

FALL 2019 Annual Security and Fire Safety Report



Message from the President of Creighton



Rev. Daniel S. Hendrickson, SJ, PhD
President, Creighton University

As a leading Jesuit, Catholic university, Creighton is committed to providing a safe, welcoming, and supportive environment where talented students, faculty, and staff from diverse backgrounds can share ideas and beliefs, explore new knowledge, and grow intellectually, personally, and spiritually. Our reputation for educational excellence attracts students, visitors, and leading scholars from across the nation and globe.

At Creighton, we believe that upholding safety and security is a collective responsibility. This report represents that collaborative spirit, having been prepared by a comprehensive team from various areas of the University—including the Division of Student Life, Office of Equity and Inclusion, Violence Intervention and Prevention Center, General Counsel, Athletics Compliance, and Department of Public Safety. Not only does this report comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, it is an important part of our ongoing efforts to inform you about safety programs and services and outline steps you can take to maintain your safety and security and that of others. Information and personal awareness are powerful tools for ensuring your safety on and off Creighton's campus.

I encourage you to spend time reviewing the contents of this booklet. If you have any questions about this report, please contact our Department of Public Safety at creightonDPS@creighton.edu.

A handwritten signature in black ink, appearing to read "Daniel S. Hendrickson". The signature is stylized and cursive, with a large initial "D" and "H".



Campus Safety and Security

Creighton University's Annual Security and Fire Safety Report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Violence Against Women Act. This federal law seeks to make college campuses safer through the disclosure of such information, and to assist applicants in making enrollment or employment decisions based upon that criteria. This report includes statistics of reported crimes from the previous three years. The report provides information regarding institutional policies surrounding alcohol and other drug use, crime prevention, the reporting of crimes, and internal and external referral resources. The Clery Act promotes transparency and ongoing communication about campus crimes and other threats to health and safety and empowers members to take a more active role in their own safety and security.

The Department of Public Safety (DPS) is charged to prepare and disseminate the University's Annual Security and Fire Safety Report (ASR) by October 1 each year. Preparation of the ASR requires multiple ongoing and annual efforts involving DPS, other University departments and outside law enforcement agencies. This effort includes gathering of crime statistics concerning reports of crimes prepared by those identified in the law as campus security authorities and local law enforcement agencies and reconciling those statistics with DPS statistics to avoid duplicate reporting. Preparation of the ASR also requires a review of University policies and procedures concerning campus safety and disclosure of those policies and procedures in this report.

Creighton University is committed to providing a safe and secure environment for our students, faculty, staff and visitors. We realize that college campuses are not isolated from criminal activity or fire safety hazards, and we recognize the need to share that information with all members of the campus community. We encourage all members of this community to develop their own personal safety plans, and we strive to partner with Creighton students, faculty and staff members to assist us in providing the highest level of safety and security. Please read this report carefully and use the information to help us to maintain a safe and secure environment for yourself and others on campus. On behalf of Creighton University, we are pleased to present this year's report.



Michael D. Reiner, CPP
Senior Director, Public Safety



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Creighton University

Founded in 1878, Creighton University is one of 27 Jesuit colleges and universities in the United States. The University is well known for its outstanding interdisciplinary and comprehensive educational programs taught in the Jesuit tradition of educating the whole person—academically, spiritually and socially. With 8,900 students, no other university of its size in the country offers the broad array of undergraduate, professional and graduate programs that Creighton offers.

Creighton's nine schools and colleges deliver powerful education in the arts and sciences, law, business, and the health sciences including dentistry, medicine, nursing, pharmacy, occupational and physical therapy, public health and emergency medical services.

Select health sciences programs are also offered in Hastings, Nebraska; Anchorage, Alaska; Denver, Colorado; and Phoenix, Arizona, where an unprecedented partnership is helping to make Creighton the largest Catholic health care educator in the country.

Creighton is based in Omaha, Nebraska, a thriving city with a metro area population of nearly 1 million. Several Fortune 500 companies call Omaha home, providing opportunities for quality internships for students and jobs for graduates. Creighton University is a committed partner with many organizations and neighbors in our beloved community.

PHOENIX CAMPUS

In 2018, Creighton established a separate campus in midtown Phoenix, Arizona. Currently, the Phoenix campus includes the Dignity Health St. Joseph's Hospital and Medical Center and leased classroom space in the nearby Central Park Mall. As the only Catholic medical school campus west of Omaha, this site will be the future home of a suite of health sciences degree programs. In 2021, the campus will expand into a new 180,000-square-foot building, which will serve nearly 900 health sciences students.

MISSION

Creighton is a Catholic and Jesuit comprehensive university committed to excellence in its selected undergraduate, graduate and professional programs.

As Catholic, Creighton is dedicated to the pursuit of truth in all its forms and is guided by the living tradition of the Catholic Church.

As Jesuit, Creighton participates in the tradition of the Society of Jesus, which provides an integrating vision of the world that arises out of a knowledge and love of Jesus Christ.

As comprehensive, Creighton's education embraces several colleges and professional schools and is directed to the intellectual, social, spiritual, physical and recreational aspects of students' lives and to the promotion of justice.

Creighton exists for students and learning. Members of the Creighton community are challenged to reflect on transcendent values, including their relationship with God, in an atmosphere of freedom of inquiry, belief and religious worship. Service to others, the importance of family life, the inalienable worth of each individual and appreciation of ethnic and cultural diversity are core values of Creighton.

Creighton faculty members conduct research to enhance teaching, to contribute to the betterment of society, and to discover new knowledge. Faculty and staff stimulate critical and creative thinking and provide ethical perspectives for dealing with an increasingly complex world.



Creighton University Department of Public Safety

Under the guidance of Creighton's Executive Vice President, Jan Madsen, and the Senior Director of Public Safety, Michael Reiner, the Department of Public Safety (DPS) is responsible for campus safety and security at Creighton. DPS operates 24 hours per day, seven days per week, from our headquarters facility at 2222 Burt St.

Public Safety is an internal security force, with three shifts of officers who patrol the campus, always on alert. The Department of Public Safety protects and serves the Creighton community through proactive patrolling, rapid response, community outreach, security technology and safe transportation options. We seek to ensure that all members of our community can live, learn, work and play in a safe and secure environment. Officers receive a variety of specialized training including: cardiopulmonary resuscitation (CPR) and basic first-aid, use of firearms, verbal de-escalation, self-defense, active assailant and Campus Security Authority (CSA) responsibilities.

The DPS staff consists of the following professionals: senior director, associate director, Clery compliance officer, emergency manager, community outreach officer, parking coordinator, director of transportation, fleet coordinator, three patrol supervisors, 21 patrol officers, three full-time dispatchers, three part-time dispatchers, 10 part-time shuttle drivers and a parking attendant. While there are no formal agreements at this time, the department maintains a close working relationship with municipal, county, state and federal law enforcement agencies.

CRIME PREVENTION AND SECURITY AWARENESS SERVICES

- A full-time crime prevention and community outreach officer develops programs and delivers presentations designed to inform campus members about the threat of crime and the prevention resources available. These efforts are intended to encourage Creighton affiliates to notice, interpret and act in terms of crime prevention and security awareness.
- Student Life offers a wide variety of programs and services to enhance the quality of campus life and promote safe and secure on-campus accommodations. Residence halls are staffed by professional, live-in resident directors (RDs). Each facility is also served by several live-in resident advisors (RAs). At least one professional staff member is always on duty. The president of the University resides in one of the residence halls, and each hall, except Opus and Davis, is served by a live-in chaplain. Each residence hall has a specific DPS Officer assigned to build relationships and encourage reporting.
- Electronic card access systems are used in most buildings on campus, including residential halls, student centers, athletic and recreational facilities, academic and administrative buildings and parking garages. These electronic access systems afford an extra measure of security in their flexibility and control.
- Individual security measures for the nine residence halls differ slightly, but most use RAs or trained desk workers at the main entrance to monitor access and assist 24 hours per day. All residence halls use electronic card access systems. Residence hall rooms are secured with a high-security lock system using keys that cannot be easily duplicated. Tight key-control procedures enhance the integrity of this system.
- There are 29 blue light emergency phones located strategically throughout the Omaha campus, particularly in parking lots. The phones are connected to DPS's 24-hour emergency dispatch and identify the phone location if the caller is unable to speak. These phones may also be used to report suspicious activity or crimes.



PCM

- Faculty, staff and students may purchase the POM, a personal mobile safety device, as an enhancement to our campus safety environment. This Bluetooth-enabled device pairs with a smartphone app to allow any user on campus to immediately summon assistance to an exact geographic location. When activated with three clicks of a button, the device places an emergency phone call to either the campus Public Safety dispatcher or to the local 911 dispatcher. It also transmits the user's exact geolocation and personal profile to the campus Public Safety dispatcher. This device eliminates the need to carry a phone in hand, to remove gloves or to unlock the phone to make a call. Learn more at: creighton.edu/executivevicepresident/publicsafety/pom.
- Nearly 500 surveillance cameras monitor and record activity across the campus and serve as visible deterrents to crime. Cameras assist in the department's ability to proactively monitor activity across campus.
- The Bluejay Shuttle service provides students and University employees with safe and convenient transportation to most sites on campus up to 20 hours a day. Riders may track the location of shuttle vehicles via the web and smart phone apps. Two buses, the east shuttle and the west shuttle, run concurrently to link all corners of the campus with most destinations in between. A third shuttle provides service to commuters parking along the Burt Street corridor. A free campus taxi service, the JayRide, operates between 11 p.m. and 2 a.m. Drivers serve in an additional security capacity as they maintain communication and inform DPS of any observed security and safety concerns. For detailed schedule information see: creighton.edu/executivevicepresident/shuttleservices.
- During times when the Bluejay Shuttle and JayRide are out-of-service, DPS can provide transportation upon request.
- The maintenance of campus facilities and infrastructure plays a complementary role in the campus security plan. The maintenance staff attends to University buildings and grounds with a concern for safety and security. Shrubbery, trees and other vegetation on campus are trimmed on a routine basis. Upon the discovery of irregular conditions, such as broken windows, faulty locks, burned-out lights or other hazards, Public Safety officers, Student Life staff or any other members of the University are encouraged to notify Facilities Management. The staff responds promptly to make repairs affecting safety and security.



HOW TO REPORT A CRIME

A crime can be reported by contacting the Public Safety Dispatcher at **402.280.2911** (emergencies) or **402.280.2104** (non-emergencies). The Public Safety phone numbers are listed in all campus directories, often affixed to campus phones, and the campus blue light emergency phones use an auto dialer to reach the Public Safety office. Campus Emergency Procedures with appropriate phone numbers and emergency instructions have been distributed throughout the University and are available upon request.

