMUNITY RESOURCES

The following community resources offer confidential resources for victims of sexual assault, domestic violence, and other forms of sexual violence. Services include 24/7 hotlines; counseling; advocacy; legal assistance; shelter; medical care; HIV and STD screenings; and assistance working with local police, courts, and area hospitals.

WESTCHESTER

- **WestCOP - Victim Assistance Services**
Office: (914)345-3113
24/7 Hotline: (914) 345-311, Spanish available
24/7 Toll Free Hotline: (855) 827-2255, Spanish available
www.westcop.org
- **Hope's Door**
Office: (914) 747-0818
24/7 Hotline: (888) 438-8700, Spanish available
www.HopesDoorNY.org
- **My Sister's Place**
24/7 Hotline: (800) 298-7233, Spanish available
www.mspny.org
- **Putnam/Norther Westchester Women's Resource Center**
4/7 Hotline: (845) 628-2166, Spanish available
www.pnwwrc.org
- **Westchester County Office for Women**
Office: (914) 995-5972, English
Office: (914) 995-2099, Spanish
After Hours: (914) 995-2099
Sexual Assault Hotline 24/7: (833) 220-2444

NEW YORK CITY

- **Bronx DA's Office - Crime Victim's Assistance Unit**
198 East 161st St. - Room 558 (Bronx)
Office: (718) 838-7309
- **Sexual Assault Treatment Program**

North Central Bronx Hospital
3424 Kossuth Avenue (Bronx)
(718) 519-2121

- **Mount Sinai Victim Support Services**
312 East 94th Street (Manhattan)
Office: (212)731-7546
24/7 Hotline: (212) 423-2140, Spanish available
- **The DOVE Program (Domestic & Other Violence Emergencies)**
New York Presbyterian
622 West 168th Street (Manhattan)
24/7 Hotline: (212) 305-9060, Spanish available
- **SAFE Center, Sexual Assault Response Team**
Bellevue Hospital Center
462 First Avenue (Manhattan)
(212) 562-3435
- **Rape Crisis & Violence Intervention**
Beth Israel Medical Center
317 East 17th Street (Manhattan)
(212) 420-4516

ADDITIONAL HOTLINES AND RESOURCES

- **NYS Domestic Violence Hotlines**
24/7 Hotline: (800) 942-6906, multiple languages
24/7 Hotline: Deaf/Hard of Hearing (800) 799-7233 or 711
- **Safe Horizons Hotline**
24/7 Hotline: (800) 621-HOPE (4673), Spanish available
www.safehorizon.org
- **Rape, Abuse & Incest National Network (RAINN)**
24/7 Hotline: (800) 656-HOPE (4673), Spanish available
www.rainn.org
- **NYC Antiviolence Project - LGBTQ**
24/7 Hotline: (212) 714-1141, Spanish available

ADDITIONAL LEGAL ASSISTANCE

- Pace Law School Women's Justice Center (914) 287-0739
- Legal Services of Hudson Valley (877) 574-8529
- My Sister's Place Legal Center (914) 948-8466
- Westchester Hispanic Coalition (914) 948-8466
- Empire Justice Center (914) 422-4329

Note: If any of the above resources do not meet a specific need, the Title IX Coordinator can help locate appropriate services.

EXTERNAL AGENCIES TO FILE COMPLAINTS OF SEXUAL MISCONDUCT

- **Office for Civil Rights (OCR)**
US Department of Education
Main Office: (800) 421-3481
Main Email: OCR@ed.gov
New York Office: (646) 428-3800
New York Email: OCR.NewYork@ed.gov
New York Location: 32 Old Slip - 26th Floor, Manhattan
- **New York State Division of Human Rights**
One Fordham Plaza - 4th Floor, Bronx
Main Number, Toll Free: (888) 392-3644
TTD/TTY Number: (718) 741-8300
Email: info@dhr.ny.gov
- **New York City Commission on Human Rights**
Phone: Call 311 or (212) 416-0197 for locations and services
- **United States Equal Opportunity Employment Commission (EEOC)**
Main Number: (800) 669-4000
TTY Number: (800) 669-6820
New York office location: 33 Whitehall Street - 5th floor, Manhattan

