

Oberlin

Campus Safety

CAMPUS SAFETY

Annual Report

2026



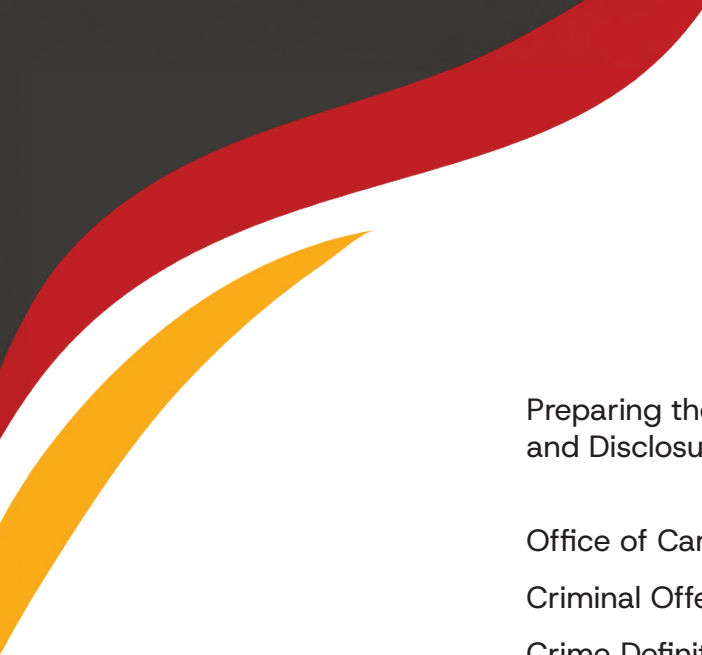


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Preparing the Annual Security Report and Disclosure of Campus Crime Statistics.

Oberlin College and Conservatory prepares this annual security report (ASR) in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the Higher Education Opportunity Act of 2008, the Safe Campus Act, and the Violence Against Women Reauthorization Act of 2013 (VAWA).

This ASR and the annual fire safety report (AFSR), a requirement of the Higher Education Opportunity Act, are available at <https://oberlin.edu/campus-safety/clery-act>. Paper copies are available at the Office of Campus Safety. To be mailed a copy, send a request via one of the following methods:

- Email campus.safety@oberlin.edu.
- Send a request via interoffice mail from on-campus locations.
- Call 440-775-8444.
- Mail a request to Office of Campus Safety,
140 W. College St., Suite C, Oberlin, OH 44074.

Office of Campus Safety

Address: 140 W. College St., Suite C

Emergency line: 440-775-8911

College extension: x58911

Emergency (Police, Fire, Ambulance): 911 (calls go directly to Lorain County
Emergency 911, but not through the Campus Safety dispatching center)

Non-emergency service number: **440-775-8444 (College Extension: x58444)**

Director: Eric Rooks, wrooks@oberlin.edu

Criminal Offense Statistics 2025

The ASR is compiled using information maintained by various departments and information provided by local law enforcement agencies. Statistics come from the following sources:

- Oberlin College Office of Campus Safety
- Oberlin Police Department (OPD)
- Oberlin Fire Department (OFD)
- Lorain County Sheriff's Office (has jurisdiction for area of campus bordered by Butternut Ridge Road and for research areas of Camden Bog and Jones Farm)

This report includes statistics for crimes reported January 1, 2025, to December 31, 2025. The FBI Uniform Crime Reporting program's hierarchy rule, in which police must report only the most serious offense in an incident involving several crimes, does not apply to arson and VAWA offenses; statistics reflect all offenses. VAWA offenses are reported in each separate year an offense of any original Criminal Offense, Hate Crime, or arrest for Weapons, Drug, or Liquor Law Violation occurs. Those same statistics are reported in addition to VAWA domestic violence, dating violence, and stalking offenses.

Statistical and policy information is collected from campus departments with authority and jurisdiction over the policies. Pastoral and professional counselors are not required to provide statistics for the compliance document. The Title IX and ADA Section 504 coordinator and director of the Office for Institutional Equity provides statistical information about cases where a victim chooses not to report the incident to the Office of Campus Safety.

Statistics for any given year are available by October 1 of the following year. This report is sent via email to every student and employee. A postcard for contractors and the public provides information on how to access the report online or by mail.

Campus safety supervisor Dave Bender collects and publishes the required information with the assistance of Rebecca Mosely, Title IX and ADA Section 504 coordinator and director of the Office for Institutional Equity, and Thom Julian, senior associate dean of students.

Criminal offenses in this issue were made known to the Office of Campus Safety and/or the Oberlin Police Department during the calendar years 2023, 2024 and 2025. Statistics are based on reports of alleged criminal incidents. For inclusion in this publication, it is not necessary for a report to have been investigated by police, or made to a campus security authority, or a responsible person, nor must there be a finding of responsibility.

Crimes denoted as "unfounded" are those investigated by law enforcement authorities and found to be false or baseless. Only sworn or commissioned law enforcement personnel may find a crime unfounded. The Office of Campus Safety is not a law enforcement agency and cannot declare reported incidents unfounded. Unfounded crimes are counted in the year they originally were reported. 2014 was the first year for reporting unfounded crimes.

If an error in the ASR comes to light, the Office of Campus Safety corrects the error and notifies the campus community. A statistic unintentionally excluded from the 2023 report appears in this report; campus safety and support services were provided at the time of the report.

Occurrences of Hate Crimes

None Reported in 2025

Offenses Reported by Hierarchy	Year	On-Campus	Public Property	Total	On-Campus Student Housing Facilities
Murder/non negligent manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	11	0	11	11
	2024	8	0	8	7
	2023	8	0	8	8
Fondling	2025	3	2	5	2
	2024	1	1	2	1
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory rape	2025	0	0	0	0
	2024	1	0	1	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Offenses Reported by Hierarchy	Year	On-Campus	Public Property	Total	On-Campus Student Housing Facilities
Aggravated assault	2025	0	0	0	0
	2024	0	1	1	0
	2023	0	0	0	0
Burglary	2025	2	0	2	0
	2024	1	0	1	0
	2023	1	0	1	0
Motor vehicle theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	0	1	0
Liquor law arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug law arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons law arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor law violations (referred for disciplinary action)	2025	56	0	56	51
	2024	22	2	24	17
	2023	21	0	21	17

Offenses Reported by Hierarchy	Year	On-Campus	Public Property	Total	On-Campus Student Housing Facilities
Drug law violations (referred for disciplinary action)	2025	20	1	21	16
	2024	22	4	26	21
	2023	34	0	34	30
Weapons law violations (referred for disciplinary action)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Domestic violence/ VAWA offense	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating violence/ VAWA offense	2025	0	0	0	0
	2024	3	0	3	3
	2023	6	0	6	4
Stalking/ VAWA offense	2025	4	0	4	0
	2024	4	0	4	1
	2023	2	0	2	1
Unfounded crimes	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hazing incidents	2025	0	0	0	0
	2024	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A

Note: A report of Rape was unintentionally listed as Fondling in the 2023 column of the 2024 ASR. When Campus Safety recognized the error, the 2024 ASR was corrected the report was counted in the correct year. Campus safety and support services were provided at the time of the report.



Class change - Photo by Bob Handelman

Definitions

The following terms are defined from 20 U.S.C. § 1092(f) Disclosure of campus security policy and campus crime statistics.

The term “campus” includes the following:

- Any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls
- Any building or property that is within or reasonably contiguous to the area, above, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)

The term “non-campus building or property” means:

- Any building or property owned or controlled by a student organization that is officially recognized by the institution
- Any building or property (other than a branch campus) owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution

The term “public property” encompasses the following:

- All public property: including thoroughfares, streets, sidewalks, and parking facilities, which is within the campus, or immediately adjacent to and accessible from the campus.

Oberlin College and Conservatory has no non-campus buildings or property to report on.

Crime Definitions

Under the Clery Act, hate crime, arrest, and disciplinary referral statistics are based on definitions provided by the FBI's Uniform Crime Reporting (UCR) program.

The definitions for murder, rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, drug abuse, and violations of liquor and weapons laws are from the UCR's Summary Reporting System (SRS) User Manual. The definitions of fondling, incest, and statutory rape are from the FBI's National Incident-Based Reporting System (NIBRS) Data Collection Guidelines. Hate crimes are classified according to the UCR's Hate Crime Data Collection Guidelines and Training Manual. Though institutions must use the UCR Program definitions, Clery Act crime-reporting does not have to meet all of the UCR Program standards.

Domestic violence, dating violence, and stalking are defined using the language provided by the Violence Against Women Act of 1994 and repeated in the Clery Act regulations.

These definitions are outlined below:

- **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.

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

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

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

- **Statutory rape:** Sexual intercourse with a person who is under the statutory age of consent.

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

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

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

- **Motor vehicle theft:** The theft or attempted theft of a motor vehicle.

Crimes classified as motor vehicle theft include cases where automobiles are taken by persons not having lawful access and later abandoning the vehicle.

- **Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle, aircraft, or personal property of another.
- **Arrest:** A person processed by arrest, citation, or summons.
- **Referral for disciplinary action:** The referral of any person to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.
- **Liquor law violation:** The violation of any laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, or 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. (Drunkenness and driving under the influence are not included in the 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).
- **Weapons law violations:** The violation of laws or ordinances dealing with

weapons offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

- **Hate crime:** A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.
- **Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind, e.g., Asians, Blacks or African Americans, whites.
- **Religious bias:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.
- **Gender bias:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.
- **Gender identity bias:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender

or gender-nonconforming individuals.

- **Ethnic bias:** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion), and/or an ideology that stresses common ancestry.
- **National origin bias:** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- **Disability bias:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent;; congenital; or acquired by heredity, accident, injury, advanced age, or illness.

Crimes noted in the previous section (except negligent manslaughter) can be considered hate crimes, as can larceny, simple assault, intimidation, and destruction/damage/vandalism of property.

- **Larceny:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession but is able to exercise dominion or control over a thing.
- **Simple assault:** An unlawful physical attack by one person upon another where the offender neither displays a weapon nor the victim suffers obvious severe or aggravated bodily injury, such as broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation:** Unlawfully placing another person in reasonable fear

of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

- **Destruction/damage/vandalism of property:** Willfully or maliciously destroying, damaging, defacing, or otherwise injuring real or personal property without the consent of the owner or the person having custody or control of it.
- **Domestic violence:** A felony or misdemeanor crime of violence committed by a 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. The perpetrator of domestic violence could be any of the following:
 - o A current or former spouse or intimate partner of the victim.
 - o A person with whom the victim shares a child in common.
 - o A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner.
 - o A person situated in a spouse-like role to the victim under the domestic or family violence laws of the jurisdiction receiving grant monies [under VAWA].
 - o 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.
- **Dating violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship;

the type of relationship; and the frequency of interaction between the persons involved in the relationship. In the state of Ohio, the local law enforcement deems this as a simple assault.

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

Ohio Legal Definitions Relative to the Clery Act and the Violence Against Women Act (VAWA)

Any criminal investigation conducted by local law enforcement agencies with responsibility for investigating an alleged offense of sexual assault, dating violence, domestic violence, and stalking laws will operate in accordance with criminal elements as defined by the Ohio Revised Code. The Ohio Revised Code (ORC) does not explicitly define “consent” or “sexual assault;” however, Chapter 2907 of the ORC defines “sex offenses” in Ohio criminal law. Ohio Revised Code Section 2907.01 provides Sex Offenses General Definitions as used in Ohio Revised Code Sections 2907.01 to 2907.38 and 2917.211. Ohio law does not define “dating violence,” but Chapter 2901 of the ORC outlines 39 “offenses of violence” in Ohio criminal law.

Chapter 2919.25 of the ORC outlines the elements of a domestic violence offense as follows:

- (A) No person shall knowingly cause or attempt to cause physical harm to a

family or household member.

- (B) No person shall recklessly cause serious physical harm to a family or household member.
- (C) No person, by threat of force, shall knowingly cause a family or household member to believe that the offender will cause imminent physical harm to the family or household member.

Ohio Revised Code 2903.211
outlines the elements of “menacing
by stalking” as follows:

(A) (1) No person by engaging in a pattern of conduct shall knowingly cause another person to believe that the offender will cause physical harm to the other person or a family or household member of the other person or cause mental distress to the other person or a family or household member of the other person. In addition to any other basis for the other person’s belief that the offender will cause physical harm to the other person or the other person’s family or household member or mental distress to the other person or the other person’s family or household member, the other person’s belief or mental distress may be based on words or conduct of the offender that are directed at or identify a corporation, association, or other organization that employs the other person or to which the other person belongs.

(2) No person, through the use of any form of written communication or any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, r-computer system, or telecommunication device shall post a message or use any intentionally written or verbal graphic gesture

with the purpose to do either of the following:

- (a) Violate division (A)(1) of this section:
- (b) Urge or incite another to commit a violation of division (A)(1) of this section,
- (3) No person, with a sexual motivation shall violate division (A)(1) or (2) of this section.

Oberlin College and Conservatory Office of Campus Safety

Uniformed Campus Safety officers provide mobile, bicycle, and walking patrols of the campus, including parking lots, residence halls, and administrative and academic buildings. They enforce federal, state, and local regulations and provide the initial response to criminal activity, medical and fire emergencies, and other incidents requiring safety assistance. Campus Safety officers patrol all public property including thoroughfares, streets, sidewalks, and parking facilities on campus and adjacent to and accessible from campus. The Oberlin Police Department monitors the radio frequency used by the Office of Campus Safety. Campus Safety communication officers are available 24 hours a day. In response to a call, an officer (either Campus Safety or Oberlin Police, depending on the number called) is dispatched and the victim asked to file an incident report.

All general incident reports filed with the Office of Campus Safety are forwarded to the Office of the Dean of Students for review and potential follow-up by a dean, the judicial coordinator, or other appropriate office on campus. Judicial coordinators

also welcome direct reports from campus community members and ask the reporting person to contact the Office of Campus Safety to initiate action or response within the college community. Oberlin College and Conservatory employs a system of appropriately trained on-call professional staff to assist students and campus community members who report incidents. Officers are encouraged to build rapport with members of the college community in the belief that students and employees will be more likely to report incidents promptly to officers they know and trust.

If the Oberlin Police Department (OPD) is contacted about criminal activity occurring off campus involving Oberlin College and Conservatory students, OPD may notify the Office of Campus Safety. However, OPD has no policy requiring such notification. Students in these cases may be arrested by OPD and later subject to Oberlin College and Conservatory judicial proceedings.

This publication contains information about on-campus and off-campus resources. This information is made available to provide Oberlin College and Conservatory community members with specific information about the available resources in the event they become victims of crime. Those resources are not necessarily reporting entities; crimes should be reported directly to the Office of Campus Safety to ensure inclusion in the annual crime statistics and to aid in providing timely notices to the community when appropriate.