Victims are encouraged to promptly and accurately report all incidents to Public Safety, regardless of how minor the crime might seem. Officers respond quickly 24/7 to meet the victim, take a report, investigate the incident and provide aid. Although there is no formal agreement or written memoranda of understanding between Creighton and governmental law enforcement agencies on the investigation of alleged criminal offenses, the appropriate municipal, county, state or federal agency will typically be contacted for crimes of a more serious nature. A significant network of University and external support services is available to all victims.

Although there is no formal policy governing the anonymous reporting of crimes for inclusion in the annual disclosure of campus crime statistics, every effort will be made to protect the confidentiality of victims and witnesses should they so desire. Similarly, there is no formal policy for pastoral or professional counselors to inform the people they are counseling of the existence of such procedures.

The University requires all faculty and staff to report incidents of harassment, discrimination, sexual and/or relationship misconduct to the Office of Equity and Inclusion. Student employees, in the administration of their job duties, are also considered mandatory reporters. All individuals in the state of Nebraska are mandatory reporters of child abuse and neglect. Reports of suspected child abuse and neglect must be made to local authorities or the Nebraska Child Abuse and Neglect Hotline at 800.652.1999 or dhhs.ne.gov/Pages/Child-Abuse.aspx.

EMERGENCY RESPONSE AND EVACUATION

Information that would warrant an emergency notification or a timely warning to the community should be reported to Public Safety at 402.280.2911. Emergency notifications and timely warnings are intended to aid in keeping the campus community safe and healthy.

Creighton University has developed a Crisis Response Plan to better safeguard members of the campus community. Information on the University's emergency preparedness can be accessed at: creighton.edu/EmergencyPreparedness.

Campus emergency procedures provide specific, concise guidance to community members for a variety of events, including bomb threats, chemical spills, crimes, fires and medical and weather emergencies. This information is accessible and can be downloaded at: creighton.edu/fileadmin/user/AdminFinance/PublicSafety/docs/CampusStickerFINAL.pdf. One element of the University's Crisis Response Plan involves emergency response and evacuation, which outlines the steps that will be taken to alert community members to active

threats, so they may take immediate measures to mitigate their exposure to such events.

CUAlert is the University's multimodal emergency notification system, which allows the University to contact faculty, staff and students with timely information during an ongoing crisis or emergency using voice, email and text messaging. Student cell phone numbers are automatically added to text messaging via CUAlert and reaches each faculty, staff and student email account. More detailed information is available about this system and community members are urged to enroll in CUAlert at: creighton.edu/CUAlert.

Public Safety personnel are typically the initial emergency responders on campus. Upon the report of a possible emergency or potentially dangerous situation, Creighton University Public Safety officers and, depending on the nature of the incident, the Omaha Police, Omaha Fire and Rescue, or other external agencies will be dispatched to the scene to investigate. Public Safety personnel will determine if the event being investigated is ongoing and poses an immediate, active threat to the community. If so, the decision to activate the University's CUAlert system will typically be made by the senior director of public safety or his designee, which includes the associate director of public safety, DPS supervisors, officers and dispatchers.

Upon confirmation that a significant emergency or dangerous situation threatens the well-being of community members, a campus-wide CUAlert will be immediately issued to make all campus members aware of the nature and location of the event. Public Safety dispatchers are prepared to send out a prerecorded message for this purpose to facilitate a rapid distribution of the communication. The messages involve a tornado warning alert, a hazardous material spill alert, a bomb threat alert, a structure fire alert, a dangerous person alert, a shooting alert, an assault alert, a robbery alert, a general nonspecific disturbance alert, University closing notifications due to inclement weather and finally, a test, an all-clear and a disregard message alert.

CUAlerts will consider the safety of the community at large as well as the potentially negative impact of false reports. There may also be occasions when a CUAlert emergency notification may not be issued if, in the professional judgment of Public Safety authorities, it would compromise efforts to assist a victim or contain, respond to, or otherwise mitigate the emergency at hand. It is important to note that multimodal emergency notification (i.e., CUAlert) is rapid, but not immediate. During major disturbances, cell phone towers and campus phone switches can be overloaded and disrupted, causing notification delays.

CUAlerts are, by design and necessity, brief and to the point. After the emergency or crisis has passed, the Department of Public Safety or University Communications and Marketing will typically provide follow-up communication with more detail in the form of a campus-wide email.

Campus Crime Bulletins are timely warnings issued by the Public Safety Department to make community members aware of more serious crimes that have occurred on campus. These are typically crimes against persons, such as robbery, aggravated assault, sexual assault and carjackings. If these events are considered to pose a continuing (but not necessarily immediate) threat to the welfare of the community population,

a Campus Crime Bulletin will be distributed. The primary mechanism for distributing a Campus Crime Bulletin is via a campus-wide email. In special circumstances, however, that information may also be disseminated by other mechanisms.

The University will conduct at least one announced campus-wide emergency response/evacuation drill annually. Prior to the drill, specific details about the drill and general information on Campus Emergency Procedures will be distributed throughout the campus. Typically, the event will be held during the spring semester in conjunction with Douglas County and the National Weather Service's mock tornado drill. This campus-wide event will interrupt classes and other normally scheduled activities. When county civil defense sirens in the area are activated, the University's CUAAlert notification system will be initiated and community members will be expected to evacuate to designated tornado shelter areas. Public Safety members assist with, monitor the response and analyze the delivery results to the drills.

NOTIFICATION OF MISSING STUDENTS

If a member of the University community has reason to believe that a student who resides in on-campus housing has been missing for 24 hours, he or she is required to immediately notify Public Safety at 402.280.2104 or 402.280.2911. Reports can also be made to the Office of Residence Life at 402.280.2717, or to the Division of Student Life at 402.280.2775. Students may also notify their resident director or resident advisor. Public Safety will generate a missing-person report and, with Residence Life officials, initiate an investigation. If a determination is made that the student is missing, the Omaha Police and the student's emergency contact will be notified within 24 hours of the determination that the student is missing.

Residence hall students have the option during each academic year to designate an individual who will be contacted if the student is missing for more than 24 hours. The information about the contact person will be registered confidentially. It will be accessible only to authorized campus officials and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

The contact person does not have to be a parent or guardian. The student has the option of changing the designated contact person at any time by contacting his or her resident advisor and completing another form. If a student is under the age of 18 and is not emancipated, the parents or legal guardians of the student will be contacted in addition to any designated contact person. If a student is a dependent of his or her parents, for tax purposes, or in the event of a health or safety emergency, Creighton may contact the student's parents, even if someone else has been designated as the contact person. Creighton University will also notify law enforcement within 24 hours of a determination that a student is missing, unless law enforcement was the entity that determined the student was missing.

CLERY GEOGRAPHY PROPERTY DEFINITIONS AND MAPS

To understand crime statistics in context, it is helpful for the reader to understand the categories of geography defined by the Clery Act. For the purpose of collecting statistics for inclusion in this annual security report, Clery geography includes buildings and property that are part of the institution's campus (including a subset of on-campus student housing facilities), the institution's non-campus buildings or property, and public property within or immediately adjacent to and accessible from the campus. For the purposes of maintaining an institution's crime log, Clery geography also includes areas within the patrol jurisdiction of the campus public safety department.

On-Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the property described above in this definition, that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or other retail vendor). The Department of Education considers it reasonable to consider locations within one mile of campus borders as reasonably contiguous (on a case-by-case basis).

In addition to the property owned by Creighton University, the following Omaha properties are also considered on-campus property:

CHI Health Creighton University Medical Center – University Campus – 2412 Cuming St.

Highlander Accelerator – 2112 N. 30th St.

The following Omaha properties are considered on-campus property only during the time they are leased by the University in direct support of the educational programs of the institution:

Atlas Apartments – 2929 California St.

TD Ameritrade Park Omaha – 1200 Mike Fahey St.

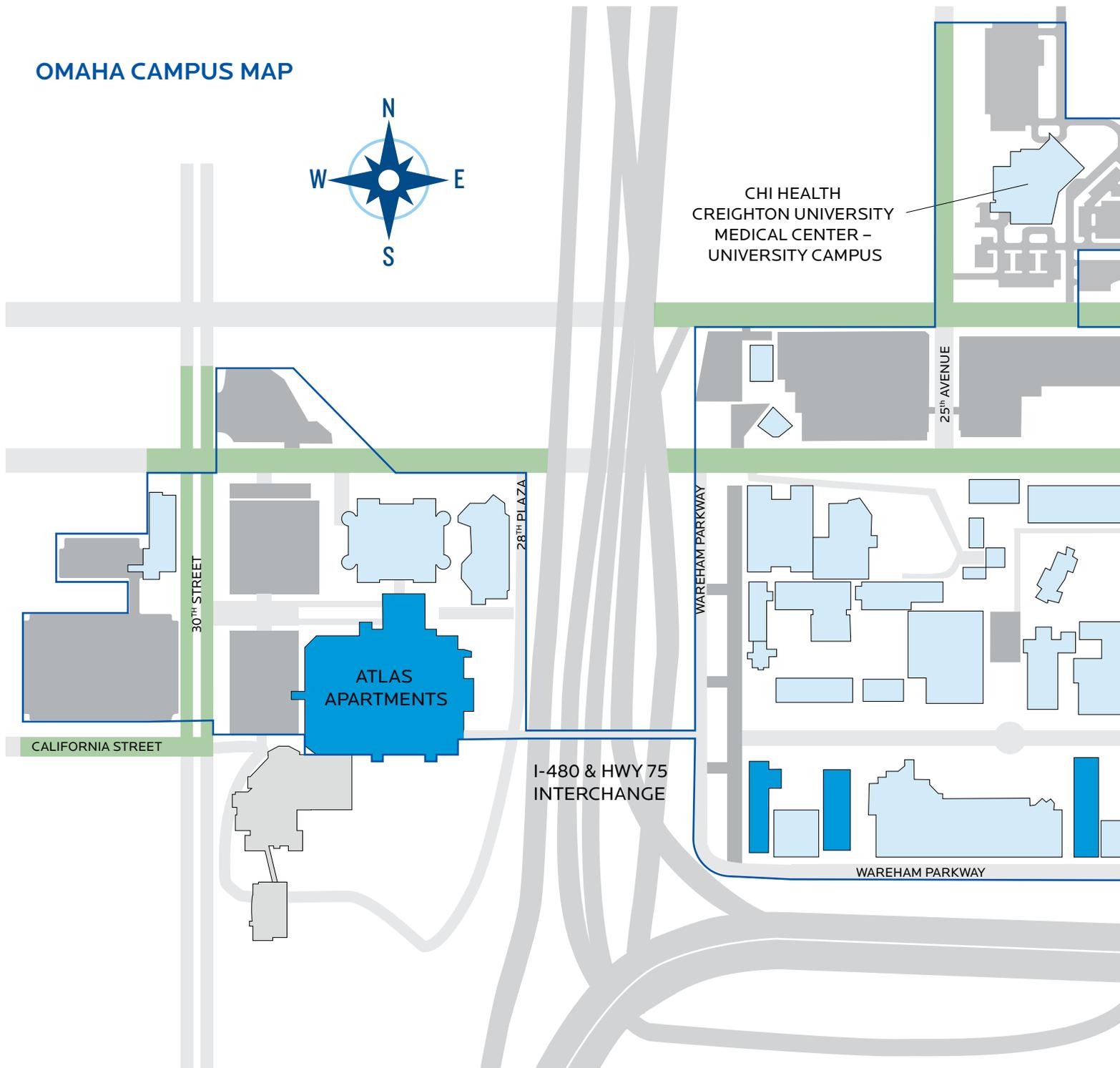
CHI Health Center Omaha – 455 N. 10th St.

