



**EMORY**  
UNIVERSITY

# Annual Security & Annual Fire Safety Report

Containing Information for the 2024-2025 Academic Year, and  
Crime Statistics from 2021, 2022, and 2023

A photograph of a student walking on a paved path. The student is wearing a dark jacket, a red backpack, and headphones. In the background, a large building is completely covered in white plastic sheeting, suggesting construction or renovation. The scene is set outdoors with trees and a lawn.

2024

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## Section I: Preparation of the Annual Security and Fire Safety Report

Emory University's Annual Security Report, Annual Fire Safety Report, and Statement of Campus Security Policy (the "Report") is prepared, published, and distributed in accordance with the requirements of the Campus Security Act of 1990, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998, the Higher Education Amendments of 1998, the Higher Education Opportunity Act of 2008, the 2013 reauthorization of the Violence Against Women Act, including the Campus Sexual Violence Elimination Act (Campus SaVE), which amends the Clery Act, and all implementing regulations issued by the U.S. Department of Education (34 C.F.R. §668.46; hereinafter collectively the "Regulations").

In accordance with Emory's Clery Act Compliance Policy ([Policy 1.7](#)) Emory University has designated a position, Director of Clery Act Compliance, who serves as the principal official responsible for guiding and directing institutional compliance with all laws and regulations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the Clery Act) and who oversees implementation of institutional policies and procedures as may be required to ensure compliance. The Director of Clery Act Compliance manages the publication of the Annual Security and Annual Fire Safety Report, serves as the Campus Security Survey Administrator, and submits the annual statistical report to the Department of Education.

Personnel from the Emory University Police Department (EPD), Emory Fire Safety, the Office of Ethics and Compliance, and the Director of Clery Act Compliance collect and compile, for all campuses, the statistics, information, and other data required for the Report, in accordance with applicable statutory and regulatory requirements. Individual university departments / units are responsible for ensuring that policy statements relative to their operations are accurately presented in the Report.

EPD maintains a daily crime log and an incident report database on an annual basis. EPD records, by date, crimes reported to EPD that occurred "*on-campus*," in a "*non-campus building or property*," "*on public property*," or within EPD's patrol jurisdiction. It is important to note that under the Regulations, each of the foregoing italicized terms has a special definition that requires the reporting of statistics even for certain crimes that occur outside the specific geographic boundaries of the campus property owned by Emory University. The daily crime log is available for viewing on Emory University Police Department's website (<https://police.emory.edu/>) or click [here](#). The local campus Public Safety/Security department maintains a daily crime log (and daily fire log if required) for each campus at which EPD does not provide police patrol services.

As required by law, EPD determines which crime classification to assign to a reported Clery Act crime, hate crime, or VAWA offense by using the definitions of crimes found in the Federal Bureau of Investigation's Uniform Crime Reporting Guidelines (UCR) and the Violence Against Women Act of 1994. Emory also maintains a working list of Clery Crime definitions on its Clery [website](https://clery.emory.edu/) (<https://clery.emory.edu/>).

Crime statistics are compiled based not only on information received directly by the Emory University Police Department, but also from (a) crimes reported to individuals identified by the institution as Campus Security Authorities, and (b) crimes reported to local police authorities. Campus Security Authorities who are not EPD personnel must file a report directly with EPD or through Emory's online Campus Security Authority report form available at <https://clery.emory.edu/> when they become aware of a Clery Act crime. Reports of crimes made to persons or agencies outside of EPD are solicited by written request from EPD. A formal police report of a crime is not necessary for the crime report to be included in the statistical compilation. Names are not disclosed in the statistical report.

The Report is published and made publicly available via a designated Emory University website. The Office of the Senior Vice President of Communications and Marketing distributes the Notice of Availability of the Report in accordance with due dates established by the Department of Education each calendar year. The Notice of Availability of the Report is distributed via Emory e-mail listserv, which includes all Emory University and Emory Healthcare (EHC) email addresses for all faculty, staff, and students throughout all campuses. The Notice of Availability is also posted on appropriate Human Resources and Office of Admissions websites to provide notice of availability of the Report to prospective Emory University employees and students.

## **Section II: Security Policies and Information Applicable to All Campuses**

### **Policy Encouraging the Reporting of Crimes**

Emory University encourages accurate and prompt reporting of all crimes to the Emory University Police Department and the appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report. EPD will conduct an appropriate investigation (or refer the incident to the appropriate law enforcement agency with jurisdiction) and will assist the victim in making an informed decision regarding possible criminal prosecution. A decision on whether criminal prosecution is appropriate for a theft or other criminal act is independent of any determination regarding (1) employee/individual misconduct for purposes of possible employment or administrative action, or (2) student misconduct for purposes of a student conduct matter.

If either (1) the victim of a theft or other criminal incident taking place at Emory or involving Emory property or (2) an individual aware of such a crime, elects not to or is unable to make a report to the Emory University Police Department, members of the Emory community with knowledge of the incident are encouraged to make an accurate and prompt report of the crime to the Emory University Police Department. These procedures are detailed in the **Emory University Human Resources Policy 4.68 (Thefts and Other Criminal Incidents)** located at <https://policies.emory.edu/4.68>.

### **Confidential and Anonymous Reporting**

A crime can be reported anonymously to the EPD TIPS line 404.727.8477, or through the Emory Trust Line 888.550.8850. A student may request anonymity in reporting a crime to a Residence Life staff member, to the Dean of Campus Life, or to any other Campus Security

Authority. In cases of reports of sexual violence or sexual misconduct covered by Title IX, anonymity cannot be guaranteed in all instances. The student will be encouraged to make an official police report, but if the student elects not to or is unable to make such a report, the Campus Security Authority should file a report of the incident directly to EPD or via the online Emory CSA Incident Report Form without identifying the complainant, so that it can be included in the statistical section of this Report.

Except as otherwise specifically disclosed or unless consent is obtained in a particular instance, if a report of a crime is made to a “*pastoral counselor*” or “*professional counselor*” as those terms are defined in the Regulations, and a person has requested confidentiality, no report that includes the names of individuals involved will be made to the Office of Clery Act Compliance. However, a counselor may provide a de-identified (anonymous) report containing information about an incident to the Office of Clery Act Compliance for statistical reporting purposes, provided the counselor so informs the person making the report in advance of receiving information. Pastoral and professional counselors may, in their professional discretion, suggest that a person file an official police report and may obtain consent from the person to disclose the identifiable incident to EPD for investigation or for inclusion in the statistical section of this Report. **In limited circumstances, these privileged and confidential resources may have reporting or other obligations under state or federal law and may have an obligation to follow moral and ethical guidelines. These reporting or other obligations may limit the extent to which the professional counselor may maintain a Complainant’s confidentiality.**

**Emory’s Office of Respect**, the University’s central hub for interpersonal violence prevention and survivor resiliency, is a confidential clinical resource for Atlanta campus students who identify as and support survivors. A detailed explanation of disclosure obligations can be obtained from Respect Staff at the Office of Respect (<https://respect.emory.edu/>, 470.270.5360).

**Both Counseling and Psychological Services (CAPS)—Atlanta Campus and Counseling and Career Services (CCS)—Oxford Campus** offer professional, licensed counselors who provide mental health counseling to students. CAPS’ s drop-in services are offered 8:30am-5pm Monday through Friday. After 5pm, they are available 24/7/365 by phone at 404.727.7450. CCS is available from 8:30am-noon and 1pm-5pm. After 5pm, students should call Residence Life Coordinator on duty at 770.784.8377.

**Office of Spiritual and Religious Life—Atlanta and Oxford Campuses:** These offices have chaplains and clergy members who provide pastoral counseling in their professional roles. For the Atlanta Campus, their phone number is 404.727.6226. For the Oxford Campus, their phone number is 770.784.8392.

**Student Health services (SHS)—Atlanta and Oxford Campuses:** A disclosure may be made to healthcare providers in their caregiving roles. For the Atlanta Campus, their phone number is 404.727.7551. For the Oxford Campus, their phone number is 770.784.8376.

**Emory Ombuds Office—Atlanta and Oxford Campuses:** The Ombuds Office is a confidential resource for faculty, staff, and students. For Atlanta and Oxford Campuses, their phone number is 404.727.1531.

**Faculty and Staff Assistance Program (FSAP):** A disclosure may be made to a licensed mental health professional within FSAP. This program functions as a resource for faculty, staff, physicians, leaders, and their benefits eligible family members. They are available Monday through Friday 8:00am through 5:00pm. Their phone number is 404.727.9355.

**Bias Support Services—Atlanta and Oxford Campuses:** Emory is committed to fostering a diverse, inclusive, and respectful environment for all members of our community. Bias Support Services proactively address bias in all its forms and ensure that every individual feels valued, safe, and supported. Through education, accountability, and continuous improvement, they strive to create a campus culture that celebrates diversity, promotes equity, and empowers everyone to thrive. If you believe you have encountered a bias incident on campus, we strongly encourage you to submit a report. To submit a report, visit <https://campuslife.emory.edu/about/initiatives/bias/file-report.html> or click [here](#). For more information, reach out to BSS at [biss@emory.edu](mailto:biss@emory.edu).

**Threat Assessment Team—All campuses:** The Emory Threat Assessment Team uses a multi-disciplinary, collaborative, objective and evidence-based approach to identify behaviors that may be indicative of a threat to the safety and well-being of members of the Emory enterprise. Once behaviors of concern have been identified, the team develops intervention strategies and management plans to mitigate risk and enhance safety within the Emory Enterprise. If any situation where a person may pose an immediate risk of harm to self or others, please call EPD at 404.727.6111 or 911. To contact the Threat Assessment Team for other **non-emergency reports**, call 833.442.2369 or email [threatassessment@emory.edu](mailto:threatassessment@emory.edu).

**Title IX:** Emory encourages individuals to report Prohibited Conduct to the University Title IX Coordinator, to the appropriate Deputy Title IX Coordinator associated with the impacted student's school, or to a Human Resources professional. By doing so, Emory University can take immediate steps to investigate and respond effectively to reports and the Complainant can learn more about available resources and the Title IX process. The Title IX Coordinator oversees Emory's response, obligations, and responsibilities to Title IX, and ensures the Title IX policy, procedures, protocols, and practices are in alignment with federal regulations. The Title IX Coordinator also oversees Emory's response to Title IX Misconduct reports and complaints and is responsible for identifying and addressing any patterns or systemic problems revealed by such reports and complaints; referring individuals and employees to available resources; offering appropriate supportive measure and protections; and coordinating the disciplinary grievance procedure.

The Department of Title IX does not reveal information about its investigation and adjudication of Prohibited Conduct except to those who need to know the information to carry out their duties and responsibilities, and as required by law. It will inform all University individuals

participating in an investigation, proceeding, or hearing that they are expected to maintain the privacy of the process; however, Emory will not unreasonably restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. Contact information for the University Title IX Coordinator is located immediately below:

Nicole Babcock  
University Title IX Coordinator  
404.727.8205  
Email: [Nicole.babcock@emory.edu](mailto:Nicole.babcock@emory.edu)

The list of Deputy Title IX Coordinators can also be found on the Department of Title IX's website: <https://equityandcompliance.emory.edu/title-ix/resources/coordinators.html>

**Please note that you may make a report at any time, but the Title IX Coordinators are only available to speak during business hours. For emergency calls, please call 404.727.6111 or 911.**

### Campus Law Enforcement Policy

The mission of the Emory University Police Department (EPD) is to provide professional law enforcement and related public safety services in partnership with the Emory community. In accordance with Emory's Campus Law Enforcement Policy (<https://policies.emory.edu/1.9>), Emory University authorizes EPD to function as a full-service police agency with the same law enforcement powers, including the power to arrest, as a law enforcement agency of the local government in accordance with state law. Police officers have jurisdiction to exercise law enforcement authority:



- On property owned/occupied by Emory University;
- On any public/private property within 500 yards of property owned/occupied by Emory University (excluding EPD's Oxford Campus Precinct); and
- On one-quarter mile of any public street or sidewalk connecting different buildings and campuses (excluding EPD's Oxford Campus Precinct).

EPD's primary responsibility is to provide patrol services to Emory University Atlanta campus, the Oxford College campus, and the Emory University Hospital Midtown campus. EPD also provides services to Emory Healthcare campuses and other Emory-affiliated properties, as necessary.

EPD maintains an active and cooperative working relationship with local municipal law enforcement agencies surrounding each campus as may be required to fulfill safety, security, and Clery Act compliance obligations (including, but not limited to, the Atlanta Police Department, the DeKalb County Police Department, the DeKalb County Sheriff's Office, the City of Oxford Police Department, the Newton County Sheriff's Office, the City of Decatur Police Department, the Johns Creek Police Department, Sandy Springs Police Department, and Brookhaven Police

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Department). There are no formal mutual aid agreements, memoranda of understanding, or other written agreements in place with local law enforcement agencies regarding the investigation of alleged criminal offenses.

Additional security services are provided as described for the following locations:

- Security personnel at each campus are not law enforcement personnel and have certain limitations on detention and enforcement authority granted by Georgia state law [O.C.G.A. 17-4-80](#).

Location	Description	Security Services	Contact information
<b>Emory University Hospital Midtown Campus</b>	Employs in-house security personnel to provide on-site security services and utilizes the Emory University Police Department for law enforcement services.	EPD 24/7/365	404.727.6111
		Healthcare Public Safety 24/7/365	404.686.HELP (4257) or 404.686.2597
		Healthcare Public Safety office Monday -Friday 7am-3pm.	8 <sup>th</sup> floor of the Woodruff Building 550 Peachtree St. Atlanta, GA 30308
		Atlanta Police Department 24/7/365	911
<b>Carter Center Campus</b>	Employs in-house security personnel to provide on-site security services and utilizes the Atlanta Police Department for law enforcement services.	Carter Center Security Department 24/7/365	Ext 106 (internally); Duty cell phone 678.300.4285; non-emergency 404.420.5106
		Carter Center Security Department office	inside the Carter Center 453 John Lewis Freedom parkway Atlanta, GA 30307
		Atlanta Police Department 24/7/365	911
<b>Emory Johns Creek Hospital Campus</b>	Employs in-house security services and utilizes the City of Johns Creek Police Department for law enforcement services.	Hospital Security 24/7/365	470.834.8746
		Hospital Security Office Monday through Friday, 8am-5pm	Emergency Department waiting area
		Johns Creek Police Department 24/7/365	911
<b>Emory Saint Joseph's Hospital Campus</b>	Employs in-house security personnel to provide on-site security and utilizes the City of Sandy Springs Police Department for law enforcement services.	Hospital Security 24/7/365	678.843.5555 (external) and 3.5555 (internal)
		Public Safety Dispatcher non-emergency line	678.843.7568 (external) and 3.7568 (internal)
		Sandy Springs Police Department 24/7/365	911
<b>Emory Decatur Hospital Campus</b>	Employs in-house security personnel to provide on-site security services and utilizes the DeKalb County Police Department for law enforcement services.	Hospital Security 24/7/365	404.501.5339 (external) and 1-5339 (internal); on-duty supervisor can be reached at 470.453.9471
		Hospital Security Office Monday through Friday 8am-5pm	room 1560 Hospital's Emergency Department
		DeKalb County Police Department 24/7/365	911
<b>Emory Hillandale Hospital Campus</b>	Employs in-house security personnel to	Hospital Security 24/7/365	404.501.5339 (external) and 1-5339 (internal)



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	provide on-site security services and utilizes the DeKalb County Police Department for law enforcement services.	Hospital Security Office Monday through Friday 8am-5pm	Room G008 (contact a security officer posted at the Main Lobby or Hospital's Emergency Department entrance for escorted access)
		DeKalb County Police Department 24/7/365	911
<b>Emory LTAC Hospital Campus</b>	Employs in-house security personnel to provide on-site security services and utilizes the DeKalb County Police Department and the City of Decatur Police Department for law enforcement services.	Hospital Security 24/7/365	404.501.6578; on-duty supervisor can be reached at 470.451.5087
		Hospital Security Office Monday through Friday 8am-5pm	room 232 Hospital's main lobby
		City of Decatur Police Department 24/7/365	911
<b>Grady-area Campus</b>	Utilizes a contract security company to provide on-site security and utilizes Atlanta Police Department for law enforcement services.	Facility Security 24/7/365	404.557.8106
		Atlanta Police Department 24/7/365	911

### Campus Security and Building Access

#### Residence Halls—Atlanta & Oxford Campuses

Emory University's Atlanta and Oxford campuses house students in on-campus residential halls. All residential hall exterior doors are locked 24 hours per day. Residents are responsible for leaving all doors locked. Propping doors open is a violation of the Residence Life and Housing Policy. Residents are advised to always lock their windows and doors when not present. Keys and ID should be always carried. Keys are not to be loaned or duplicated.

Assigned Residence Life, Housing Operations, and Campus Services personnel carry electric access cards to residential facilities to service the buildings. These staff members have access to master keys in the event they may need to enter an individual room for emergencies. Residence halls are equipped with exterior security lighting, smoke detectors, panic-bar-type exit doors, cameras, and card access. All residence halls are equipped with sprinkler systems for fire suppression. Residents should report suspicious activity, or any lost or stolen items to EPD. Assigned Facilities Management personnel check exterior lighting as well as emergency lights and exit lights in every residence hall for proper operation. Building safety and security concerns are reported and repaired within the week.

#### Other Emory Facilities—Atlanta & Oxford Campuses

Faculty and staff who must enter or remain within a facility after normal business hours must possess a valid identification and a key or valid access card to the location. The Physical Security Systems Department maintains a record of all keys that are issued to departmental representatives

located at the various facilities; those representatives may further issue keys to appropriate personnel. Students who remain in or enter facilities after normal business hours must possess a valid student identification card.

#### **Other Emory Facilities—Midtown Campus**

All facilities on the Emory University Hospital Midtown Campus, including parking facilities, are patrolled by EPD and Healthcare Public Safety, 24 hours per day. Access to the Hospital is controlled at multiple locations during normal operating hours. Evolv weapons screening systems are utilized at entrance locations. Hospital Security personnel are stationed in the main lobby to sign visitors in and out during normal operating hours. The Hospital has a photo-identification card access plan whereby access to certain facilities and parking areas is restricted to people who have an appropriate photo-identification card.

#### **Other Emory Facilities—Carter Center Campus**

Security surveys of all Carter Center property are conducted on a quarterly basis. Carter Center Security personnel routinely patrol the property by Security car, golf cart and foot patrols. The U.S. Secret Service also maintains a presence at the Center at times. Access to certain areas of the Carter Center is limited to employees. All staff have an access code to enter through the staff entrance doors and the main lobby is open to the public with a Security Officer during normal operating hours from Monday-Friday. The building is secured on the weekends and holidays.

Staff who must enter or remain within the facility after normal business hours must possess valid identification to gain access to the building. The Security manager maintains a record of all keys that are issued to appropriate personnel. The security officers check exterior lighting, emergency lights, and exit lights in every building and parking lot for proper operations and report any outage to the maintenance department. Fire extinguishers in common areas of the center are inspected every month for proper operation and tested on a semi-annual basis. The Security Manager and security officers conduct quarterly safety walks to identify safety concerns throughout the center.

#### **Other Emory Facilities—Grady-area Campus**

Facility Security patrols Emory the Grady-area campus. These buildings include the Woodruff Extension Building (WEB), the Steiner Building, the Emory Faculty Office Building, the Loughlin Building, and the Glenn Building which have normal operating hours from Monday-Friday. The issuance of keys and/or key cards to these facilities is regulated through the Office of the Dean of the Medical School. During the hours in which a facility is locked, only those individuals with the appropriate keys/key cards may enter. Facility Security also monitor various electronic security systems on the campus, such as access control systems, alarm systems, and closed-circuit TV systems.

#### **Other Emory Facilities—Emory Johns Creek Hospital Campus**

All facilities on the Emory Johns Creek Hospital Campus, including parking facilities, are patrolled by Hospital Security, 24 hours per day. During normal operating hours, access to the Hospital is controlled and monitored at the main lobby, where Hospital Security Personnel are

stationed, and in the emergency room. The Hospital has a photo-identification card access plan whereby access to certain facilities and parking areas is restricted to people who have an appropriate photo-identification card. Security and safety tips are published in the Hospital newsletter and posted on Hospital bulletin boards.

#### **Other Emory Facilities—Emory St. Joseph’s Hospital Campus**

All facilities except for the Medical Office Buildings and their parking garages are patrolled by ESJH Public Safety Officers 24/7. The hospital has multiple public entrances with open access during operating hours. During emergency situations such as a pandemic event, access may be restricted and/or accessible via ID badge only to employees, authorized contractors, and students. Visitors arriving after hours are directed to the Emergency Department, where a Public Safety Officer is sanctioned and required to sign in. All access/exit doors are controlled via door contacts and part of the Access Control System monitored by Public Safety Staff. A locksmith vendor is responsible for maintaining logs of all keys manufactured for hospital staff. All Life Safety devices such as smoke detectors and emergency exit signs are checked quarterly by a contractor and records are maintained in the Facilities Support/Engineering Department.

#### **Other Emory Facilities—Emory Decatur Hospital Campus**

All parking garages and facilities including the Medical Office Buildings and Bobbie Bailey Women’s Center are patrolled by EDH Security 24/7. The main hospital building multiple entrances with access during normal operating hours. After hours, entrances are only accessible via card access to employees and authorized contractors and students. Visitors arriving after hours are directed to the Emergency Department, where a security officer is stationed for sign-in. Evolv weapons screening systems are utilized at designated entrances. All access/exit doors are controlled via door contacts and are part of the Access Control System monitored by Security staff. The locksmith is responsible for maintaining logs of all keys manufactured for hospital staff. All life Safety devices such as smoke detectors and emergency exit signs are checked quarterly. Building Services staff records are maintained in the Engineering Department.

#### **Other Emory Facilities—Emory Hillandale Hospital Campus**

All parking areas and facilities are patrolled by Hospital Security Officers 24/7. The main hospital building has multiple primary entrances with access during normal operating hours. After hours, designated entrances are accessible via card access to employees and authorized personnel. Visitors arriving after hours are directed to the Emergency Department, where a security officer is stationed inside 24/7. Evolv weapons screening systems are utilized at the main entrance and the Emergency Department entrance. The Access Control System is monitored by Security Staff. All Life Safety devices such as smoke detectors and emergency exit signs are checked regularly by the Engineering/Building Services staff. Building Services staff records are maintained in the Engineering Department.

#### **Other Emory Facilities—Emory LTAC Hospital Campus**

All parking areas and facilities are patrolled by Hospital Security Officers 24/7. The hospital building has entrances that are accessible during normal operating hours. After hours, the main

entrance is accessible via card access to employees and authorized personnel. Visitors arriving after hours are directed to the main entrance, where a security officer is stationed. Evolv weapons screening systems are utilized at designated entrances. The Access Control System is monitored by Security Staff. All Life Safety devices such as smoke detectors and emergency exit signs are checked regularly by the Engineering/Building Services staff. Building Services staff records are maintained in the Engineering/Building Services Department.

### **Mandated Child Abuse Reporting Policy**

Emory University is committed to maintaining a supportive and safe educational environment and to enhancing the well-being of all members of its community, and places importance on creating a secure environment for children. To that end, Emory has adopted a Child Abuse Reporting Policy, [Policy 4.119](#), that sets forth the requirement and processes for reporting suspected child abuse. The Child Abuse Reporting Policy applies to Emory faculty, staff, student employees, volunteers, and third parties whose capacity of employment or duties involve interaction with children.

Unless there is an exception under Georgia law, Emory University requires all Emory University faculty, staff, volunteers, students, and third parties to report suspected child abuse of which they are made aware in their capacity of employment or duties. Policy 4.119 dictates that the safety and welfare of a child is paramount, any uncertainty about whether reporting is required should always be resolved in favor of making a report, and that failure to make a report of suspected child abuse may be a criminal offense under Georgia law (O.C.G.A. §19-7-5).