APPENDIX C

DECORUM POLICY FOR TITLE IX GRIEVANCE PROCESS HEARINGS

I. Rules of Decorum

The following Rules of Decorum are to be observed in the hearing and applied equally to all parties (meaning the complainant and respondent) and advisors:

1. Questions must be conveyed in a neutral tone.
2. Parties and advisors will refer to other parties, witnesses, advisors, and institutional staff using the name and gender used by the person and shall not intentionally mis-name or mis-gender that person in communication or questioning.
3. No party may act abusively or disrespectfully during the hearing toward any other party or to witnesses, advisors, or decision-makers.
4. While an advisor may be an attorney, no duty of zealous advocacy should be inferred or enforced within this forum.
5. The advisor may not yell, scream, badger, or physically “lean in” to a party or witness’s personal space. Advisors may not approach the other party or witnesses without obtaining permission from the Hearing Officer.
6. The advisor may not use profanity or make irrelevant personal attacks upon a party or witness. Questions are meant to be interrogative statements used to test knowledge or understand a fact; they may not include accusations within the text of the question.
7. The advisor may not ask repetitive questions. This includes questions that have already been asked by the Hearing Officer, the advisor in cross-examination, or the party or advisor in direct testimony. When the Hearing Officer determines a question has been “asked and answered” or is otherwise not relevant, the advisor must move on.
8. Parties and advisors may take no action at the hearing that a reasonable person in the shoes of the affected party would see as intended to intimidate that person (whether party, witness, or official) into not participating in the process or meaningfully modifying their participation in the process.

II. Warning and Removal Process

The Hearing Officer shall have sole discretion to determine if the Rules of Decorum have been violated. The Hearing Officer will notify the offending person of any violation of the Rules.

Upon a second or further violation of the Rules, the Hearing Officer shall have discretion to remove the offending person or allow them to continue participating in the hearing or other part of the process.

Where the Hearing Officer removes a party's advisor, the party may select a different advisor of their choice, or accept an advisor provided by the institution for the limited purpose of cross-examination at the hearing. Reasonable delays, including the temporary adjournment of the hearing, may be anticipated should an advisor be removed. A party cannot serve as their own advisor in this circumstance.

The Hearing Officer shall document any decision to remove an advisor in the written determination regarding responsibility.

For flagrant, multiple, or continual violations of this Rule, in one or more proceedings, advisors may be prohibited from participating in future proceedings at the institution in the advisor role on a temporary or permanent basis. Evidence of violation(s) of this agreement will be gathered by the Title IX Coordinator, the Vice President for Student Affairs for cases involving students, Director of Human Resources for cases involving employees, or their designees. The advisor accused may provide an explanation or alternative evidence in writing for consideration by the Vice President for Student Affairs for cases involving students, or Director of Human Resources for cases involving employees, or their designees. Such evidence or explanation is due within fifteen (15) calendar days of receipt of a notice of a charge of re-disclosure or improper access to records. There shall be no right to a live hearing, oral testimony, or cross-examination. The Vice President for Student Affairs for cases involving students or Director of Human Resources for cases involving employees, or their designees shall consider the evidence under a preponderance of the evidence standard and issue a finding in writing and, if the finding is Responsible, shall include a Sanction. The finding shall be issued in writing to all Parties and Advisors (if there

is a current case pending) within thirty (30) days unless extended for good cause. There is no appeal of this finding. In the event that an Advisor is barred permanently or for a term from serving in the role as Advisor in any future matter, they may request a review of that bar from the Vice President for Student Affairs for cases involving students or Director of Human Resources for cases involving employees or their designees no earlier than three-hundred and sixty-five (365) days after the date of the findings letter.

III. Relevant Questions Asked in Violation of the Rules of Decorum

Where an advisor asks a relevant question in a manner that violates the Rules, such as yelling, screaming, badgering, or leaning-in to the witness or party's personal space, the question may not be deemed irrelevant by the decision-maker simply because of the manner it was delivered. Under that circumstance, the decision-maker will notify the advisor of the violation of the Rules, and, if the question is relevant, will allow the question to be re-asked in a respectful, non-abusive manner by the advisor (or a replacement advisor, should the advisor be removed for violation of the Rules). *See*, 85 Fed. Reg. 30331.