On-Campus Student Housing Facility: Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus.

Creighton has nine on-campus student housing facilities in Omaha: Davis, Deglman, Gallagher, Heider, Kenefick, Kiewit, McGloin, Opus and Swanson. The Atlas Apartments are also considered on-campus student housing facilities, solely in common use areas and the single apartment that is leased by the University, only during the time of the lease.

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

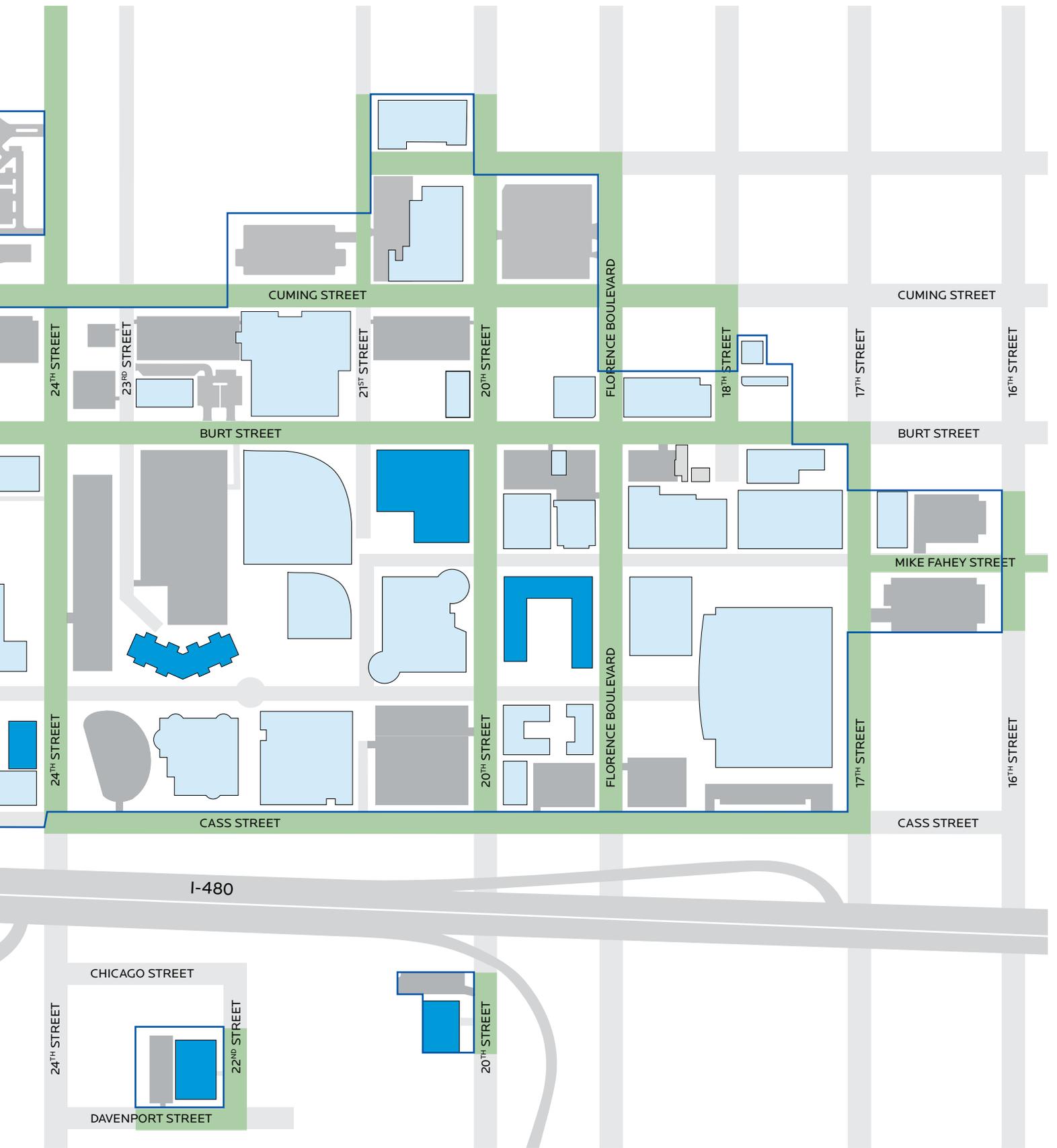
OMAHA CAMPUS MAP



The jurisdiction of the Creighton University Department of Public Safety is limited to the private property outlined in blue on this map, with two exceptions:

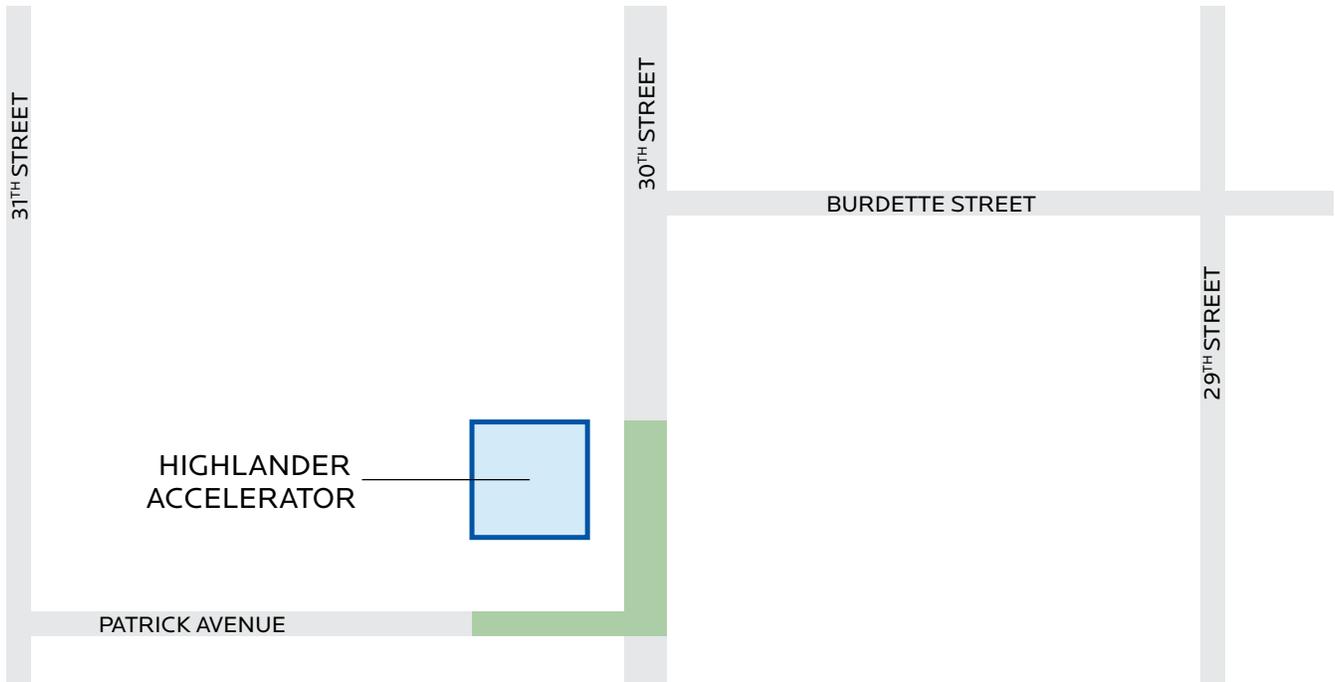
CHI Health Creighton University Medical Center – University Campus is a privately owned medical clinic with its own security department. This property meets the Clery Act definition of on-campus property because it is contiguous to the main campus and the University has a written agreement for activities that directly support the institution’s educational purposes.

The Atlas Apartments are privately owned residential apartments. Beginning Oct. 1, 2018, the University leased one apartment for nursing students visiting from the Phoenix campus. Because this property is contiguous to the main campus and the lease directly supports the institution’s educational purposes, this property meets the Clery Act definition of on-campus student housing facilities.

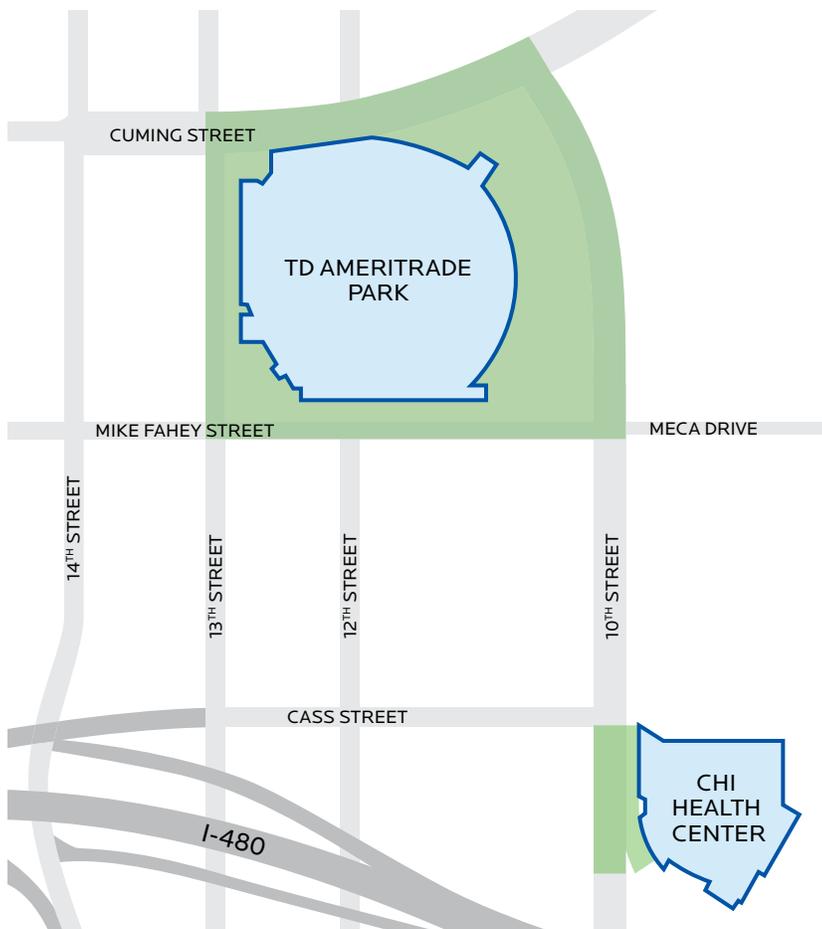


- On-Campus Student Housing Facilities
- Other On-Campus Buildings
- On-Campus Property Boundary
- Public Property
- Parking Lots