### **Sex Offender Registry**

The following is a list of websites where information can be found regarding registered sex offenders living in the City of Atlanta, Fulton County, DeKalb County, Gwinnett County, and Newton County. This information is provided in compliance with the federal Campus Sex Crimes Prevention Act. In the State of Georgia, the Georgia Bureau of Investigation (GBI) houses a list of all registered sex offenders for all counties and cities in Georgia. You can find that registry here: <https://gbi.georgia.gov/services/georgia-sex-offender-registry>

Here are some additional resources that Fulton, Newton, and Gwinnett County utilize in addition to the statewide sex offender registry.

#### **Fulton County**

[https://www.communitynotification.com/cap\\_main.php?office=55274](https://www.communitynotification.com/cap_main.php?office=55274)

#### **Gwinnett County**

[https://www.communitynotification.com/cap\\_main.php?office=54503](https://www.communitynotification.com/cap_main.php?office=54503)

#### **Newton County**

[https://sheriffalerts.com/cap\\_office\\_disclaimer.php?office=54235&fwd=aHR0cDovL3d3dy5pY3JpbWV3YXRjaC5uZXQvaW5kZXgucGhwP0FnZW5jeU1EPTU0MjM1MmRjc2M=](https://sheriffalerts.com/cap_office_disclaimer.php?office=54235&fwd=aHR0cDovL3d3dy5pY3JpbWV3YXRjaC5uZXQvaW5kZXgucGhwP0FnZW5jeU1EPTU0MjM1MmRjc2M=)

### Campus Public Safety Notices (“Timely Warnings”)

Emory University follows a Timely Warning Protocol, as described below, to provide all Emory campus communities (as appropriate) with timely notification of the occurrence of certain “Clery Crimes” covered by the Clery Act. The Timely Warning Protocol applies to all Emory University campuses. Timely Warnings, known at Emory as “Public Safety Notices,” shall be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar potentially dangerous or threatening occurrences.

In order to have a Public Safety Notice posted under the Timely Warning Protocol and/or to have a crime included within the statistical section of the Annual Security Report, the crime report should be made to EPD; to the Security Department providing services on campuses not directly serviced by EPD; or, if the reporter is a designated Campus Security Authority (CSA), via Emory’s online Campus Security Authority report form available at <https://clery.emory.edu/>. Any reports initially received by in-house or contract security services staff at any of Emory’s campuses shall be reported to EPD for consideration of Timely Warning and statistical reporting requirements.

**Note, however, that Emory University is not required to issue a Public Safety Notice with respect to crimes reported to a pastoral or professional counselor acting in that University-designated role.**

The Director of Clery Act Compliance (or designee) must be notified by EPD or via the online CSA Incident Report form process of the occurrence of a Clery crime that might represent a serious or continuing threat to the community. The Director of Clery Act Compliance (or designee) shall review the incident and, in consultation with the Vice President of Public Safety and Emory’s Office of General Counsel, determine which situations warrant the issuance of a Public Safety Notice. The determination will be made on a case-by-case basis. Factors considered in determining if a Public Safety Notice will be issued generally include, but are not limited to:

- The nature of the crime or conduct and whether the reported incident represents a crime reportable under the Clery Act.
- The location of the incident and whether the incident occurred within the University’s Clery reportable geography.
- The time elapsed between when the incident occurred and when the incident was reported to EPD (depending on the specific facts of the incident, the more time that has elapsed between occurrence and time of the report, the less helpful a Public Safety Notice would be to the campus community).
- The nature and duration of any relationship between the individuals involved in a reported incident, and the alleged conduct in the context of their relationship.
- A determination as to whether the incident is believed to represent a serious or continuing threat to students and employees.
- Whether sufficient and reliable information is available about the reported incident, or

meaningful safety education can be provided along with the notice about the incident, so that if disseminated, members of the Emory University community can reasonably use it to protect themselves or prevent a similar crime from occurring.

A Public Safety Notice may be issued even if all the facts surrounding a reported incident are not yet available and are subject to further development in an investigation. This ensures that such reports are provided to our campus community in a timely manner and aid in the prevention of similar occurrences. Reports will not contain the names of victims to maintain their confidentiality.

The Director of Clery Act Compliance (or designee) will draft a Public Safety Notice when deemed appropriate and submit it for review as part of the consultation process with the Vice President of Public Safety and the Office of General Counsel. The Director of Clery Act Compliance (or designee) shall then submit the approved Public Safety Notice draft to the University's Office of Communications and Marketing, who is responsible for distributing the notice. The notice shall be distributed via Emory email listserv, which includes all Emory University and Emory Healthcare (EHC) email addresses for all faculty, staff, and students throughout all campuses.

A Public Safety Notice shall include information deemed appropriate based on the specific facts and circumstances in each situation, but typically contains the following types of information:

- The type or classification of the reported incident
- A succinct statement of the incident
- The date, time, and location of the incident, if available
- Possible connection to previous incidents, if applicable
- Other relevant and important information about the crime or incident
- Date and time the Public Safety Notice was released, and
- Information on crime prevention, personal safety, and other community safety resources, as appropriate.

The University may decide not to include some known information in a Public Safety Notice if providing that information could risk compromising law enforcement efforts or if the information would not reasonably contribute to the goal of allowing members of the Emory University to use it to protect themselves or prevent a similar crime from occurring. Public Safety Notices may also seek information that may lead to arrest and conviction of the offender when violent crimes against persons or major crimes against property have been reported to the police.

### **Emergency Notification, Emergency Response, and Evacuation Procedures**

Emory University provides emergency notifications and information to the university community. The Office of Critical Event Preparedness and Response (CEPAR) maintains overall responsibility for the development, maintenance, and operation of Emory's emergency notification, emergency response, and evacuation procedures. Depending upon the type of emergency, the decision as to whether an emergency may rest with one of four units:

- Emory University Police Department or Office of Critical Event Preparedness and Response (tornado warnings, active shooter, gas leak, and other law enforcement events).
- Office of Critical Event Preparedness and Response (public safety, e.g. gas leak, water main break; natural disasters; environmental threats; outbreak of meningitis, norovirus, or other serious illness).
- Healthcare Administrator On-duty/On-call (in compliance with Healthcare Emergency Code protocols at individual Healthcare campuses).
- National Weather Service and/or the University's private meteorological service (severe weather emergency monitoring). EPD serves as the primary warning point for monitoring severe weather service notifications and for activation of the Emergency Notification System as warranted via such weather service notification.



Upon confirmation of an emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus, Emory will, without delay, determine the appropriate message for distribution and initiate the emergency notification process. Depending on the type of emergency and the extent of the threat posed, Emory may delay distribution of an entity-wide emergency notification if it would compromise efforts to assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency.

The [Emory Emergency Notification Program](#) is a multi-modal system for alerting students, staff, faculty, and visitors of an emergency affecting the Emory community. The wide array of notification options affords Emory the flexibility to convey emergency information in the most appropriate manner and provides redundancy to help ensure the message gets out. Not all emergencies require all the notification components to be engaged simultaneously. Emergency notification system components include:

- Sirens
- Public address systems
- Text messaging
- Digital signage
- Social media messaging
- Cable banner messaging
- Media advisories
- Emory Safe safety app messaging
- Mass email
- Overhead page and text messaging at individual Healthcare campuses

Emory may use pre-scripted messages for many scenarios. Additional messaging is issued depending on the circumstances, and at the discretion of the incident commander, based on the impacts to the safety and security of the campus community.

Emory Healthcare campuses utilize an established Emergency Code process for distribution of Emergency Notifications. Healthcare staff who become aware of an emergency situation may initiate the Emergency Code process by contacting the Healthcare Call Center Switchboard

serving each Healthcare campus using one of several pre-established emergency phone numbers. Healthcare Call Center staff will then initiate the emergency notification process appropriate to the specific type of incident being reported. Emory Healthcare may use several different methods for emergency notifications and information distribution. These include:

- Overhead loudspeaker announcements within the impacted facility
- Text/page messaging to administrative members of the Healthcare Emergency Operations Group
- Text/page messaging to all healthcare staff
- Notification of the Healthcare Public Safety Department serving the impacted facility
- Notification of the Emory University Police Department if the impacted facility is patrolled by EPD.

Emory shall use the emergency notification system to provide instructions or information during and after a situation where student, faculty, or staff's health and safety may be at risk due to a natural disaster, criminal activity, severe weather, or other threats. Emory may also use components of the system to notify, recall, and provide guidance to faculty and staff members responding to or managing the event.

All designated employees of the Emory University Police Department, all personnel employed by the Office of Critical Event Preparedness and Response, and all designated Healthcare leaders are authorized to initiate activation of components of the emergency notification system.

### **Concept of Operations**

The Emory University Police Department Communications Center is the primary 24-hour operation designated to serve as the warning point and to initiate the campus emergency notification process. CEPAR can temporarily assume responsibility during the transition should the police dispatch function be required to relocate to a designated back up location due to an emergency.

CEPAR and the university's Emergency Operation Center also have the authority and the capacity to launch the emergency notification system. Designated Healthcare Leaders have the authority and capacity to launch emergency notifications within the individual Healthcare campuses. CEPAR and Emory's office of Communications and Public Affairs distribute additional notifications as an incident progress through one or more of the available communications systems (including but not limited to: text messaging, the use of web and cable banners, social media, and mass email notifications to the Emory community).

### **Assumptions**

- Incidents and/or events that impact the Emory community may necessitate the emergent notification of students, faculty, and staff.



- Ensuring notification to one hundred percent (100%) of the community members impacted by an incident/event is often not possible; however, Emory shall take reasonable steps using the methods at its disposal to communicate with affected community members.
- Faculty, staff, and students will be encouraged to participate in the optional text message portion of the notification system. Students will be directed to a registration page at the beginning of each semester when they log on to the Online Pathway to University Services (OPUS) system. Faculty and staff will be directed annually to a registration page in the PeopleSoft self-service module. Faculty, staff, and students will be asked to provide or confirm their information before proceeding into OPUS or PeopleSoft, and may choose to opt out of the system.
- Faculty, staff, and students will be encouraged to participate in the optional Emory Safe Safety App messaging program. Emory Safe is a personal safety mobile app that Emory University provides for free. The app provides a quick, convenient, and discreet way to communicate directly with Emory University safety officials, enhancing overall safety and allowing Emory University Police to better protect the community. Community members, including members of the external campus community (parents, campus attendees, campus neighbors, etc.), may utilize the following steps to participate in the Emory Safe App messaging program: Download Emory Safe from the [App Store](#) or [Google Play](#).
- Events requiring community notification may also tax the resources of the university. For redundancy and back-up purposes, the university shall designate two (2) locations staffed 24/7/365, with the capability to launch notifications by established protocol or upon direction of university official's authorization to send notifications. The EPD Communications Center and the Emory Healthcare Call Center are the two designated locations.

### **Emergency Notification System Testing and Maintenance**

The CEPAR office is responsible for testing the emergency notification systems monthly to ensure that the systems are functioning. The systems tested include warning sirens; text messaging system; mass email; Emory Safe Safety App messaging; X (formally known as Twitter); web banners; and cable banner. The results of the tests are documented and maintained in a database, so that corrective action(s) can be monitored and tracked.

#### **Warning Sirens Testing**

Functionality of the warning sirens are monitored in the following manner:

- The University system monitor is checked by EPD dispatchers every shift to ensure that all sirens show operational status.
- The sirens are polled once per week without activating the siren.
- The sirens are tested monthly on the first Wednesday of the month at 12 noon.
- If the sirens are not tested due to inclement weather, they will be tested the following Wednesday at 12 noon.
- Documentation of testing and activation activities will be documented and maintained in a database, so that corrective action can be monitored and tracked.

- A preventative maintenance program is in place and is documented in the database. The program consists of the following: Annual inspection, biannual certification, and a battery replacement program.
- The Emory Healthcare loudspeaker paging systems are checked twice per day to ensure appropriate operations.

### **Warning Sirens Activation**

The warning sirens may be activated for weather emergencies, law enforcement emergencies, and hazardous materials emergencies. The sirens will be sounded with brief pauses until the threat has passed or until the incident commander has deemed that the sirens can be safely stopped. All clear messages will not be sent.

In the event of a campus-wide emergency, the EPD Communications Center will initiate notification of key representatives of the University leadership, CEPAR and the crisis management team. CEPAR maintains comprehensive information and the University's general emergency management processes. General guidelines about what to do in an emergency can be found in the campus emergency guide, [Just in Time Guide](https://emergency.emory.edu/preparedness/just-in-time/index.html). This guide can be found at <https://emergency.emory.edu/preparedness/just-in-time/index.html>

### **Building Evacuation Procedure**

As appropriate, EPD or other first responders may decide to partially or completely evacuate any University building. Under a partial evacuation request, occupants may be simply asked to relocate to another portion of the building deemed safe by the police, fire department, or other first responders. Complete evacuation will result in all persons leaving the building and moving to a designated assembly area. Healthcare Public Safety/Security will provide this service on Healthcare campuses in accordance with established Healthcare facility evacuation protocols.

### **Drills and Exercises**

Emory conducts emergency response exercises in the form of tabletop and practical drills on at least an annual basis. The actual type of drill conducted is determined by the scenario and items necessary for evacuation. Announced and unannounced building fire / evacuation drills are conducted each semester in residence halls and on an annual basis in all other University campus buildings. Emory tests components of the emergency notification system monthly. Fire Safety maintains records of drills and exercises, documenting the date, time, and description of the exercise, and whether it was announced or unannounced. Records pertaining to fire drills are maintained by the Director of Fire Safety. The Emory community is notified of full-scale exercises using a variety of platforms, to include written, published material, signage, and social media. (See **page 74** for list of all evacuation drills conducted last year.)

Emory Healthcare conducts a minimum of two (2) annual emergency response tabletops, functional, and full-scale exercises. At least one exercise includes an escalating event where the healthcare setting is unable to support the event (i.e. surge capacity testing) and at least one scenario that includes participation in a community-wide exercise. In the healthcare settings,

unannounced and randomized timing of fire drills are conducted once per shift per each quarter. Healthcare designated departments maintain records of drills and exercises, including date, time, and description of exercise as well as after-action reviews. Healthcare designated departments maintain records of fire drills including date, time, and location.

### **Missing Student Policy**

Emory University's Missing Student Policy, Policy 8.13, establishes procedures for the University's response to a report of any missing student as required by the Higher Education Opportunity Act (HEOA) of 2008. The Missing Student Policy is available for review at <https://policies.emory.edu/8.13>.

The HEOA of 2008 requires institutions of higher education to establish:

- A missing student notification policy for students who reside in on-campus housing.
- A process for students to register a confidential contact for use under this policy.
- Procedures to implement this policy for students who reside in on-campus housing.

Emory's missing student notification process applies to all Emory students reported to be missing or absent from the University for a period of 24 hours without any known reason or when the absence may be contrary to usual patterns of behavior. A student will be considered missing immediately if the student's absence has occurred under circumstances that are suspicious or cause concerns for the student's safety. Such circumstances include but are not limited to reports or suspicions of foul play, suicidal thoughts, drug abuse, any life-threatening situation, or where a student may be known to be with individual(s) who may endanger the welfare of the student.

### **Procedures for Designation of Missing Persons Contact Information**

Each student is given the opportunity during each semester registration process to designate one or more individuals to be contacted in the event the student is determined missing. This designation is distinct from the identification of a general emergency contact, but students may identify the same person for both purposes. Students' missing persons contact information will be kept confidential and accessible only by authorized campus officials, and it will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

### **Official Notification Procedures for Missing Persons**

1. If any member of the University community has reason to believe that a student may be missing, that individual should immediately notify EPD at 404.727.6111. A campus officer is available to respond to a call 24 hours per day, seven days per week.
2. If the initial report that a student is missing is made to a department other than the Emory University Police Department, the staff or faculty member receiving the report must contact EPD immediately. Contact information for the original reporting party should be shared with EPD.
3. EPD, Campus Life, and other appropriate university staff members will attempt to locate the student.

4. EPD shall act as the primary investigating agency in a missing person case only when it has been determined that the missing person was last seen in EPD's jurisdiction. If a student in question resides off-campus or resides on-campus but is reported missing from an off-campus location, the Emory University Police Department will assist the reporting party in notifying the appropriate law enforcement agency with jurisdiction at the off-campus residence or last known location.
5. If the student is not located within 24 hours of the report or it is apparent that the student is a missing person (e.g., witnessed abduction), EPD shall notify the local law enforcement agency that has jurisdiction in the area that the student is missing (unless it was the local law enforcement that determined the student to be missing). The notification will be made within 24 hours of the student being determined missing.
6. When a student is determined to be a missing person, the SVP and Dean for Campus Life or designee will notify the student's designated contact person(s) that the student has been determined missing. If the student is under the age of 18 and not an emancipated minor, a custodial parent or guardian will be contacted in addition to the designated missing persons contact(s) if they are not the same person(s). The required notifications will be made within 24 hours of the student being determined missing.  
\*Successful contact is contingent upon the correct information being made available by the student\*
7. EPD will notify Senior University Administration when a student is determined to be a missing person.

In all cases of a missing student, the Emory University Office of Media Relations will provide information to the media that is designed to obtain public assistance in the search for any missing student. Any media requests to the university will be directed to the Office of Media Relations. Prior to providing the Emory University community with any information about a missing student, the Office of Media Relations shall consult with EPD and with local law enforcement authorities to ensure that communications do not hinder the investigation.

### **Alcohol and Drug Abuse Policy for Faculty, Staff, and Students**

On all its campuses, Emory University and Emory Healthcare adhere to and enforces all state and local laws, regulations, and ordinances concerning the use, manufacture, possession, consumption, sale, or distribution of alcohol, illegal drugs, and controlled substances. Emory University and Emory Healthcare expects all of its faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

Members of the campus community are responsible for being fully aware of applicable policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one's overall physical and emotional health, as well as academic and/or professional work performance.

Emory University's Alcohol and Drug abuse policy, [Policy 8.8](#), expresses the University's commitment to the health and well-being of its faculty, staff, and student body. As a recipient of federal grants and contracts, Emory University adheres to the provisions of the Drug-Free Workplace Act of 1988 (as amended) and the Drug-Free Schools and Communities Act Amendments of 1989. As administrator of certain state-funded financial aid programs for students, Emory University also adheres to Georgia's Drug-Free Postsecondary Education Act of 1990.

Emory University and Emory Healthcare expect all faculty, staff, and students to comply with any applicable federal, state, or local laws pertaining to the use, possession, manufacture, dispensation, or distribution of alcohol, illegal drugs, or controlled substances; to comply with the requirements of the Emory University's Alcohol and Drug Abuse Policy for Faculty, Staff, and Students (Policy 8.8); to comply with Emory University's Substance Abuse and Drug Free Workplace policy ([Policy 4.66](#)); and, [Emory Healthcare's Substance Misuse Policy](#) as appropriate.

The legal drinking age in Georgia is 21 years of age (O.C.G.A § 3-3-23). With some very limited exceptions under Georgia law (involving medical reasons, a religious ceremony or permission by a parent who is in a minor's presence), a person under the age of 21 who purchases or knowingly possesses an alcoholic beverage is in violation of state law and University policy. Similarly, any person who furnishes an alcoholic beverage to a person under 21 years of age is also in violation.

Alcohol is not permitted in the common areas of residence halls at the University's Atlanta campus, and Campus Life prescribes several additional rules, regulations and requirements by which students and University organizations must abide regarding the serving of alcohol at various events. Use of alcohol at university-sponsored events is permitted in accordance with the procedures outlined in [Policy 8.8](#) and applicable federal, state, and local law. Environmental management strategies and risk management strategies are used for on-campus events with alcohol.

At Oxford College, students are prohibited from on-campus possession or consumption of alcoholic beverages because most Oxford College students are underage.

It is illegal and prohibited by the University for an individual to unlawfully manufacture, possess, use, dispense, sell, or distribute controlled substances or illegal drugs (as defined by state and federal law) on all Emory University property.

Undergraduate students who undergo the Medical Amnesty protocol for an alcohol or other drug related medical emergency are connected to substance abuse prevention services. These include sessions with a Licensed Professional Counselor that are informed by Brief Motivational Interviewing and/or the online module e-Check up to Go which is a personalized, evidence-based online prevention program with a mandated feedback session.

Graduate and professional students who violate Policy 8.8 are referred to the established disciplinary body of the school in which the student is enrolled, and undergraduate students are referred to the Office of Student Conduct on the Atlanta Campus or the Office of Residential Education and Services on the Oxford Campus. All these established disciplinary bodies shall have the authority to make appropriate referrals and to impose on the student and student organizations such sanctions for violations of the policy as it may deem appropriate, including but not limited to participating in educational programs, parental notification, and/or loss of privileges.

Any member of the Emory University faculty, staff, student body, or other member of the Emory University community who violates any of the Standards of Conduct shall be subject to corrective disciplinary actions and penalties up to and including expulsion from University academic programs, termination of employment, and referral to the appropriate federal, state, or local authorities for prosecution in the courts.

**Alcohol and Drug Local, State and Federal Laws**

Under State of Georgia Laws and local city/county ordinances, the following laws pertain to alcohol, illegal drugs, and controlled substances:

OCGA Code Section	Description
<b>OCGA §16-11-41 Public Drunkenness</b>	Unlawful for an intoxicated person to be in a public place or on another’s private property without invitation, where the behavior is boisterous, indecent, vulgar, profane, loud or unbecoming.
<b>OCGA §3-3-23 Minor in Possession of Alcohol</b>	Unlawful to knowingly furnish, purchase, act as an agent to purchase any alcoholic beverage to any person under 21 years of age. No person under 21 years of age shall misrepresent his or her identity or use any false identification for the purpose of purchasing or obtaining any alcoholic beverage.
<b>OCGA §40-6-391 Driving Under the Influence</b>	Unlawful to drive or be in actual physical control of any moving vehicle while under the influence of alcohol, drug, glue, aerosol, or other toxic vapor to the extent that it is less safe to drive; person’s alcohol concentration is .08 grams or more at any time within three hours after such driving or being in actual physical control from alcohol; or any amount of marijuana or a controlled substance present in blood, urine or both.
<b>OCGA §40-6-253 Consumption of Alcoholic Beverage or Possession of Open Container of Alcoholic Beverage in Passenger Area</b>	Unlawful to consume any alcoholic beverage or possess any open alcoholic beverage container in the passenger area of any motor vehicle which is on the roadway or shoulder of any public highway.
<b>OCGA §16-13-1 Drug Related Objects</b>	Unlawful for minor to possess any drug related object meaning any machine, instrument, tool, equipment, contrivance, or device which an average person would reasonably conclude is intended to be used to introduce a drug into the body, enhance the effect of a drug, conceal the quantity of the drug, or test the strength/effectiveness/purity of a drug.