Voluntary, Confidential Reporting



Tappan Square - Photo by Bob Handelman

We encourage Oberlin College Community members to report crimes promptly and to participate in and support crime prevention efforts. If you are the victim of a crime, but do not want to pursue action within the College or criminal justice system, we encourage you to file a voluntary, confidential report. If the victim of a crime is unable to file a report and another person is aware of the crime, they are encouraged to file a voluntary, confidential report. The purpose of a confidential report is to comply with your wish to keep your personally identifying information confidential while taking steps

to ensure your safety and the safety of others. The confidential reports allow the College to compile accurate records on the number and types of incidents. Reports filed this way are counted and disclosed in the Annual Disclosure of Crime Statistics and/or Annual Fire Safety Report. In limited circumstances, Campus Safety may not be able to assure confidentiality and will inform the reporting in those cases.

Anyone may call the Office of Campus Safety at 440-775-8444 to report concerns. Callers may remain anonymous. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may limit the College's ability to respond or take further action.

Oberlin College and Conservatory can provide privacy accommodation upon request by withholding the identity of a person reporting a crime. Anonymous reports can be made to the Campus Conduct Hotline at 866-943-5787. The hotline is staffed by a third-party service and is available 24 hours/day and seven days a week. Please note that the College may not be able to resolve complaints received from anonymous sources unless sufficient information is furnished to enable the college to conduct a meaningful and fair investigation. The College will, however, take whatever steps it deems appropriate in the best interests of the overall college community, consistent with the information that is available.

Reports made confidentially are included in the annual crime statistics. They may also be considered the issuance of campus safety alerts. Pastoral and professional counselors inform persons they are counseling of procedures to report crimes on a voluntary, confidential basis for timely safety alerts and inclusion in the annual disclosure of crime statistics.

In any report or investigation by law enforcement where a subpoena is issued for

Office of Campus Safety reports, and where specific restrictions are not applied in the instruction of the subpoena, requirements of the Family Educational Rights and Privacy Act (FERPA) may apply. In such a case, a student may seek protective action from the release of information. Oberlin College and Conservatory takes a cautious stance in notifying students who may be affected by requests in sharing the subpoena unless restrictions apply for specific information like witness statements and allows the student to review the records the college will be submitting in advance of the date, they are required to be shared.

Another exception to FERPA requirements, on a case-by-case basis, may be observed under the Health and Safety Emergency Exemption clause of FERPA when the institution determines that it needs to protect the health or safety of students or other individuals. At such times, records and information may be released to parties such as law enforcement officials, public health officials, and trained medical personnel, limited to the time of the emergency. FERPA general guidance for students may be found at the U.S Department of Education website: <https://studentprivacy.ed.gov/resources/eligible-student-guidefamily-educational-rights-and-privacy-act-ferpa>

Although Oberlin is required to make certain reports of crimes public, including this ASR and a daily crime log, Oberlin excludes personally identifying information about victims as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20)).

Clery Act Compliance – Violence Against Women Act (VAWA) Daily Crime Log

The Clery Act, as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA), imposes certain requirements on the College's response to Sexual Assault, Dating Violence, Domestic Violence, and Stalking. Post-secondary institutions that receive federal funding are required to report crime statistics in their daily crime log, Annual Security Report, and to the U.S. Department of Education.

Campus Safety maintains a Daily Crime Log and Fire Log of all incidents reported. Each day a log is published, which identifies the type, general location, date and time reported, date and time occurred, and current disposition (if known) of each incident reported to Campus Safety. The Daily Crime and Fire Log is available within two business days of the event. In cases where disclosure of certain elements of the incident would jeopardize an investigation or identify the victim, these elements will be withheld.

The most current 60 days of information is available at the dispatch center of the Campus Safety building. Upon request, a copy of any maintained Daily Crime will be made available for viewing within 48 hours of notice.

Key response and procedural protections under the Clery Act include issuing a timely warning when there is a serious or ongoing threat, instituting protective measures (referred to as supportive measures below), using trained and impartial investigators and decision-makers, reaffirming the right of individuals to decide whether to report or

seek assistance from law enforcement and/or campus authorities, allowing individuals to be accompanied by an advisor of their choice during the process, allowing timely and equal access to any information used in a disciplinary proceeding, and providing notice of the outcome and rationale.

Office of Campus Safety Authority, Monitoring, and Reporting of Criminal Activity

The Office of Campus Safety coordinates a comprehensive public safety program with local law enforcement and other community partners. The office provides general and emergency response services, life and property protection, and educational programming. The office also alerts representatives of other college services if the college community needs them after regular business hours and alerts the broader services such as the Oberlin Police Department, Oberlin Fire Department, and Central Lorain County Joint Ambulance District.

Campus Safety officers are not sworn police officers and have no arrest powers. They work closely with the Oberlin Police Department and Oberlin Fire Department, under whose jurisdiction the Oberlin campus lies. Campus Safety staff and other college administrators meet regularly with members of the Oberlin police and fire officials and occasionally with the Lorain County Sheriff's Office and the Ohio State Highway Patrol. Oberlin College and Conservatory does not have a formal memorandum of understanding (MOU) with the Oberlin Police Department or the Lorain County Sheriff's Office for the

investigation of alleged criminal offenses. When a situation requires it, Campus Safety officers notify the appropriate law enforcement authorities. Those situations may include but are not limited to physical assault; circumstances that may rise to the level of a state felony offense; drug and alcohol violations that rise above the level of a state minor misdemeanor; private property motor vehicle accidents; crimes that appear to constitute a pattern; hate crimes; sexual assault; stalking; domestic and relationship violence; suspicious circumstances that may be a safety concern to the community or the responding Campus Safety officer; and/or actions that prompt the college to invoke the state's shoplifting or criminal trespass law. The college does not have any recognized student organizations with non-campus locations that would require the monitoring and recording of criminal activity by these local law enforcement agencies.

Campus Safety encourages the college community to accurately and promptly report all crimes to the proper police agencies when a victim of crime elects or is unable to make a report. Campus Safety assists community members in contacting law enforcement officers whenever a victim wishes to do so and recommends to victims who report crimes only to Campus Safety that they also should report the crime to the Oberlin Police Department or governing authority. In cases involving aggravated criminal offenses (felonies, physical assaults, sexual assaults, and hate crimes), the Office of Campus Safety notifies the Oberlin Police Department. Information on criminal activity on and off the campus is shared to the fullest extent possible under laws governing the privacy of records and reports. The Oberlin Fire Department responds to all on-campus fire alarms and releases its authority over the response site after investigating the circumstances precipitating the response.

Campus Safety also partners with the Office

of Environmental Health and Safety (EHS), which oversees the use of chemicals or hazardous materials on campus; oversees safety regulations; and supports college and local emergency response on campus. EHS is the liaison for safety and fire inspections on campus and assists in planning emergency response and exercises.

The geographic locations to which buildings and property of Oberlin College and Conservatory belong are shared with the Office of Campus Safety by the Office of Facilities Planning and Construction, the college insurance and risk manager, Facilities Operations, and Residential Education. A list of college properties is published on the Campus Safety website in connection with the trespass policy list of properties.

Procedures for Reporting Criminal Actions or Other Emergencies Occurring on Campus

Potential criminal actions and other emergencies on campus should be reported to the Oberlin Police Department, 85 S. Main St.; 440-774-1061.

Emergency assistance is also available by dialing 911 from a cell phone. The countywide 911 service will contact fire, law enforcement, or EMS, any of which may request assistance from Campus Safety. The campus blue light telephone system does not connect directly to the countywide 911 system, and 911 calls from college landlines connect to Campus Safety. In those cases, an officer is dispatched to the caller ID location to verify the emergency and to assist responding agencies.

Criminal activity, suspicious activity, and emergency situations on college property should be reported promptly to Campus Safety in person at 140 W. College St., Suite C; by telephone at 440-775-8444; via campus landline at x58444 or x58911; or using emergency blue light phones. On-campus houses and apartments and 137 Elm St. housing must dial 775-8444 or 775-8911. Cellular telephones should include the local area code, 440-775-8444 or 440-775-8911. A Campus Safety officer will complete a report, and an investigation may begin.

The Title IX coordinator or the Office of Campus Safety will assist a complainant, at the complainant's request, in contacting local law enforcement. If a complainant decides to pursue the criminal process, the college will cooperate with law enforcement agencies. If a complainant reports to law enforcement, the college may assist them in obtaining a civil and stalking protection order or a restraining order. Oberlin is also committed to protecting victims from further harm, and the Title IX Coordinator may issue a no-contact directive pending the outcome of any Title IX or related proceeding.

A complainant has the right to choose whether to notify law enforcement except when the allegation is a felony charge under the law. Felonies reported to the college (except to confidential resources) must be reported to law enforcement by the college, as required by Ohio law (Ohio Revised Code 2921.22). Under most circumstances, the complainant may decline to participate in a law enforcement investigation. Where the college makes a report to law enforcement under this section, the college will not share the names of the involved parties without permission from the complainant unless the information is subject to subpoena or other binding legal process by law enforcement, or when the disclosure of information is necessary to protect the health or safety of the student or other individuals.

Procedures for Reporting a Crime of Sexual Assault, Domestic Violence, Dating Violence, or Stalking

The college prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as those terms are defined in the Crime Definitions section of this report. The college also strongly encourages the reporting of sexual misconduct to college officials. Accordingly, any employee whose role includes responsibility for the safety and security of any part of the college community must forward all reports to the Title IX coordinator or deputy coordinator by email to edi@oberlin.edu, in person, by mail, or by telephone, in addition to other reporting obligations, such as direct reporting to law enforcement. The Title IX coordinator or deputy coordinator will notify the harmed party in writing of support options within the college; how to file a formal complaint with the college and/or law enforcement; the procedures available to resolve that complaint through the college; resources on and off campus that can provide confidential counseling and safety measures; and the college policy against retaliation.

Any student, employee, or member of the Oberlin College and Conservatory community who has experienced sexual misconduct or violence including sexual harassment, sexual assault, dating or domestic violence, or stalking is encouraged but not required to notify law enforcement and/or seek medical assistance immediately. Campus Safety professionals or Office of Equity, Diversity, and Inclusion professionals

are available upon request to assist the individual in making the report. Collection and preservation of evidence relating to a reported sexual assault is essential for law enforcement investigations, so prompt reporting to law enforcement is especially critical.

A crime is considered to have been reported when it is brought to the attention of a campus security authority, the Office of Campus Safety, or local law enforcement personnel by a victim, a witness, a third party, or the offender(s). If a campus security authority receives a crime report, they must report it to Campus Safety. This is for the purpose of inclusion in the annual statistical disclosure as well as for making Clery timely warning notices to members of the campus community regarding the occurrence of Clery Act crimes.

If an injury or illness is related to the report of a crime, Campus Safety will provide transportation upon request or, when warranted, arrange for transport by medical personnel. College community members are encouraged to promptly report misconduct or violence to the college using any of the on-campus reporting options listed in this report.

Early reporting supports preserving evidence that can provide proof in a criminal or campus disciplinary proceeding and may help in obtaining a protection order. Preserving evidence can help prove an incident of sexual misconduct if you choose to pursue legal action. A sexual assault nurse examiner may collect evidence; law enforcement may collect additional physical evidence at the scene of an assault. Evidence disappears with time, so the sooner an exam is conducted, the more viable the evidence. Sexual assault forensic exams are best conducted within 96 hours of an assault.

Emergency Assistance

24-hour emergency response while on campus - Office of Campus Safety

- 440-775-8911 or 440-775-8444
- 140 W. College St., Suite C, Oberlin, OH 44074

24-hour emergency response while on campus or within the city of Oberlin

- 911 (emergency services)
- 440-774-1061 (Oberlin Police Department)
- 85 S. Main St., Oberlin, OH 44074

Health and Safety

- Riveon Sexual Assault Services: 440-204-4359
- Mercy Health - Allen Hospital: 440-775-1211; 200 W. Lorain St., Oberlin, OH 44074

Central Lorain County Joint Ambulance District

- 911

Emergency Counseling and Crisis Response

- Lorain County Rape Crisis: 800-888-6161 (24 hours)
- Lorain County Mental Health Crisis Hotline: 988 (24 hours)

Reporting Options (Emergency/On Campus):

Office of Campus Safety

- 440-775-8911 • 440-775-8444
- 140 W. College St., Suite C, Oberlin, OH 44074

Confidential Resources and Reporting Options for Reports of Sexual Assault, Domestic Violence, Dating Violence, or Stalking

In any report, investigation, or resolution of sexual and/or gender-based harassment, discrimination, or violence, including sexual violence, stalking, or intimate partner violence, every effort is made to protect the privacy of individuals involved in a manner consistent with the need for a thorough review of an allegation and protection of the individual making the report and the broader campus community. All individuals are encouraged to promptly report to law enforcement and the college. An individual may seek confidential support as designated below, but individuals may choose to report sexual misconduct to any college employee. Except for confidential resources, all campus security authorities and responsible employees, including student employees or volunteers, who are responsible for student welfare are trained and required to share the report with a central Title IX team to ensure prompt and equitable review, investigation, and resolution.

Confidential Resources and Support for Students

- **Oberlin College and Conservatory Counseling and Psychological Services:**
440-775-8470 (140 W. College St., Suite B, Oberlin, OH 44074)
- **Office of Religious and Spiritual Life:**
440-775-8113 (Wilder Hall, Room 209B, 135 W. Lorain St., Oberlin, OH 44074)
- **Nord Center Confidential Advocate—**

Madeline Zikeli: 440-204-4359 or
college_advocate@nordcenter.org
(Peters Hall, Room G24, 50 N. Professor
St., Oberlin, OH 44074)

Confidential Resources and Support for Employees

- Lorain County Rape Crisis:
800-888-6161 (24-hour hotline)
- Lifestyle employee assistance
program (EAP) through Cleveland
Clinic: 800-989-3277

Non-Emergency Reporting Options on Campus

- Oberlin College and Conservatory
Office of Campus Safety: 440-775-8444
(140 W. College St., Suite C, Oberlin, OH
44074)
- Title IX team members: Tyrone Wicks
(assistant director, Campus Safety) and
Karen Goff (dean of students), 440-775-
8462 (Wilder Hall, Room 105, 135 W.
Lorain St., Oberlin, OH 44074)
- Title IX Coordinator Rebecca Mosely:
440-775-8555 (Carnegie Building, Room
204, 52 W. Lorain St., Oberlin, OH
44074)
- Title IX Deputy Coordinator Melanie
Hawkins: 440-775-8472 (Stevenson Hall,
Room 105, 155 N. Professor St., Oberlin,
OH 44074)
- Title IX Deputy Coordinator for
Athletics Ray Appenheimer: 440-775-
8525 (Department of Athletics and
Physical Education, Philips Gym, 200
Woodland St., Oberlin OH 44074)
- Title IX Deputy Coordinator Larissa
Fekete: 440-775-8200 (Office of the Dean
of the Conservatory, Bibbins Hall 113F,
77 W. College St., Oberlin OH 44074)
- Title IX Deputy Coordinator Elizabeth
Hamilton: 440-775-8410 (Cox
Administration Building, Room 101, 70
N. Professor St., Oberlin, OH 44074)
- Title IX Deputy Coordinator Vedika

Salunke: 440-775-5309 (Stevenson Hall, Griswold Commons, Room 111, 155 N. Professor St., Oberlin, OH 44074)

- Department of Human Resources: 440-775-8430 (Service Building, Room 205, 173 W. Lorain St., Oberlin, OH 44074)

Non-Emergency Reporting Options

– Off Campus:

- Oberlin Police Department: 440-774-1061 (85 S. Main St., Oberlin, OH 44074)
- Mercy Health - Allen Hospital: 440-775-1211 (200 W. Lorain St., Oberlin, OH 44074)
- Lorain County Prosecutor: 440-329-5389 (225 Court St., Suite 3, Elyria, OH 44035)

Under Ohio law, all residents of Ohio, including medical professionals, must report felonies, including sexual assault. This legal requirement means that the Title IX coordinator and the director of Campus Safety and their officers will report any potential felony or any crime of violence to the Oberlin Police Department or authoritative jurisdiction for the crime reported. An individual who experiences potential felony sexual misconduct may choose how to participate in any subsequent criminal investigation.

