UNIVERSITY POLICIES

A. Abortion Policy

Services for the purpose of abortion are not available to students through Creighton University.

Creighton University, a Jesuit, Catholic University, is convinced that the hope of humanity is the ability of men and women to seek the truths and values essential to human life. We value the dignity of life and the goodness of sexual expression according to the teachings of the Catholic faith. The University must however recognize the privacy of the individual’s conscience. We cannot and do not police the domain of private conscience.

B. Alcohol and the Creighton Student

Creighton University recognizes that alcohol is a major influence on today’s college campus and that it has a responsibility to educate students and their families on University expectations regarding alcohol. Furthermore, Creighton recognizes that it must go beyond simply informing students and their families about the legal consequences resulting from alcohol use, as Creighton’s response must also address the social realities of our students while continuing to promote and educate students about the benefits of living a healthy lifestyle. The following details Creighton’s approach to alcohol education, the effects of alcohol on the human body, and the University’s alcohol policies.

1. Creighton’s Approach to Alcohol Education

As is mentioned later in this section, Creighton’s alcohol policies are straightforward and enforce state and federal law. The University’s educational position, however, calls for a response to alcohol education that goes beyond legal consequences. At Creighton, we believe the response to alcohol education must also meet the health and wellness needs of our students, while also taking into account the decisions they may choose to make as a result of their need to socialize.

Creighton University expects its students to abandon high-risk drinking.

Creighton’s approach to alcohol education, entitled “Blue Zone: Zero to Three.” The Blue Zone is defined as the following:

ZERO drinks if underage, driving, pregnant or on medication.
Never more than THREE drinks on any one occasion.
And remember never have more than ONE drink in an hour!

Creighton University defines one (1) drink as: a 12 oz beer, a 5 oz glass of wine, or a 1.25 oz shot of liquor, either straight or mixed. This definition is consistent with the guidelines from the National Institute for Alcoholism and Alcohol Abuse.

Educating students on this low-risk approach to alcohol consumption is Creighton’s way of setting students up for success with the choices they are beginning to make as young adults. It is also an approach that challenges students to remember their responsibility to themselves and their own personal health as well as to the greater community.

2. Alcohol and the Body

Every person reacts differently to alcohol; some people are affected only slightly and others severely. Alcohol is a central nervous system depressant, which means the brain and spinal cord
are affected and react more slowly when there is alcohol in a person’s system. The more alcohol in the system, the more depressed is the central nervous system, and the greater effect. There are increased incidences of falls, accidents, vandalism, destruction of property, arguments, fights, acquaintance rape, other violence, and risk-taking behavior when a person is under the influence of alcohol. There is diminished performance for 24-72 hours after having had too much to drink because of the by-products produced from the metabolism of alcohol.

Some people are more susceptible to becoming addicted to alcohol than are others. This addiction is more likely to occur if a person drinks alcohol regularly at a young age (before 18) and/or if a parent, grandparent, aunt, uncle, brother or sister has a history of alcohol abuse. There is, as yet, no way to know who is most susceptible to developing alcoholism or any other adverse health effects from alcohol.

3. **Creighton University’s Alcohol Policies**

   Creighton University defines misuse or abuse of alcohol as:

   “Any alcohol-related behavior that adversely affects a person’s life in regard to physical health, feelings of self-esteem, personal or family relationships, educational and occupational goals, or one’s standing in regard to local, state or federal laws”.

   Creighton University defines binge drinking as:

   “Activities that encourage irresponsible drinking (including, but not limited to, drinking games, chugging, and shots), are not permitted”.

   The University is committed to developing and sustaining University wide health norms to facilitate preventing problems related to drinking, providing resources for intervention and assistance, and maintaining a safe environment free of coercion for those who choose not to drink.

   Thus, it is the position of Creighton University to promote informed choices about the responsible use of alcohol on its campus by all members of the community. Since it is important that people be aware of their responsibilities and University expectations, the following guidelines are set forth.

4. **CARE (Creighton Alcohol Recovery and Education)**

   To assist students in an understanding of the impact alcohol can have on their lives, CARE is a program implemented to care for intoxicated students who could be in danger of hurting themselves or others. It provides students with proper medical attention and a safe environment in which to recover.

   CARE Standard Operating Procedures for Intoxicated Students:
   a. A student is identified as potentially being intoxicated by demonstrating impaired judgment, impaired reactions, decreased coordination or unresponsiveness.
   b. Medical assessment and field sobriety tests are administered.
   c. The student is transported to CUMC if determined appropriate by the medical assessment.
   d. Parents are notified.
   e. Student is assessed by a CUMC physician to determine course of action. At risk students are hospitalized or placed in CARE where they will be monitored by nursing staff and provided with fluids and food.
   f. Student is released from CUMC with the approval of a CUMC physician. If the student is an on-campus resident, the Resident Director on Duty is notified.
g. The incident is documented and referred for disciplinary action, which normally results in a student status of disciplinary probation or suspension; $250 restitution fee; and educational sanctions.

h. If the student fails to comply with CARE Standard Operating Procedures the student may be immediately suspended or expelled from the University.

Opportunities: CARE Alternative Course - In response to concerns that students who have been to CARE face severe and long-lasting disciplinary consequences, Student Integrity has developed Opportunities: CARE Alternative Course. This program is an option for students who are compliant with University officials during the documentation of their CARE incident. Any student who is in failure to comply during an incident is not eligible for the program. Any student who has previously been to CARE is not eligible for the program. For more information, contact Student Integrity.

Marijuana 101: Drug Use/Possession Course - In response to concerns that students who have been through the Student Integrity process for drug use multiple times without effective sanctioning, Student Integrity has researched and found a course to continue the education of students and foster critical thinking skills. In alignment with the Jesuit values and tenants of Cura Personalis, Magis, and the Creighton Student Credo, this program was researched with the intent of growth of the whole person. After an incident involving the possession/use of illegal substances, it is important to see the students as individuals, and this process aims to lead all its members in discovering and embracing the challenging responsibilities of their intelligence, choices and future. We believe this program is a valuable tool to combat attitudes and choices concerning drug use, and more specifically marijuana use.

5. Good Samaritan Provision
As a part of this responsibility to others, students are expected to immediately report conduct or activity which poses a danger to the community or its members. This is most important in medical emergencies due to alcohol use. Students should not hesitate to seek help because of fear of disciplinary action. The welfare of everyone in this community is paramount, and Creighton University encourages students to offer healing and assistance to others in need even under the effects of alcohol. In most cases, the help seeker will not be held responsible with a policy violation under Creighton’s Code of Conduct. The help seeker must actively seek medical assistance, give their name to the university official, and must remain cooperative at the scene.

In such cases where a help seeker would be present, the following actions will take place:
1.) The help seeker will be documented and titled with the term “help seeker” next to their name in the report (as reported by RA, RD, Public safety, or other university officials to whom the help seeker sought out).
2.) The help seeker will meet with Student Integrity to discuss the situation that occurred. At this point, the Student Integrity staff member will determine the severity of the incident that took place. In most cases the help seeker will not be held responsible, however, in the case of other policy violations (vandalism, sexual assault, violence, etc.) the student may be held to different standards and practices when outside the scope of this policy.

The risks of being a help seeker include:
1.) Potential for documentation of policy violation
2.) Potential to go through C.A.R.E. program
3.) Potential for other repercussions as deemed appropriate by Student Integrity when outside the scope of this policy.
The risks of NOT being a help seeker include:
   1.) Lack of adequate medical assistance when needed
   2.) Risk for medical emergencies
   3.) Potential for University violations and documentation
   4.) Potential for many other risks in relation to severe alcohol intoxication incidents

6. **On-Campus Alcohol Use**
   a. Prior approval must be obtained from the Vice Provost for Student Life (or his/her designee) for any activity where alcohol is present. It will be necessary to complete and adhere to an alcohol contract obtainable from the Student Leadership and Involvement Center.
   b. Any sponsoring organization or group which serves alcohol at their events must use trained servers from University Dining Service. Students must present a valid ID and their student ID.
   c. Sponsoring organizations or groups assume responsibility for their social events. This responsibility includes insuring that only those of legal drinking age possess and/or consume alcoholic beverages, refusing to serve people who appear, act, or behave in an intoxicated manner; providing sufficient quantities of non-alcoholic beverages as dictated by the event and the crowd; and, finally, providing sufficient quantities of food throughout the event. In addition, the group has the responsibility of restricting alcohol to the designated area.
   d. Advertisement for any event on campus shall be in good taste and conform to the posting policy. Those events involving alcohol shall conform to the “Creighton University Guidelines for Promotion of Events Where Alcohol Will Be Served”.
   e. Public advertising or open access to social events where alcoholic beverages are being served are not in the best interest of the sponsoring group or of Creighton University. Therefore, any event open to the general public will not be given permission to serve alcohol.
   f. For those on-campus social events where students are present and alcoholic beverages are being served, Public Safety personnel shall be notified of the event by the sponsoring group or organization to determine whether or not an officer should be present. The sponsoring group is responsible for any expenses that might result.
   g. Residents of the residence halls, if of legal drinking age, may possess alcohol within the confines of their room or apartment but may not use/consume it when minors are present.
   h. Irresponsible Alcohol Use: Students living in the residence halls and student organizations shall not possess irresponsible amounts of alcohol, nor should they provide irresponsible amounts of alcohol to members, residents, or guests of legal drinking age. Alcohol is only to be used in a responsible manner by individuals over the age of 21. Large amounts of alcoholic beverages are prohibited in the residence halls and at events a reasonable outsider would associate with student organizations. This includes, but is not limited to: kegs, handles of liquor, and boxed wine(s), along with beer that contain 7% or more alcohol percentage by volume. Games, behaviors, or devices that promote the rapid consumption of alcohol are similarly prohibited.
   i. Consuming or possessing open containers of alcoholic beverages is prohibited in hallways, bathrooms, stairwells, general lounges, lobbies, study rooms, and all public areas.

7. **Off-Campus Alcohol Use**
   a. Student organizations holding off-campus events where alcohol is present are responsible for full compliance with the appropriate state law. In those rare cases where a student organization would fail to accept or assume responsibility, the officers of the organization will be held accountable for behavior of their members and their invited guests.
   b. Fraternity/Sorority organizations governed by Interfraternity and Panhellenic Councils have implemented specific alcohol guidelines that must be adhered to by Greek organizations.

8. **Violations**
a. Violations of the Alcohol Policy will be referred to the Office of the Vice Provost for Student Life for the appropriate action.

b. Violations of the policy will be subject but not limited to:
   i. suspension of “alcohol use” privileges.
   ii. fines
   iii referral for evaluation (in case of individuals) of possible drinking related problems.
   iv. suspension of University approval for the sponsoring organization or group.
   v. other University disciplinary action.

9. Douglas County (Omaha) and Nebraska State Laws Regarding Alcohol
   a. No person shall sell, give away, dispose of, exchange, or deliver, or permit that sale, gift, or procuring of any alcoholic liquors, to any person under the age of twenty-one. Any person violating this law is guilty of a Class I misdemeanor.

   b. No one under the age of twenty-one shall obtain, or attempt to obtain, alcoholic liquor by misrepresentation of age. Any person violating this law is guilty of a Class III misdemeanor.

   c. No one under the age of twenty-one may sell or dispense or have in his or her possession or physical control any alcoholic liquor in any tavern or in any other place including public streets, alleys, roads, highways, or inside any vehicle. Any person violating this law is guilty of a Class III misdemeanor.

   d. Any person who knowingly manufactures, creates, alters any form of identification for the purpose of sale or delivery of such form of identification to a person under the age of twenty-one shall be guilty of a Class I misdemeanor. Forms of identification are defined as any card, paper, or legal document that may be used to establish the age of the person named thereon for the purpose of purchasing alcoholic liquors.

   e. Good Samaritan Provision of Nebraska Underage Drinking Law: Subsection of this 53-180.02 shall apply if the person; Requested emergency medical assistance in response to the possible alcohol overdose of himself or herself or another person as soon as the emergency situation is apparent after such violation of section 53-180.02 was the first person to make a request for medical assistance under subdivision (b)(i) of this subsection as soon as the emergency situation is apparent after such violation of section 53-180.02; and when emergency medical assistance was requested for the possible alcohol overdose of another person:
      (A) Remained on the scene until the medical assistance arrived; and
      (B) Cooperated with medical assistance and law enforcement personnel.
      (C) A person shall not initiate or maintain an action against a peace officer or the employing state agency or political subdivision based on the officer's compliance with subdivision (b) of this subsection.

10. Guidelines for the Promotion of Events Where Alcohol Will be Served
   a. Marketing programs specifically targeted for students on campus must conform to the Creighton University code of student conduct and must avoid demeaning sexual, racial, or other discriminatory references.

   b. Promotion materials must neither encourage any form of alcohol abuse nor make reference to the amount of alcoholic beverage (such as the number of beer kegs available or expressions like “all you can drink.”)

   c. Alcoholic beverages (such as kegs or cases of beer) must not be provided as free awards to individual students or campus organizations.

   d. No uncontrolled sampling as part of campus marketing programs shall be permitted and no sampling, or other promotional activities, shall include “drinking contests.”
e. Where controlled sampling is allowed by law and institutional policy, it must be limited as to time and quantity. Principles of good hosting must be observed including availability of alternative beverages, food, and planned programs. The consumption of alcohol must not be the sole purpose of any promotional activity.

f. Promotional activities must not be associated with otherwise existing campus events or programs without the prior knowledge and consent of the Vice Provost for Student Life Office.

g. Display or availability of promotional materials must follow the poster policy developed by Creighton University. All marketing programs must have educational value and subscribe to the philosophy of responsible and legal use of the products represented. All promotional materials will include the following language “Alcohol will only be available to those of age and with proper photo identification.”

h. Alcohol advertising on campus or institutional media, including that which promotes events as well as product advertising, must not portray drinking as a solution to personal or academic problems of students or as necessary to social, sexual, or academic success.

i. Advertising and other promotional campus activities must not associate the consumption of alcohol with the performance of tasks that require skilled reactions such as the operation of motor vehicles or machinery.

j. Local off-campus promotional activities, primarily directed to students, must be developed in cooperation with the Associate Vice Provost for Student Engagement.