HIGHLANDER ACCELERATOR MAP



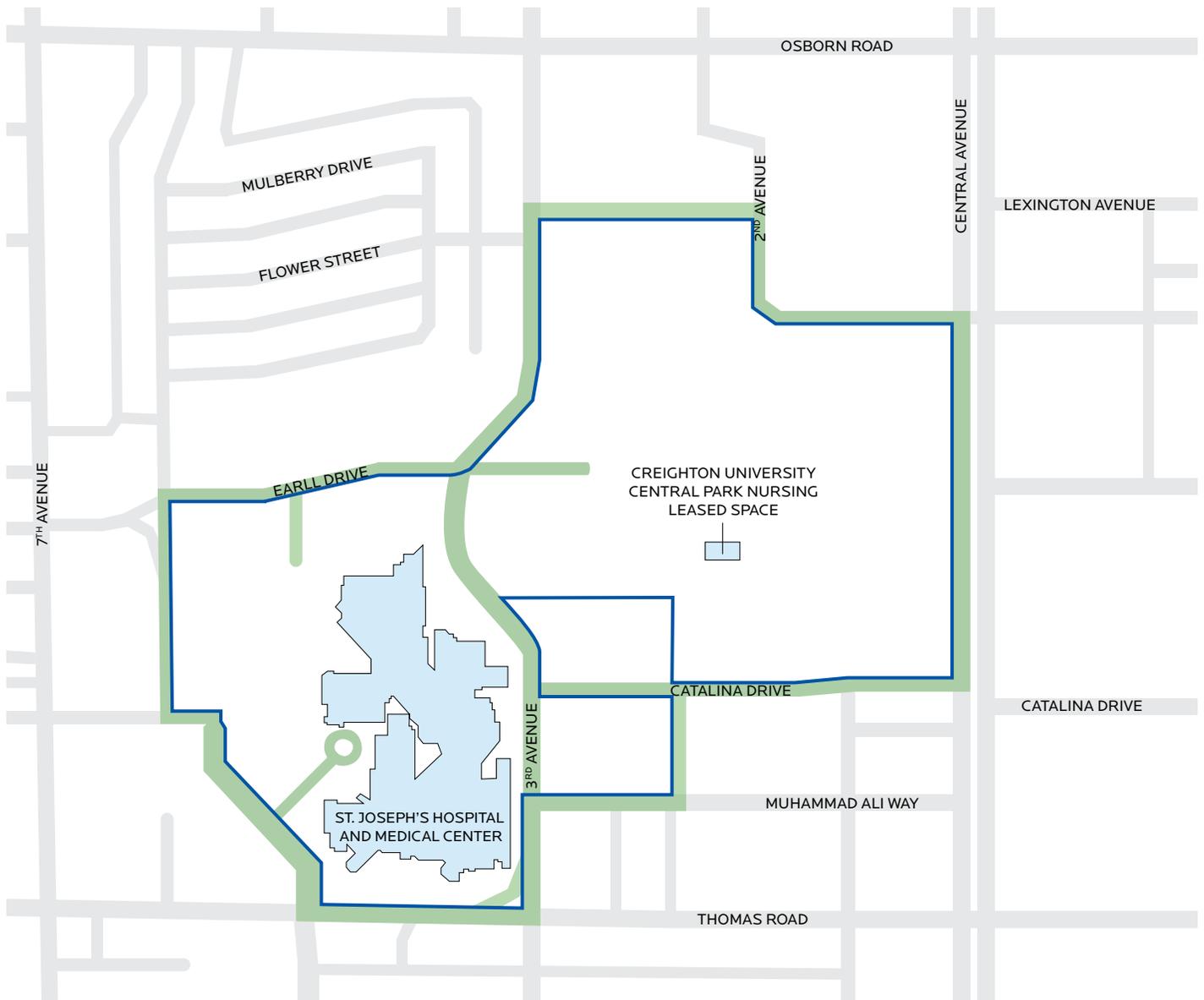
TD AMERITRADE PARK AND CHI HEALTH CENTER MAP



Highlander Accelerator is a community partnership where Creighton University has control of designated space for activities that directly support the educational purposes of the University. Because this facility is reasonably contiguous (within 1 mile) with the main campus, crimes reported at this property are included in the statistics as on-campus, all other areas.

TD Ameritrade Park and CHI Health Center Omaha are privately owned athletics facilities for which the University leases space for specific dates and times. Because these facilities are reasonably contiguous (within 1 mile) and directly support the educational purposes of the University, they meet the Clery Act definition of on-campus property during the dates defined by the lease. Crimes reported on dates that the University controlled these locations are included in the statistics as on-campus, all other areas.

PHOENIX CAMPUS MAP



On-Campus Buildings
 On-Campus Property Boundary
 Public Property

Separate Campus: A location is a separate campus if the institution owns or controls the site, it is not reasonably geographically contiguous with the main campus, it has an organized program of study, and there is at least one person on site acting in an administrative capacity.

Creighton University has one separate campus in Phoenix, Arizona. The campus consists of leased space in the Central Park Mall at 3110 N. Central Ave., and space in Dignity Health St. Joseph's Hospital and Medical Center at 350 W. Thomas Road, as well as the adjacent parking lots of those facilities. The Central Park Mall lease began Oct. 15, 2018. Dignity Health St. Joseph's Hospital and Medical Center was used for the entire calendar year. Creighton University has no student housing facilities on the Phoenix campus.

Creighton University has no security jurisdiction at the Phoenix campus. Security is provided by the property owners, Central Park Mall and Dignity Health St. Joseph's Hospital and Medical Center, as well as local law enforcement (Phoenix Police Department). The leased space in Central Park Mall is controlled by electronic card swipe.

Employees and students at the Phoenix campus are subject to all laws, policies and procedures covered in this report for the main campus, with the exception of Nebraska state laws. Applicable Arizona state laws are included in the laws section of this report. Despite any provisions of Arizona state law, the possession, distribution and use of marijuana is prohibited on the Phoenix campus.

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

There are four primary categories of non-campus properties included in the Creighton University Annual Security Report:

Medical facilities where Creighton University professional students in the health sciences perform rotations:

- CHI Health Creighton University Medical Center – Bergan Campus – 7500 Mercy Road, Omaha, NE 68124
- Children's Physicians Clinics (with the exception of the University Campus location):
 - Embassy Park Clinic – 9202 W. Dodge Road, Suite 101, Omaha, NE 68114
 - Val Verde Clinic – 9801 Giles Road, Suite 1, La Vista, NE 68128
 - Dundee Clinic – 4825 Dodge St., Omaha, NE 68132
 - Bellevue Clinic – 4802 Shannon Drive, Bellevue, NE 68133
 - Spring Valley Clinic – 4224 S. 50th St., Omaha, NE 68117
 - West Village Pointe Clinic – 110 N. 175th St., Omaha, NE 68118
 - Council Bluffs Clinic – 1022 Woodbury Ave., Council Bluffs, IA 51503
 - Gretna Clinic – 11856 Standing Stone Drive, Gretna, NE 68028

Athletic facilities more than 1 mile from the main campus where Creighton University athletic teams conduct practices:

- Creighton Boat Club Marina – 4434 N. 17th St., Carter Lake, IA 51510
- Oak Hills Country Club – 12325 Golfing Green Drive, Omaha, NE 68137
- Omaha Country Club – 6900 Country Club Road, Omaha, NE 68152
- The Field Club of Omaha – 3615 Woolworth Ave., Omaha, NE 68105
- Shoreline Golf Course – 210 Locust St., Carter Lake, IA 51510
- Koch Tennis Center at Tranquility – 12440 W. Maple Road, Omaha, NE 68164
- Hanscom Indoor Tennis Center – 3220 Ed Creighton Ave., Omaha, NE 68105
- Blackburn High School – 2606 Hamilton St., Omaha, NE 68131

Facilities used to support post-graduate service teaching programs:

- Diocese of Sioux City – 3400 Jennings St., Sioux City, IA 51104
- St. Augustine Catholic High School – 8800 E. 22nd St., Tucson, AZ 85710
- St. Augustine Indian Mission – 1 Mission Road South, Winnebago, NE 68071
- St. John Paul II Parish – 3345 S. 10th St., Milwaukee, WI 53215
- St. Mary's Church – 5215 S. 36th St., Omaha, NE 68107
- St. Mary-St. Anthony Catholic Church, Casa Santa Rita – 632 Tauromee Ave., Kansas City, KS 66101

Hotels and other facilities used by Creighton University students during short-stay trips for activities when one or more of the following is true:

- It is a repeated visit to one location for overnight stay (the institution goes to the same location each year).
- It is a short-stay "away" trip (institutional trip of more than one night).
- It is an institutionally owned or controlled property abroad that is frequently used by students but does not fit the definition of a separate campus.

In 2018, Creighton University had a total of 217 domestic and 21 international off-campus trips. Crime data from the local law enforcement agencies of those locations were requested and included in this report.

Campus Crime Classifications

The crime table lists the number of crimes reported over the past three calendar years to the Department of Public Safety and other campus security authorities for specific categories of Part I offenses. Crimes are classified according to the Uniform Crime Reporting (UCR) format, except for fondling, incest and statutory rape, which are classified according to the National Incident Based Reporting System (NIBRS). Crime definitions are provided below. The 12-month reporting periods begin Jan. 1 and end Dec. 31. In addition to campus security authorities, crime statistics for Creighton's Omaha and Phoenix campuses were received from the Omaha and Phoenix Police Departments. For non-campus properties, crime statistics were requested from the local law enforcement agency responsible for that jurisdiction.