Anonymous Reporting Options

Any individual may make an anonymous report concerning an act of sexual and/or gender-based harassment, discrimination, or violence, including sexual violence, stalking, and intimate partner violence. An individual may make a report without disclosing their name, identifying the responding party, or requesting action. However, depending on the extent of information available about the incident or individuals involved, the college's ability to respond to an anonymous report may be limited. Currently, inquiries about making an anonymous report can be made

at https://cm.maxient.com/reportingform.php?OberlinCollege&layout_id=5 or by contacting: Rebecca Mosely, Title IX and ADA Section 504 coordinator/director of the Office for Institutional Equity, Carnegie Building, Room 204, 440-775-8555, rmosely@oberlin.edu.

Timeliness and Location of Incidents

Reporting parties and third-party witnesses are encouraged to report sexual and/or gender-based harassment, discrimination, and violence, including sexual violence, stalking, and intimate partner violence, as soon as possible to maximize the college's ability to respond promptly and effectively. Timely reporting enables the college to provide greater options for support, investigation, and adjudication, especially as it relates to crisis counseling, the preservation of evidence, and Campus Safety and law enforcement responses. The college does not, however, limit the time frame for reporting.

The college encourages reporting, regardless of when or where the incident occurred and regardless of whether the responding party is a student or employee of Oberlin College and Conservatory. In every report, the college will support the reporting party and provide information and assistance. If the responding party is not a member of the college community or is no longer a student or employee, the college will still seek to meet its Title IX obligations by taking steps to end the harassment, prevent its recurrence, and address its effects. While the college's ability to take disciplinary action may be limited given the participants' current standing, the college will assist a reporting party in identifying any external reporting options, including law enforcement.

An incident does not have to occur on campus to be reported to the college. Off-campus conduct is subject to this policy if the conduct occurred in the context of an education program or activity of the college or had

continuing adverse effects on campus or in an off-campus education program or activity. If an individual experiences sexual and/or gender harassment online, in a public space like a street, or in a private space like a house party and doesn't know who is responsible for the conduct, that person is still encouraged to report their experience to the Title IX and ADA Section 504 coordinator/director of the Office for Institutional Equity to ensure they are offered appropriate support. These reports also enable the college to keep track of any patterns related to such events and thus identify effective interventions, such as increased lighting, online bystander training, or other education and prevention campaigns.

Campus Security Authorities/ Responsible Employees Reporting Responsibilities

Federal law requires the college to disclose statistics concerning the occurrence of certain crimes enumerated in the Clery Act and in conjunction with the VAWA amendments to Clery that occur within the college's Clery geography and that are reported to people designated as campus security authorities (CSAs) or responsible employees or to local law enforcement (where local law enforcement provides that information to the college). Under the law, CSAs include any member of the Office of Campus Safety; any individual who has responsibility for campus security but who is not a member of the Office of Campus Safety; any individual identified by the college as someone to whom a crime should be reported; and any college official who has significant responsibility for student and

campus activities or is determined through the function of an individual or office. CSAs vary based on their job functions and generally include staff from housing and conference services (Campus Safety officers; staff of the dean of students; staff of the dean of the College of Arts and Sciences; Multicultural Resource Commons staff; deans of Student Academic Services; Human Resources staff; Title IX and ADA Section 504 coordinator/director of the Office for Institutional Equity and staff; Residential Life (ResLife) area coordinators, student staff, and monitors; co-op administrators, housing loose ends coordinators (HLEC) and sexual harm information liaisons (SHIL); Bonner Center staff; Career Center staff; judicial coordinators; athletics department administrators, coaches, and trainers; administrators in International Studies and external programs; Student Union administrators and supervisors; Student Union student staff; student activity advisors; faculty who take students on trips; supervisors; and employers of student staff in dining and conference services).

All CSAs should encourage any person who reports a crime or other safety incident to notify the Oberlin Police Department or the Office of Campus Safety as soon as possible if they wish for law enforcement to investigate the matter since law enforcement's ability to investigate crime effectively is enhanced by timely reporting of a crime. The keyword is "report," as no verification or investigation needs to take place by the person reporting an incident. While CSAs should respect the choice of reporting persons concerning whether the victim wishes for law enforcement to investigate the incident, any CSA who receives a report of an incident involving a crime or a campus security matter must immediately inform the Office of Campus Safety of the incident in a manner consistent with the confidentiality considerations discussed hereafter. Under Clery, professional and pastoral counselors

acting in a counseling capacity are exempt from the definition of campus security authority.

Responsible employees (persons who manage or supervise others, whether paid or unpaid, including student employees or student volunteers who have the responsibility for the welfare of other students) have similar requirements in relation to an incident of sexual misconduct. Reporting an incident of sexual misconduct means sharing any information, including partial information, promptly with the Title IX and ADA Section 504 coordinator/director of the Office for Institutional Equity. Reports should include the name of the person(s) reported to have violated the sexual misconduct policy, the name of the person(s) who experienced the misconduct, the name of the person(s) who reported the incident, names of others involved or witnessing an incident, and the time, date, and location of the incident. Reports can be sent to the Title IX and ADA Section 504 coordinator/director of the Office for Institutional Equity by email, by phone, or through a meeting. It is recommended that responsible employees be aware of their role in providing support and safety, rather than any level of investigation, and that a report should be made as soon as it comes to light, as the reporting person may have to repeat their story multiple times. If an immediate threat is present to the individual or toward the campus, Campus Safety should be promptly contacted at 440-775-8911 or x58444. Responsible employees should remain mindful of the protection of the privacy of people involved in their report, reporting what is known to the Title IX and ADA Section 504 coordinator/director of the Office for Institutional Equity and consulting thereafter if questions arise about the protection of privacy.

Confidential and Privacy Considerations under the Title IX Sexual Harassment Policy

Oberlin College and Conservatory is committed to protecting the privacy of individuals involved in a report or investigation, including those filed under the Title IX sexual harassment policy, to the extent that doing so is permitted by law and consistent with the college's need to protect the safety of the community. All college employees who participate in the college's Title IX response and hearing panels receive instructions about respecting and safeguarding private information. College proceedings are conducted in compliance with the requirements of FERPA, the Clery Act, Title IX, and state and federal law. No information shall be released from such proceedings except as required or permitted by law and college policy. To ensure all members of the community understand how the college protects the privacy of individuals, please refer to the distinct meanings:

- Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those college employees who need to know to assist in the active review, investigation, or resolution of the report, including the issuance of interim measures. Though not bound by confidentiality, these individuals are discreet and respect the privacy of all individuals in the process.
- Confidentiality means the information shared by an individual with designated campus or community

professionals cannot be revealed to any other individual without the individual's express permission unless it falls within exceptional circumstances defined in Ohio law. These designated campus or college community professionals include mental health providers, ordained clergy, trained rape crisis counselors, and attorneys who have legally protected confidentiality. All of these professionals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others or the report involves the suspected abuse of a minor.

State and federal law and ethical obligation to provide an educational and occupational environment free of violence and discrimination place some limits on confidentiality from most members of the college community, except those with legally protected confidentiality.

The college requires responsible employees who receive information, including partial information, about sexual misconduct to report all information and to take immediate and corrective action if a responsible employee knows, or in the exercise of reasonable care should have known, about sexual or gender-based harassment, discrimination, and violence, including sexual violence, stalking, and intimate partner violence, that creates a hostile environment.

All members of the Oberlin College and Conservatory community are required to report any reasonable cause to suspect a minor (under 18) or juvenile is experiencing abuse or neglect based on information shared by the minor or any other individual or based on one's own observation or knowledge. An Oberlin community member suspecting abuse or neglect is required to bring all suspicions to the immediate attention of the

Title IX coordinator or the director of Campus Safety. College policy should be understood to align with any mandatory reporting requirements under Ohio law.

Requests to Protect the Confidentiality of Reporting Parties. If a person reports an incidence of sexual or gender-based harassment, discrimination, or violence, including sexual violence, stalking, or intimate partner violence, and that reporting person requests that their name or other identifiable information not be shared with the person alleged to have engaged in such conduct (responding party) or requests that the college take no formal action in response to a report, the college will honor the reporting person's request to the extent possible, based on a careful balancing of requests with any legal reporting requirements, the risk of harm to any individual, and the college's duty to maintain a safe and nondiscriminatory environment for all.

The Title IX coordinator, with the assistance of the Title IX team, assesses such requests by examining the seriousness of the reported conduct; whether the reported conduct was perpetrated with a weapon; the respective ages of those involved; whether there have been other reports of misconduct or discrimination by the responding party; whether the college possesses other means to obtain relevant evidence of sexual misconduct; whether the report reveals a pattern of misconduct at a given location or by a particular group; the role of illicit use of drugs or alcohol; and the rights of the responding party to receive a notice and relevant information before disciplinary action is initiated.

Where possible, the Title IX team honors requests for confidentiality or that no action be taken as long as the college can meet its obligation to stop, address, and prevent the recurrence of discriminatory conduct. If the

college is unable to take action consistent with the wishes of the reporting party, the Title IX coordinator informs the reporting party about the chosen course of action. The reporting party is not compelled to participate in a formal hearing if they choose not to participate. However, the college may choose to move forward with an investigation and potential disciplinary action if there is an individual or public safety concern and sufficient independent information demonstrating that the Title IX sexual harassment policy has been violated. Any action taken by the college is designed to stop sexual or gender-based harassment, discrimination, and violence, including sexual violence, stalking, and intimate partner violence; address its effects; and prevent its occurrence. In all instances, the college takes immediate action as necessary to protect and assist the reporting party.

If the college honors the request for confidentiality, the reporting party must understand that the college's ability to meaningfully investigate the reported incident and pursue disciplinary action against the responding party may be limited.

Confidential Reporting to Pastoral or Professional Counselors

Students and employees may report an act of sexual violation or crime to a staff member who is in the working capacity of pastoral care and counseling or to campus professional counselors located on campus with the intent and desire to keep all information confidential. These staff members must be in the capacity of their designated job responsibilities to maintain the confidential status.

Campus-wide Notification of Crimes and Incidents/ Emergency Procedures

The Office of Campus Safety informs the campus community about serious crimes and

breaches of campus safety in the following manner:

Oberlin College and Conservatory Emergency Alert System (ObieAlert)

The Oberlin College and Conservatory emergency alert system (ObieAlert) is activated to immediately notify the college community when a critical incident is imminent or underway and presents an immediate threat to the health or safety of students, faculty, staff, or other members of the campus community. Examples include a tornado warning, an active police or fire response requiring the community to shelter in place or evacuate, and other significant emergencies requiring immediate protective action.

The standard for activation of ObieAlert is based upon a determination, without delay, that a significant emergency or dangerous situation involving an immediate threat to the health or safety of the campus community exists. Notification will be made as soon as sufficient reliable information is available to provide constructive information and protective instructions. Notification may be delayed or withheld only when, in the professional judgment of responsible authorities, doing so is necessary to avoid compromising efforts to contain the emergency, assist victims, respond to the emergency, or otherwise mitigate the threat.

Confirmation of a significant emergency or dangerous situation is based upon reliable information from sources such as the National Weather Service, the Oberlin Police Department, the Oberlin Fire Department, and other appropriate authorities. The campus safety supervisor or senior officer on duty will assess the information and, when circumstances permit, consult with the director of Campus Safety or a designee. When the threat is imminent, notification will not be delayed while awaiting consultation.

ObieAlert may also be activated at the request of the civil authority having jurisdiction at the time of the emergency.

Upon determining that an emergency notification should be broadcast, the appropriate message will be sent to the college community and will include the specific campus location, when applicable, as well as relevant protective actions or instructions.

The authority to issue an ObieAlert notification rests with the director of Campus Safety, assistant director of Campus Safety, or, when appropriate, the on-duty shift supervisor. Campus Safety administrators, shift supervisors, and communications officers are trained and authorized to access and broadcast messages through the ObieAlert system.

ObieAlert messages are pre-scripted whenever possible; however, scripts may be modified or messages composed to address the specific circumstances of an ongoing emergency. The development and maintenance of emergency notification scripts is the responsibility of the director of Campus Safety with assistance from the dean of students or a designee, as appropriate.

The college Office of Communications will determine, in consultation with Campus Safety as appropriate, whether and how emergency notifications will be communicated to the broader community through additional communication channels, including the Oberlin Banner system.

The ObieAlert system is tested approximately mid-semester during each fall and spring semesters. An announcement is placed in the Campus Digest prior to each scheduled test. Test results and related documentation are maintained by Campus Safety. Test communications also remind members of the college community to review and update their

contact information in the ObieAlert system as needed to ensure they receive emergency notifications through their registered communication methods.

During the calendar year, the campus practices residential hall fire evacuations, numbering approximately 124 residential housing fire alarms. The college employs active shooter response techniques using the “run, hide, fight” model. The training program typically has six instructors in the Office of Campus Safety. Active shooter response training based on the “run, hide, fight” model was offered to office staff, faculty, and students. Follow-up visits to specific departments and areas were also conducted and may be requested to gather input and incorporate location-specific considerations into individual building emergency plans.

ObieAlert Contact Information

The college initially enters student email addresses and telephone numbers maintained by the college registrar into the ObieAlert system. Faculty and staff email addresses are entered into the system upon hire through Human Resources.

Students, faculty, and staff may register preferred telephone numbers and additional email addresses. Each member of the college community is responsible for reviewing and maintaining the accuracy of their personal contact information.

Student, faculty, and staff contact information is removed from the ObieAlert system 24 hours after an individual ends employment with the college or at the conclusion of the spring semester, as applicable. Individuals returning to the college for summer employment or the fall semester must reenter or confirm their contact information to ensure continued receipt of emergency notifications.

Residence Hall Evacuation Procedures

Emergency evacuation drills for residence halls are conducted four times each year. An evacuation may be ordered based upon the nature of an emergency or may be initiated automatically by the building's fire safety system.

When an evacuation is ordered, occupants are expected to:

- Exit using the nearest safe emergency exit.
- Close doors behind them as they leave when it is safe to do so.
- Not use elevators during an evacuation.
- Move to a designated safe area away from the affected building and responding emergency personnel.