A. Anti-Retaliation
Students have the right to be free from retaliation. Threats or other forms of intimidation or retribution against a student who files a complaint, participates in an investigation, appears as a witness at an administrative hearing, or opposes an unlawful act, discriminatory practice or policy, are prohibited and subject to university student discipline procedures. If a student has a complaint of retaliation, the student should use the procedures available under the Student Code of Conduct, the Harassment, Discrimination, Sexual and Relationship Misconduct Policy or other policies outlined in this handbook.

For assistance with procedures, contact the Office of Equity and Inclusion (402) 280-3189 or the Office of the Vice Provost for Student Life at (402) 280-2775.
B. **Children and Vulnerable Adults**
In order to ensure that the appropriate supervision of children and vulnerable adults who are involved in University-sponsored programs and programs held at the University, including the housing of children and vulnerable adults in University residence halls, it is necessary to establish certain requirements governing the presence of children and vulnerable adults on the University's campus.

These requirements are as follows:

1. All children and vulnerable adults not registered for classes who are otherwise participating in a University-sponsored program or a program taking place on University property must be supervised by an authorized adult(s) at all times while they are participating in that program.
2. All supervised children and vulnerable adults participating in a University-sponsored program or a program taking place on University property are permitted in the general use facilities (athletic facilities, public spaces, academic buildings, food services area etc.) but may be restricted from certain areas of the facilities or from utilizing certain equipment.
3. Children and vulnerable adults are permitted at events and venues open to the public. However, the University reserves the right to determine, in its sole discretion, whether selected events or venues are appropriate for children.

[Click here](#) for more information on this policy and training requirements to become an authorized adult.

C. **Communicable Diseases**
Creighton University strives to provide a campus environment that promotes good health, reserves the right to require specific immunization data from students and expects that each person will comply with immunization policy requirements, methods of preventing non-vaccine preventable diseases, as well as any infectious disease control programs developed at Creighton University. Noncompliance will result in denial of registration privileges, exclusion from University activities, educational clinical experiences and/or employment.

D. **Contraceptives Policy**
Contraceptives for the purpose of birth control are not available to students through Creighton University.

Creighton University, a Jesuit, Catholic University, is convinced that the hope of humanity is the ability of men and women to seek the truths and values essential to human life. We value the dignity of life and the goodness of sexual expression according to the teachings of the Catholic faith. The University must however recognize the privacy of the individual’s conscience. We cannot and do not police the domain of private conscience.

G. **Dating Violence**
A pattern of intimidation, physical assault, sexual assault, and/or other abusive behavior committed by one partner in a social relationship of a romantic or intimate nature (serious, casual, monogamous or not, short or long-term) against the other current or former partner. Examples of dating violence include, but are not limited to:

- Physical: Hitting, slapping, shoving, punching, grabbing, pinching, biting, hair pulling, strangling.
- Sexual: Sexual assault, coercing or attempting to coerce any sexual act without consent, treating an individual in a sexually demeaning manner.
- Emotional: Actions and/or words that diminish an individual’s self-worth or self-esteem.
• Psychological: Threats of physical harm to self, partner, children, or partner’s family or friends, destruction or threats of destruction of pets or property, forced isolation from family, friends, school and/or work, or any behaviors that intimidate, manipulate, humiliate, isolate, frighten, coerce, threaten, blame, or injure someone.

• Economic: Withholding an individual’s access to money, restricting access to an individual’s education or employment, maintaining total control over an individual’s financial resources.

Creighton University prohibits all forms of harassment, discrimination, sexual and relationship misconduct including dating violence. When there is reasonable cause to suspect a violation of the Harassment, Discrimination, Sexual and Relationship Misconduct policy the University will:

• Conduct a prompt, thorough, and impartial investigation;
• Provide access to process navigators/advocates to assist both the reporting party and the responding party throughout the course of the investigation; and
• Put in place interim measures such as contact restrictions, and housing or class reassignments.

Advocacy
Creighton’s Violence Intervention and Prevention Center (VIP Center) provides confidential advocacy to first- and second-hand survivors of sexual violence, dating violence, stalking, harassment, discrimination, and more. An advocate is someone who will provide one-on-one individualized support to individuals. These services are free, confidential, and available to all students. Services include:

• Support after an incident of violence
• Safety Planning
• Assistance with class absences, coursework extensions, transportation, and housing
• Assistance with reporting incidents, both on and off campus
• Assistance filing protection orders
• Resources to support a friend, partner, or family member
• Campus and community referrals

For additional information contact the VIP Center at (402) 280-3794 or vipcenter@creighton.edu.

How to Report
Individuals who believe they have experienced dating violence and who desire University assistance in dealing with the situation should immediately report the details by contacting the Office of Equity and Inclusion at (402) 280-3189, at oe@creighton.edu, or the online form. For additional information see the University’s Harassment, Discrimination, Sexual and Relationship Misconduct Policy #2.1.25.

Anti-Retaliation
The University expressly prohibits any form of retaliatory action against any individual for filing a bona fide complaint under this Policy or for assisting in a complaint investigation. If you feel that you have been retaliated against, contact the Office of Equity and Inclusion to report at (402) 280-3189. Additional information is available under VI. University Policies, Section DD Respect for the Dignity of the Person.

H. Discrimination
Any distinction, preference, advantage for or detriment to an individual compared to others that is based upon an individual’s actual or perceived race, color, religion, sex, marital status, national origin, age, disability, citizenship, sexual orientation, gender identity, gender expression, veteran status, and any other
groups protected by federal, state or local statutes. The conduct must be so objectively offensive as to alter the conditions of the individual’s employment or educational experience.

Creighton University prohibits all forms of discrimination. When there is reasonable cause to suspect a violation of the Harassment, Discrimination, Sexual and Relationship Misconduct policy the University will:

- Conduct a prompt, thorough, and impartial investigation;
- Provide access to process navigators/advocates to assist both the reporting party and the responding party throughout the course of the investigation; and
- Put in place interim measures such as contact restrictions, and housing or class reassignments.

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- Campus and community referrals

For additional information contact the VIP Center at (402) 280-3794 or vipcenter@creighton.edu.

How to Report
Individuals who believe they have experienced discrimination and who desire University assistance in dealing with the situation should immediately report the details by contacting the Office of Equity and Inclusion at (402) 280-3189, at oeii@creighton.edu, or the online form. For additional information see the University’s Harassment, Discrimination, Sexual and Relationship Misconduct Policy #2.1.25.

Anti-Retaliation
The University expressly prohibits any form of retaliatory action against any individual for filing a bona fide complaint under this Policy or for assisting in a complaint investigation. If you feel that you have been retaliated against, contact the Office of Equity and Inclusion to report at (402) 280-3189. Additional information is available under VI. University Policies, Section DD, Respect for the Dignity of the Person.

I. Diversity and Inclusion
Creighton University, inspired out of a Catholic and Jesuit tradition, treasures the innate dignity of each member of our community and upholds the sanctity of each human being as a profound gift of God. Finding the resplendence of the divine reflected in the uniqueness of every person, we seek, acknowledge and celebrate diversity at Creighton because our Catholic and Ignatian heritage inspires and impels us to do so. Diversity in principle is the “service of faith in the promotion of justice”. Diversity enhances our social selves and intellectual lives by exposing all of us to methods, styles and frames of reference that challenge our unexamined assumptions helping us unmask personal, cultural, institutionalized, and organizational discrimination and stigmatization, recognizing that ignorance and
stereotypes create and sustain privileges and preference for some, while creating and sustaining marginalization and oppression for others.

In a truly catholic context, diversity at Creighton commends inclusion as a prudential, virtuous, and practical principle. Celebrating diversity at Creighton is an invitation to incarnate our mission to educate lifelong learners who will be agents for change in our local communities and in the world. Diversity at Creighton animates our varied intellectual pursuits and enriches our mission to “seek Truth in all its forms.” To this end, Creighton faculty, staff, students and administrators seek to foster an environment of awareness, inclusion, and compassion for everyone in our community and our guests, regardless of age, culture, faith, ethnicity, immigrant status, race, gender, sexual orientation, language, physical appearance, physical ability, or social class. Our caring, hospitable community, our attention to those who are underserved, our academic and co-curricular offerings, and our admissions, hiring, and promotion policies all give testimony to our desire to make Creighton a welcoming, inclusive community. We do this by constant vigilance and reassessment of our campus climate, reaching out to those who are marginalized and whose voices are muted by the mainstream.

J. Domestic Violence

A pattern of intimidation, physical assault, sexual assault, and/or other abusive behavior committed by one partner against the other partner where the individuals are current or former spouses, individuals who share a child in common, or individuals who are cohabitating or who have cohabitated. Examples of domestic violence include but are not limited to:

- Physical: Hitting, slapping, shoving, punching, grabbing, pinching, biting, hair pulling, strangling.
- Sexual: Sexual assault, coercing or attempting to coerce any sexual act without consent, treating an individual in a sexually demeaning manner.
- Emotional: Actions and/or words that diminish an individual’s self-worth or self-esteem.
- Psychological: Threats of physical harm to self, partner, children, or partner’s family or friends, destruction or threats of destruction of pets or property, forced isolation from family, friends, school and/or work, or any behaviors that intimidate, manipulate, humiliate, isolate, frighten, coerce, threaten, blame, or injure someone.
- Economic: Withholding an individual’s access to money, restricting access to an individual’s education or employment, maintaining total control over an individual’s financial resources.

Creighton University prohibits all forms of harassment, discrimination, sexual and relationship misconduct, including domestic violence. When there is reasonable cause to suspect a violation of the Harassment, Discrimination, Sexual and Relationship Misconduct policy the University will:

- Conduct a prompt, thorough, and impartial investigation;
- Provide access to process navigators/advocates to assist both the reporting party and the responding party throughout the course of the investigation; and
- Put in place interim measures such as contact restrictions, and housing or class reassignments.

Advocacy

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Additional information is available under VI. University Policies, Section DD, Respect for the Dignity of the Person.

K. Drug Use

1. Health Effects
Every person reacts differently to drugs; some people are affected only slightly and others are severely affected. There is no completely safe drug. Illicit drugs can be harmful to health for two reasons: the effect of the drug itself and the effect of by-products, which result from processing the illicit drug.

Almost all illicit drugs are used to change a person’s mood, or the way s/he feels. Any drug that changes mood does so by affecting the central nervous system and changing its ability to react normally. For example, stimulants make the central nervous system overactive while narcotics and depressants decrease its ability to react.

Illicit drugs also carry a high risk of psychological or physical dependence, i.e., the user starts to count on the drug to regulate his/her mood, and is unable to perform routine activities without using the drug. When the body develops tolerance for and dependence on a drug, then physical dependence (addiction) is the result. The body is unable to function without an adequate supply of the drug, and will have withdrawal symptoms when the supply is not adequate. Withdrawal may be as minor as discomfort (headache, restlessness and irritability) or result in major symptoms such as grand mal seizures, coma, and death.

There is no certain way to know who is most likely to develop dependence, but it is known that people who have developed dependence on alcohol or have family members who are dependent on alcohol or drugs are at greater risk. Those who are frequently depressed have suicidal thoughts, have had hallucinations or delusions should avoid street drugs because using them could make the illness worse, or cause a relapse.

2. Creighton Policy
As an academic institution, Creighton University’s goal is to alleviate the problem of illegal drug use, preferably in a manner that educates rather than one that punishes. However, Creighton community members are subject to the same local, state and federal laws that govern all citizens, including those laws that concern the use, sale and possession of drugs. Therefore, persons engaging in such illegal actions will be subject to disciplinary procedure up to and including suspension and expulsion. Individuals cannot be protected by the University from the possible additional legal consequences of their acts.

The University policy concerning illegal drugs is as follows:

a. Creighton University considers the use, possession, cultivation, sale, distribution or transfer of any unlawful drug, including marijuana, unacceptable behavior that is incompatible with the educational goals of the university.

b. Students are considered to be responsible adult citizens, and as such, are subject to civil law. In accordance with federal as well as state and local laws, the illegal use, possession, cultivation, sale, distribution or transfer of any drug, narcotic, or hallucinogenic substance including marijuana is strictly prohibited on University property.

c. Knowledgeable association in an environment where illegal substances are being used constitutes grounds for disciplinary action.

d. Misconduct resulting from the illegal possession, consumption, sale or transfer of drugs or narcotics renders the person subject to action ranging from rehabilitation, probation, dismissal from the residence halls, up to and including suspension or dismissal from the University.

e. The University’s disposition of individual cases does not preclude criminal prosecution in accordance with federal and/or state laws. Due process guaranteeing fundamental fairness, as determined by the University community, shall be adhered to in the treatment of these matters.

f. See also: Creighton University Policy 2.2.15 on Drug and Alcohol Use which complies with the Drug-Free Schools and Communities Act.

3. Douglas County (Omaha) and Nebraska State Laws Regarding Controlled Substances

a. It is unlawful to knowingly or intentionally: (a) Manufacture distribute, deliver, dispense or possess with intent to manufacture, distribute, deliver or dispense a controlled substance; or (b) to create, distribute, or possess with intent to distribute a counterfeit controlled substance

b. Any person who violates subsection (1) with respect to cocaine or any mixture or substance containing a detectable amount of cocaine in a quantity of:
   i. At least 28 grams but less than 140 grams shall be guilty of a Class IC felony;
   ii. At least 10 grams but less than 28 grams shall be guilt of a Class ID felony.

c. Any person knowingly or intentionally possessing marijuana weighing more than one ounce but not more than one pound shall be guilty of a Class III misdemeanor.

d. Any person knowingly or intentionally possessing marijuana weighing more than one pound shall be guilty of a Class IV felony.

e. Any person knowingly or intentionally possessing marijuana weighing one ounce or less shall:
   i. For the first offense, be guilty of an infraction, receive a citation, be fined $300, and may be assigned to a drug abuse course;
   ii. For the second offense, be guilty of a Class IV misdemeanor, receive a citation, and be fined $400 and may be imprisoned not to exceed 5 days;
   iii. For the third and all subsequent offenses, be guilty of a Class IIIA misdemeanor, receive a citation, be fined $500, and be imprisoned for not more than 7 days.

g. It is unlawful for any person to be under the influence of any controlled substance for a purpose other than the treatment of a sickness or injury as prescribed or administered by a person duly authorized by law to treat sick and injured human beings. In a prosecution under
Nebraska’s controlled substance laws, it is not necessary for the state to prove that the accused was under the influence of any specific controlled substance, but it shall be sufficient for a conviction for the state to prove that the accused was under the influence of some controlled substance by proving that the accused manifested physical and physiological symptoms or reactions caused by the use of any controlled substance. Any person who violates this section shall be guilty of a Class III misdemeanor.