UNIFORM CRIME REPORTING (UCR) DEFINITIONS

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

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

Sexual Assault (Sex Offenses): Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

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

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

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

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

Robbery – Firearm: Use of any firearm as a weapon or employed as a means of force to threaten the victim or put the victim in fear.

Robbery – Knife or Cutting Instrument: Use of a knife, broken bottle, razor, ice pick or other cutting or stabbing instrument as a weapon or as a means of force to threaten the victim or put the victim in fear.

Robbery – Other Dangerous Weapon: Use of a club, acid, explosive, brass knuckles, mace, pepper spray or other dangerous weapon or its use is threatened.

Robbery – Strong Arm: Muggings and similar offenses in which personal weapons such as hands, arms, feet, fists, and teeth are used, or use is threatened to deprive the victim possessions.

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

Aggravated Assault – Firearm: All assaults in which a firearm of any type is used or threatened to be used.

- Revolvers, automatic pistols, shotguns, zip guns, rifles, etc. are included in this category.

Aggravated Assault – Knife or Cutting Instrument: Assaults wherein weapons such as knives, razors, hatchets, axes, cleavers, scissors, glass, broken bottles and ice picks are used as cutting or stabbing objects or their use is threatened.

Aggravated Assault – Other Dangerous Weapon: Assaults resulting from the use or threatened use of any object as a weapon in which serious injury does or could result.

- Weapons in this category include, but are not limited to, mace, pepper spray, clubs, bricks, jack handles, tire irons, bottles or other blunt instruments used to club or beat victims.
- Also includes attacks by explosives, acid, lye, poison, scalding, burnings, etc.

Aggravated Assault – Hands, Fists, Feet, etc.: Attacks using persona; weapons (hands, fists, feet, etc.) which result in serious or aggravated injury.

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

Forcible Entry: All offenses where force of any kind is used to unlawfully enter a structure for committing a theft or felony. This includes the use of tools; breaking or forcing windows, doors, transoms, or ventilators; cutting screens, walls, or roofs; and, where known, using master keys, picks, unauthorized keys, celluloid, a mechanical contrivance such as a pass or skeleton key, or any device that leaves no outward mark but forces a lock. Include concealment inside a building followed by exiting the structure.

Unlawful Entry – No Force: The entry of a structure by use of an unlocked door or window. Element of trespass to the structure is essential in this category, which includes thefts from open garages, open warehouses, open or unlocked dwellings (such as residence hall rooms), and open or unlocked common basement areas where entry is achieved by someone other than the tenant who has lawful access.

Attempted Forcible Entry: Situations where a forcible entry burglary is attempted but not completed.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. Motor vehicle theft includes all cases where autos, trucks/buses, and other vehicles (snowmobiles, motorcycles, motor scooters, trail bikes, mopeds, golf carts, all-terrain vehicles, and motorized wheelchairs), are taken by persons not having lawful access or consent even though the vehicles are later recovered—including joyriding.

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

Hate Crimes: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. Larceny-theft, simple assault, intimidation, and destruction, damage, or vandalism of property are only reported if motivated by bias as determined by one of the bias categories.

Bias Categories under the Clery Act: Disability, ethnicity, gender, gender identity, race, religion, national origin and sexual orientation.

- **Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or facial hair; facial features, etc., generally transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.
- **Gender:** A preformed negative opinion or attitude toward a person or a group of persons based on their actual or perceived gender, e.g., male or female.
- **Gender Identity:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be lesbian, gay, bisexual or transgender person but may be perceived as such.
- **Religion:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholic, Jews, Protestants, atheists.
- **Sexual Orientation:** A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person’s physical, romantic and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual and heterosexual (straight) individuals.
- **Ethnicity:** A preformed negative opinion or attitude toward a group of people whose members identify with each other through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term “race” in that “race” refers to a grouping

based mostly upon biological criteria, while “ethnicity” also encompasses additional cultural factors.

- **National Origin:** A preformed negative opinion or attitude toward a group of persons based on their actual or perceived county of origin. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.
- **Disability:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

HATE CRIMES

Hate or bias-related crimes are not separate and distinct from crimes already reported in the overall campus crime statistics. Rather, they reflect only those criminal offenses which were determined through investigation to be motivated by the bias of the offender. If the facts of the case indicated that the victim was intentionally selected because of the victim’s actual or perceived race, gender, gender identity, religion, sexual orientation, disability, national origin or ethnicity, the incident is then also classified as a hate crime. Hate crime statistics will be maintained under UCR guidelines and have been expanded to include additional criminal offenses (larceny-theft, simple assault, intimidation, and destruction, damage, or vandalism of property) not reflected in the overall campus crime statistics.

No hate crimes were reported in 2016. In 2017, three cases of vandalism were categorized as hate crimes. All three cases occurred on campus. One case occurred in a student housing facility (sexual orientation bias). One case occurred on campus—all other areas (racial bias) and one case occurred on campus—all other areas (gender bias). In 2018, one case of vandalism was categorized as a hate crime. The case occurred on campus in a student housing facility (racial bias).

Campus Crime Statistics

OMAHA CAMPUS

Crime Category	Number of Incidents Reported														
	On-Campus Student Housing Facilities			On-Campus All Other Areas			On-Campus Totals			Non-Campus Property			Public Property		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense															
Rape	8	5	8	1	0	0	9	5	8	0	1	2	0	0	0
Fondling	4	0	2	1	0	0	5	0	2	0	0	1	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0
Robbery	0	0	0	0	0	1	0	0	1	0	0	2	2	0	0
Aggravated Assault	0	2	0	0	1	0	0	3	0	0	0	1	0	0	0
Burglary	9	0	2	4	2	4	13	2	6	2	0	0	0	0	0
Motor Vehicle Theft	0	0	0	1	2	5	1	2	5	3	0	3	1	1	0
Arson	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0

PHOENIX CAMPUS

Reporting for the Phoenix campus started in 2018. The Phoenix campus has no on-campus student housing facilities.

Crime Category	Number of Incidents Reported														
	On-Campus Student Housing Facilities			On-Campus All Other Areas			On-Campus Totals			Non-Campus Property			Public Property		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Murder/Non-Negligent Manslaughter	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Negligent Manslaughter	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Sex Offense															
Rape	-	-	N/A	-	-	2	-	-	2	-	-	N/A	-	-	0
Fondling	-	-	N/A	-	-	1	-	-	1	-	-	N/A	-	-	0
Incest	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Statutory Rape	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Robbery	-	-	N/A	-	-	6	-	-	6	-	-	N/A	-	-	0
Aggravated Assault	-	-	N/A	-	-	7	-	-	7	-	-	N/A	-	-	1
Burglary	-	-	N/A	-	-	2	-	-	2	-	-	N/A	-	-	0
Motor Vehicle Theft	-	-	N/A	-	-	2	-	-	2	-	-	N/A	-	-	1
Arson	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0

Harassment, Discrimination, Sexual and Relationship Misconduct Prevention and Awareness Programming

PREVENTION AND AWARENESS PROGRAMMING AND EVENTS

Below is a list of program and events in 2018-2019 facilitated by or involving the Violence Intervention and Prevention (VIP) Center, Office of Equity and Inclusion (OEI), Athletics, Freshman Student Leadership, Student Leadership and Involvement Center, Residence Life, Student Life, Fraternity and Sorority Life, Student Counseling Services, DPS, and other University departments.

Note: The list is not a full representation of all programs and events available to students, faculty and staff.

- Nebraska Victim Assistance Academy
- HR New Employee Orientation
- Global Scholars Family Reception
- Green Dot Overview Talk for Global Scholars
- Green Dot Bystander Training
- Sexversations
- Appeals Officer Training
- DONUT Be a Bystander
- WellFest
- Organization Fair at Creighton University School of Medicine
- SPAHP Incoming Student Resource Fair
- Athletics Orientation
- Freshman Orientation
- Desk Receptionist Training
- Resident Advisor/Director Orientation Training
- Magis Week of Wellbeing
- Title IX & Tacos Lunch N Learn
- Winter Involvement Fair
- Consent RSP Module Presentation to Deans
- Human Trafficking event with Committee on the Status of Women
- Take Back the Night Rally
- Denim Day
- Upward Bound: Title IX and Working with Minors
- Summer Preview
- Medical School Orientation
- Dental School Orientation
- Division of Student Life and Counseling Center Presentation
- Graduate School Orientation
- Creighton Vision Wall
- From CU to #MeToo: Title IX Updates
- Pi Beta Phi Phight Back event
- Gamma Phi Alcohol/Risk Management
- Welcome Week training
- Coco the Therapy Dog
- Sexual Assault Prevention and Resource Program
- Everfi alcohol education tool required of all incoming students
- Self Defense course
- General Safety course
- POM and Public Safety Overview Training

Creighton University prioritizes the safety of students, faculty and staff on campus and works to reduce the risk of sexual and relationship misconduct among members of the Creighton community. Creighton offers ongoing programming, education and campaigns around violence prevention.

Educational programs, online trainings and presentations are offered to raise awareness for all incoming students, faculty and staff, and are conducted during new student and new faculty/staff orientation and throughout the year. These programs aim to raise awareness, while also focusing on primary prevention and bystander intervention. These programs also review Creighton policies on sexual and relationship misconduct, including definitions and warning signs and a review of the definition of consent.

Awareness programs are active and passive programs that aim to educate the campus community on warning signs of sexual and relationship misconduct.

Bystander intervention is a strategy to reduce incidents of sexual and relationship misconduct through action on the part of someone who witnesses or has knowledge of these incidents. At Creighton University, the Green Dot program is the campus primary prevention strategy. Green Dot is a comprehensive bystander intervention strategy to permanently reduce rates of violence and mobilize and empower all members of a given community. Through bystander intervention training, the Green Dot program engages witnesses to interrupt situations that are imminently or potentially high-risk for violence, increases self-efficacy and provides skill building and specific strategies, such as distracting or offering reporting options, to increase the likelihood that trained individuals will actually intervene. By expanding the role of bystanders beyond reactive, the Green Dot program trains participants to engage in proactive behaviors that model and endorse norms that are incompatible with violence. The ultimate goal is not simply to react to potential violence as it is occurring, but rather to simultaneously shift community norms that support the violence that is occurring. Creighton's VIP Center offers presentations, trainings and programs on Green Dot throughout the year.

Ongoing prevention and awareness campaigns are active and passive programs offered throughout the academic year by the VIP Center, the OEI and other campus partners that have a goal of educating the campus community on issues of sexual and relationship misconduct.

Primary prevention programs are educational programs that have a goal of preventing incidents of sexual and relationship misconduct from occurring.