When weather conditions or other circumstances make an outdoor evacuation area unsafe or impractical, occupants may be directed to a nearby building lobby or other designated temporary location.

For a medium- or long-term evacuation, the dean of students' on-call system will be activated. A response team will be established to assess the needs of affected students and coordinate or arrange temporary accommodations and transportation when necessary.

ObieAlert, the college's community information system, the college website, and communication through area coordinators will be used, as appropriate, to communicate evacuation plans, updates, and instructions to students.



*Bibbens Hall -
Photo by Bob Handelman*

Timely Warning and Emergency Notification Procedures

When a serious or continuing threat to the health or safety of members of the college community exists, the Office of Campus Safety, in conjunction with the Office of the Dean of Students and the Office of Communications, issues timely warnings about Clery-reportable crimes that occur within or near the college's Clery geography and may represent a serious or continuing threat to the community.

Members of the college community who become aware of a crime or other serious incident should report the incident to the Office of Campus Safety as soon as possible. Prompt reporting allows Campus Safety personnel to evaluate the information and determine whether a timely warning or other safety notification is warranted.

All reports are documented and evaluated by on-duty Campus Safety personnel. The on-duty personnel may consult with the assistant director or director of Campus Safety to determine whether the circumstances meet the criteria for a timely warning. When a timely warning is warranted, the Campus Safety supervisor or higher-ranking Campus Safety personnel, after conferring with the appropriate supervisor or the director of Campus Safety or designee, is responsible for authorizing and disseminating the notification to the college community.

Sexual Misconduct Notifications

When a report of sexual misconduct discloses a serious or continuing threat to the campus community, the college may issue a timely warning to protect the health and safety of the community when the Title IX office shares information with Campus Safety.

Timely warnings related to sexual misconduct do not include identifying information about the reporting party. Even when there is no imminent threat, the college may provide campus-wide notifications regarding reported sexual misconduct when appropriate to promote community safety.

The college will not publicly release the name or other identifying information of the reporting party without the express written consent of the reporting party, except as otherwise permitted or required by applicable law. Notifications are developed and distributed in accordance with FERPA, the Clery Act, and other applicable requirements.

Methods of Notification

Timely warnings and other campus-wide safety notifications may be issued through a variety of communication methods, including, but not limited to, email, telephone, paper notices, the college's electronic communication platforms, and the ObieAlert emergency notification system. Depending on the circumstances, one or a combination of these methods may be used to provide the most effective and timely notification to the college community.

Campus-wide safety notifications may also address incidents or conditions that, while not necessarily meeting the criteria for a Clery Timely Warning, warrant communication to promote community awareness and safety. Examples may include Oberlin Police Department community notices, warnings regarding dangerous drugs or substances issued in coordination with city or county authorities, or notifications concerning a series of property crimes, bicycle thefts, or other crimes affecting the campus community.

Notifications will include available and pertinent information regarding the incident, including relevant dates, times, locations, and information intended to promote crime prevention and personal safety, when appropriate and consistent with applicable law and the integrity of any ongoing investigation.

Timely warnings are generally distributed as soon as pertinent information is available and, when practicable, within a few hours of the college becoming aware of the incident. Delays may occur when issuing a notification could compromise an ongoing law enforcement investigation, jeopardize the safety of individuals, or otherwise interfere with the college's ability to respond appropriately.

Timely warnings and other campus-wide safety notifications may also be posted electronically as bulletins through the Oberlin College and Conservatory Campus Digest/internal communications portal or distributed through the community notice function of ObieAlert.

A daily crime log is available for review at the Office of Campus Safety, 140 W. College St., Suite C, from 8 a.m. to 4 p.m. Monday through Friday, excluding holidays. The information in the crime log covers the most recent 60

days of crime reports and typically includes the nature, date, time, general location, and disposition of each crime. It fulfills the public crime log requirement of the Clery Act.

Missing Student Notification Policy

The following information and requirements regarding missing students are provided according to the federal Higher Education Opportunity Act of 2008, section 485(j).

1. Each Oberlin College and Conservatory student 18 years of age or older has the option to identify an individual to be contacted by the Office of the Dean of Students no later than 24 hours after the time circumstances indicate that the student may be determined to be missing. For each student who is under age 18 and not emancipated, the institution is required to notify the custodial parent no later than 24 hours after the time that the student may be determined to be missing.
2. A confidential contact is a person designated by the student in addition to the emergency contact listed with the Office of the Registrar. The contact information will be registered confidentially, and this information will be accessible only to authorized campus officials. It may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.
3. Each student 18 years of age or older may register a person as a confidential contact during the first two weeks of each semester by completing the form at the Office of the Dean of Students. The student wishing to

register a confidential contact is solely responsible for the accuracy of the information. Update of information provided may be filed in person at the same office.

4. At the end of the fourth week of each semester, a new list is finalized and distributed to appropriate officials at the college for the purpose of reporting a missing person.
5. In cases where a confidential contact is not designated, or the confidential contact cannot be reached at the number provided by a student, the emergency contact provided to the Office of the Registrar will be used. The emergency contact may be notified in addition to any confidential contact provided.
6. There is no waiting period to report someone missing. Students, faculty, and staff should report missing students directly to the Office of Campus Safety as soon as it is determined they are missing. Campus Safety initiates action concerning the well-being of campus community members. The Office of Campus Safety, which is open 24 hours, is located at Dascomb Hall, 140 W. College St., Suite C, or can be reached by phone at 440-775-8444 or 440-775-8911 for emergencies. It is a requirement that all official reports of missing students are immediately referred to the Campus Safety department, which then asks for assistance from the Oberlin Police Department.

Safety of and Access to Campus Facilities, Including Residence Halls

Except for residence halls, most college facilities (academic, administrative, and recreational) are open to all students, faculty, and staff during the day and during evening hours when classes are in session. The public may enter selected facilities during certain hours and are subject to certain conditions to attend cultural and athletic events; access is limited to the facilities in which the events are being held. During the times the college is officially closed, college buildings (except those housing administrative offices) are generally locked to all except faculty, staff, and designated students with proper identification.

All residence halls are secured 24 hours a day. Access is controlled through an electronic card-access system. Some faculty and staff members have access on an “as needed” basis. Each student’s card is uniquely coded, allowing lost/stolen cards to be programmed out of the system for security purposes once their loss is reported. Students are encouraged to maintain a secure residence hall by not propping exterior access doors, reporting people with whom they are not acquainted in their residence hall, and locking room doors while away or asleep. Some individual residential room doors are secured with key locks. Apartment-style housing units are secured with key locks. Keys are prohibited from being duplicated and are stamped “Do Not Duplicate.” Residents are responsible for securing their individual rooms and houses and reporting lost keys. Most academic spaces are accessible by keyless entry. In 2016, an upgrade of academic buildings’

frequently used exterior entries and exits included forensic camera coverage of entryways outfitted with card access. A pilot project utilizing emergency blue light phone standards to provide forensic camera coverage of the activation area of the blue light phone and nearby campus community walkways is being utilized. Today, almost all of the academic buildings on campus have entryways outfitted with cameras and card access.

A computer-based life-safety system in the Office of Campus Safety constantly monitors a network of intrusion-detection and fire-safety alarms in buildings on the campus. Other systems, including mechanical, heating, ventilation, and environmental conditions in sensitive environments, and mechanical spaces also report alarms to the Office of Campus Safety. Additionally, the emergency telephones report to the Office of Campus Safety.

Any discrepancies or malfunctions are given priority for repair. The college employs a full-time locksmith who maintains and repairs all security locking hardware.

Campus Safety officers patrol each residence hall at least three times a day to confirm that all exterior doors are secured.

Consideration is given to the public safety and security of the community when lighting, landscaping, and grounds maintenance is planned. The Office of Campus Safety participates in the design, construction, and renovation of college facilities with respect to physical security, locking hardware, and electronic life-safety systems. Campus Safety officers generate work orders daily through Campus Safety dispatch to fix any items that need to be addressed. These work orders are filed online with the facilities department and addressed the next day.



*The Memorial Arch in Tappan Square
- Photo by Bob Handelman*

Campus Safety Programs

The following programs are designed to inform students and employees and encourage responsibility for individual security and the security of others. These programs are conducted at least once a school year, more if requested or needed.



Woodland Hall - Photo by Bob Handelman

- “Run, Hide, Fight” Violent Intruder Incident Response Awareness is a training presentation technique of response methods for surviving gun violence in a classroom or office setting. The course gives participants insight and response options when encountering an active shooter attack in an academic setting. The training is offered to faculty, staff, and students.
- Campus Safety 101 is a mandatory

session for all new students. Campus Safety provides crime prevention tips from personal safety to preventing bike theft. It also includes training in situational awareness.

- The Community Police Liaison Program, coordinated by Oberlin Police Department Officers Bashshar Wiley and Jake Crossan, 440-774-1061, provides the opportunity for students to interface in positive ways with local police officers, who introduce issues affecting the larger community. The officers are present at the arrival of first-year students, the parent/student resource fair, and other events featuring safety such as the off-campus housing fair and the annual safety fair. They are available to speak with faculty and staff on various topics.
- Community Educational Programs are presented on campus through residence life to promote safety and security practices. Alcohol and drug education and assessment programming is available through participation in Choices, Echeckup-to-go Alcohol, and Echeckup-to-go Marijuana programming. Students in in apartment-style residential living receive programming in the responsible use of alcohol, responsible party planning, and other timely issues. Some residential education deans and area coordinators, acting as judicial officers, hear residential education housing violations and assign education programming and research papers as sanctions relating to violations of specific campus safety regulations. Members of the Office of Campus Safety also participate in crime prevention in their individual contacts with the public.
- Education on Title IX, Discrimination, and Harassment is provided to all new and transfer students, and all new

employees receive nondiscrimination and anti-harassment education, including Title IX sexual harassment training, within three months of their enrollment or appointment. All continuing employees are expected to complete nondiscrimination and anti-harassment training, including Title IX sexual harassment training, every two years. The Office of Equity, Diversity, and Inclusion provides all continuing students and employees with opportunities for education on new policies and best practices for creating diverse, equitable, inclusive communities of excellence.

PRSM—Preventing and Responding to Sexual Misconduct

PRSM is a student organization whose members are employed by the Office of Equity, Diversity, and Inclusion to conduct the college's consent education and awareness efforts. Workshop trainers receive administrative support, workshop content guidance, education, resources, and advice from the staff. All new students are required to complete PRSM's first-year workshops, Consent Essentials and Bystander Intervention.

Topics covered in these workshops include:

- A statement that the institution prohibits sexual and/or gender-based harassment, discrimination, and violence, including sexual violence, stalking, and intimate partner violence.
- The definition of prohibited conduct under college policy and state and federal law:

- **Sexual misconduct:** An umbrella term used to encompass unwanted or unwelcome conduct of a sexual nature that is committed without valid consent, including sexual assault, sexual harassment, and other forms of gender-based discrimination. People of any gender can engage in sexual misconduct, and sexual misconduct can occur between people of the same or different sexes. Sexual misconduct can include both intentional conduct and conduct that results in negative effects, even if the negative effects were unintended. Sexual misconduct can occur in various modes including in person or in electronic or online communication. Sexual misconduct can also include retaliation in connection with a Reporting Party's allegations under this policy.
- **Quid pro quo sex-based harassment:** Unwelcome sexual advances, requests for sexual favors, or other unwelcome sexual conduct by an employee of the college if the submission to or rejection of such conduct is used as a basis for or a factor in decisions to provide aid, benefit, or service in college programs or activities.
- **Hostile environment sex-based harassment:** Unwelcome sex-based conduct that is determined by a reasonable-person standard to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to college benefits, services, programs, or activities. Sexual harassment may occur via various communication devices, via social media, and via the Internet. Conduct reported as sexual harassment will be evaluated by considering the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the questioned behavior. Although repeated incidents

generally create a stronger claim of sexual harassment, a serious incident, even if isolated, may violate this policy.

- **Sexual assault:** Any sexual act directed against another person without actual consent, including instances where the victim is incapable of giving consent because of the victim's age or the victim's temporary or permanent mental incapacity.
- **Non-consensual sexual intercourse:** The penetration, no matter how slight, of the vagina or anus with any body part or sex-related object, or oral penetration by a sex organ of another person without the consent of the victim.
- **Non-consensual sexual contact:** The intentional touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim. The group also uses an updated definition—the intentional touching of the clothed or unclothed body parts of another person for the purpose of sexual gratification, sexual degradation, or sexual humiliation without the consent of the victim, or the forced touching by the reporting party of the responding party's clothed or unclothed body parts without consent for the same purposes discussed above.
- **Statutory rape:** Sexual intercourse with a person who is under the statutory age of consent where the assault took place. The statutory age of consent in Ohio is 16.
- **Dating violence:** Physical or sexual violence committed by a person who is or has been in a romantic or intimate relationship with the victim that may include sexual or physical abuse or threats of such abuse. The existence of such a relationship is determined based on the length of the relationship, the type of relationship, and the frequency

of the interaction between the persons involved in the relationship. Dating violence can be a single act or a pattern of behavior in a relationship.

- **Domestic violence:** Physical or sexual violence committed by a) a person against a current or former spouse or intimate partner of the victim; b) a person with whom the victim shares a child in common; c) a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; d) a person similarly situated to a spouse of the victim under the domestic family or family violence laws of the jurisdiction where the violence occurred; or e) by a 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 where the violence occurred. Domestic violence can be a single act or a pattern of behavior in a relationship.
- **Stalking based on sex, gender identity, or gender expression:** Any unwanted course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress. The definition of a course of conduct can include but is not limited to two or more acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.
- **Retaliation:** Any attempt to intimidate, threaten, coerce, or take adverse action against a reporting party, a responding party, a witness, or any other person participating in or conducting an investigation or resolution of a complaint, in which such behavior

negatively alters the terms, conditions, or benefits of that individual's equitable access to college programs or activities. Retaliation includes actions committed by any member of the Oberlin community including peers.

- The definition of consent: Consent must be actively and freely given, informed, and mutually understandable to engage in a particular activity. Consent is also specific to a given situation and may be withdrawn at any time. Consent cannot be procured by the use of physical force, compelling threats, intimidating behavior, or coercion. A person who is incapacitated cannot validly give consent, nor can a person not of suitable age or intellectual capacity to grant it. For the purposes of this policy, the issue is whether an accused student knew or should have known that the activity in question was not consensual based on a reasonable-person standard.
 - o Coercion: Unreasonable pressure for sexual activity; continued pressure beyond the point when someone has made it clear that they do not want to engage in sexual behavior.
 - o Force: Use of physical violence on someone to gain sexual access.
 - o Incapacitation: Lacking the physical and/or mental ability to make informed, rational judgments.
- A description of safe and positive options for bystander intervention, including how to recognize when a situation may require intervention; how to know when it is and isn't safe to intervene directly; whom can be called on to intervene on campus; and steps to take when intervening.
- Information on risk reduction.

- Information on how to recognize warning signs of abusive behavior.
- Options and resources for reporting sexual violence or discrimination/harassment.