L. Electioneering
   Signs are prohibited on the outside of buildings. The CSU Election Commissioner should be consulted before any campaign signs are posted. For additional information, please refer to the Posting Policy.

M. Fair, Responsible, and Acceptable Use Policy For Electronic Resources
   1. Scope
      This policy applies to all users of electronic resources owned or managed by Creighton University, including, but not limited to, CU faculty and visiting faculty, staff, students, external persons or organizations and individuals using CU resources to access network services, such as the Internet and Intranet.

      2. Policy
         Introduction
         Creighton University (CU) values technology as a means of communicating information and ideas to CU and the world. In keeping with Creighton’s commitment to utilize technology in teaching and learning, this policy provides direction in the appropriate use of all forms of electronic resources on campus. This document articulates Creighton University Policy on Fair, Responsible and Acceptable Use of Electronic Resources on campus, provides examples of violations and outlines procedures and addressing policy violations.

         General Restrictions and Disclaimers
         While the use of CU electronic resources may be a requirement for coursework and work, access and use may be restricted or revoked in cases of misuse or abuse. CU reserves the right to limit access to its electronic resources when applicable CU policies, state and/or federal laws or contractual obligations may be violated. CU does not, as a rule, monitor the content of materials transported over the network. CU may find it necessary to access and disclose information from computer, network, and telephone users’ accounts for a variety of reasons, including but not limited to when it appears necessary to protect the security of the University’s electronic resources, to protect the University from liability, to uphold contractual obligations or other CU policies, to diagnose and correct technical problems, or when it is required or permitted by law. CU provides guarantee that its computer systems are secure. CU provides reasonable security against intrusion and damage to files stored on the central computing facilities, but does not guarantee that its computer systems are secure. No user should have the expectation of privacy in information communicated or stored on the electronic resources. The University may find it necessary to view electronic data and it may be required by law to allow third parties to do so. CU may not be held accountable for unauthorized access by other users, nor can Creighton University guarantee protection against media failure, fire, floods, or other natural or man-made disasters.

         Use of Resources
         All users of Creighton University electronic resources are expected to utilize such resources in responsible, ethical, and legal manner consistent with CU mission and policies. As a user of Creighton University electronic resources, you agree to abide by the guidelines of this Policy on Fair, Responsible and, Acceptable Use of Electronic Resources.
Policies on Fair, Responsible, and Acceptable Use

The following policy statements, in Bold, are accompanied by specific examples that highlight types of activities that constitute unfair, irresponsible or unacceptable use of CU electronic resources. Please note that these examples are provided for the purpose of illustrating each policy’s intent and are not intended to be an exhaustive list of all possible scenarios within the policy framework.

Creighton University electronic resources may not be used to impair, disrupt, or in any way damage Creighton University networks, computers, telephone equipment, external networks or computers.

For example, you may not:

a. Use CU electronic resources to breach security of any computer system.

b. Knowingly give passwords or ID’s for others to use.

c. Use computer resources to send large amounts of email (e.g., email “spamming”) to an internal or external system.

d. Send email of any type to someone’s address in an effort to disable their email capabilities.

e. Run DNS or DHCP servers that interfere with Creighton’s Network.

f. Run a personal network or wireless network that interferes with Creighton’s network.

g. Forge, alter, or willfully falsify electronic mail headers, directory information, or other information generated and/or maintained by Creighton University.

h. Use computer resources irresponsibly or in a manner that adversely affects the work of others. This includes intentionally, recklessly or negligently (1) damaging any system by introducing “viruses” or worms”, (2) damaging or violating information not belonging to you, or (3) misusing or allowing misuse of computer resources, or (4) tampering with, obstructing, modifying or otherwise damaging or moving/removing electronic equipment.

i. Use Creighton University resources for non-University related activities that unduly increase the network load (e.g., mass mailings, network gaming and spamming).

Unauthorized access, reproduction or use of the electronic resources of others is prohibited.

For example, you may not:

a. Access computer accounts or files for which you are not authorized.

b. Make unauthorized copies of copyrighted materials. You should assume all software, graphic images, music, and the like are copyrighted. Copying or downloading copyrighted materials without the authorization of the copyright owner is against the law, and may result in civil and/or criminal penalties.

c. Create or execute any computer programs intended to (a) obscure the true identity of the sender of electronic mail or electronic messages, (b) bypass, subvert, or otherwise render ineffective the security or access control measures on any network or computer system without the permission of the owner, or (c) examine or collect data from the network (e.g., a “network sniffer” program).

d. Use electronic resources to gain unauthorized access to resources or passwords of Creighton University or other institutions, organizations or individuals.

e. Use false or misleading information for the purpose of obtaining access to unauthorized resources.
f. Access, alter, copy, move or remove information, proprietary software or other data files without prior authorization.

g. Use electronic resources to discover another individual’s password.

h. Use electronic resources to obtain personal information (e.g. educational records, health or medical records, grades, or other CU files) about individuals without their permission.

i. Use electronic resources to forge an academic document.

j. Use electronic resources to take without authorization another person’s work or to misrepresent one’s own work.

k. Use electronic communication to collude on examinations, papers, or any other academic work.

l. Use electronic resources to falsify or fabricate research data.

m. Use electronic resources to obtain or release another individual’s or entity’s proprietary information or trade secrets.

n. Use Creighton University electronic resources for remote activities that are unauthorized at the remote site.

o. Intercept transmitted information intended for another user.

p. Scan computers for open or used ports.

q. Use electronic resources to obtain or gain access to electronic or paperless medical or health related records.

Use of CU electronic resources to interfere with or cause impairment to the activities of other individuals is prohibited.

For example, you may not:

a. Send chain email or information about pyramid schemes.

b. Send large quantities of email to an individual’s mailbox (e.g., email “spamming”) which has the effect of interfering with or causing impairment to that individual’s activities.

c. Change an individual’s password in an effort to access his/her account.

d. Communicate or use any password, personal identification number, credit card number or other personal or financial information without the permission of its owner.

Use of CU electronic resources to harass or make threats to specific individuals, or a class of individuals, is prohibited.

For example, you may not:

a. Send unwanted and repeated communication by electronic mail, voicemail or other form of electronic communication.

b. Send communication by electronic mail, voicemail or other forms of electronic harassing or inciting communication which are motivated by bias on grounds of race, ethnicity, religion, gender, or sexual orientation (including, without limitation, any communication that violates the University’s “Statement Against Discrimination or Harassment” or the University’s equal opportunity or affirmative action policies).

c. Use email or newsgroups to threaten, stalk or harass someone.

d. Post or distribute via any form of electronic communication “hate speech” regarding a group’s or individual’s race, ethnicity, religion, gender, or sexual orientation.

Use of CU electronic resources in pursuit of unauthorized commercial activities is prohibited.
For example, you may not:
   a. Use computer resources for personal commercial gain, or other commercial purpose without prior written approval by Creighton University.
   b. Use computer resources to operate or support a non-University related business.
   c. Use computer resources in a manner inconsistent with Creighton University's contractual obligations to suppliers of those resources or with any published policy of the University.
   d. Use your University granted web-space for personal monetary gain (this includes clickable ads and pay-per-click banners) without approval by the University.
   e. Register domain names to Creighton University network without proper written approval in advance.

Use of CU electronic resources to violate city, state, federal, or international laws, rules, regulations, rulings or orders, or to otherwise violate any CU rules or policies is prohibited.

For example, you may not:
   a. Place software on university-owned equipment that is not legally obtained; such use must follow license and copyright laws as well as DoIT policies.
   b. Pirate software, upload or download music (MP3's, videos, etc.) and images in violation of copyright and trademark laws.
   c. Effect or receive unauthorized electronic transfer funds.
   d. Disseminate child pornography or other obscene material.
   e. Post, send or view illicit or inappropriate material.
   f. Violate any laws or participate in the commission or furtherance of any crime or other unlawful or improper purpose.

**JayNet Issues**
The following are Appropriate Usage Policy items that apply specifically to Creighton University Residence Hall Network (JayNet). These items deal with the disruption of the campus network, in particular, and are therefore not allowed. All JayNet users are expected to abide by all guidelines mentioned herein when using these resources. It is understood that all items listed above will also apply to appropriate JayNet computing use.

   a. Only computers that have been registered for JayNet through CUOne may be connected to the network.
   b. JayNet services, equipment, wiring or jacks may not be altered nor extended beyond the location of their intended use.
   c. JayNet may not be used to provide access to the Internet by anyone not formally affiliated with Creighton University, except by explicit written consent from University officials.
   d. Creighton University networks are shared resources. Excessive or improper use of network resources which inhibits or interferes with the use of these networks by others is not permitted.
   e. Users who connect computers to JayNet that are used as servers, or who permit others to use their computers, whether directly or through user accounts, have the additional responsibility to respond to any use of their server that is in violation of this Appropriate Usage Policy. Server administrators and those who permit the use of their computers by others must take steps to prevent occurrence of such violations and report these violations to the JayNet Support Coordinator.
f. In no case shall the following types of servers be connected to JayNet: DNS, DHCP, BOOTP, WINS, or any other server that manages network addresses.

g. DoIT shall have the sole authority to assign host names and network addresses to computers attached to JayNet. Thus, a user may not manually configure his/her computer to use a host name or network address that is not assigned to them by DoIT.

h. DoIT reserves the right to require immediate, temporary disconnection of any computer that is sending disruptive signals to the network as a whole, whether because of a defective cable, Ethernet card, or other hardware or software problem. It will be the student’s responsibility to correct any such problem before the computer can be again connected to JayNet. Noncompliance with this directive will be immediately referred for judicial response.

i. DoIT reserves the right to require immediate, temporary disconnection of any computer for the purpose of network hardware, software, or security troubleshooting, and to enforce the Appropriate Usage Policy. Noncompliance with this directive will be referred to the Division of Student Services.

**Enforcement of the Acceptable Use Policy**

DoIT shall have the authority to examine files, passwords, and account information residing on any electronic resources to protect the security of the University electronic resources and its users, or as otherwise specified in the policy.

Violations of this Appropriate Usage Policy will be adjudicated as appropriate, by Vice Presidents’ offices, Academic Deans, or Student Life. Sanctions as a result of violations of these regulations may result in any or all of the following:

- Loss of University computing privileges.
- Disconnection from JayNet.
- University judicial sanctions as prescribed by the student Code of Conduct.
- Monetary reimbursement to the University or other appropriate sources.
- Separation from the University.
- Loss of employment.
- Prosecution under applicable civil or criminal laws.

**DEFINITIONS**

All computer-related equipment, computer systems, software/network applications, interconnecting networks, facsimile machines, voicemail and other telecommunications facilities, as well as all information contained therein (collectively, “electronic resources”) owned or managed by Creighton University.

**Administration and Interpretations**

This policy shall be administered by Information Security. Questions regarding this policy should be directed to the Information Security Officer, bmclaughlin@creighton.edu, (402) 280-2386.

**Amendment/Termination of this Policy**

The University reserves the right to modify, amend or terminate this policy at any time. This policy does not constitute a contract between the University and its faculty or employees.

**Exceptions**

Requests for an exception to this Policy must be submitted via the Policy Exception Request Form. All exception requests will be handled in accordance with the Information Security Exception Policy and Standard.
Violations/Enforcement
Any known violations of this policy should be reported to the University’s Information Security Officer at (402) 280-2386 or via e-mail to infosec@creighton.edu.

If University network resources and privileges are threatened by improperly maintained computing devices, Information Security and IT may act on behalf of the University to eliminate the threat by working with the relevant system administrator to quickly patch security holes. In circumstances where there is an urgent situation requiring immediate action, the device may be disconnected from the Network by Information Security or IT.

N. Fleeing Student Policy
Students who are at the scene of an incident where there is concern for students’ safety or where conduct violations may have occurred are expected to remain at the scene of the incident until they are released by responding University staff. If a student leaves (flees) the scene of an incident without permission, the staff member will contact the student via any means possible in order to request the student’s return to the scene. This includes, but is not limited to, phone, text message, or contacting the student’s parent/emergency contact. Failure to return to the scene could result in disciplinary action.

O. Food on Campus
Creighton University contracts its food service through Sodexo Campus Services (also known as University Dining Services - UDS). All food and beverage provided on campus must be purchased from University Dining Services.

The University recognizes the importance of food menus to the success of certain educational and culturally diverse programs. Therefore, in the following cases the sponsoring registered organization or university department MAY be eligible for a waiver of catering exclusivity:

- Ethnic food banquets when UDS is not capable of providing authentic ethnic foods.
- Fundraisers (only registered student organizations are eligible).
- Promotional activities (only registered student organizations are eligible).

Individuals or organizations requesting exceptions to this policy should fill out a request form and submit online or drop off at the Skutt Information Desk on Ground level of the Skutt Student Center. The Director of Student Centers and Dining Services will determine if the organization is eligible for an exception. If approved, guidelines will be provided on the safe procurement and distribution of food items for sale. Questions about this policy can be sent to cateringexclusivity@creighton.edu.

P. Fundraising
Creighton recognizes that fundraising activities are often utilized by student organizations. However, no student may use University facilities (without charge) for personal gain. All student organizations wishing to hold a fundraiser must have a completed and approved fundraising form on file in the Student Leadership and Involvement Center prior to securing room or mall reservations and prior to the event.