<b>OCGA §16-13-3 Abandonment of dangerous drugs, poisons or controlled substances</b>	Unlawful for a person to abandon, in a public place, any dangerous drug, poison, or controlled substance
<b>OCGA §16-13-20 through 16-13-29 Georgia Controlled Substances Act</b>	Describes the different scheduling of drugs, the names of drugs that fall within each schedule, and the penalties of each.
<b>OCGA §16-13-30 Purchase, Possession, Manufacture, Distribution, or Sale of Controlled Substances or Marijuana; Penalties</b>	Unlawful for any person to purchase, possess, manufacture, deliver, distribute, dispense, administer, sell, or have under their control any controlled substance including marijuana.
<b>OCGA §16-13-30.1 Unlawful manufacture, delivery, distribution, possession, or sale of noncontrolled substances</b>	Unlawful for any person knowingly to manufacture, deliver, distribute, dispense, possess with the intent to distribute, or sell a noncontrolled substance upon either a representation that it is a narcotic or nonnarcotic controlled substance; it appears or is represented to be a narcotic or nonnarcotic controlled substance, or if the implied representation is that the drug presented is essentially the same pharmacological action or effect as a controlled substance.
<b>OCGA §16-13-30.2 Unlawful manufacture, or possession with intent to distribute of imitation controlled substances</b>	Unlawful for any person to knowingly manufacture, distribute, or possess imitation controlled substances
<b>OCGA §16-13-30.3 Possession of substances containing ephedrine, pseudoephedrine, and phenylpropanolamine</b>	Unlawful for any person to possess any amount of a substances set forth in this code section with the intent to manufacture amphetamine or methamphetamine.
<b>OCGA §16-13-30.4 Licenses for sale, transfer, or purchase for resale of products containing pseudoephedrine</b>	Unlawful to possess, sell, transfer or furnish a product containing pseudoephedrine with the knowledge that the substance will be used in the unlawful manufacture of a controlled substance.
<b>OCGA §16-13-30.5 Possession of substances with intent to use or convey such substances for the manufacture of Schedule I or Schedule II controlled substances</b>	Unlawful to possess any substance with the intent to use the substance to manufacture a Schedule I or Schedule II controlled substance
<b>OCGA §16-13-31 Trafficking in cocaine, illegal drugs, marijuana, or methamphetamine</b>	<p>Unlawful to knowingly sell, manufacture, deliver, or bring into the state or who is knowingly in possession of 28 grams or more of cocaine or of any mixture with a purity of 10% or more of cocaine.</p> <p>Unlawful to knowingly sell, manufacture, deliver, bring into this state, or possess 4 grams or more of any morphine, opium, or heroin.</p> <p>Unlawful to knowingly sell, manufacture, grow, deliver, bring into this state, or possess 10 pounds or more of marijuana is considered trafficking.</p> <p>Unlawful to knowingly sell, manufacture, deliver or bring into this state 200 grams or more of methaqualone is considered trafficking.</p> <p>Unlawful to knowingly sell, deliver, or brings into the state, or possess 28 grams or more of methamphetamine, amphetamine, or any mixture is considered trafficking.</p> <p>Unlawful to knowingly manufacture methamphetamine, amphetamine, or a mixture is considered trafficking.</p>
<b>OCGA §16-13-30.6</b>	Unlawful for a person to sell, deliver, distribute, or provide

	a minor, or knowingly possess with intent to sell to a minor, any marijuana flavored product, or for a minor to falsely represent their age with intent to purchase a marijuana flavored product.
<b>OCGA §16-13-72 Sale, distribution, or possession of dangerous drug</b>	Unlawful for any person, firm, corporation, or association to sell, give away, barter, exchange, distribute, or possess any dangerous drug.
<b>OCGA §16-13-78.2 Possession, manufacture, delivery, distribution, or sale of counterfeit substances</b>	Unlawful to possess, control, manufacture, deliver, distribute, dispense, administer, sell or possess with intent to distribute counterfeit substances.

**Federal Drug Trafficking Penalties Chart**

The Drug Enforcement Administration’s Federal Trafficking Penalties for Schedules I, II, III, IV, and V and the Federal Trafficking Penalties for Marijuana, Hashish, and Hashish Oil, Schedule I substances can be found on the USDOJ website at: [https://www.dea.gov/sites/default/files/2018-06/drug\\_of\\_abuse.pdf#page=30](https://www.dea.gov/sites/default/files/2018-06/drug_of_abuse.pdf#page=30)

**Controlled Substances Uses & Effects Chart**

The National Institute on Drug Abuse Commonly Abused Drugs Chart can be found on the National Institute of Health (NIH) website at <https://nida.nih.gov/research-topics/commonly-used-drugs-charts>. The chart can also be downloaded at <https://nida.nih.gov/sites/default/files/cadchart.pdf>.

**Sex and Gender-Based Harassment and Discrimination Policy**

Emory University is committed to addressing reports of sexual misconduct—including sexual harassment, sexual assault (including rape), domestic violence, dating violence, and stalking—in accordance with Title IX and the Violence Against Women Act (VAWA) amendments to the Clery Act. Emory’s Department of Title IX impartially investigates formal complaints of sexual misconduct. Policy 8.2, the Sexual and Gender-Based Harassment and Discrimination Policy, outlines various reporting options, including the University’s process for filing a formal complaint, as well as descriptions of the informal resolution, support measures, investigation, adjudication, and appeals processes. Policy 8.2 follows in full; any questions about the Title IX process may be directed to Nicole Babcock, the University Title IX Coordinator.

**Jurisdictional Scope and Applicability**

This Policy applies to Students, Employees, and Third Parties. This Policy covers acts of Prohibited Conduct committed by or against Students, Employees, and Third Parties when:

- A. Conduct falls within the definition of Title IX Misconduct (as defined in [Section III B](#)).
- B. Conduct occurs in a University Program or Activity, including, but not limited to, conduct that occurs on the University campus or other property owned or controlled by the University; conduct that occurs off campus, but in a University Program or Activity; in the context of University employment; or in the context of University-sponsored study abroad,



research, field work, practical, or internship programs; (collectively “Prohibited Conduct”); or

- C. Conduct occurs outside of a University Program or Activity but poses a serious threat of harm, has a continuing adverse effect on, or creates a hostile environment for, Students, Employees, or Third Parties. In determining whether the University has jurisdiction over off-campus or online conduct that is not part of a University program or activity of the University, the University will consider the severity of the alleged conduct, the risk of ongoing harm, whether both parties are members of the University Community, impact on University programs or activities, and whether off-campus conduct is part of a series of actions that occurred both on and off campus (collectively, “Prohibited Conduct”).

Study-abroad programs and off-campus locations that are not within the University’s education program or activity are not covered by the Title IX regulations, but may constitute Prohibited Conduct under this Policy, and is subject the Non-Title IX Prohibited Conduct Procedure for Students (see **Page 55**) and the Equal Opportunity and Harassment Policy 1.3.

### Policy Definitions

Prohibited Conduct includes a range of behaviors focused on sex and/or gender. Prohibited Conduct can occur between strangers, acquaintances, or people who know each other well, including between people involved in a consensual relationship. Prohibited Conduct can be committed by anyone regardless of gender identity or sexual orientation and can occur between people of the same or different sex or gender.

Consensual sexual activity requires a **knowing, voluntary, and mutual decision by all participants involved. Any non-consensual sexual activity is Prohibited Conduct.** A person who initiates sexual activity is responsible for obtaining consent for that conduct. The following are grounding principles:

- Conduct that is not voluntary, including coerced sexual activity, is not consensual.
- A sleeping, unconscious, or incapacitated person cannot give affirmative consent.
- The use of alcohol or drugs does not justify or excuse Prohibited Conduct and never makes someone at fault for experiencing Prohibited Conduct.
- A person cannot give affirmative consent if the person lacks the ability to make or understand the decision to affirmatively consent to sexual activity. A person’s ability to decide to give affirmative consent might be significantly impacted by a disability, excessive consumption of alcohol, consumption of drugs, or unwilling restraint of the person by another; in each case, however, the specific factual circumstances regarding the issue of a person’s capability to provide affirmative consent must be considered.

For purposes of this Policy, some key terms are defined below. Additional terms are defined within the text of the Policy.

- A. **Prohibited Conduct (aka Sexual Misconduct)** is an umbrella term that encompasses all unwelcome conduct based on sex or gender that is so severe and/or pervasive that it has

the purpose or effect of unreasonably interfering with a person's University employment, academic performance or participation in University programs or activities, or creates a working, learning, program or activity environment that a reasonable person would find intimidating, hostile or offensive. "Prohibited Conduct" includes Non-Consensual Sexual Intercourse, Non-consensual Sexual Contact; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Retaliation; Aiding, Facilitating, Encouraging, Concealing, or Otherwise Assisting, Violating a Protective Measure and Title IX Misconduct.

B. **Title IX Misconduct:** is a subset of Prohibited Conduct that rises to a level of severity and pervasiveness such that it is prohibited expressly by Title IX. Prohibited Conduct meets the definition of Title IX Misconduct when:

- An Employee conditions the provision of an aid, a benefit, or a service of the University on another Employee, Student, or Third Party's participation in unwelcome sexual conduct;
- A Student, Employee, or Third Party engages in unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies another person equal access to the University's programs or activities; or
- A Student, Employee, or Third Party engages in Sexual Assault, Dating Violence, Domestic Violence, or Stalking, as defined on **Page 33**.

Conduct that does not meet this strict definition for Title IX Misconduct is still prohibited by this Policy if it otherwise constitutes Prohibited Conduct.

C. **Student:** means any person pursuing academic studies at the University. The term also includes:

- A person who, while not currently enrolled, was previously enrolled at Emory and who is reasonably anticipated to seek enrollment at a future date, or
- A person who has applied to or been accepted for admission to Emory and has accepted an offer of admission or may reasonably be expected to enroll, or
- A person enrolled in an Emory program on a credit or non-credit basis.

D. **Employee:** means all regular instructional faculty, supplemental instructional faculty, research track faculty, visiting faculty, adjunct faculty, or any individual who has an appointment at the University, librarians, archivists, curators, and all regular and temporary staff.

E. **Third Party:** means all University contractors, guests, vendors, visitors, volunteers, and any individual who is participating in or attempting to participate in a University program or activity, but who is neither enrolled in an academic program and/or course at the University nor acting as a University Employee for purposes of alleged Prohibited Conduct (e.g., an individual who is participating in a summer camp; an individual who is attending a University program or activity by invitation or that is open to the public).

- F. **Complainant:** is used to refer to a Student, Employee, or Third Party who is reported to have experienced Prohibited (including Title IX Misconduct). In some instances, the person who is reported to have experienced such Prohibited Conduct may not wish to participate in a University process. In those cases, the University may pursue an investigation and adjudication under this Policy without a participating Complainant (in the case of Title IX Misconduct, the Title IX Coordinator may file the required Formal Complaint). For ease of reference, "Complainant" is used throughout this Policy and related procedures to refer generally to an individual who is reported to have experienced Prohibited Conduct (including Title IX Misconduct), even if they do not participate in any related process.
- G. **Formal Complaint:** means a document signed by a Complainant or by the Title IX Coordinator alleging a Respondent engaged in Title IX Misconduct or Prohibited Conduct and requesting initiation of the University's grievance procedures. Formal Complaints are required when the conduct being reported is Title IX Misconduct or Prohibited Conduct. At the time of filing a Formal Complaint, the Complainant must be participating in, or attempting to participate in, the University's Programs or Activities. A Formal Complaint must be a written statement or electronic submission (such as by email) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. **This means that a Complainant must be identified and cannot remain anonymous.** Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or a party during a grievance process.
- H. **Respondent:** is defined as an individual who is reported to have committed Prohibited Conduct.
- I. **The University's Programs or Activities:** are defined as (1) locations, events, and circumstances where the University exercises substantial control over the Respondent and the context in which the Prohibited Conduct (including Title IX Misconduct) occurred; and (2) events or circumstances taking place in any building owned or controlled by a student organization recognized by the University.
- J. **Responsible Employees:** refer to individuals who, based on their role with respect to the University, are required to report to the Title IX Coordinator information about alleged Prohibited Conduct, including Title IX Misconduct. Responsible Employees are (1) University Employees (including Faculty and Staff); (2) Resident Advisors ("RAs"); and (3) Teaching Assistants or Teaching Associates. Designating an individual or group of individuals as "Responsible Employee(s)" does not affect an individual's employment status at Emory. For instance, RAs and Teaching Assistants or Teaching Associates are not employees. Rather, the University is simply identifying those individuals as mandatory reporters using the terminology familiar to those who participate in the Title IX process. A full list of Responsible Employees and more information about a Responsible Employee's obligations can be found **page 38**. [As noted below, a Responsible Employee's receipt of

information about alleged Prohibited Conduct (including Title IX Misconduct) will not automatically trigger a formal resolution under this Policy. The University will not commence a formal resolution of Prohibited Conduct (including Title IX Misconduct) without a Formal Complaint (which may be filed by the Complainant or by the Title IX Coordinator).]

- K. **University Community:** refers to Students, Employees, and Alums.
- L. **Reasonable Person:** is defined as a person using average care, intelligence, and judgment in the known circumstances.
- M. **Protected Activity:** includes most elements of participation in the University's processes related to this Policy, including, but not limited to: reporting Prohibited Conduct; pursuing a resolution of Prohibited Conduct; providing evidence in any investigation or hearing; or intervening to protect others who may have suffered Prohibited Conduct. Retaliation against any person because of Protected Activity is prohibited under this Policy.
- N. **Course of Conduct:** is defined as two or more acts, including, but not limited to, 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.
- O. **Substantial Emotional Distress:** is defined as significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- P. **Crime of Violence:** is defined as (a) an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or (b) any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.
- Q. **Grievance Procedure:** is defined as the formal process by which the University evaluates a Complainant's Formal Complaint as set forth on **Page 42**.

### **Prohibited Conduct**

Prohibited Conduct under this Policy includes the following specifically defined forms of behavior: Non-Consensual Sexual Intercourse, Non-Consensual Sexual Contact; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Retaliation; Aiding, Facilitating, Encouraging, Concealing, or Otherwise Assisting in Prohibited Conduct, Violating a Protective Measure and Title IX Misconduct.

Some Prohibited Conduct, that is sufficiently severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity and conduct that conditions an aid or benefit on unwelcome sexual activity, may also constitute Title

IX Misconduct. Title IX Misconduct is a subset of Prohibited Conduct that rises to a level of severity and pervasiveness such that it is prohibited expressly by Title IX.

Federal law requires the University to define Title IX Sexual Harassment as including Sexual Assault (as defined in 20 U.S.C. 1092(f)(6)(A)(v)), Dating Violence (as defined in 34 U.S.C. 12291(a)(10)), Domestic Violence (as defined in 34 U.S.C. 12291(a)(8)), and Stalking (as defined in 34 U.S.C. 12291(a)(30)). The statutory definitions for these offenses were written by law enforcement. Because community members are not typically lawyers or law enforcement officials and the statutory definitions may in some cases be difficult for understand, the University has provided summary definitions for Sexual Assault, Dating Violence, Domestic Violence, and Stalking below. These summary definitions are intended to encompass the identical conduct as the legal definitions but are only an aid for community members -- they are not legal definitions. The statutory definitions, which we have inserted the corresponding link in this section, are the definitions that the University must and will use to decide whether reported conduct falls within the scope of Title IX Sexual Harassment for purposes of this Policy.

Whether someone has engaged in Prohibited Conduct under this Policy will be assessed under a Reasonable Person standard, which means the conduct will be evaluated from an objective standard that does not directly depend on the perspective of the Complainant, but it depends on the perspective of a reasonable person similarly situated to the Complainant and in consideration of the context of the behavior and circumstances.

Some reports of Prohibited Conduct may also contain allegations that also implicate other University policies. Where such reports are made to the Title IX Coordinator, the Title IX Coordinator may refer such reports to the appropriate University office.

### **Types of Prohibited Conduct**

- A. **Non-Consensual Sexual Intercourse (Prohibited Conduct):** Any form of vaginal, anal, or oral penetration by a penis, object, tongue, or digits without a person's affirmative consent; or oral copulation (mouth-to-genital contact or genital-to-mouth contact) without a person's affirmative consent, no matter how slight the penetration or contact.
- B. **Non-Consensual Sexual Contact (Prohibited Conduct):** Any intentional sexual touching, directly or indirectly, without a person's affirmative consent. Intentional sexual touching includes deliberate contact, under or over clothing, with the breasts, buttocks, groin, or genitals, or conscious and willful touching another with any of these body parts; making another person touch any of these body parts under or over clothing; and the emission of ejaculate on the clothing or body of another person.
- C. **Sexual Exploitation (Prohibited Conduct):** Non-consensual abuse or exploitation of another person's sexuality for the purpose of sexual gratification, financial gain, personal benefit or advantage, or any other purpose. Examples of sexual exploitation may include, but are not limited to: invasion of sexual privacy; prostituting an individual; non-consensual video- or audio-recording of sexual activity or circulation of such recorded

material (i.e. revenge pornography); non-consensual photographing individuals who are partly undressed, naked, or engaged in sexual acts and transmitting or posting those photographs without an individual's consent; observing unsuspecting individuals who are partly undressed, naked, or engaged in sexual acts; knowingly transmitting a sexually transmitted disease (STD); exposing one's breasts, buttocks, or genitals without affirmative consent or inducing another to do the same; and inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

D. **Sexual Harassment (Prohibited Conduct):** Unwelcome sexual advances, requests for sexual contact or favors, conduct based on gender stereotypes, or other verbal, non-verbal, physical, or visual conduct of a sexual nature constitutes sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic, co-curricular, or campus life activities or of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for academic or student life or employment decisions affecting that individual;
- The conduct is so severe and/or pervasive that it unreasonably interferes with a person's University employment, academic performance, or participation in University programs or activities; or
- The conduct is so severe and/or pervasive that it creates an intimidating, hostile, demeaning, or offensive campus or living environment or employment setting.

Depending upon the severity and/or pervasiveness of the conduct, sexual harassment may include, for example, subjecting a person to egregious, unwelcome sexual attention, physical or verbal advances, sexual flirtations or propositions, vulgar talk or jokes, degrading graphic materials or verbal comments of a sexual nature about an individual or his or her appearance, or the display of sexually suggestive objects outside a scholarly context and purpose.

Conduct of a sexual nature that falls within the definition of Sexual Activity, above, will typically be reviewed as alleged Sexual Assault or Sexual Exploitation, as applicable, but may also be reviewed as alleged Sexual Harassment. Examples of conduct that may constitute Sexual Harassment include, but are not limited to:

- Unwanted intentional touching such as kissing, hugging, or sexual touching that otherwise does not typically constitute Sexual Assault, defined above;
- Unwanted sexual advances, including repeated unwanted requests for dates, or repeated unwanted requests for sexual contact;
- Unwanted written, verbal, or electronic statements or photos of a sexual nature, including sexually suggestive comments, jokes, or innuendos;
- Exposing one's genitalia, breasts, or buttocks, to another (including electronic means of exposure); and/or
- Touching oneself sexually for others to view (including electronic means of exposure).

This definition addresses intentional conduct. It also includes conduct that results in negative effects even though such negative effects were unintended.

- E. **Aiding, Facilitating, Encouraging, Concealing, or Otherwise Assisting in Prohibited Conduct (Prohibited Conduct):** Aiding, facilitating, encouraging, concealing, or otherwise assisting in a violation (or attempted violation) of this Policy is prohibited by this Policy.
- F. **Gender-Based Harassment (Prohibited Conduct):** Gender-Based Harassment includes harassment based on actual or perceived sex, sexual orientation, gender identity, gender expression, or pregnancy. Such harassment may include acts of aggression, intimidation, or hostility, whether verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the behavior:
- Effectively denies access to a University program or activities, as defined by a reasonable person;
  - Is used as the basis for or a factor in decisions affecting that individual's employment, education, living environment, or participation in a University program or activity; and/or
  - Creates a hostile environment for that individual's participation in a University program or activity. A hostile environment exists when the conduct is sufficiently severe, persistent, and pervasive that it unreasonably interferes with an individual's participation in a University program or activity, or creates an intimidating, hostile, offensive, or abusive environment for that individual's employment, education, living environment, or participation in a University program or activity. Conduct must be deemed severe, persistent, and pervasive (based upon a reasonable person standard). In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior.

Although a harassing hostile environment is generally created through a series of incidents, for purposes of this Policy, a severe incident, even if isolated, can be sufficient. Examples of conduct that may constitute Gender-Based Harassment include but are not limited to:

- A series of written, verbal, or electronic statements that disparage a person based on their actual or perceived sex, gender identity, gender expression, sexual orientation, or pregnancy;
- Threats of violence toward an individual based on their actual or perceived identity; within a protected class, or toward an entire sex, gender identity, gender expression, sexual orientation, or pregnancy status as a group; and/or
- Defacing University property, or another individual's property, with symbols or language intended or understood by a Reasonable Person to disparage or threaten a person or group based on sex, gender identity, gender expression, sexual orientation, or pregnancy.

This definition addresses intentional conduct. It also includes conduct which results in negative effects even though such negative effects were unintended. Unwelcome behavior constitutes Gender-Based Harassment if a Reasonable Person would consider it sufficiently severe, persistent, and pervasive as to interfere unreasonably with academic, other educational, or employment performance or participation in a University activity or living environment.

**G. Violation of Protective Measures (Prohibited Conduct):** Violation of a protective measure occurs when an individual deviates from the guidelines of an express directive by a University official. Violation of a Protective Measure is considered a violation of this policy.

**H. Retaliation (Title IX Misconduct and Prohibited Conduct):** Any adverse action or threatened action, taken or made, personally or through a third party, against someone who has filed a sexual harassment/misconduct complaint (a Complainant), has been the subject of a sexual harassment/misconduct complaint (a Respondent), or any other individual who engages with the University in connection with a sexual harassment/misconduct complaint. All individuals and groups of individuals, not just a Respondent or Complainant, are prohibited from engaging in retaliation.

- Retaliation includes directly or indirectly threatening, intimidating, harassing, or engaging in any other conduct that would discourage a reasonable person from engaging in activity protected under this Policy, such as seeking services; receiving protective measures and accommodations; reporting sexual harassment/misconduct; and/or participating in an investigation or adjudication.
- Retaliation includes maliciously and purposefully interfering with, threatening, or damaging the academic or professional career of another individual before, during or after the investigation and resolution of a report of Sex- and Gender-Based Harassment/Misconduct under this Policy.

This provision does not apply to reports made, or information provided, in good faith, even if the facts alleged in the report are determined not to be accurate. Filing a counter complaint, counter appeal, or conduct complaint through processes established by University policy does not, in itself, constitute retaliation, unless it is determined that the filing was without a reasonable basis and made in bad faith.

Supportive Measures and other actions taken in accordance with this, or other University policies do not constitute Retaliation. Similarly, charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this Policy does not constitute prohibited retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith. Retaliation also does not include pursuit of civil, criminal, or other legal action, internal or external to the University



- I. **Sexual Harassment (Title IX Misconduct):** Sexual harassment occurs when: 1) An Employee conditions the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct, or 2) an individual is subjected to unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies the individual equal access to the University's education program or activity.
- J. **Sexual Assault (Title IX Misconduct):** Sexual assault is any sexual act directed against another person without the consent of the complainant, including any of the following:
- Sexual intercourse with another person, including oral or anal sexual intercourse, or the use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without consent of the complainant, including instances where the complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
  - Touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
  - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; or
  - Sexual intercourse with a person who is under the statutory age of consent.
- K. **Domestic Violence (Title IX Misconduct):** Domestic violence includes felony or misdemeanor crimes of violence committed:
- By a current or former spouse or intimate partner of the victim,
  - By a person with whom the victim shares a child in common,
  - By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
  - By a person similarly situated to a spouse of the victim under the domestic or family violence laws of Georgia, or
  - By any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of Georgia.
- L. **Dating Violence (Title IX Misconduct):** Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- M. **Title IX Stalking:** Stalking, for purposes of [Title IX Misconduct], means engaging in a course of conduct on the basis of sex 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.

- N. **Affirmative Consent:** is a knowing, voluntary, clear, and mutual agreement among all participants to engage in specific sexual activity.

Affirmative consent can be given by words or actions, as long as those words or actions express willingness to engage in sexual contact or activity. It is important not to make assumptions. If there is confusion or ambiguity, participants in sexual activity should stop and verbally clarify each person's willingness to continue. A person who wants to engage in a specific sexual activity is responsible for obtaining affirmative consent for that activity. Affirmative consent to one form of sexual activity does not imply affirmative consent to other forms of sexual activity. Affirmative consent to engage in sexual activity with one person does not imply affirmative consent to engage in sexual activity with another person.