Campus Risk Reduction Programs

- The Student Shuttle, a student-staffed operation, provides a stop-to-stop vehicle escort service to members of the college community during each week of scheduled classes. It serves a route around the campus perimeter, with limited off-campus stops. Information on the service and stops is available by calling 440-775-RIDE (7433).
- Walking safety escorts are provided by the Office of Campus Safety upon request from dusk to dawn for anyone walking alone on campus. An escort can be summoned to any college building, residence hall, or parking lot by calling the Office of Campus Safety or using any of the blue campus emergency phones.
- Operation Identification is a crime prevention program that discourages burglary and theft by permanently identifying valuables. Engraving personal identification on valuable items makes stolen items difficult to sell or pawn. It also helps the Office of Campus Safety and police identify lost or stolen property. Campus Safety has an electric engraver that may be borrowed free of charge. Forms are also provided to record personal property and serial numbers.
- A periodic lighting walk has resulted in the assessment and enhancement of exterior lighting on campus and an overall lighting plan. In lieu of walks,

Campus Safety officers file reports of campus lighting that need attention or repair daily while on patrol. The public is invited to report lighting issues via the college work order system, TOPdesk, or by making a phone report to Campus Safety during nighttime hours.

- The Emergency telephone system maintained by the college consists of 88 emergency telephones throughout the campus, 44 of which are highly visible blue light phones in parking lots, high-traffic pedestrian areas, and campus open-space locations. The remaining emergency telephones are located at the primary entrances of residence halls and within some academic buildings. Calls connect to a Campus Safety communication officer with a coded location of the call origin, and a Campus Safety officer is immediately dispatched.
- Fire safety information is provided to assist in reporting fire safety concerns for repair or improvement. Fire drills in residence halls take place four times each year. The Oberlin Fire Department dispenses information during the drills and is invited to meet with first-year students and parents during the orientation resource fair. The Oberlin Fire Department meets with RAs and other student staff during their August training sessions. Area coordinators and assistant deans in the Office of Residence Life provide proactive information about cooking and fire safety.
- Campus Safety officers provide American Heart Association First Aid, CPR, and AED assistance in cases of injury or illness. Contact is made with the Central Lorain County Joint Ambulance District when further assistance is needed. Limited medical transport is available for illness or

impaired mobility from injury for the first 72 hours following an injury.

- A Campus Safety office web page contains information regarding safety and security. See <https://oberlin.edu/campus-safety>.
- The Office of Campus Safety enforces the college's parking regulations. Students, faculty, staff, and visitors register motor vehicles and display parking permits for assigned parking areas. A zero-tolerance policy for parking violations can result in progressive fines, towing, and revocation of parking privileges for repeated violations.

The Office of Residence Life performs several programs aimed at the safety and education of students.

- Student staff perform rounds each night in the residence halls.
- Student staff conduct life and safety inspections once a semester in residence halls and three times a year at on-campus houses and apartments.

Alcohol and Drug Abuse Policies

The policy on alcohol, drugs, and tobacco prohibits the unlawful possession, use, or distribution of alcohol and other drugs. Oberlin College and Conservatory enforces all federal and state laws governing underage drinking and illegal drug use. Oberlin College and Conservatory subscribes to the tenets of the Drug-Free Workplace Act and states so in the personnel-related documents given to faculty and staff members. The illegal use of alcohol or drugs by members of the faculty or staff may result in severe penalties up to and

including termination.

The college annually distributes, in writing, to each employee and each student who is taking one or more classes for any type of academic credit except for continuing education credit 1) the standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of its activities; 2) a description of the legal sanction under local, state, and federal laws for the unlawful possession or distribution of illicit drugs and alcohol; 3) a description of the health risks associated with the abuse of drugs or alcohol; 4) a description of any drug or alcohol counseling, treatment, or rehabilitation/reentry programs available to employees or students; 5) a clear statement that the campus will impose disciplinary sanctions on students and employees (consistent with local, state, and federal law); and 6) a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution. For more information, see the Oberlin College and Conservatory drug-free policy.

The college's policy is to provide a learning, living, and work environment that is free of illicit drugs, tobacco smoke, and the unlawful use or abuse of alcohol.

While the college emphasizes preventive and educational approaches to substance use and abuse, the college will not protect students from local, state, or federal laws. College judicial procedures will be initiated if a complaint of misconduct related to drug, alcohol, or tobacco use is filed by a member of the Oberlin College and Conservatory community. Judicial sanctions may include suspension or dismissal, depending on the seriousness of the offense.

The following statement was issued to the Oberlin College and Conservatory community by the General Faculty Council on May 9,

1991: "Oberlin College cannot condone the illegal possession, consumption, provision, or sale of alcohol or drugs, and Oberlin College cannot protect members of the community from prosecution for crimes under federal, state, or local laws. Ohio state law (R.C. 4301.69) provides that no person shall sell intoxicating liquor or beer to a person under the age of 21 years unless given by a physician in the regular line of practice or by a parent or legal guardian. Drugs are defined as including marijuana as well as the following, all of which are illegal except when taken under a doctor's prescription: barbiturates, amphetamines, prescription tranquilizers, LSD compounds, mescaline, psilocybin, DMT, cocaine, and other narcotics or opiates."

Penalties for federal drug offenses vary based on the type and amount of the controlled substance, whether the offense is possession or distribution, and the number of prior offenses.

Possession:

- **First Conviction:** Up to 11 years' imprisonment and a mandatory fine ranging between \$1,000 and \$20,000.
- **Subsequent convictions:** Increased penalties, including 180 days to 11 years of imprisonment and a mandatory fine of at least \$2,500.
- **Special penalties:** Persons convicted of possession may face denial of federal benefits such as student loans for up to five years for a first conviction.

Distribution/Trafficking:

- Penalties for manufacture, distribution, or trafficking range from six months to 11 years' imprisonment and fines up to \$20,000 for high-quantity Schedule I or II substances, down to a maximum of five years' imprisonment and fines up

to \$5,000 for smaller quantities or lower Schedule III, IV, or V drugs.

- Distribution, manufacturing, or trafficking in the vicinity of juveniles, schools, or school zones often results in enhanced penalties.
- Penalties may include the forfeiture of property, including vehicles, used in the commission of the crime.

Federal laws primarily focus on drug offenses, but some laws apply to alcohol. Most sanctions for unlawful possession (like underage drinking) or distribution (like furnishing alcohol to a minor) are governed by state and local laws.

Federal law addresses alcohol-related offenses in areas like:

- Taxation and licensing: Violations of the Federal Alcohol Administration Act.
- Driving under the influence (DUI) on federal property: Subject to federal jurisdiction.

State and local sanctions for alcohol offenses typically include:

- Fines, community control, and/or imprisonment for offenses like underage possession, public intoxication, or selling to a minor.
- Driver's license suspension or revocation.
- Mandatory alcohol education, assessment, and treatment programs.

Although the application of sanctions in Oberlin College and Conservatory's judicial process is handled on a case-by-case basis and never applied automatically, violations of the college's revised policy on alcohol, drugs, and tobacco customarily result in a judicial response as published in the Student Conduct

and Community Standards Policies. Sanctions are customarily imposed except in cases where a judicial coordinator or authorized hearing officer in the Office of Residence Life determines that the medical amnesty policy applies. This policy ensures that the concern for judicial consequences does not become an impediment for students seeking assistance for themselves or others when the abuse of alcohol and/or drugs presents a significant health risk. In such cases and in cases where there are no additional infractions of the code of conduct, students are generally asked to take advantage of educational or counseling opportunities. In any of the instances outlined below, written or service-oriented educational sanctions may be required in addition to the other options outlined.

Interventions and sanctions are intended to promote substantive opportunities for students to:

- Engage in self-reflection with the potential for assessing personal well-being and planning for future sustenance.
- Reflect about community standards in relationship to personal rights and responsibilities with the objective of students understanding their potential to impact others in the campus community and beyond.
- Foster a level of concern likely to deter repeat violations.

The Oberlin College and Conservatory Student Regulations, Policies, and Procedures is published every fall semester at <https://www.oberlin.edu/dean-of-students/student-conduct>.

Student Conduct Resources and Campus Policies

Policies and resources that apply to students at Oberlin College and Conservatory appears at <https://www.oberlin.edu/dean-of-students/student-conduct/resources>.

Title IX Sexual Harassment Policy Summary and Policy Statements

Oberlin College and Conservatory (“Oberlin” or “the college” or “the institution”) values civility, dignity, diversity, equality, freedom, integrity, and safety and is firmly committed to maintaining a campus environment free from discrimination based on sex, gender identity, or gender expression and free from gender-based harassment and gender-based violence. Sexual misconduct violates our institutional values, and its presence in the community presents a barrier to fulfilling the college’s scholarly, research, educational, artistic, and service missions. Sexual misconduct, including sexual harassment, sexual assault, dating and domestic violence, and stalking, therefore, will not be tolerated at Oberlin College and Conservatory and is expressly prohibited. This Title IX sexual harassment policy (“sexual harassment policy”) addresses the college’s prohibition of sexual harassment as defined by federal regulations issued by the U.S. Department of Education. See the complete Title IX sexual harassment policy at <https://go.oberlin.edu/sexual-harassment-policy>. The institution aims to provide a process that is prompt, fair, and impartial from the initiation of the process through the final result.



Peter Hall - Photo by Bob Handelman

Proceedings will be conducted by individuals who receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Prohibited Conduct and Effective Consent

Sexual misconduct – an umbrella term used to encompass unwanted or unwelcome conduct of a sexual nature that is committed without valid consent; it includes sexual assault, sexual harassment, and other forms of gender-based discrimination. People of any gender can engage in sexual misconduct, and sexual misconduct can occur between people of the same or different sexes. Sexual misconduct can include both intentional conduct and conduct that results in negative effects, even if the negative effects were unintended. Sexual misconduct can occur in various modes including in person or in electronic or online communication. Sexual misconduct can also include retaliation in connection with a reporting party's allegations under this policy.

Sexual harassment: Sexual harassment prohibited by this policy includes conduct based on sex or gender that satisfies one or more of the following: 1) quid pro quo conduct by an employee of the college; 2) sex-based harassment that creates a hostile environment; or 3) sex-based violence as defined by the Clery Act.

Quid pro quo sex-based harassment: Unwelcome sexual advances, requests for sexual favors, or other unwelcome sexual conduct by an employee of the college if the submission to or rejection of such conduct is used as a basis for or a factor in decisions to provide aid, benefit, or service in College programs or activities.

Hostile environment sex-based harassment: Unwelcome sex-based conduct that is determined by a reasonable-person standard to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to college benefits, services, programs, or activities. Sexual harassment may occur via various communication devices, via social media, or via the Internet. Conduct reported as sexual harassment will be evaluated by considering the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of sexual harassment, a serious incident, even if isolated, may violate this policy.

Sexual assault: Any sexual act directed against another person without actual consent, including instances where the victim is incapable of giving consent because of their age or their temporary or permanent mental incapacity. For example:

- Non-consensual sexual intercourse: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person without the consent of the victim.
- Non-consensual sexual contact: The intentional touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim.
- Statutory rape: Sexual intercourse with a person who is under the statutory age of consent where the assault took place. The statutory age of consent in Ohio is 16.

Dating violence: Physical or sexual violence committed by a person who is or has been in a romantic or intimate relationship with the victim; it may include sexual or physical abuse or threats of such abuse. The existence of such a relationship is determined based

on the length of the relationship, the type of relationship, and the frequency of the interaction between the persons involved in the relationship. Dating violence can be a single act or a pattern of behavior in a relationship.

Domestic violence: Physical or sexual violence committed by a) a person against a current or former spouse or intimate partner; b) a person with whom a victim shares a child in common; c) a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; d) a person similarly situated to a spouse of the victim under the domestic family or family violence laws of the jurisdiction where the violence occurred; or e) a 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 where the violence occurred. Domestic violence can be a single act or a pattern of behavior in a relationship.

Stalking based on sex, gender identity, or gender expression: Any unwanted course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or to suffer substantial emotional distress. A course of conduct can include but is not limited to two or more acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.

Retaliation: Any attempt to intimidate, threaten, coerce, or take adverse action against a reporting party, a responding party, a witness, or any other person participating in or conducting an investigation or resolution of a complaint, in which such behavior negatively alters the terms, conditions, or benefits of that individual's equitable access to college programs or activities.

Effective Consent, Coercion, Incapacitation

Consent must be actively and freely given, informed, and mutually understandable to engage in a particular activity. Consent is also specific to a given situation and may be withdrawn at any time. Consent cannot be procured by the use of physical force, compelling threats, intimidating behavior, or coercion. A person who is incapacitated cannot give consent, nor can a person not of suitable age or intellectual capacity to grant it. For the purposes of this policy, the issue is whether the accused student knew or should have known that the activity in question was not consensual based on a reasonable-person standard.

Coercion: Unreasonable pressure for sexual activity; continued pressure beyond the point when someone has made it clear that they do not want to engage in sexual behavior.

Force: Use of physical violence on someone to gain sexual access.

Incapacitation: Lacking the physical and/or mental ability to make informed, rational judgments.

Purpose of the Policy

Oberlin College and Conservatory will not tolerate any type of sexual and/or gender-based harassment, discrimination, or violence, including sexual violence, stalking, and intimate partner violence, which are referred to in this policy as sexual misconduct. The college is committed to taking all appropriate steps to eliminate these forms of sexual misconduct, prevent their recurrence, and address their effects.

The sexual misconduct policy outlines the college's institutional values, prohibited conduct, resources, reporting options, and processes for the review, investigation, and resolution of reports of sexual misconduct.

Scope of the Policy

This policy applies only to sexual misconduct committed by a participant (student, employee, visitor) in connection with a college program or activity or on property or premises owned or controlled by a college-recognized student organization.

This policy does not cover:

- Sexual misconduct committed by a third party who is not a participant in a college program or activity.
- Sexual misconduct occurring outside of the United States.

If the conduct giving rise to an allegation of a violation of this policy also violates the nondiscrimination and anti-harassment policy, the investigator will conduct one investigation following the procedures outlined in the respective policies. One hearing panel/officer will resolve the entire matter.

Notice of nondiscrimination: Oberlin College and Conservatory supports equal opportunity for all persons and prohibits discrimination or harassment based on race, color, sex, religion, national origin, disability, age, genetic information, military or veteran status, ancestry, marital status, sexual orientation, gender identity, or gender expression.

Title IX coordinator: Rebecca Mosely, the Title IX coordinator (440-775-8555 or rmosely@oberlin.edu), oversees the college's central review, investigation, and resolution of reports of sexual harassment, misconduct, stalking, and intimate partner violence under

the college's report process and coordinates the college's compliance with Title IX.

Title IX review team: The Title IX review team consists of the Title IX coordinator, Title IX deputy and equity coordinators, and the director of Campus Safety. The appropriate divisional dean or a representative of the Department of Human Resources may join the team to ensure effective and prompt response to reports as well as review and implement plans for education, prevention, and training.