Q. Gambling Policy
Students are expected to abide by the federal laws and the laws of Nebraska prohibiting illegal gambling, including online gaming. Gambling for money or other things of value on campus or at University-sponsored activities is prohibited except as permitted by law. Such prohibited activity includes, but is not limited to: betting on, wagering on, or selling pools on any University athletic event;
possessing on one’s person or premises (e.g., room, residence unit, car) any card, book or other device for registering bets; knowingly permitting the use of one’s premises or one’s phone or other electronic communications device for illegal gambling; knowingly receiving or delivering a letter, package or parcel related to illegal gambling; offering, soliciting or accepting a bribe to influence the outcome of an athletic event; and involvement in bookmaking or wagering pools with respect to athletic events.

R. Group Activity / Demonstrations
Creighton University is an academic community founded upon a belief in rational dialogue and mutual respect among its members. The opportunities for communication with the University are many and varied and the University welcomes suggestions for enlarging or improving them.

The nature of the academic community demands that all members strive to maintain the rational dialogue which is the cornerstone of the University. There is no issue, be it a question of academic and administrative policy or of student rights and freedoms that cannot be approached within the framework of free discussion.

The University also acknowledges the rights of members to express their views by way of individual or collective activity. For reason of general information, assistance, and courtesy, as well as good order, the University requires that those contemplating demonstrations and similar activity make their intentions known in advance to the Office of the Vice Provost for Student Life for approval.

Students who participate in demonstrations and similar activities which interfere with the rights of others or the orderly functioning of the University or civic community are subject to disciplinary action. Additionally, students who continue to disrupt the institution after being requested to disperse by the University, subject themselves to legal action. Non-members of the University community who participate in demonstrations and similar activities, which violate the above guidelines, render themselves liable to legal action.

S. Harassment
Harassment is defined as bullying, stalking, slurs, comments, rumors, jokes, innuendoes, cartoons, pranks, and other verbal or physical conduct and any other conduct or behavior deemed inappropriate by Creighton University. Allegations of harassment that are not acts of discrimination will be investigated according to the Non-Academic Misconduct Procedures.

Definition of Bullying
Being bullied or harassed means that someone is subjected to deliberate behavior which is hurtful, threatening or frightening and this behavior may be an isolated incident or repeated over time. Any behavior, which sets out to cause other people pain or unhappiness, may be regarded as bullying.

Bullying is not in the intention (e.g., just joking around) but in the perception of the behavior against another party.

Bullying or harassment can take many forms, and without limiting its forms may include:

- **Physical Bullying**: any intentional and unwelcome use of physical contact or deliberate property damage. It includes fighting, pushing, interfering with another’s property by stealing, hiding, damaging or destroying.
- **Verbal Bullying**: use of language to threaten or hurt. This includes name-calling, offensive language, putting people down, back stabbing, and making degrading comments about another’s family, religious, social or racial background.
- **Exclusion Bullying**: leaving someone out on purpose to cause feelings of non-acceptance. It includes spreading malicious rumors, writing on posters/walls/books etc.
• **Extortion Bullying:** use of threat or power to obtain favor or goods, e.g. bullying others to provide food, money, or schoolwork. **Gesture bullying** – use of non-verbal signals to cause intimidation or fear.

• **Electronic Bullying:** use of language or images to threaten and hurt by electronic means. (SMS text, emails, web sites, video or other electronic means) (See Fair, Responsible, and Acceptable Use for Electronic Resources, p. 38).

• **Psychological Bullying:** spreading rumors, excluding, stalking, dirty looks, hiding or damaging possessions.

• Any other conduct that is intimidating, unwelcome or uninvited – e.g. “Just Joking” which can cause discomfort to others.

**Discriminatory Harassment**
A form of harassment, discriminatory harassment, occurs when a detrimental action based on an individual’s actual or perceived race, color, religion, sex, marital status, national origin, age, disability, citizenship, sexual orientation, gender identity, gender expression, veteran status, and any other groups protected by federal, state or local statutes that is so severe, persistent or pervasive that it unreasonably interferes with or limits an individual’s ability to participate in or benefit from the workplace or educational environment.

**Sexual Harassment**
A form of discriminatory harassment, sexual harassment is any unwanted conduct of a sexual nature. It includes but is not limited to unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature.

**Hostile Environment**
A pattern of harassment directed at an individual or group that is sufficiently pervasive as to alter the conditions of the educational environment and create an abusive environment in which to work or study.

Creighton University prohibits all forms of discriminatory harassment. When there is reasonable cause to suspect a violation of the Harassment, Discrimination, Sexual and Relationship Misconduct policy the University will:

- Conduct a prompt, thorough, and impartial investigation;
- Provide access to process navigators/advocates to assist both the reporting party and the responding party throughout the course of the investigation; and
- Put in place interim measures such as contact restrictions, and housing or class reassignments.

**Advocacy**
Creighton’s [Violence Intervention and Prevention Center](https://www.creighton.edu/health-and-wellness/vip-center/) (VIP Center) provides confidential advocacy to first- and second-hand survivors of sexual violence, dating violence, stalking, harassment, discrimination, and more. An advocate is someone who will provide one-on-one individualized support to individuals. These services are free, confidential, and available to all students. Services include:

- Support after an incident of violence
- Safety Planning
- Assistance with class absences, coursework extensions, transportation, and housing
- Assistance with reporting incidents, both on and off campus
- Assistance filing protection orders
- Resources to support a friend, partner, or family member
- Campus and community referrals
For additional information contact the VIP Center at (402) 280-3794 or vipcenter@creighton.edu.

How to Report
Individuals who believe they have experienced discriminatory harassment and who desire University assistance in dealing with the situation should immediately report the details by contacting the Office of Equity and Inclusion at (402) 280-3189, at oei@creighton.edu, or the online form. For additional information see the University’s Harassment, Discrimination, Sexual and Relationship Misconduct Policy #2.1.25.

Anti-Retaliation
The University expressly prohibits any form of retaliatory action against any individual for filing a bona fide complaint under this Policy or for assisting in a complaint investigation. If you feel that you have been retaliated against, contact the Office of Equity and Inclusion to report at (402) 280-3189. Additional information is available under VI. University Policies, Section DD, Respect for the Dignity of the Person.

T. Harassment, Discrimination, Sexual and Relationship Misconduct Policies and Procedures
It is the policy of the University to provide equal employment and educational opportunities to faculty, staff, students, and applicants without regard to race, color, religion, sex, marital status, national origin, age, disability, citizenship, sexual orientation, gender identity, gender expression, veteran status, and any other groups protected by federal, state, or local statutes. In addition, it is the policy of the University to comply with applicable state statutes and local ordinances governing nondiscrimination in employment and educational activities. It is also the policy of the University to address grievances that are perceived to be in violation of an institutional policy that are not governed by other specific grievance procedures. Upon notification, The Office of Equity and Inclusion will determine if an investigation is warranted, enabling the office to investigate and to take corrective action where appropriate.

Acts of harassment, discrimination, sexual and relationship misconduct are considered serious violations of this University policy. Because of the seriousness of these actions, the full range of institutional action, including separation, termination, suspension, and expulsion may be imposed. For a complete list of potential institutional action, please reference the Harassment, Discrimination, Sexual and Relationship Misconduct Policy 2.1.25.

Members of the Creighton University community who believe they have experienced harassment, discrimination, sexual misconduct, and/or relationship misconduct are encouraged to report the information to The Office of Equity and Inclusion. The University requires all faculty and all staff with supervisory or leadership responsibilities or responsibilities related to student welfare to report any information they learn about dating/domestic violence, discrimination, discriminatory harassment, sexual harassment, sexual violence, and stalking to the Office of Equity and Inclusion (see Mandatory Reporters Policy 2.1.26). The University encourages staff and students to report all instances of harassment, discrimination, sexual misconduct, and relationship misconduct.

The University will broadly disseminate this policy and distribute a list of resources available to respond to grievances, as well as concerns of harassment, discrimination, sexual misconduct, and/or relationship misconduct. Additionally, the Violence Intervention and Prevention Center will develop and present appropriate educational programs for students, faculty, and staff. Creighton University will make every effort to prevent harassment, discrimination, sexual misconduct, and/or relationship misconduct before such incidents rise to the level of a violation.
Creighton University prohibits all forms of harassment, discrimination, sexual misconduct, and relationship misconduct. When there is reasonable cause to suspect a violation of the Harassment, Discrimination, Sexual and Relationship Misconduct Policy the University will:

- Conduct a prompt, thorough, and impartial investigation;
- Provide access to process navigators/advocates to assist both the reporting party and the responding party throughout the course of the investigation; and
- Put in place interim measures such as contact restrictions, and housing or class reassignments.

### Advocacy

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- Safety Planning
- Assistance with class absences, coursework extensions, transportation, and housing
- Assistance with reporting incidents, both on and off campus
- Assistance filing protection orders
- Resources to support a friend, partner, or family member
- Campus and community referrals

For additional information contact the VIP Center at (402) 280-3794 or vipcenter@creighton.edu.

### How to Report

Individuals who believe they have experienced harassment, discrimination, sexual or relationship misconduct and who desire University assistance in dealing with the situation should immediately report the details by contacting the Office of Equity and Inclusion at (402) 280-3189, at oe@creighton.edu, or the online form. For additional information see the University's Harassment, Discrimination, Sexual and Relationship Misconduct Policy #2.1.25.

### Anti-Retaliation

The University expressly prohibits any form of retaliatory action against any individual for filing a bona fide complaint under this Policy or for assisting in a complaint investigation. If you feel that you have been retaliated against, contact the Office of Equity and Inclusion to report at (402) 280-3189. Additional information is available under VI. University Policies, Section DD, Respect for the Dignity of the Person.

### Title IX Coordinator

In accordance with Title IX regulations, the University has designated Ms. Allison Taylor, Executive Director of the Office of Equity and Inclusion, the University's Title IX Coordinator. She is charged with monitoring compliance with these regulations. Questions regarding Title IX, as well as concerns and complaints of non-compliance, may be directed to her as follows:

Allison Taylor, M.S.Ed.
Executive Director, Office of Equity and Inclusion
Creighton Hall, Suite 340
(402) 280-3189
AllisonTaylor@creighton.edu
Key Definitions

**Investigation**
Formal process where a reporting party, responding party, and witnesses are interviewed by campus investigators.

**Finding**
The results of the investigation.

**Institutional Action for Students**
After the findings of an investigation are determined, the Executive Director for the Office of Equity and Inclusion will communicate what institutional action, if any, will occur as a result. Possible institutional action is listed below. Note: institutional actions listed below are possible actions and may be different depending on the findings of an investigation.

**Students**
Institutional action that may occur as a result of an investigation regarding sexual harassment, dating violence, domestic violence, stalking, and sexual violence include:

i. Disciplinary Reprimand
ii. Disciplinary Probation
iii. Suspension
iv. Expulsion
v. Withholding Diploma
vi. Withholding Degree
vii. Transcript Notation
viii. Organizational Sanction
ix. Other Actions

**Faculty and Staff**
Institutional actions that may occur as a result of an investigation regarding sexual harassment, dating violence, domestic violence, stalking, and sexual violence include:

i. Verbal Warning
ii. Formal Written Warning
iii. Performance Improvement Plan
iv. Required Training or Education
v. Loss of Merit Pay Increase
vi. Loss of Supervisory Responsibilities
vii. Demotion
viii. Suspension With or Without Pay
ix. Termination

**Discrimination**
Any distinction, preference, advantage for or detriment to an individual compared to others that is based upon an individual’s actual or perceived race, color, religion, sex, marital status, national origin, age, disability, citizenship, sexual orientation, gender identity, gender expression, veteran status, and any other groups protected by federal, state or local statutes. The conduct must be so objectively offensive as to alter the conditions of the individual’s employment or educational experience.
Discriminatory Harassment
Detrimental action based on an individual’s actual or perceived race, color, religion, sex, marital status, national origin, age, disability, citizenship, sexual orientation, gender identity, gender expression, veteran status, and any other groups protected by federal, state or local statutes that is so severe, persistent, or pervasive that it unreasonably interferes with or limits an individual’s ability to participate in or benefit from the work or educational environment. Examples of harassment include, but are not limited to:
- Intimidation and/or humiliation as expressed by communications, threats, hatred, abuse of authority, or ill-will that assault an individual’s self-worth.
- Acts of physical violence against another person based on their actual or perceived status within a protected class.
- Slurs, comments, rumors, jokes, innuendoes, and/or frequent, derogatory remarks about an individual as it relates to their actual or perceived status within a protected class.
- Cartoons, pranks, and/or other conduct or behavior deemed inappropriate by Creighton University.

Harassment
Harassment is defined as bullying, stalking, slurs, comments, rumors, jokes, innuendoes, cartoons, pranks, and other verbal or physical conduct and any other conduct or behavior deemed inappropriate by Creighton University. Allegations of harassment that are not acts of discrimination will be investigated according to the Non-Academic Misconduct Procedures.

Hostile Environment
Harassment directed at an individual or group that is sufficiently pervasive as to alter the conditions of employment or the educational environment and create an abusive environment in which to work or study. The person alleging a hostile environment must show a pattern or practice of harassment against themselves or others; a single incident or isolated incidents generally will not be sufficient. In determining whether a reasonable person in the individual’s circumstances would find the work or educational environment to be hostile, the totality of the circumstances must be considered.

Relationship Misconduct
Incidents of dating violence, domestic violence, and/or stalking, as those terms are defined in the policy.

Stalking
A pattern of conduct directed at a specific person that would cause a reasonable person to fear for their safety, the safety of others, or to suffer substantial emotional distress.