CAMPUS CRIME STATISTICS: DEFINITIONS

In accordance with recent updates to the Clery Act, data included in this document is presented to enable the reader to review crime activity both on campus and on streets adjacent to University property. Reported on-campus offenses include those occurring on University property and in campus buildings. A specific breakdown of offenses occurring in University owned residence halls appears under the “Residence Halls” heading.

Two other categories presented in Campus Crime Statistics Chart are “non-campus buildings or property” and “public property.” With regard to the first category, there are no off-campus student organizations owning buildings or property. The second category, “public property” includes thoroughfares, streets, sidewalks and parking facilities immediately adjacent to the campuses.

Campus crime statistics also include arrests and disciplinary referrals made to campus authorities for alcohol, drugs and weapons possession. As defined by the Campus Safety Act, a disciplinary referral is an instance when a student is formally reported in writing to a University officer for possible sanction.

As required by the Clery Act, Universitys are required to report hate crimes. A hate crime occurs when a person is victimized intentionally because of his or her actual or perceived race, gender, religion, sexual orientation, ethnicity, disability or marital status.

The crimes reported are based on complaints filed with the following offices: Office of the Vice President of Student Affairs, Office of the Provost, Office of the Vice President for Enrollment Services, Office of the Title IX Coordinator, Office of the Executive Director of Human Resources, Office of the Director of Athletics, Office of the Director of Residential Life, or Office of the Vice President of Enrollment Management.

Formal requests for crime statistics for areas defined as “public property” and “non-campus buildings and property” are made with the local police departments. These offenses are defined in the “Uniform Crime Report” and the “Crime Awareness and Campus Security Act.”

Definitions of Reportable Crimes

Criminal homicide

- **Murder and non-negligent manslaughter** - the willful (non-negligent) killing of one human being by another.
- **Negligent manslaughter** - The killing of another person through gross negligence

Sex Offenses

- **Forcible sex offenses** - Any sexual act directed against another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will, where the victim is incapable of giving consent.
- **Forcible Rape** - The carnal knowledge of a person, forcibly and/or against that person’s will; or not forcibly or against that person’s will, where the victim is incapable of giving consent because of his or her temporary or permanent mental or physical incapacity (or because of his or her youth).
- **Forcible sodomy** - Oral or anal sexual intercourse with another person, forcibly and/or against that person’s will; or not forcibly against the person’s will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.
- **Sexual assault with and object** - The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person forcibly and/or against that person’s will; or not forcibly or against the person’s will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.
- **Forcible fondling** - The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person’s will; or, not forcibly or against the person’s will where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.

- **Sex offenses, non-forcible** - Unlawful, non-forcible sexual intercourse.
- **Incest.** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory rape** - Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Other Crimes:

1. **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.
2. **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 a 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 that could and probably would result in serious personal injury if the crime were successfully completed.)
3. **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 acts.
4. **Motor vehicle theft** - The theft or attempted theft of a motor vehicle. (Motor vehicle theft is classified as any case where an automobile is taken by a person not having lawful access, even though the vehicle is later abandoned, including joy riding.)
5. **Arson** - Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
6. **Dating violence** is violence by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.
7. **Domestic violence** is 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.

8. **Stalking** is 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 to suffer substantial emotional distress.

Other Offenses:

- **Liquor law violations** - The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned activities.
(Drunkenness and driving under the influence are not included in this definition.)
- **Drug abuse violations** - Violations of state and local laws 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 (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).
- **Weapon law violations** - The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: the manufacture, sale, or possession of deadly weapons; the carrying of deadly weapons, concealed or openly; the furnishing of deadly weapons, concealed or openly; the furnishing of deadly weapons, concealed or openly; the furnishing of deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned acts.