Silence or the lack of resistance, in and of itself, does not demonstrate affirmative consent. Again, it is important not to make assumptions; if confusion or ambiguity arises during a sexual interaction, each participant should stop and verbally clarify the other's willingness to continue engaging in the sexual contact or activity.

Affirmative consent may be initially given, but it can be withdrawn at any time. When affirmative consent is withdrawn or can no longer be given, sexual activity must stop. Previous relationships or previous affirmative consent for sexual activity is not affirmative consent to sexual activity on a different occasion. The definition of affirmative consent does not vary based upon a participant's sex, sexual orientation, gender identity, gender expression or relationship status.

Affirmative consent cannot be procured by the use of physical force, compulsion, threats, intimidating behavior, coercion, or from a person who is incapacitated. Under Georgia law, minors under the age of 16 years are generally unable to provide affirmative consent, with narrow exceptions. See O.C.G.A. § 16-6-3, Statutory Rape.

- O. **Force:** refers to the use of physical violence and/or imposing on someone physically to gain sexual access. Sexual activity that is forced is non-consensual.
- P. **Incapacitation:** occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. A person who is incapacitated lacks the ability to understand a decision to participate in sexual activity.

Incapacitation may be associated with a person's lacking consciousness or awareness; being asleep; being involuntarily restrained; having a disability that impedes affirmative consent; or if an individual otherwise cannot affirmatively consent due to other forms of mental or physical helplessness.

Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to provide affirmative consent. Alcohol and drugs can lower inhibitions and create an atmosphere of confusion over whether consent is freely and affirmatively given. It is the responsibility of each party to be aware of the intoxication level of the other party before engaging in sexual activity. If there is any doubt as to the level or extent of the other individual's intoxication, it is safest to forgo or cease any sexual contact or activity. Being intoxicated, impaired, or incapacitated by alcohol or other drugs is never an excuse for Prohibited Conduct and does not diminish anyone's responsibility to obtain affirmative consent. The use of alcohol or other drugs never makes someone at fault for experiencing Prohibited Conduct.

- Q. **Coercion:** is conduct that would reasonably place an individual in fear of immediate or future physical, emotional, or other harm and that is used to pressure someone to engage in sexual contact. Coercion can include manipulation, intimidation, unwanted contact, express or implied threats of harm. Coercion is more than an effort to persuade, entice or attract another person to engage in sexual activity. In evaluating whether coercion was used, the University will consider whether pressure was applied and, if so, the frequency, intensity, and duration of the pressure, as well as the degree of isolation of the person being pressured. Sexual activity that is coerced is non-consensual.
- R. **Report:** occurs when a Student, Employee, or Third Party notifies the Department of Title IX of alleged misconduct and requests support and resources, but where there has not yet been a decision about whether to resolve the allegations through University administrative process.

### Reporting

As Sexual and Gender-Based Harassment and Discrimination may, in some instances, constitute a violation of University policy and constitute criminal activity, the University encourages individuals to report alleged Prohibited Conduct promptly to campus officials and to law enforcement authorities, where appropriate.

The University and criminal justice systems work independently from one another; a Complainant may proceed with a Title IX grievance procedure and the criminal justice process concurrently, though investigations for each process will be conducted separately. Law enforcement authorities do not determine whether a violation of this Policy has occurred, and the criminal justice system uses different standards related to proof and evidence. Any questions about whether a specific incident violated the criminal law should be addressed to law enforcement.

Individuals may file a report at any time, but the University strongly encourages individuals to file complaints promptly to preserve evidence for a potential legal and/or grievance process.

Information on reporting Prohibited Conduct and a summary of helpful resources if a Student, Employee or Third Party has been impacted by Prohibited Conduct can be found in a brochure

entitled "Sexual or Gender-Based Violence and Harassment: What You Need to Know," which is available in hard copy in the Department of Title IX and in other locations on campus.

### Reporting to the Department of Title IX

The University encourages individuals to report Prohibited Conduct to the University Title IX Coordinator, to the appropriate Deputy Title IX Coordinator associated with the impacted student's school, or to a Human Resources professional. By doing so, the University can take immediate steps to investigate and respond effectively to reports and the Complainant can learn more about available resources and the Title IX process.

Contact information for the University Title IX Coordinator, is located immediately below.

Nicole Babcock  
University Title IX Coordinator  
404.727.8205  
[nicole.babcock@emory.edu](mailto:nicole.babcock@emory.edu)

***Please note, you may make a report at any time, but the Title IX Coordinators are only available to speak during business hours. For emergency calls, please call 911.***

The University Title IX Coordinator oversees the University's response, obligations, and responsibilities to Title IX and ensures the Title IX policy, procedures, protocols, and practices are in alignment with federal regulations. The University Title IX Coordinator also oversees the University's response to Title IX Misconduct reports and complaints and identifying and addressing any patterns or systemic problems revealed by such reports and complaints. The University Title IX Coordinator does not act as an advocate but as neutral resource available to all students and employees.

The University Title IX Coordinator is also responsible for referring individuals and employees to available resources, offering appropriate supportive measures and protections, and coordinating the disciplinary grievance procedure. Moreover, the University Title IX Coordinator also has primary responsibility for overseeing the investigation and adjudication of Prohibited Conduct complaints and coordinating remedial action.

In addition to the University Title IX Coordinator there are designated Deputy Title IX Coordinators within each of the University's schools who are also able to receive reports of Prohibited Conduct. For the names, affiliations and contact information for each of the Deputy Title IX Coordinators, please see Appendix D of this Policy. The list of Deputy Title IX Coordinators can also be found on the Department of Title IX's website: <http://equityandinclusion.emory.edu/title-ix/coordinators.html>.

The Department of Title IX will reveal information about its investigation and adjudication of Prohibited Conduct only to those who need to know the information to carry out their duties and responsibilities, and as required by law. It will inform all University individuals participating in an investigation, proceeding, or hearing that they are expected to maintain the privacy of the process;

however, the University will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

#### **Reporting to the Emory Police Department (EPD) or Local law Enforcement**

Students, Employees, and Third Parties have the option to file a complaint directly with EPD or other applicable law enforcement authorities, so that the matter can be pursued through the criminal justice system. Students, Employees, and Third Parties may contact the Department of Title IX, and resources such as the Respect Program, for assistance in filing a complaint with law enforcement.

**In an emergency situation, Students and Employees should call 911 to be directed to the closest law enforcement agency.**

#### **Information on Filing a Formal Complaint**

When a Complainant has experienced Prohibited Conduct, the Complainant may file a Formal Complaint with the Title IX Coordinator in person, by mail, or by email. The Formal Complaint must contain the Complainant's physical or digital signature or otherwise indicate that the Complainant is the person filing, and it should express a request that the University commence an investigation of the allegations in the Formal Complaint.

The Title IX Coordinator has discretion to file a Formal Complaint of reported Prohibited Conduct, even if the Complainant chooses not to participate in the process and/or does not wish to file a Formal Complaint, when the Title IX Coordinator determines that the report includes conduct that poses a threat to the health, safety and well-being of the community.

The following factors may be considered when determining how to respond: the seriousness of the alleged sexual misconduct, the Complainant's age, whether there have been other complaints of Prohibited Conduct against the same Respondent. Please note, in cases involving a pattern of conduct by the Respondent, the use of weapons, or drugs to limit a Complainant's capacity, Emory is required to move forward with a formal process, even if the Complainant does not wish to do so. After a Formal Complaint has been filed by a Complainant or signed by the Title IX Coordinator, the University will commence its formal grievance process.

#### **Reports from Others and Anonymous Reports**

In cases where Prohibited Conduct is reported to the Title IX Coordinators or a Deputy Title IX Coordinator by someone (for example, a faculty member, resident advisor, friend, roommate or coworker) other than the Student, Employee, or Third-Party individuals who were subjected to the alleged misconduct, the Title IX Coordinator will promptly notify the impacted Student, Employee, or Third Party that a report has been received and will provide information about available resources. This Policy will apply in the same manner as if the impacted Student, Employee, or Third Party had made the initial report. The Title IX Coordinator will make every effort to meet with the impacted Student, Employee, or Third Party to discuss available options and on-campus and off-campus resources. The Department of Title IX will handle reports from anonymous sources in the same manner.

**A Formal Complaint cannot be filed anonymously.**

### **Requests Not to Pursue a Complaint or Requests for Confidentiality**

A Complainant may decide to report an alleged incident of Prohibited Conduct (including Title IX Misconduct) without pursuing resolution of the complaint through the Title IX grievance process. A Complainant may also request that the University keep their identity confidential. The University takes these requests seriously; however, such requests may limit the University's ability to investigate and respond to the reported misconduct.

The Title IX Coordinator will decide whether to grant requests not to investigate the report or to keep the Complainant's identity confidential considering the potential threat(s) of harm to the Complainant and/or the campus community. In determining whether to honor the request, the Title IX Coordinator will consider the seriousness of the alleged Prohibited Conduct, the Complainant's age, the Respondent's disciplinary history, and the parties' rights under the Family Educational Rights and Privacy Act (FERPA). The Title IX Coordinator will promptly notify the impacted Student, Employee, or Third Party making a request for confidentiality whether the University will be able to honor the request. If the Title IX Coordinator determine they must disclose a Complainant's identity to a Respondent, they will inform the Complainant prior to filing a Formal Complaint for a formal investigation.

University personnel will reveal information about investigations and disciplinary proceedings related to Prohibited Conduct only on a "need to know" basis.

**Please note: The fact that the University will keep information confidential does not prohibit either a Complainant or Respondent from obtaining the assistance of family members, counselors, therapists, clergy, doctors, attorneys, or similar resources. Additionally, there is no restriction preventing either party from discussing the alleged incident itself.**

Even when the University is in receipt of a request not to pursue a complaint, Title IX requires that the University take action in response to the information known to it.

### **Related Alcohol and Drug Violations**

The University recognizes that an impacted individual who has been drinking and/or using drugs at the time that Prohibited Conduct occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Because the University strongly encourages reporting Prohibited Conduct, an impacted individual who, in good faith, discloses any incident of Prohibited Conduct to a University employee or to law enforcement will not be subject to disciplinary action for personal consumption of drugs or alcohol, so long as such conduct did not place the health or safety of another person at risk. The Title IX Coordinator may initiate an educational discussion or recommend other voluntary educational or therapeutic remedies regarding alcohol or other drugs for the reporting individual(s).

### **Reporting of Crime and Disciplinary Statistics**

The Clery Act requires the University to record and report certain information about campus safety, including the number of incidents of certain crimes on or near campus, some of which constitute Prohibited Conduct under this Policy. As described in the chart in the Resources section on **Page 58**. Many employees who receive reports of Prohibited Conduct are required by the Clery

Act to notify EPD about such incidents for statistical reporting and safety purposes, including some employees who are otherwise considered confidential resources. These notifications may include the classification and location of the reported crime but do not identify the students involved.

### **Reporting Child Abuse**

Unless an exception under Georgia state law applies, the University requires all affiliates, including faculty, staff, student employees, certain volunteers whose capacity of employment or duties involve interaction with children and vendors, to report suspected child abuse of which they are made aware in their capacity at the University. Under Georgia law, child abuse includes sexual abuse or exploitation of a person who is under eighteen (18) years old. Any uncertainty about whether reporting is required should always be resolved in favor of making a report to the EPD. For more information, please read [University Policy 4.119](#), Emory University's Mandated Child Abuse Reporting Policy.

### **Responsible Employees—Reporting Information and Obligations**

Responsible Employees are required to promptly share with the Title IX Coordinators all details they receive in the scope of their employment about Prohibited Conduct. Responsible Employees can make a report by contacting the Title IX Coordinators. Failure by a Responsible Employee to promptly share with the Department of Title IX all details they receive in the scope of their employment about Prohibited Conduct may subject them to appropriate discipline, up to and including removal from their position.

The University recognizes that individuals may be most comfortable disclosing Prohibited Conduct to an employee they know well, such as a Campus Life professional, Faculty Member, Coach, or Resident Advisor. Any responsible employee (other than the [Privileged and Confidential](#) or [Limited Confidential Resources](#) listed above) who receives a report is considered a Responsible Employee, and thus, is required to inform the Title IX Coordinators about the incident, directly, or through their relevant reporting structure, or through a Deputy Title IX Coordinator.

### **Supportive Measures**

Supportive Measures are non-disciplinary, non-punitive individualized services, accommodations, and other assistance that the University offers and may put in place, as appropriate, as reasonably available, and without fee or charge, after receiving notice of possible Title IX Misconduct or other Prohibited Conduct. Supportive Measures are designed to restore or preserve access to the University's education programs and activities, protect the safety of all parties and the University's educational or work environment, or deter Prohibited Conduct, while not being punitive in nature or unreasonably burdening the other party.

Supportive Measures are available regardless of whether the matter is reported to the University for the purpose of initiating a proceeding under this Policy and before, after, and regardless of whether a Formal Complaint of Prohibited Conduct is filed. A Complainant who requests Supportive Measures retains the right to file a Formal Complaint, either at the time the Supportive Measure is requested or at a later date. Any Complainant that requests Supportive Measures will be informed in writing of their right to simultaneously or subsequently file a Formal Complaint pursuant to this Policy.

The Title IX Coordinators, or their designees, will contact a Complainant after receiving a report of possible Title IX Misconduct or other Prohibited Conduct (1) to discuss the availability of Supportive Measures; (2) to ask about the Complainant's wishes with respect to Supportive measures; (3) to explain that Supportive Measures are available with or without the filing of a Formal Complaint; and (4) to explain the process for filing a Formal Complaint. The Title IX Coordinators will consider the Complainant's wishes with respect to implementation of Supportive Measures.

Supportive Measures may also be requested by and made available to Respondents, witnesses, and other impacted members of the University community. Requests for supportive measures shall be submitted in writing to the University Title IX Coordinator, who will consider these requests on a case-by-case basis.

While the Title IX Coordinators will ultimately serve as the point of contact for any party requesting Supportive Measures, Supportive Measures may, in the first instance, be requested directly from the [Confidential Resources](#) set forth above regardless of whether the Title IX Misconduct or other Prohibited Conduct is otherwise reported to the University or law enforcement. Ultimately, the Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

To determine the appropriate Supportive Measure(s) to be implemented, the University conducts an individualized assessment based on the unique facts and circumstances of a situation. Supportive Measures will not be disciplinary or punitive in nature and will not unreasonably burden, or unreasonably interfere with the educational pursuits of, the other party. Whether a possible Supportive Measure would unreasonably burden the other party is a fact-specific determination that considers the nature of the educational programs, activities, opportunities and benefits in which an individual is participating.

Examples of Supportive Measures include:

- Academic support services and accommodations, including the ability to reschedule classes, exams and assignments, transfer course sections, or withdraw from courses without penalty;
- Academic schedule modifications (typically to separate Complainant and Respondent);
- Work schedule or job assignment modifications (for University employment);
- Changes in work or housing location;
- An escort to ensure safe movement on campus;
- On-campus counseling services and/or assistance in connecting to community-based counseling services;
- Assistance in connecting to community-based medical services;
- No contact directives (to instruct individuals to stop all attempts at communication or other interaction with one another);
- Temporarily limiting an individual's access to certain University facilities or activities;



- Work schedule or job assignment modifications, including suspending employment with or without pay, consistent with any applicable written procedures (for University employment);
- Information about and/or assistance with obtaining personal protection orders;
- Leaves of absences;
- Increased monitoring and security of certain areas of the campus; or
- A combination of any of these measures.

The University will maintain Supportive Measures provided to the Complainant or Respondent as confidential to the extent that maintaining such confidentiality would not impair the University's ability to provide the Supportive Measures.

### **Emergency Removal**

Where there is an immediate threat to the physical health or safety of any Students, Employees, or Third Parties arising from the alleged Prohibited Conduct, the University can remove a Respondent from the University's education program or activity and issue any necessary related no-trespass and no-contact orders. The University will make the decision to remove a Respondent from the University's education program or activity based on an individualized assessment and risk analysis.

If the University makes such a decision, the Respondent will be provided notice and an opportunity to challenge the decision immediately following the removal. Challenges to emergency removals must be submitted in writing to the University Title IX Coordinator within 7 business days from the day the parties are notified about the emergency removal. The phrase "business days" shall refer to those days ordinarily recognized by the University's administrative calendar as workdays. The University Title IX Coordinator will review the materials within 5 business days of receipt of the challenge and may affirm the original decision, modify the decision, which may be of greater or lesser severity, or dismiss the original decision. The University Title IX Coordinators' determinations on emergency removals are final and not appealable. Both parties shall receive simultaneous written notice of the outcome of the appeal.

### **Administrative Leave**

If the Respondent is an employee, the University may place the employee on administrative leave, with or without pay, to provide time to investigate and evaluate the circumstances regarding the complaint.

### **Referral Process for Prohibited Conduct**

For conduct that is not Title IX Misconduct, but still is Prohibited Conduct as defined by this Policy, in keeping with its commitment to maintaining an environment that is free of discrimination, Emory maintains grievance procedures to address other forms of harassment defined by this policy as Prohibited Conduct.

When a Formal Complaint is filed by a Complainant, but the alleged misconduct does not rise to a level of severity and pervasiveness such that it is prohibited expressly by Title IX, or does not occur within a University Program or Activity against a person in the United States, the Title IX

Coordinator will dismiss the report or complaint for purposes of Title IX and evaluate whether the alleged conduct may constitute Prohibited Conduct. This dismissal may be appealed by either party.

Promptly after the dismissal, the Title IX Coordinator will refer the matter to the appropriate department and/or academic unit for consideration through the following channels and applicable policies:

- **For Employees:** Prohibited Conduct as defined by this policy will be transferred to the Office of Equity and Inclusion when the matter involves an employee. The Office of Equity and Inclusion will adjudicate this matter pursuant to the University's Equal Opportunity and Discriminatory Harassment Policy 1.3.
- **For Students:** Prohibited Conduct as defined by this policy will be adjudicated in conformity with the Non- Title IX Prohibited Conduct Grievance Procedure located in on **Page 55** of this policy when the matter involves students.

#### **Policy Revision**

The University may amend or revise this Policy and related procedures, including those in Appendix A and Appendix B, at any time, in its sole discretion, with or without notice, for any reason, and such revisions may become effective immediately. This right of the University to amend this policy is without limitation of any kind.

#### **Grievance Procedure for Title IX Misconduct**

##### **Equitable Treatment of the Parties**

The University's response will treat Complainants and Respondents equitably by offering Supportive Measures, by providing Remedies to a Complainant where a determination for Title IX Misconduct has been made against the Respondent, and by following the grievance procedure as set forth herein before imposing any disciplinary sanctions or other actions that are not Supportive Measures, against a Respondent.

##### **Presumed Not Responsible**

The Respondent is presumed not responsible for the alleged Title IX Misconduct until a determination regarding responsibility is made at the conclusion of the grievance process.

##### **Reasonably Prompt Time Frames**

The University will seek to resolve every investigation and any subsequent adjudication within 120 business days from the receipt of a Formal Complaint. The overall time frame may be extended for good cause as necessary so that the grievance process may be carried out in a thorough and comprehensive manner that ensures the integrity of the process. The reasons for extension of the time frame also include, but are not limited to: 1) compliance with a request from law enforcement; 2) accommodations to ensure the availability of witnesses; 3) consideration of exam periods, school breaks, vacations or inclement weather; 4) complexities of a specific case, including the number of witnesses and volume of information provided by the parties; and 5) other extenuating circumstances. The University Title IX Coordinator will notify the parties in writing of any extensions to the time frame.

Any calculation of days used in this Policy shall be in business days. To the extent a deadline falls on a University holiday, the deadline will be effective on the next business day.

#### **Preliminary Assessment of a Title IX Report or Formal Complaint—Initial Assessment**

**Written Notice:** Upon receipt of a Formal Complaint, the Title IX Coordinators will provide the following written notice to the parties whose identities are known by the University:

- Notice of the University's Title IX grievance process, including an informal resolution process.
- Notice of the allegations potentially constituting Title IX Misconduct, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include: the identities of the parties involved in the incident, if known; the conduct allegedly constituting Title IX Misconduct; and the date and location of the alleged incident, if known.

The written notice will also include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process. The written notice will inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence as described herein.

The written notice will additionally inform the parties of any provision in the University's Code of Conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

**Ongoing Notice Requirement:** If, during an investigation, the University decides to investigate allegations about the Complainant or Respondent that are not included in the initial Written Notice provided, the University will provide notice of the additional allegations to the parties whose identities are known.

**Initial Assessment:** The Title IX Coordinator shall make an initial assessment as to whether the report on its face alleges an act of Title IX Misconduct and whether the conduct is covered by this Policy. If the Title IX Coordinator determines in their assessment that the allegations would not constitute Title IX Misconduct, the University will dismiss the matter as described below.

#### **Preliminary Assessment of a Title IX Report or Formal Complaint—Dismissal of Formal Complaints**

**Mandatory Dismissal:** Mandatory Dismissal will occur if, in their discretion, after undertaking the assessment above, the Title IX Coordinator determines that the conduct alleged in the Formal Complaint (1) would not constitute Title IX Misconduct Conduct, even if true; (2) did not occur against a person in the United States; and (3) or did not take place in the programs or activities of the University.

Dismissal of a Formal Complaint on this basis does not preclude action under another applicable policy. In the event of dismissal, the Title IX Coordinators (for Students or for Faculty, and Staff) may refer the matter to another office or channel through a separate conduct procedure

for consideration under another University policy. Matters will be channeled as follows:

- Matters in which the Respondent is a Student will be addressed pursuant to the grievance procedures outlined on Page 55 of this policy.
- Matters in which the Respondent is an Employee will be referred to the Department of Equity and Inclusion.

The University may dismiss a Formal Complaint, or any allegations therein, at any time during the investigation or hearing, if:

- The Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
- The Respondent is no longer enrolled or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
- The University retains discretion on a case-by-case basis to dismiss a Formal Complaint based on any of the above reasons. Just because one or all of the conditions above are satisfied, does not mean the University will automatically dismiss the Formal Complaint. Instead, the University will determine if such a decision is appropriate under the circumstances.

**Written Notice of Dismissal:** Upon dismissal, the University will promptly send written notice of the dismissal and reason(s) simultaneously to the parties. The parties are entitled to appeal the dismissal under the appeal procedures set forth below.

**Appeal Procedure for Dismissals:** Challenges to dismissals must be submitted in writing to the University Title IX Coordinator within seven (7) business days from the day the parties are notified about the dismissal. The University Title IX Coordinator will review the materials within five (5) business days of receipt of the challenge and may affirm or deny the original decision. The University Title IX Coordinator's determinations on dismissals are final and not appealable. Both parties shall receive simultaneous written notice of the outcome of the appeal.

#### **Rights and Responsibilities with Parties**

The Title Coordinators, or their designees, will conduct an intake meeting to inform the Complainant and the Respondent of their rights and responsibilities, the prohibition against retaliation, further provide information about supportive measures, discuss the Title IX Misconduct allegations, and provide information about the investigative and adjudication processes.

#### **Threat Assessment**

After the initial assessment, if the Title IX Coordinators determine the available information provides a rational basis for concluding that there may be an immediate threat to the Complainant or the University Community, the Title IX Coordinators will contact the Emory Threat Assessment Team ("TAT"). If TAT believes an immediate threat is present, they will determine what type of action should be taken.

### **Methods of Resolution—Informal Resolution**

At any time after a Formal Complaint has been signed, and before a determination of responsibility has been reached, the parties may voluntarily agree to participate in an informal resolution facilitated by Emory University that does not involve a full investigation and adjudication.

Prior to entering the informal resolution process, Emory University will provide the parties a written notice disclosing:

- The allegations;
- The requirements of the informal resolution process, including the right of any party to withdraw from the informal resolution process and resume the grievance process, and the circumstances which preclude parties from resuming a Formal Complaint arising from the same allegations;
- Consequences resulting from the informal resolution process, including that the records will be maintained for a period of seven (7) years but will not be used by the investigators or decision-makers if the formal grievance process resumes.