2025 Title IX central team members (additional administrators by invitation as needed):

- Melanie Hawkins, director of residential education for training and curriculum, deputy Title IX and equity coordinator, Office of Residence Life, 440-775-8472
- Larissa Fekete, assistant dean for academic support, Title IX deputy coordinator, conservatory dean's office, Bibbins #113F, 440-775-8200, lfekete@oberlin.edu
- Ray Appenheimer, athletics and physical education department, 440-775-8525, ray.appenheimer@oberlin.edu
- Elizabeth Hamilton, Title IX deputy coordinator, Cox Administration Building, Room 101, 440-775-8410
- Tyrone Wicks, assistant director of Campus Safety, 440-775-5779, twicks@oberlin.edu
- Suzanne Denneen, program coordinator, Office of Equity, Diversity, and Inclusion, 440-775-8555

Reports of sexual misconduct must be reported to the appropriate College officials.

The college strongly encourages the reporting of sexual misconduct to college officials. Any

employee whose role includes responsibility for the safety and security of any part of the college community must forward all reports to the Title IX coordinator or deputy Title IX and equity coordinators by email (edi@oberlin.edu), in person, by mail, or by telephone, in addition to other reporting obligations, such as direct reporting to law enforcement.

Anonymous reports: Anonymous reports of violations of this policy may be made to the Campus Conduct Hotline, 866-943-5787. The hotline is staffed by a third-party service and is available 24/7. The college may not be able to resolve complaints received from anonymous sources without sufficient information for a meaningful and fair investigation. The college will, however, take whatever steps it deems appropriate in the best interests of the overall College community, consistent with the information that is available.

Confidentiality concerns: The Office of Equity, Diversity, and Inclusion is mandated to investigate all reports of policy violations and implement prompt and effective remedial action; therefore, it cannot promise confidentiality. The Title IX team handles all matters professionally and discreetly by sharing information only with those who need to know and by informing participants of those disclosures. The Title IX team maintains the privacy of student records in compliance with FERPA.

Confidential reporting: The college recognizes that deciding whether to report sexual misconduct, either to the college or law enforcement, can be difficult. All individuals are encouraged to seek the support of trained professionals on campus and in the local community, regardless of when or where the incident occurred. As detailed at <https://www.oberlin.edu/equity-diversity-inclusion/support/support-resources>, there are confidential and privileged resources that under Ohio law cannot share information

without the consent of the individual seeking assistance. Short-term and free counseling provided by licensed psychologists and counselors is available to registered students.

Reports to local law enforcement: The college encourages those who believe they experienced a sexual assault or any other crime to file a report with local law enforcement. Professionals from Campus Safety and the Office of Equity, Diversity, and Inclusion are available upon request to assist the individual in making the report. Collection and preservation of evidence relating to a reported sexual assault is essential for law enforcement investigations, so prompt reporting to law enforcement is critical.

Individualized nonpunitive supportive measures are offered to both reporting and responding parties; they are designed to restore or preserve equitable access to the college's programs and activities. Supportive measures ensure the safety of the reporting and responding parties and the campus community; they also aim to deter sexual misconduct. Supportive measures are not appropriate if they create an unreasonable burden on the college or other community members. Supportive measures are provided by the college without charge, and reporting parties are not required to report to law enforcement in order to receive these measures. The Title IX coordinator or deputy coordinators will communicate with parties about the availability of supportive measures in writing. If a party wishes to request a supportive measure, they may do so in writing or by meeting with the Title IX coordinator or deputy coordinator. The provision of supportive measures or accommodations are confidential to the extent possible while still allowing the provision of said measure.

Supportive measures include but are not limited to:

- Facilitating access to counseling

or medical services including transportation services

- No-contact orders (college version of a protection order)
- No-trespass orders (confirmed and assisted by local authorities)
- Security escorts
- Academic accommodations (e.g., rescheduling exams or assignments)
- Academic support services (e.g., tutoring)
- Housing reassignment or accommodations
- On-campus employment accommodations
- Voluntary leave of absence

The college provides written notification to students and employees about counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community. Further, the college provides written notification to victims about options for changes to academic, living, transportation, and working situations or protective measures. The college will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to Campus Safety or local law enforcement.

Resolution

The college offers several options for resolving a report of sexual misconduct including sexual harassment, sexual assault, dating violence, domestic violence, stalking, and/or retaliation.

Formal Complaint

If a reporting party wishes to engage in a resolution process through the college, they must submit a formal complaint. A formal complaint is a document signed and dated by the reporting party or the Title IX coordinator alleging a violation of this policy and requesting an investigation. When necessary, the Title IX coordinator may sign a report on behalf of the college when a reporting party is unable or unwilling to do so. A formal complaint may be filed with the Title IX coordinator in person, by mail, using the online report form, or by email. The complaint must include the signature of the party filing the document either in writing or electronically. Upon receipt of a formal complaint, the Title IX coordinator will provide information to the reporting party about their options for resolving the complaint, as well as supportive measures available to them on and off campus.

All formal complaints will also be reviewed by the Title IX team to determine any necessary immediate actions. The college will dismiss the complaint from investigation under this policy if the alleged conduct:

- Does not constitute sexual harassment as defined in this policy.
- Did not occur in a college's education program or activity; or
- Did not occur in the United States.

If the complaint is dismissed, the Title IX coordinator or designee will notify the Reporting and Responding parties simultaneously in writing. Such a dismissal does not preclude the college from acting under another policy.



Bertraumm and Judith Kohl Building - Photo by Bob Handelman

Adaptive Resolution Process Procedures

The adaptive resolution process (ARP) is a series of inclusive conflict resolution practices that yield participant-authored, effective, and just outcomes through examination of attitudes and behaviors that contributed to the conflict or harm; they result in clear accountability measures that repair harm and discourage future harm. Adaptive dispute resolution practices—including conflict coaching, facilitated dialogue, mediation, and restorative practices—are available to participants on a voluntary basis. ARP is an alternative to the formal resolution process and does not result in college-mandated disciplinary action against the responding party. The college, however, will enforce any signed resolution agreement.

The college will not mandate ARP for any complaint, as the parties must be willing to engage in this process for it to achieve the goal of stopping the alleged misconduct, addressing its effects, and preventing its recurrence. The ARP may not be an appropriate form of resolution in all cases and will only be used when both the college and the parties mutually agree that this process is an appropriate way to resolve the report.

ARP is not available to resolve complaints under the Title IX sexual harassment policy when the reporting party is a student and the responding party is an employee. ARP may be used in cases when both parties are employees.

Requesting The Adaptive Resolution Process

Once a formal complaint has been filed with the Office of Equity, Diversity, and Inclusion (OEDI) director or deputy Title IX and equity coordinator, a reporting party may have the option to request an adaptive resolution process to resolve the complaint.

The reporting party must meet with the OEDI director or a deputy Title IX and equity coordinator to discuss the options available for resolving their complaint within the ARP. The reporting party may suggest desired outcomes and a particular resolution process.

The OEDI director or deputy Title IX and equity coordinator will also meet separately with the responding party. The responding party will be provided with the written complaint, and the responding party may choose to share further information with the deputy Title IX and equity coordinator but is not required to do so. The deputy Title IX and equity coordinator will discuss the reporting party's desired outcomes and preferred resolution process. If both parties agree to ARP, a written agreement outlining the process will be entered into, and the matter will be referred to the ARP facilitator.

ARP Procedures

1. Generally, advisors of choice are permitted to be present during an ARP session, for the sole purpose of providing support, guidance, or advice to the party. Advisors do not have speaking privileges during the session. An ARP meeting will not be canceled or postponed in the event

a scheduled advisor does not attend. Disruptive or uncooperative advisors can be removed from the meeting by the staff person leading the ARP.

2. Meetings are not recorded, and the participants are not permitted to record any meetings. Any notes taken by the ARP facilitator may not be used in a formal proceeding.
3. Either party or the college can request to end the ARP at any time if one of the following occurs:
 - a. One of the parties fails to participate in the ARP.
 - b. One of the parties is reported to have additional new violations of college policy toward the other party.
 - c. Both parties agree in writing that the matter discussed in the formal complaint has been resolved to their satisfaction.
4. The ARP facilitator will work with the parties to reach a written resolution agreement and, if requested, supervise compliance with the terms of the agreement.
5. The ARP facilitator may not be called as a witness in a formal resolution process.
6. Once the parties have completed the terms of the resolution agreement, the ARP facilitator will provide a final report indicating that the matter has been resolved. The OEDI director or deputy Title IX and equity coordinator will confirm in writing to both parties simultaneously that the ARP process has concluded and that the formal complaint has been resolved. Ordinarily, the ARP will be completed within 30 business days of the request for the ARP.

Formal Resolution Process

Disciplinary action by the college against a responding party may only be taken through formal resolution process (FRP), which is designed to provide fundamental fairness and respect for all parties by ensuring adequate notice, an equitable opportunity to be heard, and an equitable opportunity to respond to a report under this policy.

The FRP applies to complaints of violations of the Title IX sexual misconduct policy, the nondiscrimination and anti-harassment policy, and the prohibited relationships policy and consists of three phases: the investigation, the hearing, and the appeals. Participants with documented disabilities have the right to request accommodations necessary to be able to fully participate in the FRP.

In general, the college will attempt to complete the entire FRP within 90 business days. Throughout the FRP, participants will receive timely notice of any meeting at which their attendance may be requested or required. The time frames outlined in the FRP may be extended for good cause by the Title IX/equity coordinator to ensure the integrity and completeness of the investigation, to accommodate the availability of witnesses, to address college breaks or vacations, or for other legitimate reasons. Any extension of the time frames and the reason for the extension will be shared with the parties in writing. Participants in this process will receive written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with sufficient time to prepare to participate. The college will attempt to accommodate the schedules of parties and witnesses; however,

grievance resolution must be completed in a reasonably prompt time frame and must proceed to conclusion even in the absence of a party or witness.

These procedures are entirely administrative in nature and are not considered legal proceedings.

The hearing coordinator will record the hearing only. If parties request a record of the hearing, a transcript of the hearing will be provided with appropriate redactions to protect the FERPA rights of other students involved. A transcription fee or copying fee may be assessed. Either party is permitted to access all records and recordings maintained by the OEDI in the office.

Any individual designated by the college as a Title IX coordinator, investigator, or decision-maker, or any person designated by a college to facilitate an informal resolution process, must not have a conflict of interest or bias for or against reporting parties or responding parties generally or an individual reporting party or responding party.

The following will not be considered evidence of bias:

- The Title IX coordinator's initiation of a formal complaint.
- An individual's decision that allegations warrant an investigation.
- By itself, an individual's current job title, professional qualifications, past experience, gender identity, or sex.
- Use of trauma-informed or other practices when such practices do not rely on sex stereotypes; apply generalizations to allegations in specific cases; cause loss of impartiality; or prejudice of the facts at issue.

I. Investigation

The OEDI director/Title IX coordinator, in consultation with the Title IX equity team, will oversee a prompt, thorough, and impartial investigation. Investigations are ordinarily conducted by an independent law firm specializing in higher education and Title IX equity compliance. Investigators are assigned after it is confirmed that they do not have a conflict of interest with any of the parties that would prevent them from being impartial.

Upon receipt of a formal complaint, the OEDI director/Title IX coordinator will provide to all known parties written notice of:

- a. The appropriate grievance process.
- b. The reported misconduct, including sufficient details known at the time, with sufficient time to prepare a response before any initial interview.
- c. The college's position that the responding party is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- d. The parties' right to have an advisor of their choice, who may be an attorney.
- e. The parties' right to inspect and review evidence.
- f. The college's prohibition on knowingly making false statements or knowingly submitting false information during the grievance process.

The investigator will conduct a fact-finding investigation that includes meeting separately with the reporting party, the responding party, and pertinent witnesses and reviewing and analyzing other relevant information. The college will not require, allow, rely upon, or otherwise use questions or evidence that

constitutes or seeks disclosure of information protected under a legally recognized privilege unless the person holding such privilege has waived the privilege. Information gathered during the investigation will be used to evaluate whether a policy violation has occurred. All individuals involved in the investigation, including the reporting party, the responding party, and any third-party witnesses, will be treated with respect. The investigator will manage the investigation professionally by complying with best practices for managing sensitive information privately.

If, in the course of an investigation, the college decides to investigate allegations about the reporting party or the responding party that are not included in the initial notice, the college will provide notice of the additional allegations to the parties whose identities are known.

The college will not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity or assisting in that capacity and which are made and maintained in connection with the provision of treatment to the party unless the college obtains that party's voluntary, written consent. Additionally, the college will not consider or provide for inspection and review evidence which the college knows was illegally or unlawfully created or obtained.

Upon receipt of a complaint, the investigator will strive to complete the investigation and submit to the parties a draft investigation report within 30 business days. Upon receipt of the draft report, the parties will have 10 business days to review and respond to the investigator with any comments. The investigator will submit a final investigation report to the Title IX/

equity coordinator within five business days of receiving the parties' comments unless further investigation is required. The final investigation report will be made available to the parties at least 10 days before the date of the hearing.

II. Hearing

All hearings are managed by a hearing coordinator who will be appointed by the OEDI director/Title IX coordinator. The hearing coordinator organizes the process in collaboration with the OEDI director/Title IX coordinator, in compliance with the applicable policies and procedures. The hearing coordinator is also responsible for all communication with the parties related to the hearing after the investigation is completed. The hearing coordinator does not make determinations of responsibility or sanctions.

The specific decision makers will vary based upon the role of the responding party and the policy violations being considered:

- For a report against a student or staff member, the report will be heard by a hearing panel comprising three trained staff members.
- For a report against a faculty member, the report will be heard by a panel composed of three trained members of the General Faculty Professional Conduct Review Committee.

A. Pre-Hearing Procedures

1. Notice of Charge

Following receipt of the final investigation report, the hearing coordinator will send a notice of charge letter to both the reporting party and the responding party. The notice of charge letter provides each party with a brief summary of the conduct at issue, the specific policy violation(s) that are alleged to have

taken place, and the expected schedule for resolving the complaint.

2. Acceptance of Responsibility

If a responding party wishes to accept responsibility for the charges, the responding party will provide a written acceptance of the facts of the allegation. In this instance, the hearing coordinator will then convene a hearing panel, whose role will be solely to determine appropriate corrective actions. The investigative report and the impact statements submitted by the parties will serve as the primary evidence in determining the appropriate corrective action(s).

3. Pre-Hearing Meeting with Reporting Party and Responding Party

Following the notice of charge letter, the hearing coordinator will contact the reporting party and the responding party to schedule separate meetings with each party. These meetings should occur no more than five days after the notice of charge letter is sent.

At this pre-hearing meeting, each party will receive an explanation of the hearing process and have the opportunity to ask any questions. The hearing coordinator will also explain any information that the parties may wish to prepare before the hearing including their opening statement; questions for the other party, witnesses, and investigator; and an impact statement. The impact statement is reviewed by the hearing panel only if the responding party is found to have violated policy and allows the parties to share the impact the reported behavior has had on them and request specific corrective action(s). The advisor is encouraged to accompany the reporting party or responding party to this initial meeting. This meeting can be scheduled in the time frame during which the responding party may be deciding whether they wish to accept responsibility for the charges.