MERCY UNIVERSITY

DEPARTMENT OF CAMPUS SAFETY

(914) 674-7225

MERCY UNIVERSITY CRIME STATISTICS DOBBS FERRY CAMPUS

Type of Offense		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Criminal Homicide					
Murder and Non-negligent Manslaughter	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Forcible Sex Offenses (Rape)	2020	0	0	0	0
	2021	0	0	0	0
	2022	1	1	0	0
Robbery	2020	0	0	0	1
	2021	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2020	0	0	0	0
	2021	0	0	0	0
	2022	1	0	0	0
Burglary	2020	0	0	0	0
	2021	1	0	0	0
	2022	1	0	0	0
Motor Vehicle Theft	2020	0	0	0	1
	2021	0	0	0	0
	2022	0	0	0	0
Arson	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Stalking	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Domestic Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Dating Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Fondling	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Other Offenses		Non-Arrest Campus Referrals			
		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Liquor Law Violations	2020	32	32	0	0
	2021	25	25	0	0
	2022	8	8	0	0
Drug Abuse Violations	2020	15	13	0	0
	2021	19	19	0	0
	2022	18	18	0	0
Illegal Weapons Possession	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Other Offenses		Arrests			
		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Liquor Law Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	1	0	0	0
Drug Abuse Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Illegal Weapons Possession	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Type of Offense		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Hate Crimes					
Simple Assault	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Larceny Theft	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Intimidation	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Vandalism	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Crime information was requested from local Police Departments for all Mercy Campuses as well as Off-Campus buildings and off-site locations where Mercy students may have had an extended stay, such as athletic team competition sites. Any statistics received are included above.

This report includes statistics from the Dobbs Ferry Campus

Crimes reported in the Residence Hall column are included in the “on-campus” category.

There were no reported hate/bias crimes in 2020, 2021, as well as in 2022.

MERCY UNIVERSITY CRIME STATISTICS BRONX CAMPUS

Type of Offense		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Criminal Homicide					
Murder and Non-negligent Manslaughter	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Forcible Sex Offenses (Rape)	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Robbery	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Burglary	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Arson	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Stalking	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Domestic Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Dating Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Fondling	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Other Offenses		Non-Arrest Campus Referrals			
		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Liquor Law Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Illegal Weapons Possession	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Other Offenses		Arrests			
		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Liquor Law Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Illegal Weapons Possession	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Type of Offense		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Hate Crimes					
Simple Assault	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Larceny Theft	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Intimidation	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Vandalism	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Crime information was requested from local Police Departments for all Mercy Campuses as well as Off-Campus buildings. Although not all departments responded, any statistics received are included above.

This report includes statistics from the Bronx Campus.

Crimes reported in the Residence Hall column are included in the “on-campus” category.

There were no reported hate/bias crimes in 2020, 2021 as well as in 2022.

MERCY UNIVERSITY CRIME STATISTICS MANHATTAN CAMPUS

Type of Offense		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Criminal Homicide					
Murder and Non-negligent Manslaughter	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Forcible Sex Offenses (Rape)	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Robbery	2020	0	0	0	0
	2021	0	0	0	1
	2022	0	0	0	0
Aggravated Assault	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	1
Burglary	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Arson	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Stalking	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Domestic Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Dating Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Fondling	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Other Offenses		Non-Arrest Campus Referrals			
		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Liquor Law Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	13	13	0	0
Drug Abuse Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	5	5	0	0
Illegal Weapons Possession	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Other Offenses		Arrests			
		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Liquor Law Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Illegal Weapons Possession	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Type of Offense		On Campus	Residential Facility	Non-campus Building or Property	Public Property
Hate Crimes					
Simple Assault	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Larceny Theft	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Intimidation	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Vandalism	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Crime information was requested from local Police Departments for all Mercy Campuses as well as Off-Campus buildings. Any statistics received are included above.

This report includes statistics from the Manhattan Campus.

Crimes reported in the Residence Hall column are included in the “on-campus” category.

There were no reported hate/bias crimes in 2020, 2021 as well as in 2022.

FIRE SAFETY REPORT 2022

Definition

For the purposes of fire safety reporting, a fire is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner”.