Prior to entering the informal resolution process, the parties must voluntarily agree, in writing, to the use of the informal resolution process.

Informal resolution is not available to resolve allegations that an employee committed Sexual Harassment against a student.

Any final resolution pursuant to the Informal Resolution process will be documented and kept for seven (7) years. No recording of the informal resolution process will be made, and all statements made during the informal resolution process will not be used for or against either party (and the Hearing Officer and Appeal Officer may not consider any such statement made during informal resolution) should the parties resume the grievance process. Failure to comply with an informal resolution agreement may result in disciplinary action or other appropriate actions within the discretion of the University Title IX Coordinator.

### **Methods of Resolution—Formal Resolution**

The formal resolution process typically commences when a Complainant files a Formal Complaint and an investigation proceeds. The Written Notice will include information about the conduct process. Formal resolution may also commence when the Title IX Coordinator signs a Formal Complaint.

After providing Written Notice to the Complainant and Respondent, the Title IX Coordinator will appoint an investigator to gather all available information relevant to the allegations in the Formal Complaint. The Title IX Coordinator will share the Complainant's and Respondent's names and contact information with the investigator, who will reach out to the parties to introduce themselves. All investigators will have training in investigating and evaluating conduct prohibited under the Policy. The investigator will be impartial and unbiased.

The Title IX Coordinator may consolidate multiple Formal Complaints against a single

Respondent or group of Respondents, or a single Complainant or group of Complainants, into one investigation if the evidence related to each incident would be relevant and probative in reaching a determination on the other incident(s). Where a Formal Complaint contains allegations that may implicate violations of other University policies, the Title IX Coordinator, in consultation with other University administrators, may, in their discretion, choose to consolidate those allegations with the Formal Complaint or refer those allegations to the appropriate University office for investigation under a different applicable process. The decision to consolidate Formal Complaints is not subject to appeal.

The University will investigate the allegations in any Formal Complaint not subject to dismissal. The burden of gathering evidence is on the University. Upon receipt of the Formal Complaint, the investigator will promptly begin the investigation. The investigator will meet with each party. During their investigation, the investigator will ask each party to provide information relating to the event(s) in question, and to provide a list of witnesses and/or any relevant documents or evidence. The Complainant, the Respondent, and the witness(es) are permitted to provide other relevant evidence to the investigator. Evidence includes any facts or information presented in support of an assertion and may include text messages, email exchanges, timelines, receipts, photographs, etc.

### **Rights of the Parties**

**Advisor:** The Complainant and the Respondent may be accompanied to any meeting or hearing by one advisor of their choice through the course of the Title IX process. The advisor may be any person, including an attorney. Complainants and Respondents may consult with their advisors in drafting any written submissions that are allowed under this Policy; the written submission, however, must be from the Complainant or Respondent and not the advisor. Advisors, if present, shall be restricted to consulting with their advisees. Advisors may not intervene in a meeting or address the investigator unless invited to do so. Any violation of University policies committed by an advisor may lead to the exclusion of that advisor from the process. That includes, but is not limited to, any act of retaliation or breach of privacy committed by an advisor.

Each party has a responsibility to notify their advisor of the time, date and location of any meeting or disciplinary proceeding. Proceedings will not be unduly delayed to accommodate an advisor.

The University offers trained Title IX advisors for Complainants and Respondents. The University Title IX advisors support the Complainant or Respondent through the investigation and adjudication process. Individuals interested in utilizing a University Title IX advisor should submit a request in writing to the appropriate Title IX Coordinator.

University Title IX advisors may guide and assist the Complainant or the Respondent by:

- Connecting them to support services as needed;
- Clarifying questions about the investigation and adjudication process;
- Assisting in the reporting of any instance of retaliation;
- Providing general support during what can be a stressful process;

- Attending meetings or proceeding throughout the investigation and adjudication process; and
- For Complainants – connecting them to the appropriate resources for the process of criminal reporting if the Complainant chooses to explore that option.

Whether they select a University or outside advisor, a party must provide either their advisor's name or contact information to the Title IX Coordinator prior to the party's first meeting with the investigator. A party must also inform the Title IX Coordinator if a new advisor is selected. A party wishing to bring an attorney as an advisor must inform the Title IX Coordinator at least five days in advance of the first meeting that the advisor will attend.

Parties may have one advisor for all matters leading up to a hearing and a different advisor for the hearing. If a party plans to change advisors for the hearing, the party must inform the Title IX Coordinator at least five days before the hearing. If a party does not have an advisor for the hearing, the University will select an advisor, at no cost to the party, for the purpose of conducting cross-examination.

**Equal Opportunity to Present Evidence:** Both parties have an equal opportunity to present fact and expert witnesses and other inculpatory and exculpatory evidence.

### **Investigation Process**

**Investigator:** The Title IX Coordinator will designate an individual (who will not be the Title IX Coordinator) to conduct an Investigation of a Formal Complaint, when a decision is made not to dismiss such complaint and when Informal Resolution is not appropriate or both parties do not give voluntary, informed, written consent to Informal Resolution.

**Written Notice of Interviews, Meetings, or Hearings.** The University will send the parties and their advisors prior written notice of any investigative interviews, meetings, or hearings with sufficient time for the individual to prepare.

**Disclosure of Information.** Following the conclusion of the investigation, the University will send the parties and their advisors evidence directly related to the allegations in electronic format, at least 10 days prior to any hearing, for the parties to inspect, review, and respond to the evidence.

**Report of Investigation.** At the conclusion of the investigation, the investigator will prepare a draft Report of Investigation that fairly summarizes relevant evidence, which they will provide to the Title IX Coordinator. After reviewing the draft Report of Investigation, the University Title IX Coordinator may direct the investigator to ask further clarifying questions of the Complainant, Respondent, or witness(es) to supplement the Report of Investigation. The Title IX Coordinator will then send to the parties and their advisors, the report of investigation, in electronic format, with at least 10 business days for the parties to respond. The information provided by the parties in response to the Report of Investigation will be included in the Report of Investigation as an appendix, and the Report will then be finalized. In the event the determination is made to dismiss the Formal Complaint (see below), that information will be included in the Report of Investigation.

**Live Hearings:** The University's grievance process shall provide for a live hearing. Within 5 business days of the Final Report of Investigation, the Title IX Coordinator will select the date, time, and location of the hearing in consultation with the Hearing Officer and will provide notice to both parties. The Hearing Officer will be trained in Title IX procedures and will preside over the hearing.

All parties shall be given at least 10 business days' notice in advance of the hearing date, absent agreement by the parties to shorten the time or extraordinary circumstances as determined by the Hearing Officer. Extraordinary circumstances may include but are not limited to: fall/spring/summer/holiday breaks; circumstances in which critical witnesses are unavailable; and other extenuating circumstances.

Hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the University must provide for the hearing to occur with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions.

**Advisors at the Live Hearing.** If a party does not have an advisor present at the hearing, the University shall provide, without fee or charge to that party, an advisor of the University's choice to conduct cross-examination on behalf of that party.

**Standard of Evidence.** The level of proof required to determine whether a Respondent is responsible for the allegations shall be preponderance of the evidence, i.e., it is more likely than not that alleged conduct occurred.

**Relevance.** Although the determination of relevance of testimony and information is in the discretion of the Hearing Officer, certain categories of evidence will rarely, if ever, be relevant. These include character evidence, polygraph and other generally unreliable or unproven scientific evidence, speculation, and the like. The Hearing Officer has broad discretion to determine the relevance of evidence.

#### **Role of the Hearing Officer/Decision-Maker**

**Pre-Hearing Procedures and Ground Rules.** The Hearing Officer (and/or the Department of Title IX) may establish pre-hearing procedures relating to issues such as scheduling, hearing procedures, witness and advisor participation and identification, structure, advance determination of the relevance of certain topics, and other procedural matters. The Hearing Officer will communicate with the parties prior to the hearing with respect to these issues and establish reasonable, equitable deadlines for party participation/input.

**Decorum.** The Hearing Officer also has wide discretion over matters of decorum at the hearing, including the authority to excuse from the hearing process participants who are unwilling to observe rules of decorum.



**Determine Relevance of Questions.** At the hearing, both parties will be given the opportunity to ask cross-examination questions of the other party through their advisors; however, only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Hearing Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The Hearing Officer's relevance determinations at the hearing are not subject to further objection or discussion at the hearing, and failure to adhere to this rule may constitute a breach of the rules of decorum.

**Provide Rape Shield Protections for Complainants.** The Hearing Officer will prohibit any questions and evidence about the Complainant's sexual predisposition or prior sexual behavior as not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

**Permit Cross-Examination.** At the live hearing, the Hearing Officer shall permit each party's advisor to ask the other party, and any witnesses, all relevant questions and follow-up questions, including questions challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor and never by a party personally, notwithstanding the discretion of the University to otherwise restrict the extent to which advisors may participate in the proceedings.

**Exclude Statements, as Appropriate, in Reaching a Determination Regarding Responsibility.** If a party or witness does not submit to cross-examination at the live hearing, the Hearing Officer must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the Hearing Officer cannot draw 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.

"Statements" for purposes of the hearing means factual assertions made by a party or witness. Statements might include factual assertions made during an interview or conversation, written by the individual making the assertions (including those found in a Formal Complaint), and memorialized in the writing of another (e.g., in an investigative report, police report, or medical record). Where evidence involves intertwined statements of both parties (e.g. a text message exchange or an email thread) and one party refuses to participate in the hearing or submit to questioning about the evidence while the other does participate and answer questions, the statements of only the participating party may be relied on by the Hearing Officer. A threat, verbal conduct that is itself harassment, or another non-factual assertion is not a "statement" for this purpose.

### **Hearing Procedures**

The Hearing Officer shall call the hearing to order and state the date and time. The Hearing Officer shall ask for the identification of the parties attending the hearing for the record. If the

Complainant/or the Respondent fails to appear at the hearing, and such party was provided proper notice of the hearing, and such party was provided proper notice of the hearing as set forth above, then absent extenuating circumstances, the Hearing Officer will proceed to determine the resolution of the complaint.

The Hearing Officer shall state the conditions of the hearing including:

- 1) There shall be a single verbatim record, such as a tape recording, of all hearings (not including deliberations). The recording shall be the property of the University. Documentation of the proceedings, including the written decision, transcripts, and any audio recordings, are maintained in accordance with the applicable University document retention records. Reasonable care will be taken to create a quality audio recording and minimize technical problems; however, technical problems that result in no recording or an inaudible one cannot, by itself, serve as a basis to overturn an outcome upon appeal by a party.
- 2) Rules of evidence applicable to courts of law will not apply.
- 3) The hearing shall be non-adversarial in nature. The Hearing Officer shall be empowered to take all steps as necessary to preserve the non-adversarial character of the proceeding.
- 4) The hearing shall be closed, with participation limited to the Respondent, Complainant, Advisors and/or Witness(es). Witnesses will remain outside the hearing until asked to provide information.
- 5) The University may request that a non-party student or a faculty/staff member attend the hearing and give testimony relevant to the case under consideration.
- 6) Both parties have the right to be present for the entire hearing, except for deliberations or recesses for the hearing board to discuss procedural issues. Neither party shall be required to be in the physical presence of the other. A party who wishes to participate electronically should submit a written request to the appropriate Title IX Coordinator no more than two (2) business days after receipt of the Notice of Hearing.
- 7) All statements, testimony, and evidence shall be restricted to matters directly relevant to the case, as determined by the Hearing Officer.
- 8) Each party is presumed to have good character; accordingly, character witnesses are not allowed.
- 9) Any person disrupting the hearing or failing to abide by the rulings of the Hearing Officer may be excused from the hearing.
- 10) The level of proof required to determine whether a Respondent is responsible for the allegations shall be by a preponderance of the evidence, i.e., it is more likely than not that Title IX Misconduct occurred.
- 11) The hearing and its final outcome shall be considered part of the Respondent's educational record or employment record as applicable, and as such shall be kept confidential, except as provided under federal and state law.

After the Hearing Officer states the conditions of the hearing, the Hearing Officer shall ask the Complainant and the Respondent if there are any objections to proceeding with the hearing. The Hearing Officer shall be solely responsible for deciding if such objections are reasonable and/or

what measures should be taken to address them.

The Complainant and Respondent shall be given the opportunity to provide brief opening statements to the Hearing Officer. The Complainant shall be given the opportunity to present evidence and/or call witnesses. The Hearing Officer shall have the first option of questioning the Complainant and/or Witness(es), followed by the Respondent. The Respondent shall then be given the opportunity to present evidence and/or call witnesses. The Hearing Officer shall have the first option of questioning the Respondent and/or witness(es), followed by the Complainant. At the living hearing, the Hearing Officer shall permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including questions challenging credibility. The Hearing Officer will screen the questions submitted by the parties' advisors and only permit questions they deem appropriate and relevant to the case. Only relevant cross examination and other questions may be asked of a party or witness. If the Hearing Officer declines a question requested by a party's advisor, he/she will indicate verbally in the hearing why the question was not asked and will make note of it in the formal hearing outcome form. The Complainant and Respondent each shall be given the opportunity to make a closing statement. The Hearing Officer shall conclude the hearing. The Hearing Officer shall enter closed deliberation.

The Hearing Officer shall issue a written determination regarding responsibility within fifteen (15) business days of the conclusion of the hearing, applying the preponderance of the evidence burden of proof. The written determination shall include:

- Identification of the allegations potentially constituting Title IX Misconduct;
- A description of the procedural steps taken from the receipt of the Formal Complaint through the determination;
- Findings of fact supporting determination;
- Conclusions regarding application of the University's policy to the facts;
- The rationale for the result as to each allegation;
- Any disciplinary sanctions imposed (or Recommendation for Sanctions) on the Respondent;
- Whether Remedies will be provided to the Complainant; and
- Information about how to file an appeal.

The Title IX Coordinator is responsible for effective implementation of any Supportive Measures and Remedies. The University shall create an audio or audiovisual recording, or transcript, of any live hearing and make it available, upon request, to the parties for inspection and review.

### **Sanctions—Respondent is a Student**

Emory may impose a range of sanctions and protective measures following a final determination of a violation of Policy 8.2. The sanctioning decision will be informed by the degree to which the behavior was intentional or irresponsible. Factors pertinent to the determination of what sanction applies include, but are not limited to:

- The nature and severity of the conduct issue as well as the circumstances surrounding the violation;

- The impact of the misconduct upon the Complainant;
- The prior disciplinary history of the Respondent (shared with the Hearing Officer only upon a finding of responsibility);
- Previous University responses to similar conduct;
- The impact of the Respondent of separating them from their education (when considering expulsion or suspension);
- The interests of the University and its community.

The sincerity demonstrated by the Respondent in their willingness to accept responsibility for their actions may be a mitigating factor in the determination of sanctions on a case-by-case basis. The broad range of sanctions for students including, but is not limited to, the following:

- Revocation of degree (if the Respondent graduates prior to the conclusion of the disciplinary process);
- Revocation of alumni privileges (if the Respondent graduates prior to the conclusion of the disciplinary process);
- Expulsion;
- Suspension for an identified time frame or until satisfaction of certain conditions, or both;
- Disciplinary probation (formal recognition that a student is not currently in good disciplinary standing with the University) for an identified time frame or until satisfaction of certain conditions, or both;
- Removal from student housing;
- Restriction from University premises;
- Dismissal or restriction from University employment;
- Temporary or permanent separation of the parties (by way of example only: change in classes, reassignment of residence, no contact orders, limiting geography where parties may go on campus) with additional sanctions for violating orders;
- Successful completion of educational or training programs;
- Successful completion of alcohol and other drug awareness and abuse prevention program;
- Removal from leadership/supervisory positions within the University Community;
- Revocation of honors or awards;
- Loss of University privileges (i.e., using University athletic facilities, parking on campus, using the campus library, utilizing the dining hall);
- Community service;
- Reprimand;
- Restitution;
- Warning;
- Permanent or time-limited restrictions from participation in certain University programs or activities; and
- Any other discretionary sanctions that are directly related to the violation or conduct and that are aimed at eliminating Title IX Misconduct, preventing its recurrence, and addressing its effect on the Complainant and, if applicable, the University community.

If the Hearing officer finds that there has been a violation of this policy, the Hearing Officer may consult with the Title IX Coordinator about the sanction level, but the Hearing Officer retains the sole discretion to impose the sanction. The Hearing Officer will provide a written determination that includes the appropriate sanction to the University Title IX Coordinator. The University Title IX Coordinator will send the determination simultaneously to the parties, along with information about how to file an appeal. The determination regarding responsibility becomes final either on the date that the University provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. Sanctions and remedies determined by the Hearing Officer will not be imposed prior to the outcome becoming final.

### **Sanctions—Respondent is an Employee**

Emory may impose a range of sanctions and protective measures following a final determination of a violation of Policy 8.2. The sanctioning decision will be informed by the degree to which the behavior was intentional or irresponsible. Sanctions imposed on those individuals who have been found to be in violation of this Policy shall be commensurate with the severity and/or frequency of the conduct and shall be adequate and sufficient to prevent such conduct in the future. The broad range of sanctions for employees includes, but is not limited to, the following:

- An apology to the Complainant;
- A verbal or written reprimand;
- A requirement to attend remedial training;
- Restorative justice sessions;
- Appropriate workplace restrictions;
- Denial of a merit pay increase or other benefit;
- Denial of promotion;
- Reassignment;
- Suspension;
- Separation from the University; or
- Any other discretionary sanction that is directly related to the violation or conduct and is aimed at eliminating Title IX Misconduct, preventing its recurrence, and addressing its effects on the Complainant and, if applicable, the University community.

If the Hearing Officer finds that there has been a violation of this policy, the Title IX Coordinator will present that the findings to the appropriate authority. After consulting with the Department of Title IX and others as needed, the appropriate authority will determine the sanction. Immediately thereafter, the appropriate authority must notify the Department of Title IX of the sanctions to be imposed upon the Respondent. Additionally, the appropriate authority must notify the Department of Title IX if the faculty or staff member is currently serving the University under a grant program.

Failure to comply with any sanction will not only be considered a violation of Policy 8.2, but also may be considered a violation of other University policies and will be referred to the appropriate office or division for handling.

### **Sanctions—Respondent is a Third Party**

The University's ability to take appropriate corrective action against a Third Party will be determined by the nature of the Third Party's relationship to the University. The Title IX Coordinator will determine the appropriate manner of resolution in accordance with the University's commitment to a prompt and equitable process and consistent with state and federal law, regulations, guidance, and this Policy.

If the Respondent is a University Employee and/or Student but acting outside their Employee/Student capacity, the Third-Party Procedures may apply. The Title IX Coordinator will determine which Procedures apply based upon facts and circumstances, such as whether the Respondent's status as a Third Party or Employee/Student predominates in the context of the Prohibited Conduct.

### **Appeals**

Both parties have the right to appeal the University's dismissal of a Formal Complaint, or any allegations therein, and the outcome of the hearing on the following grounds:

- Procedural irregularity that affected the outcome of the matter, which may include, but is not limited to, failure to objectively evaluate all relevant evidence, including inculpatory and exculpatory evidence;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and/or
- The Title IX Coordinator, investigator(s), or members of the hearing board had a conflict of interest or bias for or against Complainants or Respondents generally, or the individual Complainant or Respondent that affected the outcome of the matter.

Appeals may be submitted in writing by a Complainant or Respondent to the appropriate University Title IX Coordinator. Appeals must be filed within seven (7) business days of the date that the Title IX Coordinator sends the parties the written determination. Upon receipt of an appeal the University Title IX Coordinator shall:

- 1) Notify the other party in writing;
- 2) Give the non-appealing party seven (7) business days from the date the party receives notice to submit a written statement challenging the appeal.
- 3) Appoint an appeal officer with appropriate knowledge and training to determine if there is a reasonable basis for changing the outcome of a hearing or the sanction imposed.

The appeal officer will review the materials within 10 business days of receipt of the appeal, examining all documentation of the hearing to determine if there is a reasonable basis for changing the outcome. The appeal officer will issue a written determination of the appeal and the rationale

for the result, or may request that the Title IX Coordinator take the following steps:

- Affirm the original finding and sanction;
- Affirm the original finding but issue a new sanction, which may be of greater or lesser severity;
- Remand the case back to the hearing board or a new hearing board to correct a procedural or factual defect; or
- Dismiss the case if there was a procedural or factual defect that cannot be remedied by remand.

The appeal officer's determinations are **final and not appealable**. However, the outcome of a remanded case may again be appealed under this provision. Procedures on remand to the hearing board will be directed and communicated to the parties by the Title IX Coordinator and will, to the extent possible, comply with analogous, original time frames for the Hearing Board's resolution.

Both parties shall receive simultaneous written notice of the outcome of the appeal. The determination regarding responsibility becomes final on the date that the Title IX Coordinator provides the parties with the written decision of the result of the appeal. This appeal process is specifically to challenge the outcomes in the Title IX process and does not alter or limit the ability for an employee to appeal an employment action under any other applicable policy.

### **Non-Title IX Prohibited Conduct Procedure for Students**

#### **Equitable Treatment of the Parties**

The University's response shall treat Complainants and Respondents equitably by offering Supportive Measures, by providing Remedies to a Complainant where a determination for Prohibited Conduct has been made against the Respondent, and by following the grievance procedure as set forth herein before imposing any disciplinary sanctions or other actions that are not Supportive Measures, against a Respondent.

#### **Reasonably Prompt Time Frames**

The University will seek to resolve every investigation and any subsequent adjudication within 120 days from the receipt of a complaint. The overall time frame may be extended for good cause as necessary so that the grievance process may be carried out in a thorough and comprehensive manner that ensures the integrity of the process. The reasons for extension of the time frame also include but are not limited to: compliance with a request from law enforcement; accommodations to ensure the availability of witnesses; consideration of exam periods, school breaks, vacations or inclement weather; complexities of a specific case, including the number of witnesses and volume of information provided by the parties; and other extenuating circumstances. The Non-Title IX Conduct Official will notify the parties in writing of any extensions of the time frame.

To the extent a deadline falls on a University holiday, the deadline will be effective on the next business day.

#### **Preliminary Assessment of a Prohibited Conduct Report or Complaint—Intake Meeting**

The University Title IX Coordinator, or designee, will conduct an intake meeting to inform the Complainant and the Respondent of their rights and responsibilities, the prohibition against retaliation, further provide information about supportive measures, discuss the Prohibited Conduct allegations and information about the investigative and adjudication processes.

### **Initial Assessment of a Formal Complaint**

**Written Notice:** Upon receipt of a Formal Complaint, the University Title IX Coordinator, or designee, must provide the following written notice to the parties whose identities are known by the University:

- Notice of the University's Prohibited Conduct grievance process, including an informal resolution process.
- Notice of the allegations potentially constituting Prohibited Conduct, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include: the identities of the parties involved in the incident, if known; the conduct allegedly constituting Prohibited Conduct; and the date and location of the alleged incident, if known.

### **Methods of Resolution—Informal Resolution**

At any time after a Formal Complaint has been signed, and before a determination of responsibility has been reached, the parties may voluntarily agree to participate in an informal resolution facilitated by Emory University that does not involve a full investigation and adjudication.

Prior to entering the informal resolution process, Emory University will provide the parties a written notice disclosing:

- The allegations;
- The requirements of the informal resolution process, including the right of any party to withdraw from the informal resolution process and resume the grievance process, and the circumstances which preclude parties from resuming a Formal Complaint arising from the same allegations;
- Consequences resulting from the informal resolution process, including that the records will be maintained for a period of seven (7) years but will not be used by the investigators or decision-makers if the formal grievance process resumes.