Dating Violence
A pattern of intimidation, physical assault, sexual assault, and/or other abusive behavior committed by one partner in a social relationship of a romantic or intimate nature (serious, casual, monogamous or not, short- or long-term) against the other current or former partner. Examples of dating violence include, but are not limited to:
- Physical: Hitting, slapping, shoving, punching, grabbing, pinching, biting, hair pulling, strangling.
- Sexual: Sexual assault, coercing or attempting to coerce any sexual act without consent, treating an individual in a sexually demeaning manner.
- Emotional: Actions and/or words that diminish an individual’s self-worth or self-esteem.
Domestic Violence
A pattern of intimidation, physical assault, sexual assault, and/or other abusive behavior committed by one partner against the other partner where the individuals are current or former spouses, individuals who share a child in common, or individuals who are cohabitating or who have cohabitated. Examples of domestic violence include but are not limited to:

- **Physical:** Hitting, slapping, shoving, punching, grabbing, pinching, biting, hair pulling, strangling.
- **Sexual:** Sexual assault, coercing or attempting to coerce any sexual act without consent, treating an individual in a sexually demeaning manner.
- **Emotional:** Actions and/or words that diminish an individual’s self-worth or self-esteem.
- **Psychological:** Threats of physical harm to self, partner, children, or partner’s family or friends, destruction or threats of destruction of pets or property, forced isolation from family, friends, school and/or work, or any behaviors that intimidate, manipulate, humiliate, isolate, frighten, coerce, threaten, blame, or injure someone.
- **Economic:** Withholding an individual’s access to money, restricting access to an individual’s education or employment, maintain total control over an individual’s financial resources.

Sexual Misconduct
Incidents of sexual harassment and/or sexual violence, as those terms are defined in the policy.

Sexual Harassment
Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment where: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic progress, (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work or academic performance or creating an intimidating, hostile, or offensive educational or workplace environment.

Sexual Violence
As defined by the United States Department of Education’s Office of Civil Rights 2011 Guidance, sexual violence is a severe form of hostile environment sexual harassment that represents conduct involving physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent. An individual’s inability to consent to sexual activity may arise from use of drugs or alcohol or individual conditions including intellectual or other disability. Sexual violence offenses include the following: non-consensual sexual intercourse or attempts to commit same, non-consensual sexual contact or attempts to commit same, and sexual exploitation.

- **Non-Consensual Sexual Intercourse.** Any sexual intercourse, however slight, with any object, that is without effective consent and/or by force.
- Intercourse includes: vaginal penetration by a penis, object, tongue, or finger; anal penetration by a penis, object, tongue, or finger; oral copulation (mouth to genital or genital to mouth contact).

- **Non-Consensual Sexual Contact.** Any sexual touching, however slight, with any object, that is without consent and/or by force.
  - Sexual touching includes: intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts; making another touch you or themselves with or on any of these body parts (breasts, buttocks, groin, or genitals); any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

- **Sexual Exploitation.** When a person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to:
  - Invasion of sexual privacy;
  - Prostituting another individual;
  - Non-consensual video or audio-taping of sexual activity;
  - Sharing or distributing naked and/or sexually explicit photographs of another individual without permission;
  - Engaging in voyeurism or arranging voyeuristic opportunities for others;
  - Knowingly transmitting an STI or HIV to another individual;
  - Exposing one’s genitals in non-consensual circumstances;
  - Inducing another to expose their genitals;
  - Sexually-based stalking and/or bullying.

**Rape**

Rape is generally defined as forced sexual intercourse. It may also include situations where the victim is incapable of giving consent. In 2012, the Department of Justice announced a change to the definition of Rape for the Uniform Crime Reporting Program’s (UCR) Summary Reporting System. Rape is defined as “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.”

**Retaliatory Harassment**

Intentional action taken by an accused individual or allied third party that harms a complainant, witness, reporter, or any other individual for filing or participating in a University investigation.

**Protective measures**

Immediate steps to protect the reporting party and to ensure the safety and well-being of the reporting party and the campus community. These measures depend largely on the incident at issue and are determined by the University on a case by case basis. The intent is to minimize the burden on the reporting party.

The Executive Director for the Office of Equity and Inclusion may work with other departments at the University to identify, coordinate or implement Protective Measures. This includes the Student Integrity, Department of Residential Life, Department of Public Safety, Academic Dean’s Offices,
and other departments within the University. Requests for Protective Measures should be directed to the Executive Director for the Office of Equity and Inclusion.

The following list includes Protective Measures that may be implemented, if appropriate. This list is not exhaustive, but attempts to identify many of the Protective Measures available:

- **No Contact Order**: A No Contact Order can be issued to prevent a person from contacting another person. Note: confidentiality of the requesting party’s identity cannot be maintained when a no contact order is put into place.

- **Escorts**: Arrangements may be made so that a student has an escort (a friend, a Public Safety officer, or another individual) at particular times (e.g., to/from a particular class or activity, to/from their vehicle, etc.).

- **Added Public Safety Presence**: Department of Public Safety presence may be increased in a particular area or over the entire campus.

- **Making Adjustments to On-Campus Living Arrangements**: Adjustments may be made to a student’s on-campus living arrangements, if space allows. For example, a student may be required to move to a different residence hall if they are in the same residence hall as a student who has been personally adversely affected by an alleged violation of the Harassment, Discrimination, Sexual and Relationship Misconduct Policy. A student may also be required to move off-campus in certain circumstances. Note: the burden of any move or other adjustment will usually be placed on the student alleged to have violated the Harassment, Discrimination, Sexual and Relationship Misconduct Policy.

- **Making Adjustments to Class Schedules or Creighton Activities**: Adjustments can be made to a student’s class schedule and/or their participation in a Creighton activity (e.g., a student club, a club or NCAA athletic team, a Creighton-sponsored trip, etc.) may be limited or restricted, pending the resolution of an investigation. For example, a student may be required to withdraw from or make other arrangements for participating in a particular class that is shared with a student who has been personally adversely affected by an alleged violation. Note the burden of any change will usually be placed on the student alleged to have violated the Harassment, Discrimination, Sexual and Relationship Misconduct Policy. If the resolution of the investigation does not result in a separation from Creighton (i.e., suspension or expulsion), measures will be taken to assist the student in mitigating any negative academic impact resulting from the temporary adjustments to their class schedule or Creighton activities.

- **Administrative Separation from Creighton**: Should an individual pose an immediate danger to or severely disrupt the Creighton community, or endanger any individual (including oneself), a student may be separated from Creighton, including removal from all housing, classes and activities, pending the resolution of an investigation. If the resolution does not result in a separation from Creighton (i.e., suspension or expulsion), measures will be taken to assist the student in mitigating any negative academic impact resulting from being administratively separated from Creighton. The decision whether or not to impose an Administrative Separation will be at the discretion of the Executive Director for the Office of Equity and Inclusion in consultation with the Provost, the Vice Provost for Student Life, and the General Counsel. Any student placed on Administrative Separation pending the outcome of an investigation may not return until after the conclusion of the investigation.

- **Psychological Emergencies, Voluntary and Involuntary Withdrawals**: In some instances, a student’s conduct, actions or statements may lead to a reasonable belief
that the student is a substantial risk to the health or safety of themselves or others, or the student may lack the ability to safely participate in the University community. In such cases, the University will take action which considers the welfare of the individual student and the University community, which may include requiring the student to obtain professional evaluation and treatment, communicating with the student’s parents, voluntary or involuntary withdrawals from the University, or other actions as may be necessary in the circumstances.

- **Other Protective Measures**: Other Protective Measures may be taken if deemed appropriate by the Executive Director for the Office of Equity and Inclusion, based on the facts and circumstances of a particular situation.

### U. Hazing and Initiation

The University strictly prohibits hazing - in any form, at any time - including hazing in connection with training, indoctrination, qualification for membership, functions or activities, or initiations conducted or sponsored by any student organization, athletic team, or group of students. Hazing includes any action taken or situation created, whether on or off campus, intended to produce or which may foreseeably produce unusual or unnecessary mental or physical discomfort or pain, embarrassment, harassment, ridicule or risk of physical, mental or emotional harm or injury.

Hazing also includes any action or situation which is intended to be or which may foreseeably be morally, physically, emotionally or mentally degrading to any individual, or which unnecessarily exposes any individual to any risk of physical, mental or emotional harm, injury or distress beyond the risks encountered in ordinary daily life, or which is intended to intimidate or has the effect of intimidating any individual to unwillingly or reluctantly engage in any activity, or which unreasonably interferes with scholastic activities or pursuits of any individual.

As examples, hazing includes, but is not limited to, any conduct or method of initiation into or participation in any student organization, athletic team, or other student group which willfully or recklessly endangers the physical or mental health of any student or other person, including, but again not limited to: whipping, beating, or branding; forced, coerced or required calisthenics or physically exerting activities; exposure to weather or the elements; forced, coerced or required consumption of any food, liquor, beverage, drug or other substance; any brutal or cruel treatment; and any activity which subjects any student or other person to extreme mental stress, including any extended deprivation of sleep or rest or extended isolation.

Any form of hazing is contrary to the **Student Credo of Creighton**. Any individual, who believes she or he has been subjected to or has knowledge of hazing, should report the violation as soon as possible to **Student Integrity at (402) 280-2775**.

The University fully reserves to University officials the authority to interpret this policy, and to apply the policy as so interpreted, to the actions of University students and organizations, as University officials in their discretion deem appropriate under the circumstances.

**Serious disciplinary action will be imposed by the University upon any student or student organization, athletic team, or group of students found in violation of this policy, up to and including revocation of the charter of, and/or withdrawal of University privileges from, a student organization, athletic team or student group and suspension or dismissal from the University of individual students determined to have violated this policy.**

### V. Immunization Requirements
All Creighton University students are required to comply with the University's Immunization requirements. Failure to meet these requirements will result in denial of registration privileges. The requirements follow CDC guidelines and are reviewed annually. Immunization requirements apply to all students. International, Health Science and students who reside in campus housing have specific requirements. Consult the Center for Health and Counseling website for details.

- **Residential Students**
  - July 1. Immunization compliance deadline – registration holds will apply if not compliant.
  - August 1. A refundable late fee of $150 will be assessed if student remains non-compliant.
  - Refund Policy. The late fee will be terminated/refunded if the student is compliant by the end of the first full week of classes.

**W. University Insurance Requirement**

Comprehensive Health Insurance (Emergency only coverage does not satisfy this requirement) is required for ALL full-time students* and must include the following:

- National Coverage for inpatient and outpatient **medical** care.
- National Coverage for inpatient and outpatient **mental** health care.
- Coverage is currently active and maintained for the entire school year, including summers.
- Offers an unlimited lifetime maximum.

*Undergraduate: 12 credits/semester; Graduate: 8 credits/semester

Enrollment in the University endorsed Health Insurance Plan is **automatic** for all full time students.

**NOTE:** The premium for the University-endorsed Student Health Insurance Plan will remain on the student's account unless the waiver process is properly completed before the deadline. **This information is required on an annual basis.**

Part-time students are **not** eligible for the University’s endorsed Health Insurance Plan but are strongly encouraged to have coverage while attending Creighton.

**Insurance options.**

When Student Health Services becomes aware of a lapse in the student’s insurance coverage, the following will occur:

- Automatic enrollment into the University endorsed plan
- The tuition statement will reflect a charge for the entire premium

**Creighton University Student Health Insurance Plan**

As a service to students, the University endorses a comprehensive health insurance plan. This plan is available at a reasonable group rate and provides year-round coverage, wherever the student may be, as long as the semi-annual premium is paid.

*For additional information please contact Student Health Services:*
  - Phone: (402)280-2735
  - Fax: (402)280-1859

**X. Indebtedness to the University**
A student in debt to the University will not be permitted to register for the following semester; nor will he/she be entitled to receive a transcript of his/her credits until this indebtedness has been settled. This regulation applies to student indebtedness to the University only and not indebtedness to student organizations.

Y. International Travel Policy
Creighton University recognizes the value of international learning and service activities. At the same time, Creighton acknowledges the potential risks which participants in international experiences may encounter, and monitors conditions that could adversely affect the health, safety and security of members of the Creighton community who wish to travel internationally. The University’s policy on trips outside of the United States is set forth below.

Creighton University will not permit members of the Creighton community who are using Creighton resources or representing Creighton in any way to travel abroad to a country which is under either a Center for Disease Control (CDC) Travel Health Warning or a U.S. Department of State Travel Warning, or which has an unacceptable safety rating according to Creighton’s insurance carrier. Insurance carrier travel ratings can be obtained by contacting the Creighton University Risk Management Office at (402) 280-5833 or kbooton@creighton.edu

A CDC Travel Health Warning is issued when there is a widespread, serious outbreak of a disease of public health concern.

A State Department Travel Warning means the State Department has decided, based on all relevant information, to recommend that Americans avoid travel to a certain country.

If a trip has been approved for travel to a location that becomes the subject of an active travel warning before the participants depart, the trip will be cancelled. Creighton University will take steps to withdraw participants from a country if a travel warning is declared for that country.

The State Department may also issue a travel alert as a way to disseminate information about terrorist threats and other relatively short-term and/or trans-national conditions posing significant risks to the security of American travelers. While trips to countries for which a travel alert has been issued are not always prohibited, Creighton University reserves the right to cancel a planned trip, or withdraw participants from a country, in the event a travel alert is issued for a particular country if the alert indicates a special danger for the trip.

The Office of the Vice Provost for Student Life and the Global Engagement Office must be notified in advance of any Creighton trips to foreign countries involving Creighton students. These trips may include, but are not limited to: service trips, presentations/attendance at conferences, and intramural/club/organization tournaments. University affiliated trips are defined as those in which a Creighton delegation/group/team/organization is attending, if university or student fees are utilized, and/or the Creighton name will be used during the trip.

The Global Engagement Office must be notified in advance of Creighton trips involving faculty or staff members. Faculty members should also advise their Dean’s office of their travel plans.

The Vice Provost/President of the division in which the travel is administered will make decisions regarding travel in his or her division, with input from the Risk Manager, Global Engagement Office, and other persons with subject matter expertise.

Members of the Creighton community must be aware of the conditions they may encounter when they
travel internationally. Creighton University strongly recommends that all persons seeking to travel internationally check the US State Department website (http://travel.state.gov) before they depart. Students may register a trip with the State Department at this site. Creighton University also recommends that travelers review the CDC site.