Risk reduction is actions or strategies that can decrease the likelihood that an incident of sexual and/or relationship misconduct can occur. Risk reduction promotes safety and helps individuals and communities address conditions that facilitate violence. According to the CDC, risk reduction includes



promoting social norms that protect against violence, teaching skills to prevent sexual violence, and creating protective environments.

In 2018, the OEI and VIP Center made 13,484 impressions on our students, employees, and community members with prevention training. These trainings took place at employee, student, and parent orientations, residence life and athletic trainings, numerous events, a variety of passive and active programs and poster and social media campaigns, fairs, exhibits, receptions, information tabling, Denim Day, and Green Dot Bystander Intervention Trainings.

CREIGHTON UNIVERSITY HARASSMENT, DISCRIMINATION, SEXUAL AND RELATIONSHIP MISCONDUCT POLICY DEFINITIONS

Amnesty for Reporting Parties and Witnesses
Creighton University encourages the reporting of harassment, discrimination, sexual and/or relationship misconduct. Sometimes, individuals may be hesitant to report to University officials or participate in resolution processes because they fear that they themselves may be accused of policy violations, such as underage drinking, use of a fake ID, or violating a department policy at the time in which the incident occurred. In promoting the best interests of the campus community, and encouraging individuals to report to the Office of Equity and Inclusion, the University offers individuals who feel they have been the target of a policy violation and witnesses to such alleged violations amnesty from minor policy and/or code of conduct violations related to the incident, unless the University determines that the violation was serious and/or placed the health or safety of others at risk. The University may, however, initiate an educational discussion or pursue other educational interventions regarding alcohol or other drugs. Amnesty does not preclude or prevent action by police or other legal authorities.

Consent

Consent is affirmative by definition. Consent is an explicitly communicated mutual agreement in which all parties make an informed, voluntary and active decision to engage in specific sexual activity. It is the responsibility of all persons wishing to engage in sexual activity with another person to determine the capacity of that potential sexual partner to provide consent. Investigations into sexual and/or relationship misconduct allegations will, where applicable, include an evaluation of the following factors as they apply to the reported incidents:

Explicitly Communicated: Consent must be communicated clearly, either verbally or non-verbally; consent cannot be inferred from the absence of a “no.” Consent may not be inferred from silence, passivity, lack of resistance or lack of an active response (e.g., “freezing” or being physically unable to communicate).

Informed: This means that all individuals understand, are aware of, and agree to the “who” (same partners), “what” (same acts), “where” (same location), “when” (same time), and “how” (same way and under the same conditions) of the sexual activity. A person is not informed when a sexual partner misrepresents or materially omits information about him or herself or the situation to gain sexual access. Being informed includes an awareness of whether pictures and/or video are being taken and a knowledge of a partner’s sexual health status (e.g., sexually transmitted infections).

Voluntary: This means that consent is freely given by all parties and cannot be the result of force, threats, intimidation, coercion or fraud.

Active: Consent must be present and ongoing throughout every sexual interaction. Consent to one activity does not imply consent to other acts, nor does a previous intimate relationship indicate consent to other sexual acts. Consent can be revoked at any time. If there is confusion or ambiguity during a sexual interaction, it is essential that the participants stop the activity and clarify each party’s willingness to continue.

Coercion

Use of pressure or oppressive behavior, explicit or implied threats of harm and severe and/or pervasive emotional intimidation to gain sexual access. Such coercion may cause a person to fear immediate or future harm or physical injury, or to engage in unwelcome sexual activity.

- Words or conduct amount to coercion if a person wrongfully impairs another's freedom of will and ability to choose whether or not to engage in sexual activity. For example, when someone makes it clear that they do not want to engage in sexual activity or do not want to go beyond a certain point of sexual interaction, continued pressure beyond that point can be coercive.
- Coercion also includes administering a drug, intoxicant, or similar substance that impairs a person's ability to consent.
- Coercion includes power differentials where one individual has a perceived or known level of power or authority over the other individual. For example, a professor would have a level of authority over a student in their class or a student leader may have perceived authority over another student.

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 or 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, maintain total control over an individual's financial resources.

Discrimination

Any unfair distinction, treatment, 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. Investigations into discrimination and discriminatory harassment allegations will include an evaluation of whether or not a hostile environment exists as a result of the reported incident(s).

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 discriminatory 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.

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.

- 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 destructions 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.

Force

Use of physical violence and/or imposing on someone physically to gain sexual access.

Freedom of Expression and Academic Freedom

Creighton University is firmly committed to the principles of free expression and academic freedom. As a Jesuit University, Creighton is equally committed to creating and maintaining an environment that is safe, healthy, harassment- and discrimination-free for all members of the campus community. Creighton affirms that these two legitimate interests can coexist. Discrimination, harassment and retaliation against

members of the University community are not protected expression or the proper exercise of academic freedom. The University will consider academic freedom in the investigation of reports of harassment, discrimination, sexual and/or relationship misconduct that involve an individual's statements or speech.

Hostile Environment

A hostile environment exists when actions or behaviors are sufficiently severe, pervasive, or persistent and unreasonably alter the conditions of the employment or educational environment and deprive individuals from participating in or benefiting from the employment or educational environment.

In determining whether a reasonable person in the reporting party's circumstances would find the work or educational environment to be hostile, the totality of the circumstances must be considered.

A hostile environment is not determined solely on the number of offensive incidents. A single, isolated incident may create a hostile environment if the incident is sufficiently severe (e.g., a single, but extremely targeted, individualized and derogatory discriminatory or sexually charged statement).

Incapacitation

Incapacitation is defined as the inability, temporarily or permanently, to make a rational, reasonable decision. Incapacitated persons are considered incapable of giving consent because they lack the ability to appreciate that the situation is sexual (e.g., the who, what, when, where, why and how of the interaction.) Incapacitation can occur mentally or physically, from developmental disability, by alcohol or drug use, or blackout. An individual engaging in sexual activity with a person they know or reasonably should know to be incapacitated constitutes sexual misconduct. The test for whether a person should know if another individual is incapacitated is whether a reasonable person in the same position knew or should have known of the reporting party's incapacitation.

1. A responding party cannot rebut an allegation of a policy violation merely by asserting that they were impaired and therefore, did not know the other person was incapacitated. Alcohol, drugs or other intoxicants do not negate or diminish the responsibility of an individual to obtain consent.
2. Indicators of incapacitation due to alcohol or drug use include, but are not limited to, the following:
 - a. Lack of control over physical movements; difficulty walking, stumbling, falling down; being unable to stand or walk without assistance;
 - b. Slurred speech or inability to communicate clearly;
 - c. Inability to focus or confusion about the circumstances;
 - d. Vomiting;
 - e. Urinating and/or defecating on oneself, while sleeping, or in a public place;
 - f. Unconsciousness or periods of unconsciousness; blackouts.
3. An individual does not have the capacity to give consent, voluntarily or involuntarily, if they are under

the age of consent in the jurisdiction in which the sexual activity occurred.

Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by the laws of the state in which the incident occurred.

Non-Consensual Sexual Contact (i.e., Fondling)

Any sexual touching, however slight, with any object or body part, that is without consent and/or by force or coercion. Sexual touching includes: intentional contact with the breasts, buttock, groin or genitals, or touching another with any of these body parts (includes direct skin to skin contact, contact with bodily fluids, or contact over clothing); 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.

Non-Consensual Sexual Intercourse (i.e., Rape)

Any sexual intercourse, however slight, with any object or body part, that is without consent and/or by force or coercion. Intercourse includes: vaginal and/or anal penetration by a penis, object, tongue or finger; oral copulation (mouth to genital penetration or genital to mouth penetration).

Sexual Exploitation

Taking sexual advantage of another person for the benefit of oneself or a third party when consent is not present. This includes, but is not limited to the following actions (including when they are done via electronic means, methods or devices):

1. Invasion of sexual privacy;
2. Prostituting another individual;
3. Non-consensual photos, videos or audio-recording of sexual activity;
4. Sharing or distributing sexual information, images, or recordings of another individual without permission;
5. Engaging in voyeurism or arranging voyeuristic opportunities for others;
6. Knowingly transmitting a sexually transmitted infection (STI) or human immunodeficiency virus (HIV) to another individual;
7. Exposing one's genitals in non-consensual circumstances;
8. Inducing another to expose their genitals;
9. Sexually-based stalking and/or bullying.

Sexual Harassment

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

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.

Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent under the laws of the state in which the incident occurred.

FEDERAL LAWS: HARASSMENT, DISCRIMINATION, SEXUAL AND RELATIONSHIP MISCONDUCT

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX applies to institutions that receive federal financial assistance from U.S. Department of Education. Educational programs and activities that receive federal funds must operate in a nondiscriminatory manner. Some key issue areas in which recipients have Title IX obligations are: recruitment, admissions, and counseling; financial assistance; athletics; sex-based harassment; treatment of pregnant and parenting students; discipline; single-sex education; and employment. Title IX also protects from retaliation individuals who make or participate in a complaint regarding something covered by Title IX.

VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT (VAWA) DEFINITIONS

The Violence Against Women Reauthorization Act of 2013 (VAWA) requires that institutions report incidents of sexual assault, domestic and dating violence (also known as ‘intimate partner violence’) and stalking in its annual security report. Public concern over violence against women prompted the original passage and enactment of VAWA. As such, VAWA legislation and programs have historically emphasized women victims. More recently, however, there has been a focus on ensuring that the needs of all victims are met through provisions of VAWA programs.

The following federal law definitions apply to this reporting requirement. In addition, VAWA requires that institutions publish state law jurisdictions of the same crimes.

Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence is defined as a felony or misdemeanor crime of violence committed:

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

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others or suffer substantial emotional distress.

- Course of conduct: Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens or communications to or about a person, or interferes with a person’s property.
- Reasonable person: A reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress: Significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

NEBRASKA STATE LAWS: HARASSMENT, DISCRIMINATION, SEXUAL AND RELATIONSHIP MISCONDUCT

Consent

1. Actor means a person accused of sexual assault;
2. Intimate parts means the genital area, groin, inner thighs, buttocks or breasts;
3. Past sexual behavior means sexual behavior other than the sexual behavior upon which the sexual assault is alleged;
4. Serious personal injury means great bodily injury or disfigurement, extreme mental anguish or mental trauma, pregnancy, disease or loss or impairment of a sexual or reproductive organ;
5. Sexual contact means the intentional touching of the victim’s sexual or intimate parts or the intentional touching of the victim’s clothing covering the immediate area of the victim’s sexual or intimate parts. Sexual contact shall also mean the touching by the victim of the actor’s sexual or intimate parts or the clothing covering the immediate area of the actor’s sexual or intimate parts when such touching is intentionally caused by the actor. Sexual contact includes shall include only such conduct which can be reasonably construed as being for the purpose of sexual arousal or gratification of either party. Sexual contact shall also include the touching of a child with the actor’s

Violence Against Women Act (VAWA) Offenses

OMAHA CAMPUS

Crime Category	Number of Incidents Reported														
	On-Campus Student Housing Facilities			On-Campus All Other Areas			On-Campus Totals			Non-Campus Property			Public Property		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Domestic Violence	0	0	0	0	0	1	0	0	1	0	0	1	0	0	0
Dating Violence	4	4	3	1	2	1	5	6	4	0	0	0	0	0	0
Stalking	2	2	5	4	2	6	6	4	11	0	0	1	0	0	0

PHOENIX CAMPUS

Reporting for the Phoenix campus started in 2018. The Phoenix campus has no on-campus student housing facilities.