Prior to entering the informal resolution process, the parties must voluntarily agree, in writing, to the use of the informal resolution process. Informal resolution is not available to resolve allegations that an employee committed Sexual Harassment against a student. Any final resolution pursuant to the Informal Resolution process will be documented and kept for seven (7) years. No recording of the informal resolution process will be made, and all statements made during the informal resolution process will not be used for or against either party (and the Hearing Officer and Appeal Officer may not consider any such statement made during informal resolution) should the parties resume the grievance process. Failure to comply with an informal resolution agreement



may result in disciplinary action or other appropriate actions within the discretion of the University Title IX Coordinator.

### **Methods of Resolution—Formal Resolution**

When a matter is dismissed under a Title IX Grievance procedure, the University Title IX Coordinator, or designee, will notify the Complainant and the Respondent, in writing, that the process will proceed under the procedures set forth in this section. After providing notice to the Complainant and Respondent, the University Title IX Coordinator, or designee, will assign an investigator to promptly and thoroughly investigate the complaint to determine whether a violation of the Policy has occurred.

**Please Note: The Department of Title IX may consolidate multiple reports against a single Respondent or group of Respondents into one investigation if the evidence related to each incident would be relevant and probative in reaching a determination on the other incident(s).**

### **Investigation and Adjudication Resolution Process**

The University's response to the alleged discrimination will depend upon the severity and pervasiveness of the alleged conduct, which may be determined by the existence of prior incidents of harassment or discrimination. Depending upon the severity of the offense, however, a single violation of this Policy may be sufficient to support a violation.

Upon receipt of a complaint, the University Title IX Coordinator, or designee, will assign an investigator to the case. The investigator will investigate, within 120 business days, the circumstances of the allegations. However, if additional time is needed to conduct a thorough investigation, DTIX may, at its discretion, extend the time for completing the investigation as reasonably necessary. In this case, DTIX will notify the Complainant and the Respondent of the extension.

The investigation will include interviews with the Complainant, Respondent, and any material witnesses identified, as well as a review of any documents or other evidence. The Complainant and Respondent will be kept apprised of the conduct of the investigation and will be given the opportunity to provide any additional relevant information to the investigator, including the names of additional witnesses to contact and/or additional documents to review before the investigation is closed.

The level of proof required to determine whether a Respondent is responsible for the allegations shall be by a **preponderance of the evidence**, i.e., it is more likely than not that alleged conduct occurred.

After the investigation, the investigator will submit a written Report of Investigation to the Complainant and Respondent detailing the information that was collected and will allow them to submit written statements responding to or clarifying information found in the report; any material submitted by the parties will be attached to the Report of Investigation as appendices. The parties shall have five (5) business days to supplement the report. The investigator shall finalize the

report, including a determination of whether, based upon a preponderance of the evidence, a policy violation occurred and if so, a sanction recommendation.

Upon finalizing the Report of Investigation, the investigator shall submit the report to the University Title IX Coordinator, or designee, for the sole purpose of making a final determination on the recommended sanction.

The University Title IX Coordinator, or designee, will provide a written notice of Final Outcome to both Complainant and Respondent within seven (7) business days after receiving the final Report of Investigation.

The final written determination will state whether, based on DTIX's investigation, there was a violation of this Policy, imposed sanctions, and information regarding parties' right to appeal. The Complainant and Respondent will be promptly notified of the final determination. The Department of Title IX shall have independent authority to impose sanctions for students.

### **Sanctions**

Emory may impose a range of sanctions and protective measures following a determination of a violation of this Policy. The sanctioning decision will be informed by the degree to which the behavior was intentional or irresponsible.

Factors pertinent to the determination of what sanction applies include, but are not limited to, the nature and severity of the conduct at issue, as well as the circumstances surrounding the violation; the impact of the misconduct upon the Complainant; the prior disciplinary history of the Respondent (shared with the hearing board only upon a finding of responsibility); previous University responses to similar conduct; the impact on the Respondent of separating them from their education (when considering expulsion or suspension); and the interests of the University and its community. The sincerity demonstrated by the Respondent in their willingness to accept responsibility for their actions may be a mitigating factor in the determination of sanctions on a case-by-case basis. Although sanctions are determined based upon the facts of each case, students found responsible for violating this Policy, should be prepared to be temporarily or permanently separated from the University.

The broad range of sanctions includes, but is not limited to, the following:

- Revocation of degree;
- Revocation of alumni privileges (if the Respondent graduates prior to the conclusion of the disciplinary process);
- Expulsion;
- Suspension for an identified time frame or until satisfaction of certain conditions, or both;
- Disciplinary probation (formal recognition that a student is not currently in good disciplinary standing with the University) for an identified time frame or until satisfaction of certain conditions, or both;
- Removal from student housing;
- Restriction from University premises;

- Dismissal or restriction from University employment;
- Temporary or permanent separation of the parties (by way of example only: change in classes, reassignment of residence, no contact orders, limiting geography where parties may go on campus) with additional sanctions for violating orders;
- Successful completion of educational or training programs;
- Successful completion of alcohol and other drug awareness and abuse prevention program;
- Counseling or mentoring;
- Removal from leadership/supervisory positions within the University community;
- Revocation of honors or awards;
- Loss of University privileges (i.e., using University athletic facilities, parking on campus, using the campus library, utilizing the dining hall);
- Community service;
- Reprimand;
- Restitution;
- Warning; and
- Any other discretionary sanctions that are directly related to the violation or conduct and that are aimed at eliminating sexual misconduct, preventing its recurrence, and addressing its effects on the Complainant and, if warranted, the University community.

### Appeals

Both parties shall have the right to appeal the outcome on any of the following grounds:

- To consider new information, sufficient to alter the decision, or other relevant facts not brought out in the investigation because such information was not known or knowable to the appealing party during the investigation.
- To allege a significant procedural error within the investigative process that may have substantially impacted the fairness of the investigation, the decision, and/or the sanction.
- To allege that the sanction imposed is overly excessive or insufficient based upon the weight of the information considered by University Title IX Coordinator

Appeals must be submitted in writing to University Title IX Coordinator within seven (7) business days from the day the parties are notified about the outcome of the case. Upon receipt of an appeal, the University Title IX Coordinator will send a copy of the appeal to the other party, who will have seven (7) business days to file a response, if the party chooses to do so.

The University Title IX Coordinator will appoint an appeal officer with appropriate knowledge and training whose job it is to determine if there is a reasonable basis for changing the outcome or the sanction imposed. The appeal officer will review the materials within ten (10) business days of receipt of the appeal, examining the Report of Investigation and appeal(s) to determine if there is a reasonable basis for changing the outcome or sanction. The appeal officer will issue a written determination of the appeal, or may request that DTIX takes the following steps:

- Affirm the original finding and sanction;

- Affirm the original finding but issue a new sanction, which may be of greater or lesser severity;
- Remand the case back to the Department of Title IX to correct a procedural or factual defect; or,
- Dismiss the case if there was a procedural or factual defect that cannot be remedied by remand.

The appeal officer’s determinations are final and not appealable. Both parties shall receive simultaneous written notice of the outcome of the appeal.

This appeal process is specifically to challenge the outcomes in the Prohibited Conduct process and does not alter or limit the ability for an employee to appeal an employment action under any other applicable policy.

**Sexual Misconduct Resources Atlanta & Oxford Campuses**

Resource	Seeking information & Support	Obtaining Counseling	Seeking Accommodations or Interim Measures	Bringing Formal Title IX or Criminal Charges
<b>Atlanta Campus</b>				
Counseling and Psychological Services (CAPS) 404.727.7450 <a href="https://counseling.emory.edu">https://counseling.emory.edu</a> <b>*Confidential Resource*</b>	X	X		
Student Health Services 404.727.7551 (press 1) <a href="https://studenthealth.emory.edu/hs/">https://studenthealth.emory.edu/hs/</a> <b>*Confidential Resource*</b>	X	X		
Office of Spiritual and Religious Life 404.727.6226 or 404.727.4070 <a href="https://religiouslife.emory.edu/">https://religiouslife.emory.edu/</a> <b>*Confidential Resource*</b>	X	X		
Emory Decatur Hospital 2701 North Decatur Road Decatur, GA 30033 404.501.1000 <b>*Confidential Resource*</b>	X	X		
The Office of Respect—for sexual assault survivors 470.270.5360 <a href="https://respect.emory.edu/">https://respect.emory.edu/</a>	X	X	X	X
Department of Equity and Inclusion 404.727.9867 <a href="https://equityandinclusion.emory.edu/about/index.html">https://equityandinclusion.emory.edu/about/index.html</a>	X		X	X
Student Case Management and Intervention Services <a href="https://success.emory.edu/index.html">https://success.emory.edu/index.html</a>	X		X	

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The University Ombuds Office <a href="https://ombuds.emory.edu/">https://ombuds.emory.edu/</a> <b>*Confidential Resource*</b>	X			
Faculty and Staff Assistance Program (FSAP) <a href="https://fsap.emory.edu/">https://fsap.emory.edu/</a> <b>*Confidential Resource*</b>	X	X		
<b>Oxford Campus</b>				
Counseling and Career Services (CCS) 770.784.8394 <a href="https://oxford.emory.edu/life/campus_life/counseling_career.html">https://oxford.emory.edu/life/campus_life/counseling_career.html</a> <b>*Confidential Resource*</b>	X	X		
Student Health Services 770.784.8376 <a href="https://oxford.emory.edu/life/campus_life/student_health_services.html">https://oxford.emory.edu/life/campus_life/student_health_services.html</a> <b>*Confidential Resource*</b>	X	X		
Office of Spiritual and Religious Life 770.784.8392 <a href="https://oxford.emory.edu/life/campus_life/religious.html">https://oxford.emory.edu/life/campus_life/religious.html</a> <b>*Confidential Resource*</b>	X	X		
Emory Hillandale Hospital (Lithonia) 280 DeKalb Medical Parkway Lithonia, GA 30058 404.501.8000 <b>*Confidential Resource*</b>	X	X		
Health Educator & Coordinator of Student Support 770.784.4776	X		X	X
Office of International Student Programs 770.784.8702	X			
<b>All Campuses/National Resources</b>				
Emory University Police Department 404.727.6111 <a href="https://police.emory.edu/">https://police.emory.edu/</a>	X			X
Department of Title IX 404.727.0541 <a href="https://equityandcompliance.emory.edu/title-ix/index.html">https://equityandcompliance.emory.edu/title-ix/index.html</a>	X		X	X
Emory Trust Line 1.888.550.8850 <a href="https://iad.emory.edu/compliance/trustline/index.html">https://iad.emory.edu/compliance/trustline/index.html</a>	X			X
Emory TIPS line 404.727.TIPS (8477) <a href="https://police.emory.edu/services/index.html">https://police.emory.edu/services/index.html</a>	X			X
Emory Public Safety's Victim and Survivor Resources:	X			X

<a href="https://police.emory.edu/services/victims.html">https://police.emory.edu/services/victims.html</a>				
DeKalb County Day League (services DeKalb, Newton and Rockdale Counties) 404.377.1428 24-hour confidential crisis line 404.377.1429 free counseling service <a href="https://www.dayleague.org/">https://www.dayleague.org/</a>	X	X		
Georgia’s 24-Hour Domestic Violence Hotline 800.334.2836	X			
Georgia Legal Aid <a href="https://www.georgialegalaid.org/">https://www.georgialegalaid.org/</a>	X	X		
Georgia Network to End Sexual Assault (GNESA) <a href="https://www.gnesa.org/">https://www.gnesa.org/</a>	X			

**Max Gruver Act & Anti-Hazing Statement**

While The Department of Education does not require hazing to be addressed within the Annual Security Report, the State of Georgia implemented the “Max Gruver Act” which requires all public and private institutions of higher education to display on their website a list of any reported hazing incidents and their student conduct dispositions. Emory is committed to providing a safe learning environment that supports the dignity of all college community members. In 2023, we did not have any hazing violations that are reportable under this law. Here is the [link](#) to our website outlining the “Max Gruver Act” and the updated list of incidents (<https://campuslife.emory.edu/about/initiatives/hazing/history.html>).

**Off-Campus Student Organizations**

Emory University recognizes two off-campus student organizations within our Clery Geography that the affiliated student organization is registered and in compliance with Campus Life policies. These two student organizations are: The Chabad House and the Hillel House. The Office of Clery Act Compliance biannually checks with Campus Life staff to assess the list of off-campus student organizations. DeKalb County Police Department has jurisdiction over these two houses. EPD coordinates with DeKalb County Police Department to be notified of any criminal activity occurring at these two locations.

**VAWA, Drugs, Alcohol, Bystander Intervention, Risk Reduction, Campus Safety and Security Educational Programs**

Emory University engages in comprehensive educational programming to prevent domestic violence, dating violence, sexual assault, and stalking. Educational programming consists of primary prevention and awareness programs for all incoming students, new employees, and ongoing awareness and prevention campaigns for students and staff that:

- Identifies and defines what behavior that constitutes domestic violence, dating violence, sexual assault, and stalking as prohibited conduct;
- VAWA definitions and state of Georgia definitions of dating violence, domestic violence, sexual assault and stalking;
- The definition of consent, in reference to sexual activity in state of Georgia and as defined by Emory University.

- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander.
- Bystander intervention programming offers the following suggestions for things its community members can do: watch out for your friends and fellow students/employees and if they look like they could be in trouble or need help, ask if they are ok; confront the person who is engaging in this behavior directly, if you feel safe to do so; create a distraction, like flipping the lights on at a party, spilling a drink or asking people to get food for you; create a plan with the people around you; and familiarize yourself with campus resources so that you can get help for you and your peers.
- Emory’s Bystander Intervention Programming emphasizes that there are five basic steps to bystander intervention: notice the event; interpret the situation as a problem; assume personal responsibility; choose how you’ll intervene; and intervene.
- Provides information on risk reduction so that students and employees may recognize warning signs of abuse behavior and how to avoid potential attacks;
- Provide an overview of information contained in the Annual Security Report in compliance with the Clery Act.

Below outlines the different Violence Against Women Act (VAWA), Drug Awareness, Alcohol Awareness, Risk reduction, and Campus Safety and Security Awareness programs that were held throughout Emory University last year. Topics within these programs include:

- Sexual harassment and discrimination
- Consent
- Illegal drug use
- Alcohol abuse
- Campus Safety & Security Programs
- Bystander Intervention
- Evacuation Procedures
- Reporting mechanisms
- Campus Security Authority Training

Many of the below-listed trainings are ongoing prevention and awareness campaigns for students and employees. These programs are sustained overtime and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution. The frequency of these programs are listed under the “Frequency” column in the chart below.

Class	Location	Date	Description	Class Content Coverage	Frequency
Alcohol.edu	Online	Fall, Spring & Summer	Provides an overview of the negative effects of Alcohol and Drugs	Alcohol and Drugs	Beginning of each semester
Greek Life Officer Training	In-person both Oxford and Atlanta campuses	Fall	Leaders of sorority and fraternity organizations attend a training where they learn strategies to be more effective leaders for their respective organizations	Alcohol and Drugs	Annually
Active Shooter Training	In-person; Atlanta, Oxford, and Midtown	Annually	Class on how to respond to an active shooter to protect yourself and others during an	Campus Safety programming	Annually

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			active threat		
Citizen Police Academy	In-Person Atlanta campus	Fall & Spring	Offer a citizen police academy that covers different police functions and campus safety tips	Campus safety programming	Bi-annually
New Employee Onboarding Orientation Johns Creek Hospital	In-Person Johns Creek Hospital Campus	On-boarding	Security and safety tips are provided	Campus safety programming	New employee orientation
New Employee Onboarding Orientation Emory St. Joseph's Hospital	In-Person St. Joseph's Hospital Campus	On-boarding 2-day mandatory training	Security and safety tips are provided alcohol and drug awareness	Campus safety programming; alcohol and drug awareness	New employee orientation
New Employee Onboarding Orientation Emory Decatur Hospital	In-Person Emory Decatur Hospital Campus	On-boarding 2-day mandatory training	Security and safety tips are provided; alcohol and drug awareness	Campus safety programming; alcohol and drug awareness	New employee orientation
New Employee Onboarding Orientation Emory Hillandale Hospital	In-Person Emory Hillandale Hospital Campus	On-boarding 2-day mandatory training	Security and safety tips are provided; alcohol and drug awareness	Campus safety programming; alcohol and drug awareness	New employee orientation
"Huddles by Department" program	In-person Emory Hillandale Hospital campus	Annually	Security awareness programs to encourage employees to be responsible for their own security and security of others	Campus safety programming; crisis intervention training	Annually
New Employee Onboarding Orientation Emory LTAC Hospital	In-Person Emory LTAC Hospital Campus	On-boarding 2-day mandatory training	Security and safety tips are provided; alcohol and drug awareness	Campus safety programming; alcohol and drug awareness	New employee orientation
Employee Security/Safety In-service	Emory LTAC Hospital Campus	Annually	Security/Safety In-service	Campus safety programming; alcohol and drug awareness	Annually
Student Organization Leadership Training	In-person both oxford and Atlanta campuses	Fall	Registered student organizations are required to attend a training that provides them with an overview of university policies, procedures, and protocols related to their organization and hosting events. Includes overview of Alcohol and Drug abuse policy and strategies to host a safe event to reduce associated harms.	Sexual harassment and discrimination; alcohol and drugs	Annually



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Sexual Assault Prevention SAP-U and SAP-G	Online	Fall, Spring & Summer	Learn about sexual and interpersonal violence prevention and prevalence through an online module	Sexual and interpersonal violence prevention	Incoming new students beginning of each semester
Bystander Intervention Workshop	In-person new student orientation	Fall, Spring & Summer	Students recognize potentially harmful situations and strategies of what to do to be an active bystander	Bystander Intervention	Beginning of each semester
Sex and gender-based harassment and discrimination policy	In-person new student orientation	Fall, Spring & Summer	Students are made familiar with Emory's sex and gender-based harassment discrimination policy	VAWA, sexual harassment and discrimination	Beginning of each semester
Title IX and the Clery Act	Online	On-going	This training is provided to new hires at the university through the Brainier platform	VAWA, sexual harassment and discrimination	New employees upon hire
Wonderful Wednesday Title IX Training	In-person Atlanta Campus	7/19/23	Training offered during Wonderful Wednesday Tabling event	VAWA; Sexual harassment and discrimination	Once
School of Medicine MD Class Title IX Training	In-person Atlanta Campus	7/20/23	Training offered to new MD students	VAWA; Sexual harassment and discrimination	Once
Emory Edge ECS 101 Facilitator Training	In-Person Atlanta Campus	7/28/23	Title IX training offered during facilitator training	VAWA; Sexual harassment and discrimination	Annually
Law School Dean's Teaching Fellows and Housing Coordinators Training	In-Person Atlanta Campus	8/7/23	Title IX training offered during teaching fellows and housing coordinators annual training	VAWA; Sexual harassment and discrimination	Annually
Office of Residence, Sorority and Fraternity Life On-Call partners	In-Person Atlanta Campus	8/9/23	Title IX training offered during annual ORSFL training	VAWA; Sexual harassment and discrimination	Annually
Behind Closed Doors Campus Life Training with Title IX	In-Person Atlanta Campus	8/12/23	Title IX training with Campus Life	VAWA; Sexual harassment and discrimination	Annually
Genetic Counselor Training Program Title IX Training	In-Person Atlanta Campus	8/15/23	Title IX training with Genetic Counselor	VAWA; Sexual harassment and discrimination	Annually
New Faculty Orientation	In-Person Atlanta Campus	8/18/23	Title IX training with new faculty hires	VAWA; Sexual harassment and discrimination	Annually
School of Medicine Organization Fair	In-Person Atlanta Campus	8/18/23	Title IX training with Campus Life	VAWA; Sexual harassment and discrimination	Once
Emory EXPO	In-Person	8/19/23	Title IX training	VAWA; Sexual	Once

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	Atlanta Campus			harassment and discrimination	
Laney Graduate School Orientation Picnic	In-Person Atlanta Campus	8/21/23	Title IX training with Laney Graduate School	VAWA; Sexual harassment and discrimination	Annually
Office of Sorority and Fraternity Life Chapter Advisor Title IX Introduction	In-Person Atlanta Campus	8/22/23	Title IX training with OSFL	VAWA; Sexual harassment and discrimination	Annually
Medical Imaging Program Pre-Recorded Title IX Training	Online	On-going	Pre-recorded training on Title IX	VAWA; Sexual harassment and discrimination	Annually
School of Medicine Physician Assistant Pre-Recorded Title IX Training	Online	On-going	Pre-recorded training on Title IX	VAWA; Sexual harassment and discrimination	Annually
Sexual Health EXPO Tabling Event	In-Person Atlanta Campus	9/18/23	Tabling event	VAWA; Sexual harassment and discrimination; Consent	Once
Emory Hazing Prevention Week: The Block Party Tabling Event	In-Person Atlanta Campus	9/26/23	Tabling event	VAWA; Sexual harassment and discrimination	Once
Emory Black Employee Network Presentation with DEI and Accessibility Services	In-Person Atlanta Campus	10/3/23	Title IX training with EBEN	VAWA; Sexual harassment and discrimination	Once
Safety Fair with CEPAR	In-Person Atlanta Campus	10/5/23	Title IX tabling event	VAWA; Sexual harassment and discrimination	Annually
RespectCon Presentation "Sexual and Relationship Harm and Title IX: Understanding Your Resources" with Office of Respect	In-Person Atlanta Campus	10/13/23	Title IX presentation	VAWA; Sexual harassment and discrimination	Once
RespectCon Tabling Event	In-Person Atlanta Campus	10/13/23	Title IX tabling event	VAWA; Sexual harassment and discrimination	Once
Investigator Workshop with Research Compliance and	In-Person Atlanta Campus	10/24/23	Workshop to evaluate Title IX regulations	VAWA; Sexual harassment and discrimination	Annually

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Regulatory Affairs					
Pedagogy Class Training with DGS and Professor of Philosophy Dr. A.J. Mitchell	In-Person Atlanta Campus	10/31/23	Title IX training	VAWA; Sexual harassment and discrimination	Once
School of Nursing New Faculty Training	In-Person Atlanta Campus	11/17/23	Title IX training with new faculty in School of Nursing	VAWA; Sexual harassment and discrimination	Annually
Oxford College Resident Advisor Training	In-Person Oxford Campus	1/10/24	Annual Title IX training for Resident Advisors	VAWA; Sexual harassment and discrimination	Annually
Oxford College Faculty & Staff Training	In-Person Oxford Campus	1/24/24; 2/26/24; 4/9/24; 4/26/24	Annual Title IX training for Oxford College Staff	VAWA; Sexual harassment and discrimination	Annually
Deputy Title IX Coordinator Training	In-Person Atlanta Campus	2/14/24	Annual Title IX training for Deputy Title IX coordinators	VAWA; Sexual harassment & discrimination	Annually
Oxford College Staff Organization (OSO) Meeting	In-Person Oxford Campus	2/22/24	Title IX training within OSO meeting	VAWA; Sexual harassment and discrimination	Once
DTIX and Office of Respect Brown Bag Lunch Session	In-Person Atlanta Campus	2/22/24	Title IX training through brown bag lunch session	VAWA; Sexual harassment and discrimination	Once
Recreation and Wellness Student Staff Meeting	In-Person Atlanta Campus	3/4/24; 3/29/24	Annual Title IX training for Rec and Wellness staff	VAWA; Sexual harassment and discrimination	Annually
RSPH Student Leadership Training	In-Person Atlanta Campus	3/6/24	Title IX Training for RSPH Student leadership	VAWA; Sexual harassment and discrimination	Once
Oxford College Center for Healthy Living (CHL) Staff training	In-Person Oxford Campus	3/22/24	Annual Title IX training for CHL staff	VAWA; Sexual harassment & discrimination	Annually
DTIX Advisor Training	In-Person Atlanta Campus	4/10/24	Annual Title IX training for DTIX advisors	VAWA; Sexual harassment and discrimination	Annually
Athletics Training	In-Person Atlanta Campus	5/5/24	Annual Title IX training for Athletics staff	VAWA; Sexual harassment and discrimination	Annually
Bayit EPD Safety	In-Person Atlanta Campus	11/15/23	Presentation and discussion with EPD regarding campus safety, hate crimes and how to report incidents	Reporting mechanisms, hate crimes and campus safety	Once
Fire & Spice	In-Person Atlanta Campus 17 Eagle Row	12/2/23	Presentation of fire safety protocols, evacuation protocols; and addressing fire safety complaints	Fire safety, evacuation and fire safety complaints	Once
Girl Talk: Women's Sexual	In-Person Atlanta Campus	9/23/23	Women's sexual health to include consent, safe sex,	Sex discrimination	Once