Z. Lobby Table Reservations
1. Tables may be reserved in the Skutt Student Center, the Skinner Mall, or the Kiewit Fitness Center spine on a first come, first serve basis. Please contact Reservations at (402) 280-1493 to submit a reservation.
2. Registered student organizations and University departments may use the tables free of charge for purposes such as promoting events, holding fundraisers, or recruiting members.
3. Non-University vendors will be allowed to reserve tables for the purpose of generating business or selling products if approved through the Reservations Office. A daily fee will be charged, payable to Creighton University.
4. Each group should identify the purpose of their table through use of a sign or banner
5. Clients are required to remain behind their tables and not actively solicit customers to their locations.

AA. Mandatory Reporters
It is the policy of the University to define all faculty and all staff with supervisory or leadership responsibilities or responsibilities related to student welfare as mandatory reporters. If a mandatory reporter learns about sexual harassment, discrimination or sexual violence, they are expected to promptly contact the Office of Equity and Inclusion. The Office of Equity and Inclusion will take responsibility for prompt notification of the Department of Public Safety and other appropriate University officials. Other serious crimes covered by the Clery Act must be reported to the Department of Public Safety. All concerning and disruptive student behaviors must be reported to the Office of the Vice Provost for Student Life. Concerning and disruptive employee (faculty or staff) behaviors must be reported to Human Resources. All behaviors by students, faculty or staff that are immediate and are an emergency should be reported to the Department of Public Safety at (402) 280-2911.

When reporting dating/domestic violence, discrimination, discriminatory harassment, sexual harassment, sexual violence, and/or stalking, a mandatory reporter may initially be able to omit personally identifiable information (the name of the victim, the name of the accused individual, and other identifying details about witnesses, location, etc.). The Office of Equity and Inclusion can provide mandatory reporters with assistance in regard to how much detail is needed in an initial report. Subsequent to an initial report, campus officials may need additional information in order to fulfill the University’s obligations under Title IX. In taking these subsequent actions, the University will always be guided by the goals of empowering the victim and allowing the victim to retain as much control over the process as possible, but no individual (except on-campus healthcare providers and counselors in accordance with their code of ethics and state and federal law, clergy during the rite of confession, and the Associate Director for Prevention Education and Inclusion) can or should promise confidentiality. The Associate Director for Prevention Education and Inclusion, counselors, health service providers and clergy are voluntary reporters, not mandated by law, but University policy creates an expectation to report non-personally identifiable information. These individuals will not share any identifiable information without permission, unless sharing is required by law, or if the information suggests that there is imminent risk of harm to self, others, or the campus community.

The Clery Act requires reporting of four general categories of crime statistics: criminal offenses, hate crimes, VAWA offenses, and arrests and referrals for disciplinary action. Sexual harassment and sex discrimination are not covered by the Clery Act, but reporting of such incidents is required under Title
IX. Mandatory reporters are expected to report crimes covered by the Clery Act to the Department of Public Safety without delay.

The Clery Act does not establish an obligation for Public Safety to conduct an investigation of the reported crime, only to report the crime as a statistic following Clery Act guidelines. In some cases, Public Safety may also be required to release a timely warning to the community about a threat to the community. In such cases, an initial investigation or determination of the nature of the threat may be conducted, after which a warning will be issued immediately.

Student behaviors that might be considered concerning or disruptive should be reported to the Office of the Vice Provost for Student Life. Based on the information provided a course of action will be determined and follow-up will be coordinated in collaboration with, but not limited to Student Counseling Services, the Department of Public Safety, and the impacted school/college. Determination in each student case will be made and, if needed, an agreed upon support plan will be created.

Additional information on the Mandatory Reporters Policy is available here.

BB. Missing Persons Notification Policy
All institutions that receive federal funding and have a housing program must have a policy regarding missing student notification for students who reside in on-campus housing facilities, as well as procedures for notifying a person of the resident student’s choice should that resident student go missing. This notification must be made within 24 hours of the institution learning that the student is missing.

Designation of Emergency Contact Person
The Department of Residential Life will annually notify each resident student that he/she has an option to identify an individual whom the University will contact within 24 hours of the University being notified that the student has gone missing.

Students’ emergency contact information will be registered confidentially. This information will be accessible only to authorized campus officials and it will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

Where to Report a Missing Student?
If a student, employee, or other individual believes that a student has been missing for 24 hours, they should report this information to any of the following offices:

- Department of Public Safety at (402) 280-2104 or (402) 280-2911
- Department of Residential Life at (402) 280-2717
- Office of the Vice Provost for Student Life at (402) 280-2775

For students, the report should be made to your Resident Director, Apartment Coordinator or Resident Advisor. Important information to share includes:

1. Name of the missing student and the student’s campus residence.
2. The name and contact information of the reporting person including address and phone number.
3. The relationship of the reporting person to the missing student
4. The missing student's employer if applicable and known
5. When the student was last seen, where, and under what circumstances.
6. Any information about the student’s condition that might be helpful in determining the whereabouts of the student such as:
a. When was the student last seen?
b. Where was the student last seen?
c. Has the student been in good health or has otherwise been of any concern to the reporting student?
d. Did the student have any known plans to travel, visit friends, etc.? If “yes”, what were these plans and where was the destination?
e. Did the missing student’s plans involve others?
f. How often does the reporting student typically see or contact the student?
g. Has the reporting student received any recent emails, texts?
h. Has the student been under any unusual pressures such as upcoming exams, homework assignments, etc.?
i. Is there any reason to believe the student might be in danger or harm or is a potential victim?
j. Has the reporting person contacted any law enforcement agency, or the student’s parents or guardians? If not, why not? Assist the reporting student in notifying authorities.

All missing student reports made to an office, other than the Department of Public Safety, will be referred immediately to the Department of Public Safety for investigation.

If Public Safety determines that the student has been missing for more than 24 hours and has not returned to campus, the emergency notification procedures outlined below will be initiated.

**Emergency Notification Procedures**

Creighton University will contact the resident student’s emergency contact person within 24 hours of determining that the student is missing, if the student has been determined missing by the Department of Public Safety, or by local law enforcement;

If a student is under 18 years of age and not emancipated, Creighton University will notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person the student has designated.

Creighton University will also notify law enforcement within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that determined the student was missing.

**Department of Residential Life Notification Procedures**
The Department of Residential Life’s procedures for notification include the following:

1. The Department of Residential Life will report to Public Safety when they receive a report that a resident student appears to have gone missing.
2. Should the report result in a confirmation by Public Safety that the student is missing for more than 24 hours and the student has submitted emergency contact information, Creighton will contact the individual the student has identified as their emergency contact.
3. Should the report result in a confirmation that the student is missing for more than 24 hours, Creighton will also contact the custodial parent/guardian immediately if the student is not emancipated and is under the age of 18.
4. Should the report result in a confirmation that the student is missing but neither “2” nor “3” apply, Creighton will notify the local Police department.
Procedures

To whom does this apply?
All students who live in on-campus housing are affected by this policy. Certain additional conditions apply for those residential students who are under the age of 18 and not emancipated at the time they are believed to be missing.

- On-campus housing means a dormitory or other residential facility for students that are located on the University’s campus.
- Campus means any building or property owned or controlled by the University within the same reasonably contiguous geographic area and used by the University in direct support of, or in a manner related to the University’s educational purposes, including residence halls.

Who is responsible for the implementation of this policy?
1. The responsible administrators and office for this policy is the Associate Vice Provost for Student Development in the Division of Student Life. In his/her absence, the contact will be the Associate Director of Residential Life in the Department of Residential Life or the Resident Director on Duty who, in turn, will contact the University Responder on Call. If the initial report of a missing student is not made to the Department of Public Safety, the responsible administrator will contact the Department of Public Safety which, in turn, will notify the Director of Public Safety.
2. The line of authority for this policy is the Associate Vice Provost for Student Development to the Vice Provost for Student Life to the President. The Department of Public Safety will keep these administrators informed throughout the process.
3. If the initial report of a missing student is made to the Department of Public Safety, Monday through Friday, 8 a.m. to 4:30 p.m., Public Safety will contact the individuals mentioned in Item 2 above. During other days and times, the Public Safety Officer will contact the Resident Director on Duty who will communicate the information to the others listed in Item 2 above.

When will notifications be made?
Immediately upon the University being informed that a resident student has been missing for 24 hours.

What will the University do?
1. At the time of contracting for residential space in the Residential Life Portal, the Department of Residential Life will ask residents to provide their confidential contact information or to opt out of this provision. This will include a place for the resident to type in the name and contact information in case the student should becoming missing at any time during the academic year. This contact will remain confidential information in the digital database until needed.
2. When any member of the Residential Life staff or the Student Life staff is informed that a resident student is missing, the Creighton University Department of Public Safety office will be immediately notified. If the Resident Life staff or the Student Life staff is notified of a missing resident student and it is after regular business hours, the Department of Public Safety will still be called immediately at (402) 280-2104 or (402) 280-2911.
3. A University representative will attempt to contact the student by:
   - Calling the student's personal cell phone on record.
   - Entering the student’s campus residence room or apartment to investigate the student’s activities.
   - Check the use of the student's ID card to determine the student's whereabouts.
   - Contact the student’s faculty members and check class attendance.
- Contact known friends, roommates, places of work, or any acquaintances that the student may have.
- Check social networks such as “Facebook” or “My Space” to determine if the student has posted any information on line.

4. If the student is unable to be contacted by any of the methods listed above, the University will, within 24 hours of being notified that the student is missing, notify the Omaha Police Department that a student is missing. The University will also contact the student’s confidential contact individual on record.

5. If the student is under the age of 18 and is not emancipated, the parents or guardians of the student will be contacted, in addition to any other emergency contact person listed.

What must the student do?

1. Resident students must be notified annually of the option to digitally complete a confidential contact form within the Portal. This information will be retained in a confidential digital database during the year until needed; the information within the database will remain confidential. The contact does not have to be a parent or guardian.

2. Students or Creighton University faculty or staff members who believe that a student is missing should contact the Public Safety Office at (402) 280-2104. If a report of a student missing occurs after normal business hours, Public Safety should be contacted at (402) 280-2911. Important information to share includes:
   a. Name of the missing student and the student's campus residence.
   b. The name and contact information of the reporting person including address and phone number.
   c. The relationship of the reporting person to the missing student
   d. The missing student's employer if applicable and known
   e. When the student was last seen, where, and under what circumstances.
   f. Any information about the student’s condition that might be helpful in determining the whereabouts of the student such as:
      - When was the student last seen?
      - Where was the student last seen?
      - Has the student been in good health or has otherwise been of any concern to the reporting student?
      - Did the student have any known plans to travel, visit friends, etc.? If “yes”, what were these plans and where was the destination.
      - Did the missing student’s plans involve others?
      - How often does the reporting student typically see or contact the student?
      - Has the reporting student received any recent emails, texts?
      - Has the student been under any unusual pressures such as upcoming exams, homework assignments, etc.?
      - Is there any reason to believe the student might be in danger or harm or is a potential victim?
      - Has the reporting student contacted any law enforcement agency, or the student’s parents or guardians? If not, why not? Assist the reporting student to notify authorities.

CC. Nondiscrimination Statement

Creighton University is committed to providing a safe and nondiscriminatory educational and employment environment. The University admits qualified students and hires qualified employees without regard to race, color, religion, sex, marital status, national origin, age, disability, citizenship, sexual orientation, gender
identity, gender expression, veteran status, or other status protected by law. Its education and employment policies, scholarship and loan programs, and other programs and activities, are administered without unlawful discrimination.

Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in its educational, extracurricular, athletic or other programs or in the context of employment.

It is the policy of the University to make all programs and services available to individuals with disabilities. Inquiries concerning rights and responsibilities under Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990 should be directed to the Executive Director for the Office of Equity and Inclusion. To obtain information on accessibility of buildings and programs or to report problems of accessibility, please contact Human Resources (for employees), Schneider Hall or by telephone 402.280.2709 or Office of Disability Accommodations (for students), Old Gym 437, or by telephone 402.280.2166.

The following person has been designated to monitor compliance and to answer any questions regarding the University's non-discrimination policies:
Ms. Allison Taylor, M.S.Ed
Executive Director
Title IX Coordinator/Section 504 Coordinator
Creighton University
Office of Equity and Inclusion
Creighton Hall Suite 340
Omaha, NE 68178
Phone (402) 280-3189 Email: allisontaylor@creighton.edu
Web: Office of Equity and Inclusion

The United States Department of Education's Office for Civil Rights (OCR) enforces Title IX and Section 504.

DD. Official Means of Communication
The Creighton University assigned email account shall be the official means of communication with all students. All students are responsible for all information sent to them via their University assigned email account. Students who choose to manually forward mail from their University email accounts are responsible for ensuring that all information, including attachments, is transmitted in its entirety to the preferred account.

All students are required to maintain a @creighton.edu computer account. This account provides both an online identification key and a University Official Email address. The University sends much of its correspondence solely through email. This includes, but is not limited to, policy announcements, emergency notices, meeting and event notifications, course syllabi and requirements, and correspondence between faculty, staff, and students. Such correspondence is mailed only to the University Official Email address.

Students are expected to check their email on a frequent and consistent basis in order to stay current with University-related communications. Students have the responsibility to recognize that certain communications may be time-critical.

EE. One Bed, One Body Policy
Creighton University recognizes that travel to off-campus events, activities and courses is a beneficial part of the student collegiate experience. The University seeks to provide the safest opportunities and methods of transportation and to mitigate risks that might be associated with student travel. Therefore, the One Bed, One Body policy exists to assist students in their travel planning.

Any activity which is not in accordance with the Judeo-Christian values of Creighton University and the specific doctrinal teachings of the Roman Catholic Church is prohibited. One example of this may be co-habitation. In keeping with the spirit of our existing university policies and expectations, the One Bed, One Body Policy addresses potential areas of co-habitation during off campus travel.

Under no circumstance may more than one student sleep in a bed regardless of gender (i.e. sleeping bag, cot, and/or personal sleeping area).

This policy applies to all trips sponsored, organized, facilitated or encouraged by Creighton University. This includes but is not limited to students that receive university funding, as well as all students who travel under the Creighton name with their personal and/or group finances (i.e. FLPAs, student organization travel, retreats, service trips, team travel, academic competitions, conferences, etc.). Students who fail to comply with Creighton University policies will be referred to the Office of Student Development.
Additionally, advisors/moderators/coaches are not to room with students.