4. Pre-Hearing Review of Documents

Both parties will be afforded similar and timely access to any documents and information used at a hearing. The reporting party and the responding party will have the opportunity to review all investigative documents, subject to the privacy limitations imposed by state and federal law, at least 10 business days before the hearing. The investigative documents will include the investigation report, any witness statements or interviews, statements from or interviews with both parties, and any other documentary information that will be presented to the hearing panel.

The hearing panel must review all pertinent information regarding the incident in question prior to the date of the hearing panel.

New evidence and/or witnesses not provided as part of the investigation may not be introduced at the hearing without permission of the hearing coordinator.

5. Relevance

The hearing coordinator will review the investigative report, any witness statements, and any other documentary evidence to determine whether the proffered information contained therein is relevant and material to the determination of responsibility given the nature of the allegations pertaining to the specific matter before the hearing panel.

In general, the prior sexual history of the parties is not considered relevant to the case in accordance with rape shield laws unless such questions or evidence are offered to prove that someone other than the responding party committed the alleged conduct or if it concerns specific incidents of sexual behavior between the reporting party and responding party and is offered to prove consent.

6. Witnesses

The reporting party, the responding party, and the hearing panel may request witness testimony. Witnesses must have relevant information to the conduct in question. In general, neither party will be permitted to call as a witness anyone who was not interviewed by the investigator as part of the college's investigation. If either party wishes to call witnesses, whether they were previously interviewed as part of the college's investigation, the following must be submitted to the hearing coordinator via e-mail:

- The name and contact information for each witness.
- A brief written statement of the expected topics for testimony of that witness.
- A summary of why the witness' presence is relevant to making a decision about responsibility at the hearing.
- The reason the witness was not interviewed by the investigator, if applicable.

The hearing coordinator will determine if any proffered witness has relevant information and if there is sufficient justification for permitting a witness who was not interviewed by the investigator. The hearing coordinator may also require the investigator to interview a newly proffered witness.

The hearing coordinator will provide the parties and the hearing panelists with a list of witnesses who will be present at the hearing in advance of the hearing date, with the understanding that the reporting party and the responding party will have the opportunity to question the witnesses through the process outlined by the appropriate policy.

7. Notice of Hearing

Once each party has met with the hearing coordinator and a responding party has not accepted responsibility for the charges, a notice of hearing is sent to the reporting party and the responding party. The notice of hearing provides the parties with the date, time, and place of the hearing, as well as the names of the panelists on the hearing panel. In general, the hearing will be scheduled within 10 business days of the date of the notice of hearing. The hearing coordinator will ensure that the hearing does not occur during scheduled classes for the parties. Outside of scheduled courses, the parties are expected to make themselves available for the hearing at the set time.

8. Composition of the Hearing Panel

All hearing panelists receive training to ensure that they understand the policy, the definitions of prohibited conduct, the scope of the policies, how to avoid prejudgment of the facts at issue, and how to recognize and avoid conflicts of interest and bias. The OEDI director/Title IX coordinator and the investigator assigned to the case will not serve as hearing panelists and will not have a role in the determination. The reporting party and the responding party may each submit a written request to the hearing coordinator that a member of the hearing panel be removed. The request must clearly state the grounds to support a claim of bias, a conflict of interest, or an inability to be fair and impartial. This challenge must be raised within two business days of receipt of the notice of hearing. Hearing panels composed of members of the Professional Conduct Review Committee will be selected semi-randomly. In general, the OEDI director/Title IX coordinator will attempt to compose a faculty panel that includes at least one faculty member from the conservatory and one from the College of Arts and Sciences. If there are insufficient eligible members of

the General Faculty Professional Conduct Review Committee available, the OEDI director/Title IX coordinator will identify appropriately trained faculty alternates to serve on the hearing panel.

9. Consolidation of Hearings

At the discretion of the hearing coordinator, in consultation with the OEDI director/Title IX coordinator, multiple reports may be consolidated against more than one responding party, or by more than one reporting party against one or more responding parties, or by one party against the other party, where the reports of sexual harassment arise out of the same facts or circumstances. This means the reports are so intertwined that they directly relate to all parties. Matters may be consolidated where they involve multiple reporting parties, multiple responding parties, or related conduct that would regularly have been heard under other college policies. If one or more of the charges falls within the scope of the Title IX sexual harassment policy, those hearing procedures will be used to adjudicate all potential policy violations. If the reported conduct falls within the scope of the nondiscrimination and anti-harassment policy but not within the scope of the Title IX sexual harassment policy, the procedures related to the nondiscrimination and anti-harassment policy will be used to adjudicate all potential policy violations.

10. Pre-Hearing Meeting with Hearing Panel

Once the hearing panel has been selected and cleared of conflict of interest, the panelists will receive all investigative materials for the hearing. The hearing coordinator will schedule a meeting with the panelists and Title IX/equity coordinator to review the policy sections that are implicated by the notice of charge and review the hearing procedures.

B. Hearing

1. Attendance at Hearing

If a party does not attend a hearing for any nonemergency or non-compelling reason, the hearing may be held in their absence at the discretion of the hearing coordinator. The college will not require a reporting party to participate in or attend a hearing, although the college's ability to present evidence may be limited in the instance that a reporting party chooses not to participate in the hearing. If a party does not attend a hearing under the Title IX sexual harassment policy, an advisor will be appointed to cross-examine the other party and witnesses on their behalf.

If a responding party who is a student withdraws from the college before the conclusion of an investigation or formal resolution under this policy, they may still participate in the remainder of the process, and an enrollment hold will be placed on their record to prevent reenrollment at the college until such time that the case is resolved and all assigned corrective action(s) are completed. If a responding party chooses not to participate, the college will move forward with the resolution of the report and imposition of sanction, if any, in absentia. If the report is finally resolved while the responding party is absent, the responding party will be informed of the final outcome in accordance with regular practice under this policy.

A reporting party or responding party may also request alternative testimony options that would not require physical proximity to the other party such as conducting the hearing by video conference. The hearing coordinator and panel will be trained on any technology being used to conduct a hearing prior to the hearing.

Under the Title IX sexual harassment policy, a party or witness may decide not to attend a

hearing or to respond to cross-examination by an advisor or questions from the decision-maker(s). A party's or witness' absence or refusal to submit to questioning at the hearing may impact the decisionmaker's assessment regarding credibility or weight of a party's or witness' information and statements. The decision-maker(s) can consider other objective information besides statements that were provided by the party or witnesses. The decision-maker will not make an inference about the determination regarding responsibility based solely on a party's or witness' absence from the live hearing or refusal to answer cross-examination or other questions.

Under the nondiscrimination and anti-harassment policy, a party may choose not to participate in a hearing or to respond to questions. It is important to note that doing so may limit the hearing panel's ability to assess the credibility of the party and the evidence provided.

2. Participants in Hearing Procedures

The hearing panel is a closed hearing. The individuals who may appear before the hearing panel are: the reporting party; the responding party; any individual serving as an approved advisor; any individuals appearing as witnesses; and any relevant administrators necessary to facilitate the hearing.

3. Safeguarding of Privacy

All participants involved in a hearing are expected to respect the seriousness of the matter and the privacy of the individuals involved. The college expectation of privacy during the hearing process should not be understood to limit any legal rights of the parties during or after resolution. The college may not, by federal law, prohibit the reporting party from disclosing the final outcome of a formal process (after any

appeals are concluded). All other conditions for disclosure of hearing records and outcomes are governed by FERPA, any other applicable privacy laws, and professional ethical standards.

4. Hearing Panel Protocol

The hearing is intended to provide a fair and ample opportunity for each party to present relevant information and witnesses. The hearing panel will make factual findings, determine whether college policy was violated, and recommend appropriate corrective action(s) and remedies, if appropriate. The hearing is not a civil or criminal proceeding and is not designed to be adversarial in nature. At the hearing coordinator's discretion, anyone disrupting the hearing may be removed.

It is the responsibility of the hearing panel to ensure that the information necessary to make an informed decision is presented. The panel members may play an active role in questioning both parties and witnesses involved in the case. At times, the panel members may need to ask difficult or sensitive questions in order to understand areas of factual dispute or gain a full understanding of the context. All evidence subject to the parties' inspection and review will be available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

Parties and other individuals who offer information at a hearing are expected to respond honestly and to the best of their knowledge.

The hearing will be called to order by the hearing coordinator. The hearing coordinator will explain the hearing process and will provide an opportunity to all parties to ask procedural questions before initial statements

and the presentation of information. All individuals present at the hearing will introduce themselves and their role in the hearing.

The investigator will provide a brief statement summarizing the investigation. The statement should focus on the areas of agreement and disagreement in order to assist the hearing panel in prioritizing areas of inquiry.

After this initial statement and introductions, the process of hearing from the parties and witnesses will begin. During this portion of the hearing, the panel and the parties may pose questions for the parties and witnesses as follows:

- If the hearing is conducted under the Title IX sexual harassment policy, those questions will be posed by the party's advisor.
- If the hearing is conducted under the nondiscrimination and anti-harassment policy, the hearing panel will ask questions submitted in writing to the hearing panel by the parties.

In all cases, the hearing panel has the responsibility for determining the relevance and appropriateness of the questions and sharing the rationale for not asking any questions. In general, questions that will not be asked are those that are not relevant to the question at hand, those that are repetitive to questions already asked, and those protected by rape shield laws. Questions should be framed in a manner to seek information. Abusive, bullying, or unprofessional conduct is not permitted. The hearing coordinator will explain any decision to exclude a question as not relevant.

The reporting party has the option to supplement the information provided to the panel with a brief opening statement (no more than 10 minutes in length).

The hearing panel may pose questions to the reporting party, after which questions from the responding party will be asked per the appropriate policy. The responding party will not be permitted to question the reporting party directly.

After the reporting party has finished, the responding party has the option to make a brief opening statement (no more than 10 minutes in length). The hearing panel may pose questions to the responding party, after which questions from the reporting party will be asked per the appropriate policy. The reporting party will not be permitted to question the responding party directly.

The panel may hear from witnesses on behalf of the reporting party and the responding party. Each witness will be questioned by the hearing panel, after which questions from the parties will be asked per the appropriate policy.

The hearing panel, the reporting party, and the responding party may then question the investigator per the process outlined in the appropriate policy. The investigator is not permitted to offer an opinion on the credibility of any individual or as to the ultimate issue.

At the conclusion of the presentation of all witnesses, the reporting party and the responding party will have the option to address briefly any outstanding issues of fact with a brief closing statement (no more than 10 minutes in length).

5. Deliberation

After all the information has been presented, all parties will be dismissed, and the hearing will be formally concluded. The hearing panel reserves the right to recall any party or witness for further questions and to seek additional information necessary to make a decision.

The hearing panel will conduct its deliberations in private. The panel must complete its deliberations within two business days. The hearing coordinator will remain for deliberations but will not make any determination related to responsibility.

6. Preponderance of the Evidence Standard

The hearing panel will determine a responding party's responsibility by a preponderance of the evidence. Under this standard, individuals are presumed not to have engaged in the conduct reported unless a preponderance of the evidence supports a finding that sexual misconduct occurred. This means that the hearing panel will decide whether it is "more likely than not," based upon all the relevant information, that the responding party is responsible for the alleged violation(s). The hearing panel must reach a decision on responsibility by majority vote. The votes of individual panel members will not be shared with the parties.

If the panel finds the responding party responsible, the panel will then recommend appropriate corrective action(s), taking into consideration any prior findings of responsibility and any submitted impact statements. The OEDI director/Title IX coordinator will review the recommendations for fairness and consistency, and the designated administrator will impose an appropriate sanction.

The findings of the hearing panel will be documented in writing by the hearing panel chair. The findings will detail the findings of fact and the basis/rationale for the decision of the hearing panel, making reference to the evidence that led to the finding. This report will be submitted by the hearing panel chair to the hearing coordinator in writing.

C. Outcome Letter

The outcome of the hearing panel will be communicated to the reporting party and responding party simultaneously and in writing, usually within five business days of the date the hearing is concluded. The notification of each party should occur at or near the same time.

The letter to each party will include:

- Identification of the allegations potentially constituting sexual harassment.
- A description of the procedural steps taken from the receipt of the 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.
- Findings of fact supporting the determination.
- Conclusions regarding the application of the policy to the facts.
- A statement of and rationale for the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the college imposes on the responding party, and whether remedies will be provided by the college to the reporting party.
- The college's procedures and permissible basis for the reporting party and responding party to appeal.

For reports involving sexual violence, the reporting party will be fully informed of any corrective action(s). For all other reports under this policy, the reporting party will be informed of only those corrective action(s) that directly relate to the reporting party, consistent with FERPA and other applicable law.

Corrective action(s) imposed will be implemented at the end of the appeals process or once the deadline for submitting an appeal has passed.

The college also reserves the right to designate which College officials have a need to know about individual conduct reports pursuant to FERPA requirements.

Corrective Action for Faculty

If a faculty hearing panel recommends termination of employment as a sanction for a faculty in a tenured or tenure-track position, additional procedures approved by the General Faculty will be followed to authorize implementation of that sanction.

III. Appeals Process

Either party may appeal the outcome or sanctions imposed. The appeal must be submitted within five business days of receiving the hearing panel's or hearing officer's decision letter. To request an appeal, the party must submit a written appeal to the OEDI director/Title IX coordinator, who will appoint a trained appeals officer. The decision-maker for the appeal will not be the same person as the decision-maker who reached the determination regarding responsibility or dismissal, the investigator, or the Title IX coordinator. When the responding party is a faculty member, the appeals officer will be appointed by the appropriate dean and will be a trained person who holds a tenured faculty appointment. The appeal shall consist of a plain, concise, and complete written statement outlining the grounds for the appeal and all relevant information to substantiate the basis for the appeal. Appeals are limited to 3,000 words. Dissatisfaction with the outcome of the hearing is not grounds for appeal.



Classroom Discussion - Photo by Bob Handelman

Grounds for Appeal

A party may only seek appeal on the findings under the following grounds:

- a. A material deviation from the procedures affected the outcome of the case.
- b. There is new and relevant evidence that was not reasonably available when the determination of responsibility was made that could affect the outcome.
- c. There is a conflict of interest or bias on the part of the Title IX/equity

coordinator, the investigator or the decision-maker. An individual's past education or professional experience alone is insufficient to establish a conflict of interest or bias.

- d. The sanctions are not appropriate or disproportionate to the determined violation(s).

Both parties will be notified if either party submits an appeal and will be informed of the grounds of the appeal. A party may submit a short written response (no longer than 3,000 words) to the other party's appeal within five business days of notification.