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Health	Lodge B		sexual discrimination and harassment	& harassment	
Mocktail Monday	In-Person Atlanta Campus Lodge C	19/9/23	Learn the role that alcohol plays within an organization, create safer spaces and reduce alcohol consumption	Alcohol Awareness	Once
Self-Defense	In-Person Atlanta Campus Complex	9/22/23	Fundamental skills of self-defense, situational awareness and personal safety	Self-defense	Once
Total Blackout	In-Person Atlanta Campus Complex	10/20/23	Responsible drinking with EPD led talk	Alcohol Awareness	Once
D. Stafford and Associates Campus Security Training	Online	On-going	This training is designated for individuals who have been classified	Campus Security Authority Training	On-going
Raunchy Ramen Night	In-Person Atlanta Campus Raoul Hall	9/22/23	Safe sex practices, consent, and on-campus resources for sexual health	Consent	Once
BJs in Your PJs	In-Person Atlanta Campus Harris Hall	9/19/23	Safe sex practices, consent, and on-campus resources for sexual health	Consent	Once
Sexual Wellness Wednesday	In-person Atlanta campus Woodruff Residential Center	8/30/23	Safe sex practices, consent, and on-campus resources for sexual health	Consent	Once
Bystander Intervention Training	In-Person Oxford Campus	8/15/23	Aimed to equip participants with the skills and confidence to effectively intervene in situations where someone may be at risk of harm	Bystander intervention	Once
Lunch and Learn with EPD	In-Person Oxford Campus	8/16/23	Interactive session providing crucial information on topics such as alcohol and drug use, laws and policies, and campus safety	Campus Safety, Alcohol and Drug awareness	Once
<b>OSFL Advisor Fall Kickoff</b>	In-Person Atlanta Campus Woodruff- Jones Room & Raoul Hall Conference	8/12/23; 9/7/23	Talk about alcohol policies and enforcement on campus	Alcohol	Annually
<b>OSFL Social Event Training</b>	In-Person Atlanta Campus	9/11/23; 9/12/23; 2/5/24; 2/7/24; 2/22/24	Talk about alcohol policies and enforcement on campus	Alcohol	Annually
<b>College Student</b>	In-Person	9/18/23	Talk about alcohol, and	Alcohol	Once

<b>AOD Use and Mental Health</b>	Atlanta Campus		effects on mental health		
<b>Phi Beta Sigma Social Event</b>	Online	9/18/23	Talk about alcohol use	Alcohol	Once
<b>Bystander Intervention Training</b>	In-Person Atlanta Campus	9/28/23; 10/29/23; 4/17/24	Bystander Intervention training and tactics that bystanders can utilize to safely intervene	Bystander Intervention	Once
<b>Kappa Kappa Gamma-Party Safer</b>	In-Person Atlanta Campus	10/24/23	Talk about alcohol use during social events	Alcohol	Once
<b>OSFL New Member Education</b>	In-Person Atlanta Campus	10/24/23; 11/5/23; 3/24/24	Talk about alcohol use and university policies	Alcohol	Once
<b>Emergencies in Medicine Presentation</b>	In-Person Atlanta Campus	9/28/23	Talk about alcohol and medical emergencies	Alcohol	Once
<b>Well-o-Ween</b>	In-Person Atlanta Campus	10/26/23	Talk about alcohol use and policies	Alcohol	Once
<b>Hazing and Alcohol</b>	In-Person Atlanta Campus	4/8/24	Talking about alcohol use and hazing	Alcohol and Hazing	Once
<b>DTD Bystander Intervention</b>	In-Person Atlanta Campus	4/17/24	Talk about Bystander Intervention and Alcohol use	Alcohol and Bystander Intervention	Once

### Section III: Annual Fire Safety Report

Emory University’s Annual Fire Safety Report is prepared, published, and distributed in accordance with the requirements of section 485(i) of the Higher Education Opportunity Act (HEOA) of 2008. A notice shall be sent by email to all faculty, staff, and students no later than October 1 of each calendar year that includes a statement of the report’s availability, the exact electronic address at which the report is posted, a brief description of the report’s contents, and a statement that the institution will provide a paper copy of the report upon request.

#### Daily Fire Log

The Emory University Police Department maintains a written fire log in conjunction with the Daily Crime Log that records the date that a fire was reported as occurring in an on-campus student housing facility. This log includes the nature, date, time, and general location of each fire. This log is maintained for each campus at which residential housing facilities are present (Atlanta and Oxford Campuses). The Daily Fire Log is available for viewing at <https://cssso.emory.edu/fmit/CrimeLog/CrimeLog.aspx>.

#### Reporting a Fire

Report Fire Emergencies to the Emory University Police Department at 404.727.6111 or by dialing 911. Community members can also utilize the emergency “blue light” phones located throughout campus, emergency phones located inside elevators, or entrance phones at residence halls (which have one-touch emergency buttons to call EPD directly).

After the fire is extinguished and the emergency resolved, also report the occurrence of fires in Housing facilities to the designated staff based upon campus:

Designated Staff	Phone Number
Atlanta Residence Life Staff	404.727.4359
Atlanta Campus Life Staff	404.727.4364
Oxford Residence Life staff	770.784.8888
Oxford Campus Life Staff	770.784.8391 or 770.784.8445

### Policies for Fire Safety Education and Training Programs

Fire Safety education information and training programs for the Emory and Oxford campuses are offered through the Office of the Director of Fire Safety and the Division of Campus Life/Residence Life. Training is offered on such topics as Fire Safety, Emergency Evacuations and Fire Extinguisher Use; Evacuation Assistance for Persons with Limited Mobility; Safety Captains; Child Care Professional Fire Safety. Emory Fire Safety also provides several General Fire Safety online training programs available to faculty, students, and staff, see below:

Educational Video Topic	Video Link
“The Cooking Fire Challenge” Safe Cooking Tips	<a href="https://youtu.be/tsy9bv74mnc">https://youtu.be/tsy9bv74mnc</a>
Emory University Safety Captain in Action	<a href="https://youtu.be/XdLBtXKCsig">https://youtu.be/XdLBtXKCsig</a>
Online Fire Safety Training Program	<a href="https://youtu.be/eimxUDs5oQg">https://youtu.be/eimxUDs5oQg</a>
Fire Safety in the Kitchen	<a href="https://youtu.be/v-d7piH8GIIn50">https://youtu.be/v-d7piH8GIIn50</a>
Outdoor Fire Pits	<a href="https://youtu.be/8ewZFmZNmmQ">https://youtu.be/8ewZFmZNmmQ</a>
Additional Fire Safety Videos Channel	<a href="https://www.youtube.com/channel/UCQBCyLQLr-APHwfnuplLo-Q/videos">https://www.youtube.com/channel/UCQBCyLQLr-APHwfnuplLo-Q/videos</a>
Fire Safety Program Information	<a href="https://campserv.emory.edu/services/facilities-management.html#Fire%20Safety">https://campserv.emory.edu/services/facilities-management.html#Fire%20Safety</a>

### Future Improvements in Fire Safety

Emory University continuously evaluates its fire safety programs and operations to ensure compliance of all life safety systems, while striving to meet or exceed the applicable national, state, and local fire safety codes and standards.

Emory Fire Safety continues to upgrade existing fire alarm panels to be compatible with the Onyx Workstation for the monitoring of fire alarm systems. Emory Fire Safety is proceeding with plans to transition compatible University fire alarm systems from analog phonelines to radio, IPDACT, and UPDACT communication.

### Housing Fire Safety Policies—Atlanta and Oxford

Emory Residence Life and Housing operations maintains policies and rules pertaining to fire safety. Fire safety is the responsibility of all residence hall staff and students. All fire safety

regulations are strictly enforced. The Fire Safety Division upholds the adopted Georgia State Fire and Life Safety Codes to help protect the health, safety, and welfare of the Emory Community. These codes are available for review at <https://oci.georgia.gov/inspections-permits-plans/rules-and-regulations>. The Emory University Policy on Open Flames and Candles explains acceptable use of candles and other sources of open flame on the University's Campus, and may be viewed at [https://campserv.emory.edu/\\_includes/documents/sections/resources/open-flame-policy.pdf](https://campserv.emory.edu/_includes/documents/sections/resources/open-flame-policy.pdf).

Questions and concerns can be directed to the Office of the Director of Fire Safety at 404.727.7378 or by email at [fire.safety@emory.edu](mailto:fire.safety@emory.edu).

Information regarding the name and location of each residential facility located on the Emory Campus and Oxford Campus is contained in the Fire Safety Chart. The chart also contains information regarding the number of fire drills held during the previous calendar year.

### Smoking Policy

Emory University recognizes the serious health implications of both direct use and indirect exposure of tobacco products. To create an atmosphere that is consistent with Emory's mission and commitment to improve the health and wellness of members of the Emory community, Emory University and Emory Healthcare (collectively "Emory") prohibit the use or sale of tobacco products in or on Emory owned or Emory leased property effective January 1, 2012. ([see policy 4.113 Tobacco Free Environment](#))

### Open Flame Policy

Lighting devices such as tiki lamps, oil lamps, torches, etc., are absolutely prohibited in Emory facilities. The use of candles and the burning of incense in Emory facilities are prohibited except in conjunction with recognized religious activities. Even unused (decorative) candles/incense are prohibited in Emory facilities. The use of candles or the burning of incense may be approved in compliance with specified conditions.

### Fire Safety

Fire alarms, suppression systems, and other safety equipment are located throughout all residential facilities. Residential staff review evacuation procedures during initial meetings. These evacuation routes may also be found in hallways/corridors within the residential facility. Residents should be familiar with multiple egress means if the most convenient or traveled path is not available because residents must leave the buildings when alarms are activated.

Residents should report inoperable or tampered-with fire safety equipment immediately to their hall staff. Severe disciplinary action, which may include termination of the Housing Agreement and/or suspension from the University, will result for residents responsible for starting a fire in or near any residential facility, or tampering with fire alarm and smoke detector equipment.

Residents of facilities with a building sprinkler system should not tamper with the sprinkler

system and should take special precautions to avoid accidentally activating the sprinkler system. Sprinkler heads should not be used to hang items in the room. Students may be held liable for damage that occurs in rooms/shared areas because of sprinkler activation.

### Student Housing Evacuation

All occupants (students, staff, and guests) of a residence hall are expected to evacuate promptly whenever a fire alarm sounds. Students who do not evacuate will be documented and processed through the conduct system. Guests who fail to evacuate are subject to loss of visitation privileges. Building occupants must remain outside of the building until first responders (law enforcement officers, fire fighters, facilities management staff, or other public safety staff) give an “all clear” signal. Intentionally misusing, damaging, or tampering with fire or other safety equipment, including covering or disabling a smoke detector or inappropriately discharging a fire extinguisher, is a violation of the Code of Conduct. All students are required to maintain their rooms in a state that allows for safe and efficient evacuation in an emergency. General Building Evacuation Procedures, which include residence halls, are detailed below and are available for review at [https://campserv.emory.edu/\\_includes/documents/sections/resources/general-evacuation-procedures-english.pdf](https://campserv.emory.edu/_includes/documents/sections/resources/general-evacuation-procedures-english.pdf)

#### **Prior to an alarm-Be prepared:**

- Safety captains ensure that there is a building accountability list that is updated monthly.
- Learn/plan and visit your hall, building, or department’s designated outside meeting location.
- Learn location of pull stations and fire extinguishers
- Learn the sound of your building’s fire alarm by participating in Fire Drills.
- Learn the location of the two nearest exits from your work area (often stairwells).
- Count the doors, desks, workstations, etc. between your work area and the nearest exit. During a fire, it may be necessary to escape in the dark.
- Learn the procedures in the event of alarm (below).
- Learn procedures “if unable to leave building” or “trapped in a room” (both below).

#### **During an alarm-Do not panic:**

- Evacuate the building immediately by using the closest exit and go to the “outside designated meeting location.” Identification of occupants should be recorded at the meeting location for comparisons with the accountability lists.
- Never take the elevator during a fire. You may be trapped if the power goes out.
- Before opening any door, feel the handle with the back of your hand for heat. Then, feel the door itself, starting from the bottom and moving to the top. If the door is hot, do not try to open it.
- Smoke and flames may rush into your room. If the door is cool, open it slowly, but be prepared to quickly shut it if smoke or heat rushes in.
- Leave quickly, closing unlocked doors as you go to contain fire and smoke.
- If you encounter smoke or flame during your escape, use another exit. Heat and smoke rise,



so cleaner air will be near the floor. Get as low as possible to the floor and move toward the exit.

- Do not re-enter the building (even if the audible alarm stops) until you hear an “All Clear” announced by first responders.

**If you should discover a fire:**

- Avoid injury and excessive risks.
- Alert people in the area and immediately activate the fire alarm at the closest pull station.
- Dial 911 or EPD at 404.727.6111 and provide details of the fire location.
- If you have been trained in the use of a fire extinguisher, quickly assess the fire and determine if it can be extinguished safely using a fire extinguisher. If you cannot extinguish the fire, immediately exit the building.

**If you are unable to leave:**

- Upon hearing the alarm, dial 911 or EPD at 404.727.6111 and provide your present location and where you intend to wait.
- If you cannot escape safely, remain calm and protect yourself by closing as many doors as possible between you and the fire, leaving the doors unlocked.
- Seal all cracks where smoke can enter by using wet materials—jackets, towels, etc.
- If possible, open a window for air, but do not break it, as you may need to close the window if smoke rushes in.
- Wait at a window if possible and signal for help by waving an object that can be seen from a distance.
- If possible, open a window for air, but do not break it as you may need to close the window if smoke rushes in.
- Stay close to the ground if there is smoke. The air is less smoky near the floor.

**If you have mobility impairment, including a chronic medical condition, you should do the following:**

- Learn about fire safety.
- Plan ahead for fire emergencies.
- Be aware of your own capabilities and limitations.
- During evacuation, let the closest person to you know that you need assistance leaving the building.
- Look for “areas of refuge,” like stair enclosures or the other side of corridor fire doors. Some elevators are designed to stop operating when the alarm is sounding and are not safe during fires. Sometimes it may be safer to stay in your room or office and follow the advice “if you are unable to leave.”

Individual evacuation floor plan maps are posted in all residential housing areas in compliance with the appropriate life safety codes.

### Flammable Materials

Flammable materials, including but not limited to:

- Candles and incense
- Gasoline
- Grill briquettes (charcoal)
- Kerosene
- Lighter fluid
- Paint – oil-based
- Paint thinner
- Propane
- Tiki torches

Are not allowed in any residential facility. If students have questions about whether something is allowed, please contact the residential staff. Emory strongly encourages any furniture a student provides to be fire-retardant. Contact the Housing Operations Office (404.727.7631) if you are unsure whether an item or appliance is permitted.

### Portable Electrical Appliance Policy

In order to ensure maximum health and safety standards in all residential facilities, several categories of electrical appliances have been established. Items not permitted or hazardous appliances will be confiscated if found within any residential facility.

#### Permitted items and appliances, including but not limited to:

- Air purifiers
- Blenders
- Coffee Makers (must be equipped with an automatic shut off feature)
- Clocks
- Electric razors
- Fans
- Hair Dryers
- Hot air popcorn poppers
- Hot pot/electric tea pots
- Irons
- Micro-fridge
- Musical instruments
- Power-strips-UL or ETL approved
- Rice cookers
- Televisions

#### Not permitted items and appliances, included but not limited to:

- Air fryers
- Convection Ovens
- Crockpots
- Electric blankets
- Electric skillets
- Extension cords
- George Foreman grills (or similar devices)
- Halogen lamps
- Hamburger makers
- Hot plates
- Instant-pots
- Freestanding microwaves
- Plug-in air fresheners
- Space heaters
- Stove top espresso and coffee makers/percolators
- Toasters
- Toaster ovens
- Waffle or crepe pans
- Waterbeds
- Air conditioners
- Fireworks
- Hover boards

Additional information is available at <https://housing.emory.edu/policies/housing-policies/index.html>

### Fire Safety Systems Descriptions and Documented Fire Drills

On-Campus Student Housing Facility Fire Safety Descriptions and Fire Drills						
Emory University – Atlanta Campus – Atlanta, GA 30322						
Facility Name & Address	Drills 2023	Date	Time	Type	Announced/ Unannounced	Fire Safety Systems Descriptions
Alabama Hall 575 Asbury Circle	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Asbury House 764 Peavine Creek Drive	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Campus Crossings at Briarcliff 1659 Briarcliff Road Atlanta, GA 30306	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Clairmont Residential Center Building E 2445 Dooley Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Clairmont Residential Center Building F 2445 Dooley Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Clairmont Residential Center Building G 2445 Dooley Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Clairmont Residential Center Building H 2445 Dooley Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Clairmont Tower Apartments 2425 Dooley Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Dobbs Hall 586 Asbury Circle	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Eagle Hall (formerly Longstreet-Means Hall) 646 Means Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Emory Conference Center Hotel	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	

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1615 Clifton Road		8/29/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
Evans Hall 4 Eagle Row	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Few Hall 4 Eagle Row	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 6 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 8 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 10 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 12 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 13 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 14 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 15 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 17 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 18 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 20 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Fraternity House 22 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	

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		8/30/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
Hamilton E. Holmes Hall 623 Pierce Promenade	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Harris Hall 1340 Clifton Road	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Raoul Hall 2 Eagle Row	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Smith Hall 1310 Clifton Road	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Village Apartment 11 Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Lodge A 11-A Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Lodge B 11-B Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Lodge C 11-C Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Lodge D 11-D Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Lodge E 11-D Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Lodge F 11-F Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Lodge G 11-G Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Lodge H 11-H Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	

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		8/30/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
Sorority Lodge I 11-I Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Sorority Lodge J 11-J Eagle Row	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Spanish House 746 Peavine Creek Drive	2	1/23/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/30/23	10am -3pm	Fire/ Evacuation	Announced	
Thomas Hall 1310 Clifton Road	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Turman Hall 640 Means Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Undergraduate Residential Center Building A 2405 Dooley Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Undergraduate Residential Center Building B 2405 Dooley Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Undergraduate Residential Center Building C 2405 Dooley Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Undergraduate Residential Center Building D 2405 Dooley Drive	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	
Woodruff Residential Center 1495 Clifton Road	2	1/24/23	10am -3pm	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/29/23	10am -3pm	Fire/ Evacuation	Announced	

<b>On-Campus Student Housing Facility Fire Safety Descriptions and Fire Drills</b>						
Emory University – Oxford Campus – Oxford, GA 30064						
Facility Name & Address	2023 Drills	Date	Time	Type	Announced/ Unannounced	Fire Safety Systems Descriptions
Bonnell Hall 160 Few Circle	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	

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Dickey Hall 160 Few Circle	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	
Dowman Hall 160 Few Circle	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	
Elizer Hall 600 Haygood Street	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	
Fleming Hall 702 Haygood Street	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	
Haygood Hall 1501 Wesley Circle	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	
	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	
Mods at West Village Blue 1514 Wesley Circle	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	
Mods at West Village Gold 1510 Wesley Circle	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	
Murdy Hall 600 Haygood Street	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	
Stone Hall 160 Few Circle	2	1/27/23	10am	Fire/ Evacuation	Announced	Fire Alarm System-Sprinklers- Cooking Hood System- Extinguishers-Smoke Detectors
		8/31/23	9am	Fire/ Evacuation	Announced	

### Fire Statistics

Information regarding the number of fires reported for each campus, the cause of each fire, the number of deaths related to each fire, the number of injuries related to each fire that resulted in treatment at a medical facility, and the value of property damage related to each fire is contained the Fire Statistics Chart.