Sponsors of trips (i.e. academic units, university departments, athletics and/or student organizations, etc.) may require additional standards to address the unique requirements associated with a particular type of trip.

FF. Personal Searches
The University reserves the right to search a student or his/her belongings if a University official believes that a student is in violation of Creighton University policies and/or procedures or local, state, or federal law.

Furthermore, if a University official believes that a student or his/her guest is in violation of Creighton University policies and/or procedures or local, state, or federal law, the University official has the right to check any packages, book bags, boxes, duffel bags, or other items.

1. If a University official believes that a student or his/her guest is in possession of alcohol, whether by someone under age 21 or by someone of age transporting items for the minor, the University official has the right to check any packages, book bags, boxes, duffel bags, or other items.

2. In addition, a student, his/her guest, and any items they have may be inspected if it is believed that the student or his/her guest is in possession of drugs, other illegal items, or items that are in violation of University policy.

GG. Posting Policy and Procedures
The Student Leadership and Involvement Center manages the 17 official campus posting boards on the main university campus as a service to students, departments, organizations, and off-campus vendors. Registered Student Organizations, University departments and University affiliated vendors may post without approval from the Student Leadership and Involvement Center. Non university-sponsored groups or individuals such as off-campus vendors and individuals advertising merchandise, products, services or information, and/or any event not officially sponsored by Student Organizations and University departments must have approval from the Student Leadership and Involvement Center. Unregistered student organizations are not university-sponsored and must receive approval before posting. All postings must comply with the Posting Standards.

1. Posting Involving Alcohol
Materials with any reference or implied reference to alcohol must be approved by the Student Leadership and Involvement Center professional staff before posting. It must conform to the Posting Standards, the University Alcohol Policy and the Guidelines for Promotion of Events where Alcohol Will be Served.

2. Posting Standards
All materials posted on “Campus Posting Boards” must be in compliance with the following Posting Standards:

a. The content of all materials displayed on Creighton’s campus must conform to the Creighton University Mission and the Student Code of Conduct and must avoid demeaning, sexual, racial, or other discriminatory reference.

b. Materials may be displayed only on boards marked “Campus Posting.” A list of these official boards is available through the Student Leadership and Involvement Center. Materials may not be attached to building walls, trees, hallways, doors, stairwells, or any painted surface.

c. Posters and fliers may not exceed 18” x 24”.

CREIGHTON UNIVERSITY STUDENT HANDBOOK 2016-2017  Page 38
d. Only one copy of a poster or flier may be displayed per bulletin board.
e. Only staples and pushpins may be used to hang fliers on the boards; no tape or adhesives. Sponsors are responsible for posting their materials and must supply their own pins or staples when posting.
f. The name of the sponsoring organization, department, vendor or individual and contact information must appear on every poster.
g. The name, date, time and location for events must appear on every poster.
h. If there is a cost associated with the event being advertised it must appear on every poster.
i. Materials may be on display for two weeks unless approved and stamped for a longer period.
j. All postings for fundraising activities/events must include the name of the individual or organization benefiting from the activity. Additionally, all lottery and raffle winners will be announced to the University community using JayNet News, CU Today, the Creightonian, or other official forms of communication.
k. All postings for fraternity and sorority recruitment require the approval of the Assistant Director for Greek Life.

3. Procedure for Approval
Any non-university-sponsored groups or individuals wishing to post on the Campus Posting Boards must have approval from the Student Leadership and Involvement Center. Approval is granted after the materials have been properly registered, compliance with posting standards has been verified, and materials have been stamped “Approved for Posting.”

4. Administration of Policy
The Student Leadership and Involvement Center administers this policy. Any questions related to the policy, procedures and posting locations should be directed to the Student Leadership and Involvement Center. The Student Leadership and Involvement Center Staff will make judgments regarding the appropriateness of materials. Appeals to the decision or process may be made to the Student Life Policy Committee via the Vice Provost for Student Life office. The Student Leadership and Involvement Center will periodically clear the posting boards of outdated posters and fliers. Materials improperly posted or inconsistent with this policy will be removed, and the violator may be subjected to penalties.

5. Other Promotional Materials
Creighton Students Union Elections
CSU election campaign posters must be in compliance with the Posting Standards and the following:
a. Election materials may not be displayed prior to two weeks before the respective election.
b. All election materials must be removed within 3 days after the election.
**Banners**
Banner space in the Student Center and outside the dining halls may be reserved by contacting the Student Leadership and Involvement Center. Reservations are for one week. Banners are to advertise specific events/programs only and must comply with the above applicable Posting Standards.

**Table Tents**
Table tent space in the Student Center, the dining halls, and retail food locations may be reserved by contacting the Student Leadership and Involvement Center. Reservations are for one week. Table tents are to advertise specific events/programs only and must comply with the above applicable Posting Standards.

**Yard Signs and Sandwich Boards**
Yard sign and sandwich board content must follow the posting standards guidelines and be approved by the Student Leadership and Involvement Center prior to printing using the Student Leadership and Involvement Center form. To reserve space to post yard signs and sandwich boards you must contact Centralized Reservations.

**Chalking**
Chalking designs and content must be approved by the Student Leadership and Involvement Center using the Student Leadership and Involvement Center Form prior to chalking. Content of chalking must follow posting standards. To reserve space to chalk you must contact Centralized Reservations and follow the event registration guidelines. Chalk must be washable, and must be removed by the registered student organization, University department, or University vendor.

**Licensing Waiver**
Prior to production, the Student Leadership and Involvement Center must approve all t-shirts and other merchandise. See the T-Shirt/merchandise and Licensing Waiver Policy.

**Merchandise**
Registered student organizations using the “Creighton University” or the “Bluejay” names or logos in any commercial venture must have the materials approved by the Student Leadership and Involvement Center before production, as both are registered and protected trademarks of Creighton University (uses of the Creighton Trademarks are protected by the Sports Information Office).

**Student News Listserv**
The Student Leadership and Involvement Center staff moderates the Student News listserv which is then published by University Relations. Twice a week, Monday and Thursday, a digest email will be sent posting the events that have been submitted to the listserv. The digest email links to a website that offers more information. All submissions will be left on the website until the date passes for that event. Guidelines for submissions are as follows:
Submissions must be received by Friday by 9:00 a.m. for the Monday edition and by Wednesday at 9:00 a.m. for the Thursday edition.
1. The email must be sponsored by a Creighton University students, faculty, or staff member OR a university department or registered student organization. The sponsor and contact information MUST be included.
2. Advertised events must have a date, time and location in the email.
3. Submissions must be in Word format or text within a submitted email (in normal font, no colors or large font or bold font necessary). Pictures, logos, graphics, etc. can be submitted in JPEG format and if possible will be used on the website.

4. The email must follow all Posting Guidelines in the Student Handbook.

To submit an event or involvement opportunity, please send the email to student_news@lists.creighton.edu
To subscribe or unsubscribe from the listserv, please visit the Mailman website.

Please contact the Student Leadership and Involvement Center if you have any questions at (402)280-1715.

6. Posting in Other Places

Residence Halls
Approval from the appropriate Resident Director must be obtained before posters, fliers or other materials can be placed on residence hall floors, lobby bulletin boards, or any other area of the residence halls. Generally, posters can be left at the residence hall desks to be placed by residence hall personnel.

University Departments & Professional Schools
Posting must be approved by authorized personnel in their respective areas.

Handbills
Promotional materials may not be handed out to students on the Creighton campus, either outside or inside buildings. Promotional materials may not be placed on cars in the University parking lots.

Violations
All promotional materials must conform to the Creighton University Mission and the Student Code of Conduct and must avoid demeaning sexual, racial, or other discriminatory reference. Violators of this policy may be subjected to: suspension of posting privileges, loss of registration for the sponsoring organization, a fine of up to $25, and other University disciplinary action.

- The Student Leadership and Involvement Center must approve any designs for T-Shirts or other merchandise created by student organizations.
- T-Shirt and other merchandise designs must be submitted to the Student Leadership and Involvement Center via CU Involved before any items are made/printed. Please submit design at least 2 weeks before the printing date.
- Any organization that creates and distributes T-Shirts or other merchandise without prior approval will be in violation of this policy and will be responsible for the consequences.
- The Creighton University logos, graphics and Athletic marks are registered and protected trademarks of Creighton University, protected by both the Department of Marketing and Communications and Athletics, as well as the US Patent Office. No alterations are permitted on the University seal, logo or Athletic marks. This policy helps to ensure immediate recognition, the maintenance of appropriateness, and the prevention of commercial use without compensation to the University.
- Registered student organizations, as defined by the University, using the names, marks, logo, seals, and/or symbols of Creighton University in any commercial venture, whether fundraising or promotional, are required to seek prior approval from the Student Leadership and Involvement Center and University Communications and Marketing by completing a T-shirt/Merchandise Form [found on CU Involved.]
- Products sold or given away bearing the trademarks of the University and the names or logo of a registered student organization, for the sole benefit of that organization, are exempt from a royalty fee charged for commercial ventures. However, these products must be purchased from licensed vendors.
- If items are to be sold to those outside of your organization's membership, or for a profit, a Fundraising Registration Form must also be completed.

Seeking registration takes time and forethought. A group must submit a constitution, mission statement, schedule of events, and completed application to be considered for registration as an organization. Once the Student Leadership and Involvement Center receives these materials, the “pending” organization has access to limited services while waiting for approval. The “pending” organization will be asked to meet with the Student Organization Review Committee (SORC), which meets twice per year.

HH. Relationships between Employees and Students

By selecting and utilizing the educational programs of Creighton University, students and their parents have demonstrated confidence in the University. In their personal dealings with students, University employees are representatives of the University and are expected to exemplify its Christian and educational values. It is incumbent upon all those who are in positions of authority over students not to abuse, or seem to abuse, the power with which they are entrusted.

Inappropriate personal relationships between employees and students may have the effect of undermining the atmosphere of trust and mutual respect upon which the educational process depends. Particularly troublesome are romantic relationships. Even when both parties have consented to such a relationship, it is the employee who holds a position of special responsibility within the University. It is the employee, therefore, who will be held accountable for unprofessional behavior.

Employees should be aware that a romantic relationship with a student may render them liable for disciplinary action the relationship creates, reasonably has the potential to create, or reasonably appears to create a conflict between the employee’s personal interest and the employee’s obligations to the University or its students.

Because graduate teaching fellows, tutors, and undergraduate teaching assistants may be less accustomed than other employees to thinking of themselves as possessing professional responsibilities, they should be particularly sensitive and exercise special care in their relationships with students whom they instruct or evaluate.

II. Respect for the Dignity of the Person

Creighton University desires to foster a campus community where people can work and learn with respect, dignity and freedom from discrimination. Individuals deserve to be free from the threat or actuality of physical violence or verbal abuse. Especially intolerable in view of the University’s commitment to respect for the person are offenses against persons because of their race, religion, ethnicity, disability, gender or sexual orientation.

Actions or expressions which may cause violent situations, create a clear and present danger of violent situations, or which represent a malicious or willful attempt to demean, degrade or harass members of the University community will not be tolerated. Such actions include, but are not limited to, acts of violence, physical or verbal threats, verbal harassment, slurs, degrading humor, and written materials such as epithets, graffiti or other similar expression.
Persons who believe they are victims of such actions are encouraged to report the incident to the Associate Vice Provost for Student Development (402) 280-2775, the Vice Provost for Student Life or other appropriate University officials may also be contacted. Violation of this policy will result in disciplinary action.

JJ. Sexual Violence
As defined by the United States Department of Education’s Office of Civil Rights 2011 Guidance, sexual violence is a severe form of hostile environment sexual harassment that represents conduct involving physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent. An individual’s inability to consent to sexual activity may arise due to age, from use of drugs or alcohol or individual conditions including intellectual or other disability.

Sexual violence offenses include the following
- Non-consensual sexual intercourse or attempts to commit same
- Non-consensual sexual contact or attempts to commit same
- Sexual Exploitation

Definitions of sexual violence offenses
- Non-consensual sexual intercourse is any sexual intercourse, however slight, with any object, that is without effective consent and/or by force. Intercourse includes:
  - Vaginal penetration by a penis, object, tongue, or finger
  - Anal penetration by a penis, object, tongue, or finger
  - Oral copulation (mouth to genital or genital to mouth contact)
    - Non-consensual sexual contact is any sexual touching, however slight, with any object, by a man or a woman upon a man or a woman that is without consent and/or by force.
- Non-Consensual Sexual Contact is any sexual touching, however slight, with any object, that is without consent and/or by force. Sexual touching includes:
  - Intentional contact with the breasts, buttocks, groin, or genitals, or touching another with any of these body parts
  - Making another touch you or themselves with or on any of these body parts (breasts, buttocks, groin, or genitals)
  - Any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth, or other orifice.
- Sexual Exploitation is when a student takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to:
  - Invasion of sexual privacy;
  - Prostitution another student;
  - Non-consensual video or audio-taping of sexual activity;
  - Sharing or distributing naked and/or sexually explicit photographs of another individual without permission;
  - Going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex);
  - Engaging in voyeurism;
  - Knowingly transmitting an STI or HIV to another student;
  - Exposing one’s genitals in non-consensual circumstances; inducing another to expose their genitals;
• Sexually-based stalking and/or bullying

Additionally, the University provides the following definition of Rape:
Rape is generally defined as forced sexual intercourse. It may also include situations where the victim is incapable of giving consent. In 2012, the Department of Justice announced a change to the definition of Rape for the Uniform Crime Reporting Program’s (UCR) Summary Reporting System. Rape is defined as “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.”

Effective Consent
Effective consent is informed, freely and actively given, and consists of mutually understandable words or actions indicating a willingness to engage in mutually agreed-upon sexual activity. It is the responsibility of all persons wishing to engage in sexual activity with another to specifically determine the capacity of that potential sexual partner to provide “Effective Consent.”