Fire Statistics

The following statistics are for the Residential Life facilities located at 555 Broadway on the Dobbs Ferry Campus.

Cause Categories	# of Fires	Cause of Fires
Unintentional Fire		
Cooking	0	None
Smoking	0	None
Open	0	None
Electrical	0	None
Heating Equipment	0	None
Hazardous	0	None
Machinery	0	None
Natural	0	None
Other	0	None
Intentional Fire	0	None
Undetermined Fire	0	None
Deaths related to fire	0	None
Injuries related to fire	0	None
Property damage (value)	0	None

The following statistics are for the Residential Life facility located at 47 W 34th St. On the Manhattan Campus.

Cause Categories	# of Fires	Cause of Fires
Unintentional Fire		
Cooking	0	None
Smoking	0	None
Open	0	None
Electrical	0	None
Heating Equipment	0	None
Hazardous	0	None
Machinery	0	None
Natural	0	None
Other	0	None
Intentional Fire	0	None
Undetermined Fire	0	None
Deaths related to fire	0	None
Injuries related to fire	0	None
Property damage (value)	0	None

Fire Safety Systems

There are 2 on-campus student housing facilities located at 555 Broadway, Dobbs Ferry, NY 10522 and one on-campus facility located at 47 W 34th St., NY, NY 10001. The Residential Life facilities have a sprinkler system with sprinkler heads located in all of the hallways and students' rooms. The hallways in the Residential Life facilities have audible horns and strobe lights that are activated during a fire alarm. All hallways and public areas of the Residential Life facilities have smoke detectors that are connected directly into the fire alarm panel which is central station monitored. Fire extinguishers and fire alarm pull stations are located throughout the buildings and emergency exit routing signs are located in all hallways. Fire safety training is provided to all Residential Life personnel. 8 fire evacuation drills were held in 2022.

FIRE SAFETY REPORT 2021

Definition

For the purposes of fire safety reporting, a fire is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner”.

Fire Statistics

The following statistics are for the Residential Life facilities located at 555 Broadway on the Dobbs Ferry Campus.

Cause Categories	# of Fires	Cause of Fires
Unintentional Fire		
Cooking	0	None
Smoking	0	None
Open	0	None
Electrical	0	None
Heating Equipment	0	None
Hazardous	0	None
Machinery	0	None
Natural	0	None
Other	0	None
Intentional Fire	0	None
Undetermined Fire	0	None
Deaths related to fire	0	None
Injuries related to fire	0	None
Property damage (value)	0	None

Fire Safety System

There are two on-campus student housing facilities that are located at 555 Broadway Dobbs Ferry, NY 10522. The Residential Life facilities have a sprinkler system with sprinkler heads located in all of the hallways and student's rooms. The hallways in the Residential Life facility have audible horns and strobe lights that are activated during a fire alarm. All hallways and

public areas of the Residential Life facility have smoke detectors that are connected directly into the fire alarm panel which is central station monitored. Fire extinguishers and fire alarm pull stations are located throughout the building and emergency exit routing signs are located in all hallways. Fire safety training is provided to all Residential Life personnel. 8 fire evacuation drills were held in 2021.

FIRE SAFETY REPORT 2020

Definition

For the purposes of fire safety reporting, a fire is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner”.

Fire Statistics

The following statistics are for the Residential Life facilities located at 555 Broadway on the Dobbs Ferry Campus.

Cause Categories	# of Fires	Cause of Fires
Unintentional Fire		
Cooking	0	None
Smoking	0	None
Open	0	None
Electrical	0	None
Heating Equipment	0	None
Hazardous	0	None
Machinery	0	None
Natural	0	None
Other	0	None
Intentional Fire	0	None
Undetermined Fire	0	None
Deaths related to fire	0	None
Injuries related to fire	0	None
Property damage (value)	0	None

Fire Safety System

There are two on-campus student housing facilities that are located at 555 Broadway Dobbs Ferry, NY 10522. The Residential Life facilities have a sprinkler system with sprinkler heads located in all of the hallways and student's rooms. The hallways in the Residential Life facility have audible horns and strobe lights that are activated during a fire alarm. All hallways and public areas of the Residential Life facility have smoke detectors that are connected directly into the fire alarm panel which is central station monitored. Fire extinguishers and fire alarm pull stations are located throughout the building and emergency exit routing signs are located in all hallways. Fire safety training is provided to all Residential Life personnel. 8 fire evacuation drills were held in 2020.