Crime Category	Number of Incidents Reported														
	On-Campus Student Housing Facilities			On-Campus All Other Areas			On-Campus Totals			Non-Campus Property			Public Property		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Domestic Violence	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Dating Violence	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Stalking	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0

- sexual or intimate parts on any part of the child's body for purposes of sexual assault of a child;
6. Sexual penetration means sexual intercourse in its ordinary meaning, cunnilingus, fellatio, anal intercourse, or any intrusion, however slight, of any part of the actor's or victim's body or any object manipulated by the actor into the genital or anal openings of the victim's body which can be reasonably construed as being for nonmedical, or nonhealth, or nonlaw enforcement purposes. Sexual penetration shall not require emission of semen;
 7. Victim means the person alleging to have been sexually assaulted;
 8. Without consent means:
 - a. (i) The victim was compelled to submit due to the use of force or threat of force or coercion, or (ii) the victim expressed a lack of consent through words, or (iii) the victim expressed a lack of consent through conduct, or (iv) the consent, if any was actually given, was the result of the actor's deception as to the identity of the actor or the nature or purpose of the act on the part of the actor;
 - b. The victim need only resist, either verbally or physically, so as to make the victim's refusal to consent genuine and real and so as to reasonably make known to the actor the victim's refusal to consent; and
 - c. A victim need not resist verbally or physically where it would be useless or futile to do so; and
 9. Force or threat of force means
 - a. the use of physical force which overcomes the victim's resistance or

- b. the threat of physical force, express or implied, against the victim or a third person that places the victim in fear of death or in fear of serious personal injury to the victim or a third person where the victim reasonably believes that the actor has the present or future ability to execute the threat.

Domestic Abuse: Abuse means the occurrence of one or more of the following acts between family or household members: attempting to cause or intentionally and knowingly causing bodily injury with or without a dangerous instrument; placing, by means of credible threat, another person in fear of bodily injury. For purposes of this subdivision, credible threat means a verbal or written threat, including a threat performed through the use of an electronic communication device, or a threat implied by a pattern of conduct or a combination of verbal, written or electronically communicated statements and conduct that is made by a person with the apparent ability to carry out the threat so as to cause the person who is the target of the threat to reasonably fear for his or her safety or the safety of his or her family. It is not necessary to prove that the person making the threat had the intent to actually carry out the threat. The present incarceration of the person making the threat shall not prevent the threat from being deemed a credible threat under this section; or engaging in sexual contact or sexual penetration without consent. Family or household members includes spouses or former spouses, children, persons who are presently residing together or who have resided together in the past, persons who have a child in common whether or not they have been married or have lived together at any time, other persons related by consanguinity or affinity, and persons who are presently involved in a dating relationship with each other or who have been involved in a dating relationship with each other.

For purposes of this subdivision, dating relationship means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement, but does not include a casual relationship or an ordinary association between persons in a business or social context.

Dating Violence: There is not a specific statute on dating violence. However, it would be included in Domestic Assault. The statute referenced below defines “dating relationship.” Dating relationship means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement but does not include a casual relationship or an ordinary association between persons in a business or social context.

Domestic Assault: A person commits the offense of domestic assault in the third degree if he or she: Intentionally and knowingly causes bodily injury to his or her intimate partner; threatens an intimate partner with imminent bodily injury; threatens an intimate partner in a menacing manner. For purposes of this section, intimate partner means a spouse; a former spouse; persons who have a child in common whether or not they have been married or lived together at any time; and persons who are or were involved in a dating relationship. For purposes of this subsection, dating relationship means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement, but does not include a casual relationship or an ordinary association between persons in a business or social context.

Incest: Any person who shall knowingly intermarry or engage in sexual penetration with any person who falls within the degrees of consanguinity or any person who engages in sexual penetration with his or her stepchild who is under 19 years of age commits incest.

Sexual Assault: Any person who subjects another person to sexual penetration without the consent of the victim, who knew or should have known that the victim was mentally or physically incapable of resisting or appraising the nature of his or her conduct, or when the actor is 19 years of age or older and the victim is at least 12 but less than 16 years of age is guilty of sexual assault in the first degree.

Sexual Assault of a Child: A person commits sexual assault of a child in the second or third degree if he or she subjects another person fourteen years of age or younger to sexual contact and the actor is at least 19 years of age or older. Sexual assault of a child is in the second degree if the actor causes serious personal injury to the victim. Sexual assault of a child is in the third degree if the actor does not cause serious personal injury to the victim.

Stalking: Any person who willfully harasses another person or a family or household member of such person with the intent to injure, terrify, threaten or intimidate commits the offense of stalking.

Statutory Rape: Commonly used to refer to sexual penetration that is illegal because it involves a youth. Nebraska has no specific statutory rape statute, but this concern is captured under R.S.S. Neb. § 28-319.01 “Sexual Assault of a Child.”

In the first degree: He or she subjects another person under 12 years of age to sexual penetration and the actor is at least

19 years of age or older, or when he or she subjects another person who is at least 12 years of age but less than 16 years of age to sexual penetration and the actor is 25 years of age or older. The age of the actor shall be an essential element of the offense that must be proved beyond a reasonable doubt.

In the second degree: He or she subjects another person 14 years of age or younger to sexual contact and the actor is at least 19 years of age or older, and actor causes serious personal injury to the victim.

In the third degree: He or she subjects another person 14 years of age or younger to sexual contact and the actor is at least 19 years of age or older, and actor does not cause serious personal injury to the victim.

Sources: Nebraska Revised Statute 28-319. Sexual assault; first degree; penalty. Nebraska Revised Statute 28-320. Sexual assault; second or third degree; penalty. Nebraska Revised Statute 42-903. Nebraska Revised Statute 28-311.03. Stalking. Nebraska Revised Statute 28-323. Domestic assault; penalties. Laws 1977, LB 38, § 33; Laws 1978, LB 701, § 1; Laws 1984, LB 79, § 3; Laws 1985, LB 2, § 2; Laws 1995, LB 371, § 3; Laws 2004, LB943, § 4; Laws 2006, LB 1199, § 4; Laws 2009, LB97, § 11; Laws 2019, LB519, § 6. Laws 1977, LB 38, § 233; Laws 1994, LB 988, § 2; Laws 2009, LB63, § 9; Laws 2009, LB430, § 6; Laws 2017, LB558, § 1; Laws 2018, LB990, § 2.

ARIZONA STATE LAWS: HARASSMENT, DISCRIMINATION, SEXUAL AND RELATIONSHIP MISCONDUCT

Without Consent: Includes any of the following: the victim is coerced by the immediate use or threatened use of force against a person or property; the victim is incapable of consent by reason of mental disorder, mental defect, drugs, alcohol, sleep or any other similar impairment of cognition and such condition is known or should have reasonably been known to the defendant; the victim is intentionally deceived as to the nature of the act; or the victim is intentionally deceived to erroneously believe that the person is the victim’s spouse.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Please note that Arizona’s domestic violence laws encompass the definition of dating violence.

Domestic Violence: Means any act that is a dangerous crime against children if any of the following applies:

1. The relationship between the victim and the defendant is one of marriage or former marriage or of persons residing or having resided in the same household.
2. The victim and the defendant have a child in common.
3. The victim or the defendant is pregnant by the other party.
4. The victim is related to the defendant or the defendant’s spouse by blood or court order as a parent, grandparent, child, grandchild, brother or sister, or by marriage as a parent-in-law, grandparent-in-law, stepparent, step-grandparent, stepchild, step-grandchild, brother-in-law or sister-in-law.

5. The victim is a child who resides or has resided in the same household as the defendant and is related by blood to a former spouse of the defendant or to a person who resides or who has resided in the same household as the defendant.
6. The relationship between the victim and the defendant is currently or was previously a romantic or sexual relationship. In Arizona, this includes dorm roommates.

Incest: Persons who are 18 or more years of age and are within the degrees of consanguinity within which marriages are declared by law to be incestuous and void, who knowingly intermarry with each other, or who knowingly commit fornication or adultery with each other.

Interference With or Disruption of an Educational Institution:

- A. A person commits interference with or disruption of an educational institution by doing any of the following:
 7. Intentionally, knowingly or recklessly interfering with or disrupting the normal operations of an educational institution by either:
 - a. Threatening to cause physical injury to any employee or student of an educational institution or any person on the property of an educational institution.
 - b. Threatening to cause damage to any educational institution, the property of any educational institution or the property of any employee or student of an educational institution.
 8. Intentionally or knowingly entering or remaining on the property of any educational institution for the purpose of interfering with the lawful use of the property or in any manner as to deny or interfere with the lawful use of the property by others.
 9. Intentionally or knowingly refusing to obey a lawful order given pursuant to subsection C of this section.
- B. To constitute a violation of this section, the acts that are prohibited by subsection A, paragraph 1 of this section are not required to be directed at a specific individual, a specific educational institution or any specific property of an educational institution.
- C. The chief administrative officer of an educational institution or an officer or employee designated by the chief administrative officer to maintain order may order a person to leave the property of the educational institution if the officer or employee has reasonable grounds to believe either that:
 1. Any person or persons are committing any act that interferes with or disrupts the lawful use of the property by others at the educational institution.
 2. Any person has entered on the property of an educational institution for the purpose of committing any act that interferes with or disrupts the lawful use of the property by others at the educational institution.

Sexual Abuse: A person commits sexual abuse by intentionally or knowingly engaging in sexual contact with any person who is 15 or more years of age without consent of that person or with any person who is under 15 years of age if the sexual contact involves only the female breast.

Sexual Assault: A person commits sexual assault by intentionally or knowingly engaging in sexual intercourse or oral sexual contact with any person without consent of such person.

Sexual Conduct with a Minor (Statutory Rape): A person commits sexual conduct with a minor by intentionally or knowingly engaging in sexual intercourse or oral sexual contact with any person who is under 18 years of age.