A person may not consent if s/he is:
• unconscious
• intimidated or frightened
• intoxicated/incapacitated from use of alcohol or drugs
• physically or psychologically pressured or forced
• impaired due to a cognitive disability
• less than 16 years of age per Nebraska State Statute
• under the age of consent in the jurisdiction in which the activity occurred

Additionally
• Consent may be revoked at any time, as long as the revocation is communicated clearly, at which point sexual activity must cease immediately.
• Mutually understandable consent must be obtained by both parties throughout the sexual interaction
• Consent to one form of sexual activity does not imply consent to other forms of sexual activity
• Previous sexual relationships and/or a current relationship does not imply consent
• Consent expires and needs to occur before any and all sexual activity
• Consent is not present if a person is compelled to engage in sexual contact by force, threat of force, or coercion
• Consent cannot be implied through acceptance of an invitation
• Silence and passivity cannot be interpreted as an indication of consent
• Consent cannot be given by individuals who are incapacitated as a result of alcohol or other drug consumption (voluntary and/or involuntary), or by individuals who are unconscious, unaware, asleep or otherwise physically helpless.
• Because consent must be informed, an individual may not engage in sexual activity with another person who that individual knows, or should reasonably know (based on the reasonable person standard), to be incapacitated.

Incapacitation
Incapacitation is the inability to make a rational, reasonable decision. Incapacitated persons are considered incapable of giving effective consent because they lack the ability to appreciate the fact that the situation is sexual, and/or cannot rationally and reasonably appreciate the nature and extent (who, what, when, where, why and how) of that situation. Evidence of incapacity can be detected from one or an accumulation of context clues, which can include but are not limited to the following:
• One person may have knowledge regarding how much alcohol another person has consumed or whether some other drug has been ingested
• Slurred speech
• Bloodshot eyes
• The smell of alcohol on the breath
• Shaky equilibrium
• Vomiting
• Outrageous or unusual behavior
• Unconsciousness
• Elevated blood alcohol level
• blacking out

Because of the seriousness of sexual violence, if a student is found in violation of the Harassment, Discrimination, Sexual and Relationship Misconduct policy, the full range of University sanctions, including suspension or expulsion, may be imposed. Further, it should be clearly understood that University action against violators of this policy in no way precludes the possibility of criminal action by authorities should the victim wish to pursue this course. Sexual violence can be carried out by other students, third parties, or University employees. All such acts of sexual violence are forms of sex discrimination prohibited by Title IX.

Creighton University prohibits all forms of sexual violence. When there is reasonable cause to suspect a violation of the Harassment, Discrimination, Sexual and Relationship Misconduct policy the University will:

• Conduct a prompt, thorough, and impartial investigation;
• Provide access to process navigators/advocates to assist both the reporting party and the responding party throughout the course of the investigation; and
• Put in place interim measures such as contact restrictions, and housing or class reassignments.

Advocacy
Creighton’s Violence Intervention and Prevention Center (VIP Center) provides confidential advocacy to first- and second-hand survivors of sexual violence, dating violence, stalking, harassment, discrimination, and more. An advocate is someone who will provide one-on-one individualized support to individuals. These services are free, confidential, and available to all students. Services include:

• Support after an incident of violence
• Safety Planning
• Assistance with class absences, coursework extensions, transportation, and housing
• Assistance with reporting incidents, both on and off campus
• Assistance filing protection orders
• Resources to support a friend, partner, or family member
• Campus and community referrals

For additional information contact the VIP Center at (402) 280-3794 or vipcenter@creighton.edu.
Procedures to Report Sexual Violence
To report an act of sexual violence students may:

• Contact the Office of Equity and Inclusion at (402)280-3189, oeii@creighton.edu, or submit an online form.
• Contact the Department of Public Safety at (402)280-2911 (immediate response)
• Contact Omaha Police Department at 911 (immediate response)

Individuals have the right to file a report with the local authorities in addition to filing a report with the University. If an individual reports an act of sexual violence to the Office of Equity and Inclusion, an investigation will commence. The victim (reporting party) of an act of sexual violence is entitled to the same rights afforded to the accused (responding party) in the investigation, hearing and the appeal. (See the Harassment, Discrimination, Sexual and Relationship Misconduct policy, 2.1.25.)

Amnesty When Reporting Sexual Violence
Creighton University strongly encourages victims and individuals to report all Student Code of Conduct violations, sex discrimination, violence in general (including sexual violence) and medical emergencies. It is likely that many victims may be hesitant when it comes to reporting conduct that he/she believes violates the Student Code of Conduct or University policy because of fear that they personally may be accused of violating policies or sections of the Student Code of Conduct in connection with the incident they are reporting. Underage drinking is a common example of conduct that may have occurred during such an incident. Because of the importance of reporting serious incidents, and in order to encourage reporting, Creighton will not normally charge a victim who reports a violation of the Student Code of Conduct or University policy, even though the victim may have participated in a non-violent violation of the Student Code of Conduct or University policy (e.g., unauthorized use of alcohol). Creighton may also elect to extend amnesty to students who report medical emergencies that may have occurred during an incident involving a potential conduct violation. In such cases, however, Creighton may exercise its discretion to impose educational sanctions as a required activity intended to engage the student in a positive learning experience related to the student’s inappropriate behavior.

Anti-Retaliation
The University expressly prohibits any form of retaliatory action against any individual for filing a bona fide complaint under this Policy or for assisting in a complaint investigation. If you feel that you have been retaliated against, contact the Office of Equity and Inclusion to report at (402) 280-3189.
Additional information is available under VI. University Policies, Section DD, Respect for the Dignity of the Person.

If you have been sexually assaulted, you are NOT required to make a report to law enforcement in order to obtain medical care or have access to resources.

• Students can contact Creighton’s confidential advocate at (402)280-3794 or vipcenter@creighton.edu for assistance
• Students can contact the Women’s Center for Advancement Crisis Hotline at (402)345-7273 (immediate response)
• Students can contact Creighton’s Center for Health and Counseling at (402)280-2735 for assistance
• Students can visit a hospital for medical care

Access to Medical Care following an Act of Sexual Violence
Students who have experienced an act of sexual violence are encouraged to consider the following options:
• Visiting the Emergency Department (ED) of the nearest hospital for an examination:
  o In order to preserve evidence please follow these instructions (if possible):
  o Visit a hospital within 72 hours of a sexual assault
  o DO NOT change clothing. Bring extra clothes to the ED if possible. Otherwise, ED staff will provide you with a change of clothing. If you have changed your clothes, put the clothes that were worn when the assault occurred – including underwear – in a paper bag and bring with you to the ED.
  o DO NOT shower or bathe.
  o DO NOT brush your teeth, drink fluids, eat, or smoke.
  o Put any other article that may contain evidence (such as sheets) in a paper bag and bring it to the ED.
• The ED staff will notify an Advocate from the Women’s Center for Advancement (WCA) that an act of sexual violence has occurred. An individual can request an Advocate if one has not been called prior to their interview and examination
• An advocate is able to explain hospital procedures, reporting procedures, and provide information on follow-up and recovery after an act of sexual violence. An advocate can also sit with the individual and be present during an exam if an individual would like the advocate present.
• The ED staff will notify Omaha Police Department when an act of sexual violence is reported. The individual reporting the act of sexual violence may choose to make a report with police or may choose not to report the act of sexual violence.
• While in the ED, the individual will be examined by a physician to evaluation any injuries and receive appropriate treatment. The individual will also receive a sexual assault examination by a nurse who is trained as a Sexual Assault Nurse Examiner (SANE). The exam may involve taking pictures of injuries, swabbing for evidence collection, and performing a pelvic exam. The individual has the ability to stop the exam at any point or ask any questions they might have. Individuals will be treated for potential sexually transmitted infections and provided with options for follow-up care.
• If an individual does not choose to visit a hospital after an act of sexual violence, they are still encouraged to seek medical treatment. Creighton’s Center for Health and Counseling (402)280-2735 can provide follow-up care for students or individuals can seek medical treatment off-campus.
• If an individual is interested in counseling services, Creighton’s Center for Health and Counseling (402)280-2735 provides free sessions for students.

Victim’s Bill of Rights
• Complainants shall be notified of their options to notify law enforcement.
• The complainant and the respondent must have the same opportunity to have others present.
• Both parties shall be informed of the outcome of any disciplinary proceeding.
• Complainants shall be notified of counseling services.
• Complainants shall be notified of options for changing academic and living situations.

Prevention Education
The VIP Center focuses on primary prevention, the act of eliminating violence before it happens. Violence prevention is a complex issue and requires a multitude of strategies. Creighton University takes a holistic approach to addressing this serious issue utilizing the following strategies:

• Awareness Programs. Active and passive programs that aim to educate the campus community on warning signs of sexual violence, sexual harassment, stalking, dating violence, or domestic violence.
- **Ongoing prevention and awareness campaigns.** Active and passive programs offered throughout the academic year by the Violence Intervention and Prevention Center and other campus partners that have a goal of educating the campus community on issues of sexual violence, sexual harassment, stalking, dating violence, and domestic violence.

- **Primary prevention programs.** Educational programs that have a goal of preventing incidents of sexual violence, sexual harassment, stalking, dating violence, or domestic violence from occurring.

Providing awareness, education and resources on:

- **Bystander Intervention.** A strategy to reduce incidents of sexual violence, sexual harassment, stalking, dating violence, and domestic violence through action on the part of someone who witnesses or has knowledge of these incidents.

- **Risk reduction.** Actions or strategies that can decrease the likelihood that an incident of sexual violence, sexual harassment, stalking, dating violence, or domestic violence can occur.

**KK. Speakers Policy**

Creighton is a Catholic University. As Catholic, Creighton is committed to identification with a specific religious tradition and all of its essential values. As a university, Creighton is committed to the widest possible freedom of expression, including critical examination of ideas and perspectives which may be or may appear to be incompatible with its Catholic tradition and mission. Because these two fundamental commitments may sometimes conflict, especially when speakers are invited on to campus, the University adopts a speaker’s policy with these components.

1. Only authorized sponsoring organizations may invite a speaker on to campus. Ordinarily, the Vice Provost for Student Life must be notified of an invitation at least three weeks before the scheduled appearance of a speaker whose presentation will be advertised to the general public.

2. The fact that some authorized sponsoring organization invites a speaker to campus does not state nor imply that the University endorses the ideas or perspectives offered by that speaker.

3. Sponsoring organizations are expected to use responsible judgment in selecting speakers. When it is likely that a speaker may espouse or appear to espouse positions hostile to Creighton’s traditions and values, opportunities for expression of alternative viewpoints must be assured. The Vice Provost for Student Life, in consultation with the appropriate academic Vice President and University Committee on Lectures, Films, and Concerts, may require that a speaker make the presentation in a debate or panel of discussants format so as to assure expression of other views.

4. If there is reason to suppose that the presentation of a speaker on campus may pose safety problems, the Vice Provost for Student Life may postpone the speaker’s presentation for up to three weeks so that security arrangements can be developed.

Click the following link to review the complete University’s Speakers and Artistic-Creative Presenters Policy.

**LL. Student Complaint Policy**

Creighton University designates the Office of the Vice Provost for Student Life as responsible for receiving, investigating and potentially resolving student complaints. When related to academic grade disputes, academic integrity issues, non-academic misconduct, financial need, disability, affirmative action, or sexual violence, harassment and discrimination, complaints will be referred to the appropriate University office(s) per Creighton University policies and procedures. No retaliation of any kind shall be taken against a student who articulates a complaint.
Scope
This policy applies to all University students regardless of school, or college, status, classification, type, or location.

Definitions

Student: An individual student, a group of students, or student governments.
Complaint: A claim by a student alleging improper, unfair or arbitrary treatment. A complaint may address issues of institutional or program quality such as Creighton University’s compliance with the standards of the Higher Learning Commission of the North Central Association of Colleges and Schools or other pertinent accrediting bodies.

Concerns or complaints about academic procedures or personnel must be filed with the appropriate unit.
- College of Arts and Sciences
- College of Professional Studies
- Graduate School
- Heider College of Business
- School of Dentistry
- School of Law
- School of Medicine
- College of Nursing
- School of Pharmacy and Health Professions

Concerns or complaints about non-academic procedures or personnel must be filed with the appropriate unit
- Administration
- Athletics
- Career Center
- Disability Accommodations
- Enrollment Management (Admissions & Financial Aid)
- Facilities Management
- Finance
- Information Technology
- Libraries
- Mission and Ministry
- Registrar
- Residential Life
- Student Leadership and Involvement Center
- Student Health & Counseling Services
- Student Life
- University Dining
- University Relations
- Military & Veterans Affairs
- Other Area (Please Specify) ________________________________________________

If it is unclear as to where to direct a concern or complaint, please contact the Office of the Vice Provost for Student Life at (402) 280-2775.
Exclusions to this policy include complaints regarding academic grade disputes, academic integrity, non-academic misconduct, disability, affirmative action, sexual violence, harassment and discrimination. Such exclusions have specific policies and procedures that can be accessed in the following:

**Academic Grade Disputes or Academic Integrity Charges/Appeals**
These are processed by the respective academic unit’s policies and procedures. Complaints about academic procedures or personnel must be filed with the appropriate college or school. Each academic unit’s website provides guidance for such complaints.

- College of Arts and Sciences
- College of Professional Studies
- Graduate School
- Heider College of Business
- School of Dentistry
- School of Law
- School of Medicine
- College of Nursing
- School of Pharmacy and Health Professions

For more information, click the following link to find the University’s Student Complaint Policy and Procedure.

Click the following link to download the Student Complaint Form

**Administration & Interpretation**
Tracking of student complaints will be used to generate an annual report from the Office of the Vice Provost for Student Life. The report will identify any areas of quality improvement and make appropriate recommendations to improve the overall student experience. Such improvement efforts and outcomes will be monitored and documented.

**Amendments or Termination of Policy**
The University reserves the right to modify, amend or terminate this policy at any time.

**MM. Tobacco-Free Policy**

Creighton University is dedicated to providing a healthy, comfortable, and productive living and work environment for our faculty, staff and students and a healthy, comfortable, and safe environment for our visitors. The campus is tobacco-free. To review the complete policy, please visit the [website](#).