### On-Campus Student Housing Facility Fires: January- December 2021

Emory University–Atlanta Campus–Atlanta, GA 30322

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Facility Name & Address	Number of Fires	Cause of Fire	Number of Fire Related Injuries	Number of Fire Related Deaths	Amount of Property damage
Alabama Hall 575 Asbury Circle	0	N/A	0	0	N/A
Asbury House 764 Peavine Creek Drive	0	N/A	0	0	N/A
Campus Crossings at Briarcliff 1659 Briarcliff Road Atlanta, GA 30306	0	N/A	0	0	N/A
Clairmont Residential Center Building E 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential center Building F 2445 Dooley Drive	1	Unintentional-Cooking	0	0	\$0-99
Clairmont Residential Center Building G 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building H 2445 Dooley Drive	1	Unintentional-Cooking	0	0	\$0-99
Clairmont Tower Apartments 2425 Dooley Drive	2	Intentional-Books set on fire in animal cruelty incident;	1	0	\$2000-5999
		Unintentional - Cooking	0	0	\$0-99
Dobbs Hall 586 Asbury Circle	0	N/A	0	0	N/A
Eagle Hall (formerly Longstreet-Means Hall) 646 Means Drive	0	N/A	0	0	N/A
Emory Conference Center Hotel 1615 Clifton Road	0	N/A	0	0	N/A
Evans Hall 4 Eagle Row	1	Unintentional Fire	0	0	\$100-999
Few Hall 4 Eagle Row	0	N/A	0	0	N/A
Fraternity House 6 Eagle Row	0	N/A	0	0	N/A
Fraternity House 8 Eagle Row	0	N/A	0	0	N/A
Fraternity House 10 Eagle Row	0	N/A	0	0	N/A
Fraternity House 12 Eagle Row	0	N/A	0	0	N/A
Fraternity House 13 Eagle Row	0	N/A	0	0	N/A
Fraternity House 14 Eagle Row	0	N/A	0	0	N/A
Fraternity House 15 Eagle Row	0	N/A	0	0	N/A
Fraternity House	0	N/A	0	0	N/A



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17 Eagle Row					
Fraternity House 18 Eagle Row	0	N/A	0	0	N/A
Fraternity House 20 Eagle Row	0	N/A	0	0	N/A
Fraternity House 22 Eagle Row	0	N/A	0	0	N/A
Hamilton E. Holmes Hall 623 Pierce Promenade	0	N/A	0	0	N/A
Harris Hall 1340 Clifton Road	0	N/A	0	0	N/A
Raoul Hall 2 Eagle Row	0	N/A	0	0	N/A
Smith Hall 1310 Clifton Road	0	N/A	0	0	N/A
Sorority Village Apartment 11 Eagle Row	0	N/A	0	0	N/A
Sorority Lodge A 11-A Eagle Row	0	N/A	0	0	N/A
Sorority Lodge B 11-B Eagle Row	0	N/A	0	0	N/A
Sorority Lodge C 11-C Eagle Row	0	N/A	0	0	N/A
Sorority Lodge D 11-D Eagle Row	0	N/A	0	0	N/A
Sorority Lodge E 11-D Eagle Row	0	N/A	0	0	N/A
Sorority Lodge F 11-F Eagle Row	0	N/A	0	0	N/A
Sorority Lodge G 11-G Eagle Row	0	N/A	0	0	N/A
Sorority Lodge H 11-H Eagle Row	0	N/A	0	0	N/A
Sorority Lodge I 11-I Eagle Row	0	N/A	0	0	N/A
Sorority Lodge J 11-J Eagle Row	0	N/A	0	0	N/A
Spanish House 746 Peavine Creek Drive	0	N/A	0	0	N/A
Thomas Hall 1310 Clifton Road	0	N/A	0	0	N/A
Turman Hall 640 Leans Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building A 2405 Dooley Drive	1	Unintentional– Cooking	0	0	\$0-99
Undergraduate Residential Center Building B 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building C 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center	0	N/A	0	0	N/A

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Building D 2405 Dooley Drive					
Woodruff Residential Center 1495 Clifton Road	0	N/A	0	0	N/A

<b>On-Campus Student Housing Facility Fires: January- December 2021</b>					
<b>Emory University–Oxford Campus–Atlanta, GA 30054</b>					
<b>Facility Name &amp; Address</b>	<b>Number of Fires</b>	<b>Cause of Fire</b>	<b>Number of Fire Related Injuries</b>	<b>Number of Fire Related Deaths</b>	<b>Amount of Property damage</b>
Bonnell Hall 160 Few Circle	0	N/A	0	0	N/A
Dickey Hall 160 Few Circle	0	N/A	0	0	N/A
Dowman Hall 160 Few Circle	0	N/A	0	0	N/A
Elizer Hall 600 Haygood Street	0	N/A	0	0	N/A
Fleming Hall 702 Haygood Street	0	N/A	0	0	N/A
Haygood Hall 1501 Wesley Circle	2	Unintentional– Cooking	0	0	\$0-99
		Unintentional– Cooking	0	0	\$0-99
Mods at West Village Blue 1514 Wesley Circle	0	N/A	0	0	N/A
Mods at West Village Gold 1510 Wesley Circle	1	Unintentional– Cooking	0	0	\$0-99
Murdy Hall 600 Haygood Street	1	Unintentional– Cooking	0	0	\$0-99
Stone Hall 160 Few Circle	0	N/A	0	0	N/A

<b>On-Campus Student Housing Facility Fires: January- December 2022</b>					
<b>Emory University–Atlanta Campus–Atlanta, GA 30322</b>					
<b>Facility Name &amp; Address</b>	<b>Number of Fires</b>	<b>Cause of Fire</b>	<b>Number of Fire Related Injuries</b>	<b>Number of Fire Related Deaths</b>	<b>Amount of Property damage</b>
Alabama Hall 575 Asbury Circle	0	N/A	0	0	N/A
Asbury House 764 Peavine Creek Drive	0	N/A	0	0	N/A
Campus Crossings at Briarcliff 1659 Briarcliff Road Atlanta, GA 30306	1	Unintentional Fire	0	0	\$100-999
Clairmont Residential Center Building E 2445 Dooley Drive	1	Undetermined Fire	0	0	\$100-999
Clairmont Residential center	0	N/A	0	0	N/A

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Building F 2445 Dooley Drive					
Clairmont Residential Center Building G 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building H 2445 Dooley Drive	0	Unintentional– Cooking	0	0	\$0-99
Clairmont Tower Apartments 2425 Dooley Drive	1	Unintentional– Cooking	0	0	\$0-99
Dobbs Hall 586 Asbury Circle	0	N/A	0	0	N/A
Eagle Hall (formerly Longstreet- Means Hall) 646 Means Drive	0	N/A	0	0	N/A
Emory Conference Center Hotel 1615 Clifton Road	0	N/A	0	0	N/A
Evans Hall 4 Eagle Row	0	N/A	0	0	N/A
Few Hall 4 Eagle Row	0	N/A	0	0	N/A
Fraternity House 6 Eagle Row	0	N/A	0	0	N/A
Fraternity House 8 Eagle Row	0	N/A	0	0	N/A
Fraternity House 10 Eagle Row	0	N/A	0	0	N/A
Fraternity House 12 Eagle Row	0	N/A	0	0	N/A
Fraternity House 13 Eagle Row	0	N/A	0	0	N/A
Fraternity House 14 Eagle Row	0	N/A	0	0	N/A
Fraternity House 15 Eagle Row	0	N/A	0	0	N/A
Fraternity House 17 Eagle Row	0	N/A	0	0	N/A
Fraternity House 18 Eagle Row	1	Intentional Fire	0	0	\$0-99
Fraternity House 20 Eagle Row	0	N/A	0	0	N/A
Fraternity House 22 Eagle Row	0	N/A	0	0	N/A
Hamilton E. Holmes Hall 623 Pierce Promenade	0	N/A	0	0	N/A
Harris Hall 1340 Clifton Road	0	N/A	0	0	N/A
Raoul Hall 2 Eagle Row	0	N/A	0	0	N/A
Smith Hall 1310 Clifton Road	0	N/A	0	0	N/A
Sorority Village Apartment 11 Eagle Row	0	N/A	0	0	N/A

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Sorority Lodge A 11-A Eagle Row	0	N/A	0	0	N/A
Sorority Lodge B 11-B Eagle Row	0	N/A	0	0	N/A
Sorority Lodge C 11-C Eagle Row	0	N/A	0	0	N/A
Sorority Lodge D 11-D Eagle Row	0	N/A	0	0	N/A
Sorority Lodge E 11-D Eagle Row	0	N/A	0	0	N/A
Sorority Lodge F 11-F Eagle Row	0	N/A	0	0	N/A
Sorority Lodge G 11-G Eagle Row	0	N/A	0	0	N/A
Sorority Lodge H 11-H Eagle Row	0	N/A	0	0	N/A
Sorority Lodge I 11-I Eagle Row	0	N/A	0	0	N/A
Sorority Lodge J 11-J Eagle Row	0	N/A	0	0	N/A
Spanish House 746 Peavine Creek Drive	0	N/A	0	0	N/A
Thomas Hall 1310 Clifton Road	0	N/A	0	0	N/A
Turman Hall 640 Leans Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building A 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building B 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building C 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building D 2405 Dooley Drive	0	N/A	0	0	N/A
Woodruff Residential Center 1495 Clifton Road	0	N/A	0	0	N/A

<b>On-Campus Student Housing Facility Fires: January- December 2022</b>					
<b>Emory University –Oxford Campus –Atlanta, GA 30054</b>					
<b>Facility Name &amp; Address</b>	<b>Number of Fires</b>	<b>Cause of Fire</b>	<b>Number of Fire Related Injuries</b>	<b>Number of Fire Related Deaths</b>	<b>Amount of Property damage</b>
Bonnell Hall 160 Few Circle	0	N/A	0	0	N/A
Dickey Hall 160 Few Circle	0	N/A	0	0	N/A
Dowman Hall 160 Few Circle	0	N/A	0	0	N/A

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Elizer Hall 600 Haygood Street	0	N/A	0	0	N/A
Fleming Hall 702 Haygood Street	0	N/A	0	0	N/A
Haygood Hall 1501 Wesley Circle	0	N/A	0	0	N/A
Mods at West Village Blue 1514 Wesley Circle	0	N/A	0	0	N/A
Mods at West Village Gold 1510 Wesley Circle	0	N/A	0	0	N/A
Murdy Hall 600 Haygood Street	1	Unintentional Fire	0	0	\$100-999
Stone Hall 160 Few Circle	0	N/A	0	0	N/A

<b>On-Campus Student Housing Facility Fires: January- December 2023</b>					
<b>Emory University–Atlanta Campus–Atlanta, GA 30322</b>					
<b>Facility Name &amp; Address</b>	<b>Number of Fires</b>	<b>Cause of Fire</b>	<b>Number of Fire Related Injuries</b>	<b>Number of Fire Related Deaths</b>	<b>Amount of Property damage</b>
Alabama Hall 575 Asbury Circle	0	N/A	0	0	N/A
Asbury House 764 Peavine Creek Drive	0	N/A	0	0	N/A
Campus Crossings at Briarcliff 1659 Briarcliff Road Atlanta, GA 30306	0	N/A	0	0	N/A
Clairmont Residential Center Building E 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential center Building F 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building G 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Residential Center Building H 2445 Dooley Drive	0	N/A	0	0	N/A
Clairmont Tower Apartments 2425 Dooley Drive	0	N/A	0	0	N/A
Dobbs Hall 586 Asbury Circle	0	N/A	0	0	N/A
Eagle Hall (formerly Longstreet-Means Hall) 646 Means Drive	0	N/A	0	0	N/A
Emory Conference Center Hotel 1615 Clifton Road	0	N/A	0	0	N/A
Evans Hall 4 Eagle Row	0	N/A	0	0	N/A
Few Hall 4 Eagle Row	0	N/A	0	0	N/A

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Fraternity House 6 Eagle Row	0	N/A	0	0	N/A
Fraternity House 8 Eagle Row	0	N/A	0	0	N/A
Fraternity House 10 Eagle Row	0	N/A	0	0	N/A
Fraternity House 12 Eagle Row	0	N/A	0	0	N/A
Fraternity House 13 Eagle Row	0	N/A	0	0	N/A
Fraternity House 14 Eagle Row	0	N/A	0	0	N/A
Fraternity House 15 Eagle Row	0	N/A	0	0	N/A
Fraternity House 17 Eagle Row	0	N/A	0	0	N/A
Fraternity House 18 Eagle Row	0	N/A	0	0	N/A
Fraternity House 20 Eagle Row	0	N/A	0	0	N/A
Fraternity House 22 Eagle Row	0	N/A	0	0	N/A
Hamilton E. Holmes Hall 623 Pierce Promenade	0	N/A	0	0	N/A
Harris Hall 1340 Clifton Road	1	Unintentional Fire– Cooking	0	0	\$0-99
Raoul Hall 2 Eagle Row	0	N/A	0	0	N/A
Smith Hall 1310 Clifton Road	0	N/A	0	0	N/A
Sorority Village Apartment 11 Eagle Row	0	N/A	0	0	N/A
Sorority Lodge A 11-A Eagle Row	0	N/A	0	0	N/A
Sorority Lodge B 11-B Eagle Row	0	N/A	0	0	N/A
Sorority Lodge C 11-C Eagle Row	0	N/A	0	0	N/A
Sorority Lodge D 11-D Eagle Row	0	N/A	0	0	N/A
Sorority Lodge E 11-D Eagle Row	0	N/A	0	0	N/A
Sorority Lodge F 11-F Eagle Row	0	N/A	0	0	N/A
Sorority Lodge G 11-G Eagle Row	0	N/A	0	0	N/A
Sorority Lodge H 11-H Eagle Row	0	N/A	0	0	N/A
Sorority Lodge I 11-I Eagle Row	0	N/A	0	0	N/A
Sorority Lodge J 11-J Eagle Row	0	N/A	0	0	N/A
Spanish House	0	N/A	0	0	N/A

## Annual Security and Fire Safety Report 2024

746 Peavine Creek Drive					
Thomas Hall 1310 Clifton Road	0	N/A	0	0	N/A
Turman Hall 640 Leans Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building A 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building B 2405 Dooley Drive	0	N/A	0	0	N/A
Undergraduate Residential Center Building C 2405 Dooley Drive	1	Unintentional Fire– Cooking	0	0	\$0-99
Undergraduate Residential Center Building D 2405 Dooley Drive	0	N/A	0	0	N/A
Woodruff Residential Center 1495 Clifton Road	0	N/A	0	0	N/A

<b>On-Campus Student Housing Facility Fires: January- December 2023</b>					
<b>Emory University–Oxford Campus–Atlanta, GA 30054</b>					
Facility Name & Address	Number of Fires	Cause of Fire	Number of Fire Related Injuries	Number of Fire Related Deaths	Amount of Property damage
Bonnell Hall 160 Few Circle	0	N/A	0	0	N/A
Dickey Hall 160 Few Circle	0	N/A	0	0	N/A
Dowman Hall 160 Few Circle	0	N/A	0	0	N/A
Elizer Hall 600 Haygood Street	0	N/A	0	0	N/A
Fleming Hall 702 Haygood Street	0	N/A	0	0	N/A
Haygood Hall 1501 Wesley Circle	0	N/A	0	0	N/A
Mods at West Village Blue 1514 Wesley Circle	0	N/A	0	0	N/A
Mods at West Village Gold 1510 Wesley Circle	0	N/A	0	0	N/A
Murdy Hall 600 Haygood Street	0	N/A	0	0	N/A
Stone Hall 160 Few Circle	0	N/A	0	0	N/A

### Section V: Crime Statistics 2021, 2022, and 2023

#### Clery Act Definitions

**Murder/Non-Negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.

**Manslaughter by Negligence:** The killing of another person through gross negligence.

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

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

**Burglary:** The unlawful entry of a structure to commit a felony or a theft.

**Motor Vehicle Theft:** The theft of attempted theft of a motor vehicle.

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

**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. This offense includes the rape of both males and females.

Under Georgia law **OCGA §16-6-1**, **rape** is defined as a man having carnal knowledge of a female forcibly and against her will. In this instance, carnal knowledge is very specifically defined as penetration of the female sex organ (vagina) by the male sex organ (penis). Rape can occur even between spouses, so the defendant cannot use the fact that he is married to the person accusing him of rape as a defense.

Under Georgia law **OCGA §16-6-2**, **sodomy** is oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Under Georgia law **OCGA §16-6-22.2**, **aggravated sexual battery** is the use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

**Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent. Under Georgia law **OCGA §16-6-3**, statutory rape is when an individual engages in sexual intercourse with any person under the age of 16 and not his or her spouse. If the offender is 18 years or younger, and the victim is between 14-16 years of age, the offender is guilty of a misdemeanor.

**Fondling:** the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable



of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

**Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. Under Georgia law **OCGA §16-6-22** outlines the different types of relationship that would fall into this category.

**Domestic Violence:** Includes felony or misdemeanor crimes of violence committed:

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of Georgia; or
- By any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of Georgia.

The state of Georgia has defined **Domestic Violence** under **OCGA §19-13-1** as the occurrence of one or more of the following acts between past or present spouses, persons who are parents of the same child, parents and children, stepparents and stepchildren, foster parents and foster children, or other persons living or formerly living in the same household: 1) and felony; or 2) commission of offenses of battery, simple battery, simple assault, assault, stalking, criminal damage to property, unlawful restraint, or criminal trespass.

**Dating Violence:** Is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

The state of Georgia has defined **Dating Violence** under **OCGA §19-13A-1** which means the occurrence of one or more of the following acts between persons who are currently, or within the last 12 months were, in a dating relationship any felony or commission of the offenses of simple battery, battery, simple assault, or stalking.

**Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. *Course of Conduct* means two or more acts, including, but not limited to, 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. *Reasonable Person* means a reasonable person under similar circumstances and with similar identities to the victim. *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

The state of Georgia has defined **Stalking** under **OCGA §16-5-90** stating that a person commits

the offense of stalking when he or she follows, places under surveillance, or contacts another person at or about a place or places without the consent of the other person for the purpose of harassing and intimidating the other person; or when such person, in violation of a bond to keep the peace posted pursuant to Code Section 17-6-110, standing order issued under Code section 19-1-1, temporary restraining order, temporary protective order, permanent restraining order, permanent protective order, preliminary injunction, or permanent injunction or condition of probation, or condition of parole in effect prohibiting the harassment or intimidation of another person, broadcasts or publishes, including electronic publication, the picture, name, address, or phone number of a person for whose benefit the bond, order, or condition was made and without such person's consent in such a manner that causes other persons to harass or intimidate such person and the person making the broadcast or publication knew or had reason to believe that such broadcast or publication would cause such person to be harassed or intimidated by others.

**Hate Crimes:** A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Hate crimes include the Clery crimes listed above plus the following:

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

**Criminal Damage to Property/Vandalism:** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

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

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

**Arrest:** Persons processed by arrest, citation, or summons.

**Referred for Disciplinary Action:** The referral of any faculty, staff, or student to any official who initiates a disciplinary action of which a record is established, and which may result in the imposition of a sanction.

**Weapons Law Violation:** The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

**Drug Abuse Violation:** The violations of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drug. **See chart for all Drug laws in the State of Georgia page 22.**

**Liquor Law Violation:** The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence or drunkenness. **See chart for all Liquor laws in the State of Georgia page 22.**

### Clery Act Geography

**On-Campus Locations:** Any building or property owned or controlled by Emory within the same reasonably contiguous geographic area (within a mile) and used by Emory in direct support of, or in a manner related to, the institution's educational purposes.

**Emory has 10 distinct campuses**—Atlanta campus, Oxford campus, Carter Center, Emory University Midtown Hospital, Emory St. Joseph's Hospital, Emory Johns Creek Hospital, Emory-Decatur Hospital, Emory Hillandale Hospital, Emory LTAC Hospital, and the Grady-area campus.

**On-Campus Student Housing:** Any building or property that is owned or controlled by Emory, that is reasonably contiguous geographically, and advertised or reserved to be student housing.

**Emory has 2 campuses that have student housing: Atlanta campus and Oxford campus.**

**Non-Campus Locations:** Any building or property owned or controlled by a student organization that is officially recognized by Emory; or any building or property owned or controlled by Emory that is used in direct support of, or in relation to, Emory's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

**Public Property Locations:** All public property, including thoroughfares, streets, sidewalks, and parking facilities that is within the campus, or immediately adjacent to and accessible from the campus.

### Clery Hate Crime Statistics 2021, 2022, 2023

The Oxford campus, Carter Center campus, Emory Decatur Hospital campus, Emory Hillandale Hospital campus, Emory LTAC Hospital campus, Emory Johns Creek Hospital campus, Emory St. Joseph's Hospital campus, and Grady-area campus did not report any hate crime incidents in 2021, 2022, 2023. The Atlanta and EUH Midtown Campuses reported hate crime

incidents in 2021, 2022, and 2023. See below incidents descriptions.

**Atlanta Hate Crime Statistics**

Year	Description
2021	One on-campus burglary characterized by religious bias; One on-campus property damage incident characterized by religious bias; One on-campus intimidation incident characterized by religious bias; Two on-campus intimidation incidents characterized by racial bias; Two on-campus property damage incidents characterized by racial bias; One on-campus larceny incident characterized by sexual orientation bias; One on-campus simple assault characterized by national origin bias;
2022	One on-campus property damage incident characterized by sexual orientation bias; One non-campus intimidation incident characterized by religious bias; One public property, property damage incident characterized by sexual orientation bias;
2023	One on-campus intimidation characterized by national origin/religion bias;

**Midtown Hate Crime Statistics**

Year	Description
2021	One on-campus simple assault incident characterized by gender identity bias;
2022	Two on-campus simple assault incidents characterized by racial bias; One on-campus intimidation incident characterized by racial bias; Two on-campus property damage incidents characterized by racial bias;
2023	Two public property simple assault incidents characterized by racial bias;

**Clery Crime Statistics 2021, 2022, 2023**

Below outline the crime statistics reported to Campus Security Authorities over the previous three years. This year’s report covers 2021, 2022, and 2023 statistics. **Note that “On-Campus Property” includes incidents that occurred on the designated campus, in addition to “On-Campus Student Housing” column. For example, if a campus reported 3 burglaries in on-campus student housing, and 5 burglaries on-campus property, the “On-Campus Property” column would report 8 incidents of burglary.**

Additionally, the Atlanta and Oxford campuses are the only two locations that have designated “On-Campus Student Housing” facilities. If a campus does not report On-Campus Student Housing, or Non-Campus property, those columns will be grayed out to indicate that the property does not have these designated reportable Clery Geography.

## Emory Atlanta Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	1	0	0	0
Rape	6	5	0	0	14	5	0	0	11*	3*	0	0
Fondling	7	3	0	0	12	2	0	0	11*	3*	1	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	1	0	0	0	0	2	1	0	1
Aggravated Assault	4	0	0	0	6	4	0	0	8	3	0	0
Burglary	29	4	0	0	28	13	0	0	45	16	0	0
Motor Vehicle Theft	5	1	0	0	1	0	0	0	8	1	0	0
Arson	1	1	0	0	1	1	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	3	0	0	0	7	0	0	0	12	2	0	0
Dating Violence	2	0	0	0	18	9	0	0	6*	4*	0	0
Stalking	12	5	0	0	19	2	1	2	62	18	2	1
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	1	1	0	1
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	6	0	0	0
<b>Campus Violations Referral</b>												
Drug Law Violation	24	22	0	0	1	0	0	0	17	7	0	0
Liquor Law Violation	129	129	0	0	141	141	0	0	131	125	0	0
Weapons Law Violation	1	0	0	0	1	0	0	0	1	0	0	0
Unfounded Incidents	2				7				3			

\* In 2023, Emory received a report of a series of incidents—including rape, fondling, and stalking—that purportedly occurred between two people in the context of a dating (intimate) relationship over a period of months. The report specifically identified 1 rape, 1 fondling, 1 stalking, and 3 dating violence incidents, each of which is included in the University’s 2023 crime statistics. The report was not specific enough, however, for Emory to confirm how many additional instances of rape, fondling, and dating violence might have occurred between the parties, or to confirm whether any such incidents occurred within the University’s Clery geography. The University has confirmed that the reported course of conduct does not present a current or ongoing safety threat. The University shares this information here to ensure that it is providing as accurate a picture as possible of campus safety.

## Emory Oxford Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	2	1	0	0	2	2	0	0	0	0	0	0
Fondling	0	0	0	0	2	2	0	0	2	2	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	2	2	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	1	1	0	0	0	0	0	0
Stalking	0	0	0	0	2	1	0	0	1	1	0	0
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	1	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Referral</b>												
Drug Law Violation	0	0	0	0	1	0	0	0	2	2	0	0
Liquor Law Violation	63	63	0	0	17	0	0	0	9	7	0	0
Weapons Law Violation	1	0	0	0	0	0	0	0	0	0	0	0
Unfounded Incidents	0				0				0			

## Emory University Hospital Midtown Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	2	0	0	0	0	0	0	0	2	0	0	0
Fondling	4	0	0	0	4	0	0	0	3	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	1	0	0	1	2	0	0	1	0	0	0	0
Aggravated Assault	0	0	0	4	2	0	0	0	9	0	0	1
Burglary	2	0	0	0	3	0	0	0	7	0	0	0
Motor Vehicle Theft	1	0	0	0	2	0	0	1	4	0	0	0
Arson	2	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	3	0	0	0	5	0	0	0	8	0	0	1
Dating Violence	3	0	0	1	0	0	0	0	4	0	0	1
Stalking	1	0	0	0	2	0	0	0	6	0	0	1
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	0	2	0	0	0	4	0	0	0
Liquor Law Violation	0	0	0	2	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	1	0	0	0	0	4	0	0	1
<b>Campus Violations Referral</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	1	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded Incidents	0				3				1			

## Carter Center Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	1	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Referral</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded Incidents	0				0				0			



## Emory Decatur Hospital Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	2	0	0	0	0	0	0	0	0	0	0	0
Fondling	1	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	3	0	0	0	0	0	0	0	3	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	1	0	0	0	1	0	0	0	0	0	0	0
Arson	0	0	0	0	1	0	0	0	2	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	1	0	0	0	1	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	1	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	1	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Referral</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded Incidents	0				0				0			

## Emory Grady-area Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	1	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	1
Aggravated Assault	0	0	0	0	0	0	0	1	0	0	0	0
Burglary	1	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Referral</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded Incidents	0				0				0			

## Emory Hillandale Hospital Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	3	0	0	0	2	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	1	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	1	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	1	0	0	0	0	0	0	0	3	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	1	0	0	0	0	0	0	0	1	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Referral</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded Incidents	0				0				0			

## Emory Johns Creek Hospital Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	2	0	0	0	2	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	1	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	1	0	0	0	1	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Referral</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded Incidents	0				0				0			

## Emory LTAC Hospital Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	2	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Referral</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded Incidents	0				0				0			

## Emory Saint Joseph's Hospital Campus

	2021				2022				2023			
	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property	On-Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
<b>Criminal Offenses</b>												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	1	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	1	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Arrest</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
<b>Campus Violations Referral</b>												
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded Incidents	0				0				0			

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