Residential Life Policy

It is Mercy University policy that the Residence Halls are completely smoke free. Smoking is also prohibited outdoors in front of the buildings and windows. Cooking in rooms is strictly forbidden. Students are also prohibited from having hot plates, toaster ovens, toasters, electric skillets, steamers, coffee pots, popcorn poppers, microwave ovens and any other cooking devices in their rooms. In addition, the following items are also considered prohibited items; halogen bulbs or halogen lamps, electric blankets, air conditioners, incense or candles. All prohibited items will be confiscated, and students will be subject to discipline and sanctions as set forth in a disciplinary hearing.

The entire text regarding the policy for students in the Residential Life facility can be found at <https://www.mercy.edu/media/2022-2023-student-handbook>.

Residential Life Evacuation

PROCEDURE

1. If you hear an alarm - don't investigate. Leave your room and close the door
2. If you see a fire or encounter a significant smoke condition - pull the nearest fire alarm box
 - a. Once the fire alarm has sounded the R.A.s will check that all residents are evacuating the building, and if possible, closing all doors and windows while exiting. Take your keys with you
 - b. Assistance should be afforded to any individual requiring help in evacuating the building

- c. IMPORTANT: Once a fire alarm has sounded the building will be evacuated following standard evacuation procedures. All residents will report to the designated assembly area
 - d. DON'T PANIC - EXIT CALMLY
 - e. DO NOT USE THE ELEVATORS
1. DO NOT RETURN to the building until instructed to do so by the Safety and Security Office or fire department personnel. If the fire alarm is activated - the building must be evacuated regardless of the reason for the alarm (burnt food, facilities repair, etc.). Failure to evacuate the building is a violation of fire regulations and a serious violation of University policy.
IF YOU CANNOT EXIT (because of fire or smoke in the corridor, or any other condition):
 2. Remain calm
 3. Close the door
 4. If you become trapped in a building during a fire and a window is available place an article of clothing (shirt, coat, etc.) outside of the window as a marker for rescue crews
 5. If there is no window stay near the floor where the air is less toxic
 6. If smoke comes in under the door stuff the opening with articles of clothing to prevent smoke from coming in
 7. Open the window slightly at the top and bottom but close the window if smoke comes in. Do not break the windows
 8. Shout at intervals to alert emergency crews of your location

PLAN AHEAD

- Know the location of fire alarms, fire exits and extinguishers and the location of your primary fire exit
- Count the number of doors to the nearest exit. In a fire, smoke can make it hard to see. Find the nearest exit in the opposite direction; you'll use it if fire keeps you away from your primary exit
- Keep your room key near the bed where you can get it quickly if there's a fire

Resident Assistants (RAs) instruct students on proper evacuation procedures at the first floor meeting of the year. Students are also instructed that the evacuation information is located

within the Mercy University Emergency Response Plan for Dobbs Ferry during their Residential Life orientation program.

The Residential Life handbook: <https://www.mercy.edu/media/2022-2023-student-handbook>. outlines the policy for Residential Life evacuations.

The Mercy University Emergency Response Plan for Dobbs Ferry details the procedures for building and Residential Life evacuations. The Plan is available online via the Mercy University Campus Safety website.

Fire Safety education is made available through the Campus Safety website and also addressed in the Emergency Response Plan available to all faculty, staff and students. Fire drills are held on a regular basis on all four campuses in accordance with applicable law.

Reporting a Fire

To report a fire on campus call 911 or utilize the pull stations located throughout the Residential Life facility. Any information regarding a fire that has occurred should be reported to the Campus Safety office (914) 674- 7225 or the Residential Life office (914) 674- 7277. Information regarding a fire that has occurred may also be reported to the Resident Director (RD) or Resident Assistant (RA).