Appeal Procedure

In any request for an appeal, the burden of proof lies with the party requesting the appeal, as the original determination and sanction are presumed to have been decided reasonably and appropriately. If the appeals officer determines that the appeal does not properly fit within one of the four grounds, the appeal will be denied. If the appeal does fit within the grounds, the appeals officer will review the record and the information submitted in the appeal and issue a written report that may result in the following outcomes:

1. If a material deviation from procedure affected the outcome, the appeals officer may remand the matter to the hearing panel/officer to rectify the error; in rare cases where the error cannot be resolved, a new hearing may occur.
2. If a conflict of interest or bias on the part of the Title IX coordinator, investigator, or decision-maker is deemed to have affected the outcome, the appeals officer may remand the case to an appropriate place in the process to rectify this effect.
3. If newly discovered information appears relevant, the appeals officer may recommend that the case be returned to the decision maker/hearing panel to assess the weight and effect of the new information and render a determination after considering the new facts.
4. If the sanctions appear inappropriate or disproportionate, the sanctions may be altered accordingly.
5. The appeals officer may affirm the findings and sanctions.

The appeals officer will issue a written decision on the appeal simultaneously to the

reporting party, the responding party and the Title IX coordinator within 10 business days from the date of the submission of all appeal documents by both parties. The decisions of the appeals officer are final and will address any changes to the result of the matter.

At the completion of the appeal, corrective action(s) imposed are implemented immediately.

Dismissal Sanction for a Tenured Faculty Member

If the appeals officer affirms dismissal of a tenured faculty member, the president will review the record (including, as a minimum, the investigator's report, the hearing panel's report, the appeals officer's report, and any statement that the complainant may submit) and, after consultation with the dean of the division where the responding party holds their appointment, will issue a final written decision. This final written decision will be provided simultaneously to both parties.

The president will formulate their own recommendation and supporting rationale in a written report submitted to the Office of Equity, Diversity, and Inclusion and the chair of the Board of Trustees for final action within 30 business days. In keeping with the principle of faculty self-governance, the president and the Board of Trustees will give considerable deference to the recommendations of the Professional Conduct Review Committee (PCRC) regarding faculty dismissals. The action of the Board of Trustees is final and will be shared with the parties to the case, the administration, and the PCRC.

Support for Parties after the Formal Resolution Process

The Title IX/equity coordinator is available to provide support and to identify campus and external resources to assist all parties and witnesses once a resolution has been reached. The goal of such support is to address any personal needs and to facilitate the participation of all individuals in the campus community in whatever ways are appropriate given the outcome of the hearing and any corrective action(s) that may have been imposed.

Corrective Action

A hearing body that finds a responding party responsible for a violation of this policy will recommend appropriate corrective action that may include but is not limited to those set forth below. Corrective action may be issued individually, or a combination of corrective actions may be imposed. The reporting party and the responding party will each have the opportunity to present a written statement about impact and/or request corrective action to the hearing coordinator in advance of the hearing. The hearing body will review these statements only if the responding party has been found responsible for one or more violations. In general:

- Any person who is determined to have committed nonconsensual sexual intercourse may receive a sanction ranging from suspension to expulsion/termination. As a general expectation, suspensions should last at least until the reporting party has graduated (or otherwise separated) from the college.
- Any person who is determined to have committed non-consensual sexual

contact or any other prohibited form of conduct may receive a sanction ranging from a warning to expulsion/termination.

The hearing body may deviate from the range of recommended corrective action based upon full consideration of the following factors:

- The impact of the conduct on the reporting party.
- The impact of the conduct on the community, its members, or college property.
- The nature and violence of the conduct at issue.
- Prior misconduct by the responding party, including the responding party's prior discipline or criminal history, both at the college and elsewhere, if known.
- Whether the responding party has accepted responsibility for their actions.
- How the college has sanctioned similar incidents in the past, based upon information about similar incidents that the hearing coordinator will provide upon request.
- Maintenance of a safe and respectful environment conducive to learning.
- Protection of the college community.
- Any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate resolution in each case.

The hearing body may also consider educational strategies that, considering the impact on the reporting party and the safety of the community as a whole, allow a responding party to learn about the origins of their behavior, their responsibility for this behavior, and how they can change this behavior. Such strategies may be suggested in addition to but not in place of the

recommended corrective action.

The hearing body will make a recommendation about the appropriate sanction. The hearing coordinator and Title IX coordinator will review the hearing body's recommendations and take reasonable steps to foster consistency for similar violations and circumstances.

Corrective action that may be imposed under this policy include the following:

- **Warning:** Notice, in writing, that continuation or repetition of prohibited conduct may be cause for additional disciplinary action.
- **Disciplinary probation:** A written reprimand for violating college policy that specifies a period of time during which the responding party is not in good standing with the college, resulting in limited participation in college programs, activities, or awards. The party is officially warned that continuation or repetition of prohibited conduct during this period may be cause for additional conduct action including probation, suspension, or expulsion from the college.
- **Training:** A requirement that the responding party receive specific training within a designated time and at their own expense to prevent further misconduct. Failure to submit documentation of completion of the training within the specified time period may lead to further disciplinary action.
- **Limits on participation:** Exclusion from participation in programs or activities for a specified period of time. For students, such limitations may preclude participation in, for example, elected or appointed student positions, student research, athletics, student employment, or study abroad. Additional restrictions or conditions may also be imposed. Violations of the terms of disciplinary probation or any other college policy violations may result in further disciplinary action.
- **Educational and mission-based outcomes:** Other corrective actions may be imposed instead of or in addition to those specified here. Service, education, or research projects may also be assigned.
- **Restitution:** Repayment to an affected party, including the college, for damages resulting from a violation of this policy. To enforce this sanction, the college reserves the right to withhold its transcripts and degrees or to deny a student participation in graduation ceremonies or other programs or activities.
- **Removal from campus housing:** Students may be removed from college housing without refund and/or barred from applying for campus housing due to disciplinary violations of this policy.
- **Suspension:** Temporary removal from student or employment status for a stated period of time. Notice of this action will remain in the student conduct file or employee file.
- **Expulsion:** Permanent termination of student status and exclusion from college premises, privileges, and activities. This action will remain in the student conduct file and will be permanently recorded on the student's academic transcript.
- **Termination:** Permanent employment separation of the faculty or staff member from the college.
- **Withholding degree:** The college may withhold awarding a degree otherwise earned until the completion of the process set forth in this policy,

including the completion of all corrective action imposed, if any.

- Revocation of admission and/or degree: Admission to the college or a degree awarded by the college may be revoked for fraud; misrepresentation in obtaining the degree; violation of college policies or the Student Code of Conduct; or other serious violations committed by a student prior to enrollment or graduation.

The hearing body may also recommend remedies for the reporting party and remedies for the Oberlin community. On the conclusion of the hearing, the Title IX coordinator is responsible for reviewing, adjusting, and implementing these remedies in order to promptly eliminate discrimination and harassment and prevent its reoccurrence.

More than one of the corrective actions listed above may be imposed for any single violation.

Sex Offender Registry and Access to Related Information

The Federal Campus Sex Crimes Prevention Act (CSCPA) requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under state law, to each institution of higher education in that state in which the person is employed, carries on a vacation, volunteers services, or is a student.

Law enforcement information provided by the state of Ohio under section 170101(j)

of the Violent Crime Control and Law Enforcement Act of 1994 (U.S.C. 14071(j)) concerning registered sex offenders may be obtained from the Lorain County Sheriff's Office, 9896 Murray Ridge Road, Elyria, OH 44035; 440-329-3709; or <https://www.loraincountysheriff.com/>

A computerized statewide database, ESORN, or Electronic Sex Offender Registration and Notification of Ohio, can be found at the website of the Ohio Attorney General, <https://www.ohioattorneygeneral.gov/>

Hazing Policy

Oberlin College and Conservatory prohibits hazing of any member of the college community on or off the college premises by campus organizations, clubs, intercollegiate or intramural athletic teams, students, employees, or volunteers. Oberlin College prioritizes inclusion, respect, and integrity in its campus community and recognizes that hazing is antithetical to these values. Hazing creates an unsafe environment that presents the risk of mental and physical harm, which is contrary to the principles of community that Oberlin College upholds. This outlook is affirmed by the General Faculty's Statement on Hazing. The college prohibits all individuals affiliated with Oberlin College and Conservatory from soliciting, aiding, or agreeing or attempting to aid another person in planning or committing acts of hazing.

Definitions of Hazing

The Ohio Revised Code identifies hazing as a crime. It defines hazing as doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental

or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code (R.C. 2903.31). Congress enacted the “Stop Campus Hazing Act” in December 2024. This law defines hazing as “[a]ny intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that ... is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and ... causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization ... of physical or psychological injury.” The college further defines hazing as any activity that is expected of someone to join or maintain membership in an organization, club, team, or any other group that is affiliated with the college that humiliates, degrades, abuses, or endangers them, regardless of intention or willingness to participate.

The activities in the following list constitute hazing if they humiliate, degrade, abuse, or endanger participants. The list is not intended to be comprehensive:

- Use of alcohol or other controlled substances, including coercing another to consume alcohol or a drug of abuse
- Nudity or partial nudity
- Physical violence in any form
- Branding, tattooing, piercing, or shaving
- Excessive calisthenics or creation of unwarranted fatigue not associated with practice or competition
- Consumption of excessive or an unusual combination of food or drink
- Physical and psychological shocks
- Wearing of apparel that is conspicuous
- Engaging in public and/or private stunts

and activities that put people at risk

- Sleep deprivation
- Line-ups or any interrogation for information that is not consistent with legitimate testing
- Engaging in degrading or humiliating games and activities
- Requiring personal errands of participants, such as driving to class, cleaning a room, and laundering clothes
- Any other activities which are not consistent with state and local law (including legal drinking age), or the regulations and policies of the college

Sanctions and Enforcement Hazing

Sanctions and enforcement hazing is an offense in the student conduct system. Per the student conduct system, “students are expected to be responsible for their actions and to conduct themselves in accordance with the rules and regulations of the college. Violation of the Oberlin College Code of Conduct shall be grounds for disciplinary action.” Disciplinary action for hazing may include participation limits, restitution, probation, suspension, or dismissal. Consequences for acts of hazing will be enforced by the Office of Student Conduct and Community Standards. Pursuant to Section 2903.311 of the Ohio Revised Code, the college will report knowledge of hazing to local law enforcement. Under both the Ohio Revised Code and the Stop Campus Hazing Act, the college reports violations and findings of this policy publicly twice per year.

Hazing Prevention Training and Education

The college will provide students with training and education regarding hazing,



Wilder Hall - Photo by Bob Handelman

which includes the anti-hazing policy and hazing awareness, prevention, and intervention. All incoming students are required to take an online anti-hazing training prior to arriving on campus. All faculty and staff advisors for student organizations are required to complete an online anti-hazing and hazing awareness training. The college will provide employees and volunteers with hazing training and education that includes the anti-hazing policy and hazing awareness, prevention, and intervention. The student organization will be responsible for conducting training for any volunteer who has contact with students.

The college posts the anti-hazing policy on its website and provides a copy of the policy to each organization. It also distributes informational flyers throughout campus.

Reporting Acts of Hazing to College Personnel

Pursuant to Section 3345.19 of the Ohio Revised Code, this policy applies to all instances of hazing, both on campus and off campus. Please report any suspected violation of this policy to college personnel regardless of the location of the occurrence. Violations of this policy should be reported to the senior associate dean of students, Campus Safety, the director of athletics, the dean of students, or an academic dean. Reports may also be made utilizing the Office of Student Conduct and Community Standards' incident report form. The Office of the Dean of Students will

investigate the complaint in accordance with the student disciplinary procedures. Students are encouraged to report violations of the hazing policy in order to help sustain a safe and inclusive community.

The following list offers resources for reporting acts of hazing:

- Office of Student Conduct and Community Standards incident reporting form
- Thom Julian, senior associate dean of students, tjulian@oberlin.edu
- Student Support and Outreach Form
- Office of Equity, Diversity and Inclusion
- Office for Institutional Equity's Bias, Discrimination, and/or Harassment Report
- Title IX Sexual Harassment Report
- Ray Appenheimer, associate director of athletics and deputy Title IX and equity coordinator, at ray.appenheimer@oberlin.edu
- Campus Safety 440-775-8444
- Anonymous reporting option
- Campus Safety emergency line, 440-775-8911 or 911
- [https://www.oberlin.edu/sites/default/files/2025-08/Hazing%20Policy%20\(25-26\).pdf](https://www.oberlin.edu/sites/default/files/2025-08/Hazing%20Policy%20(25-26).pdf)

Preventing Crime at Oberlin College and Conservatory

The statistics presented here suggest that Oberlin College and Conservatory is a relatively safe environment. Most crimes committed on campus consist of theft, most commonly the theft of bicycles and personal property. Nevertheless, every member of the college community needs to develop

habits and instincts that minimize risk for themselves and others.

Be aware of what you should do if there is a campus emergency. Know when and how to evacuate your building, shelter in place, or take other actions in an emergency. Update your information for emergency notifications in ObieAlert. Program the phone number of the Office of Campus Safety into your cell phone: 440-775-8444

Call the Office of Campus Safety or the Oberlin Police Department at the first sign of trouble.

Individual residence hall rooms should be locked; outer doors must never be propped open. Students should beware of unknown individuals who attempt to "tailgate" or enter behind them as they open an exterior door. Suspicious persons and/or activity should be reported to residence hall staff or the office of Campus Safety. Students should never lend access cards or keys to anyone and should report any doors, locks, or windows needing repair to residential hall staff or file a work order online.

Loss or theft of room keys should be reported immediately to residence life staff. Students who live in on-campus houses and apartments housing should secure their exterior doors, including basement access, when leaving and not leave valuables unattended on porches or in yards or garages.

Valuable property can be engraved, and inventory lists should be kept in a safe location to help in reporting and/or recovering losses. Valuables housed in backpacks, book bags, and purses (including laptop computers and other electronic equipment) should not be left unattended in academic buildings, dining facilities, libraries, residential lounges, or classrooms.

Bicycles must be registered with the Office of Campus Safety and locked with a sturdy lock to a bike rack when not in use. Bikes not used during winter months and while their owners are away from campus should be stored in Campus Safety-provided storage areas or taken home.

Vehicles parked on campus must be registered with the Office of Campus Safety and secured when parked. Valuables should not be stored in plain sight in the interior of vehicles. Operators parking their cars or leaving buildings to travel to a vehicle may request safety escorts during nighttime hours by calling Campus Safety or using any of the emergency blue light phones found in or near parking lots and at the entrances of adjacent residence halls on campus. ObieAlert is another option.

It is incumbent upon all community members to be aware of personal safety practices by avoiding walking alone at night, particularly avoiding less-traveled, darkened streets and walkways. Walking in groups and calling upon safety escorts and shuttle services can contribute to one's own safety and the safety of the community.

It is also recommended that community members limit alcohol consumption and leave social functions that become too loud or too crowded or have too many people drinking excessively. Students should make agreements with trusted friends to attend and leave social functions together.

Unwelcome touching, administering intoxicants to cloud judgment, and non-consensual sexual conduct are violations of Oberlin's sexual misconduct policy and the law. You have a responsibility to respect others.

As a bystander, be ready to intervene by determining the safest form of assistance—report behavior, seek help from friends, and support others in your community by encouraging responsible behavior.

The critical factor in any successful safety and security program is an individual's contribution to their personal safety, the safety of others, and the security of property in observing safe practices.

Oberlin | **Campus Safety**

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