Stalking: A person commits stalking if the person intentionally or knowingly engages in a course of conduct that is directed toward another person and if that conduct either:

1. Would cause a reasonable person to fear for the person's safety or the safety of that person's immediate family member and that person in fact fears for the person's safety or the safety of that person's immediate family member.
2. Would cause a reasonable person to fear death of that person or that person's immediate family member and that person in fact fears death of that person or that person's immediate family member.

Additional information on definitions for Arizona Revised Statute Sex Offenses may be found at:

azleg.gov/FormatDocument.asp?inDoc=/ars/13/01401.htm&Title=13&DocType=ARS

Sources: Section 13-705 or an offense prescribed in section 13-1102, 13-1103, 13-1104, 13-1105, 13-1201, 13-1202, 13-1203, 13-1204, 13-1302, 13-1303, 13-1304, 13-1406, 13-1425, 13-1502, 13-1503, 13-1504, 13-1602 or 13-2810, section 13-2904, subsection A, paragraph 1, 2, 3 or 6, section 13-2910, subsection A, paragraph 8 or 9, section 13-2911, section 13-2915, subsection A, paragraph 3 or section 13-2916, 13-2921, 13-2921.01, 13-2923, 13-3019, 13-3102, 13-3601.02 or 13-3623. Arizona Revised Statute § 13-1401. Arizona age of consent is 18 years old. Arizona Revised Statute § 13-1405.

SEX OFFENDER LAWS AND REGISTRIES

In accordance to the Campus Sex Crimes Prevention Act amendment of 2002, the Jeanne Clery Act amendment of 2000 and the Family Educational Rights and Privacy Act amendment of 2000, Creighton University is providing links to the Nebraska and Arizona State Sex Offender Registry. Federal law requires all sex offenders to register in their state of residence and provide notice to each institution of higher education at which the person is employed, carries a vocation (with or without compensation) or is a student.

Arizona Sex Offender registry:
azdps.gov/services/public/offender

Nebraska Sex Offender registry: sor.nebraska.gov

In addition to the above notice, all sex offenders are required to deliver written notice, in-person in Omaha or via email from Arizona, of their status as a sex offender to Creighton University's Senior Director of Public Safety, michaelreiner@creighton.edu, no later than three (3) business days prior to their enrollment in, employment with, volunteering at or residence in Creighton University. Such notification may be disseminated by Creighton University to, and for the safety and well-being of, the Creighton community, and may be considered by Creighton for enrollment and discipline purposes.

Creighton University Harassment, Discrimination, Sexual and Relationship Misconduct Policies

In accordance with its history, mission and credo, Creighton University believes that each individual should be treated with respect and dignity and that any form of harassment, discrimination, sexual and/or relationship misconduct is a violation of human dignity. The University condemns and prohibits all forms of harassment, discrimination, sexual and/or relationship misconduct and will take all reasonable efforts to prevent and promptly address conduct found to be in violation of this policy. The purpose of this policy is:

1. To communicate processes for investigating complaints in a manner that reasonably protects the privacy of individuals involved in situations of alleged harassment, discrimination, sexual and/or relationship misconduct;
2. To ensure the provision of equal employment and educational opportunities for 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;
3. To protect those individuals who report or provide information related to alleged harassment, discrimination, sexual and/or relationship misconduct from retaliation of any kind;
4. To fulfill all obligations as required by law, including but not limited to Title IX, Campus SaVE Act, Title VII and Section 504 of the Rehabilitation Act and Title III of the Americans with Disabilities Act;
5. To set forth guidance for preventing harassment, discrimination, sexual and/or relationship misconduct;
6. To take timely corrective action when harassment, discrimination, sexual and/or relationship misconduct is alleged to have occurred; and
7. To establish a consistent process for resolving complaints of harassment, discrimination, sexual and/or relationship misconduct in a fair and just manner.

Human sexual expression has been understood to be one of the great gifts of God to bind persons together in a freely chosen, mutual and permanent commitment of love, and to sustain the human race. In the Jesuit, Catholic tradition at this University we most value sexual expression when it fulfills these purposes. We understand that contemporary Western culture has moved away from the exclusivity of sexual expression in relationships of permanent commitment. In spite of this cultural context, Creighton continues to teach and be witness to the Catholic values. At the same time, we respect the values and beliefs of all the members of our community trusting that each person has carefully reflected on their own values and commitments, considering the good of the whole community, as well as their own desires and welfare, as they make choices about sexual activity.

Creighton's values forbid any member of our community to act in ways that actively harm anyone else's ability to knowingly and

freely choose to act on their own behalf. Thus, in keeping with the demands of our own Jesuit, Catholic mission, as well as laws and other societal structures, the University establishes specific policies, with clear consequences, regarding sexual behaviors that undermine another's freedom and knowledge. It is the University's intent here to outline these policies and commit the University community to implementing them with fairness and concern toward every person involved.

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. Upon notification, the Office of Equity and Inclusion will determine if an investigation of an alleged violation of this policy is warranted, enabling the office to investigate and to take corrective action where appropriate.

Creighton University prohibits sexual and relationship misconduct, which can also be considered crimes under state law. Sexual misconduct includes sexual harassment, non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, incest and statutory rape. Relationship misconduct includes dating violence, domestic violence and stalking. While Creighton University policies and definitions are different than the standards and definitions of the State of Nebraska, sexual and relationship misconduct often overlap with crimes of rape, sexual assault, sexual harassment, stalking, dating violence and domestic violence.

Acts of harassment, discrimination, sexual and/or relationship misconduct are considered serious violations of University policy. Due to the serious nature of these violations, all incidents of harassment, discrimination, sexual and/or relationship misconduct involving students, faculty or staff are resolved under this policy and not through other disciplinary processes at the University (e.g., University Committee on Student Discipline, Faculty or Academic Council, Human Resources). Because of the seriousness of these actions, the full range of institutional action, including separation, termination, suspension and expulsion may be imposed.

The University will broadly disseminate this policy and distribute a list of resources available to respond to concerns of harassment, discrimination, sexual and/or relationship misconduct based on 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. Additionally, the Violence Intervention and Prevention (VIP) Center will develop and present appropriate educational programs for students, faculty and staff. The University strives to ensure that such programming is developed to be culturally relevant; inclusive of diverse communities and identities;

sustainable; responsive to community needs; is informed by research or assessed for value, effectiveness or outcome; and considers environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

POLICY SCOPE AND ELIGIBILITY

This policy applies to all faculty, staff and students of the University community. Individuals with a faculty appointment, vendors, independent contractors and other outside parties who conduct business with the University through affiliation and other agreements will be expected to comply with this policy as specified by the terms of any contract or agreement between the University and such third party. Additionally, this policy applies to all terms and conditions of employment including, but not limited to, hiring, placement, benefits, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

This policy applies to all incidents of alleged harassment, discrimination, sexual misconduct and relationship misconduct, as defined by this policy, including incidents which occur off-campus or outside of normal work, class or business hours. Any individual has the ability to make a report under this policy when the “accused” party is a member of the Creighton University community (e.g., supervisor, co-worker, faculty member, student) or a non-Creighton affiliate (e.g. visitors, guests, employees of a contracted service.)

The University recognizes the limitations of investigating complaints where the responding party is not a member of the campus community but will make every effort to investigate these complaints to the greatest extent possible. This includes working with other institutions or third-party organizations.

REPORTING AND ADVOCACY OPTIONS

You can choose whether to report sexual and/or relationship misconduct to law enforcement, Creighton, both or neither. Creighton can respond to and investigate reports of sexual and/or relationship misconduct at the same time as law enforcement. Creighton’s process deals only with violations of University policy, not the law. The University can assist you in filing a report with law enforcement.

Creighton University encourages the reporting of harassment, discrimination, sexual and/or relationship misconduct by victims and witnesses. In promoting the best interests of the campus community and encouraging individuals to report to the Office of Equity and Inclusion, the University offers victims and witnesses amnesty from minor policy and/or code of conduct violations related to the incident.

You may report an incident of sexual and/or relationship misconduct at any time. The University does not have a time limit for when incidents must be reported. Please note, however, that Creighton’s ability to investigate and gather information about a reported incident may be limited in cases of delayed reporting.

A full list of resources is available on pages 47–50 of this report.

Privacy

The investigation and resolution will be private to the greatest extent possible. Privacy of investigations helps enhance

the integrity of the investigation, protects the interest of the parties, and protects participants from statements that could be interpreted to be retaliatory or defamatory. However, no student or member of the University’s staff or faculty can be promised strict or absolute confidentiality. The University will protect the identity of persons involved in reports of harassment, discrimination, sexual and/or relationship misconduct to the best of its ability and will only share personally identifiable information with persons with a need to know, in order to investigate and respond to a report, or to deliver resources or protective measures.

Mandatory Reporting

The University requires all faculty and staff to report incidents of harassment, discrimination, sexual and/or relationship misconduct to the Office of Equity and Inclusion. Student employees, in the administration of their job duties, are also considered mandatory reporters. All individuals in the states of Nebraska and Arizona are mandatory reporters of child abuse and neglect. Reports of suspected child abuse and neglect must be made to local authorities, the Nebraska child abuse hotline at 800.652.1999 or the Arizona Department of Child Safety at 888.767.2445.

Campus Confidential Advocacy

To speak with a confidential advocate who will provide you with options and resources, the Violence Intervention and Prevention (VIP) Center provides free, confidential advocacy for students, faculty and staff. Confidential advocacy gives individuals a safe space to learn about all their options and resources, so they can make fully informed choices about what to do next. The VIP Center can assist in reviewing medical options and confidential advocates are able to accompany individuals to medical exams if individuals would like assistance and/or support. VIP is open Monday-Friday, 8 a.m.-4:30 p.m.; appointments or walk-ins are welcome. VIP Center personnel will not share your information with anyone unless you ask them to do so.

Lower Brandeis Hall, B04
vipcenter@creighton.edu
402.280.3794

Off-Campus Confidential Advocacy Nebraska

Individuals may contact the Women’s Center for Advancement (WCA) 24-hour Crisis Hotline at 402.345.7273 to speak with an advocate. The WCA will also send an advocate to area hospitals if an individual discloses that an incident of sexual assault has occurred. An advocate can explain hospital procedures, reporting procedures and provide information on follow-up and recovery after an act of sexual assault. An advocate can also sit with the individual and be present during an exam if an individual would like the advocate present.

wcaomaha.org

The Omaha-Douglas County Victim Assistance Program is a public service office established to assist victims of crime, including domestic violence. The Program’s location, close to the Courthouse and the Police Station establishes an efficient system of assistance between victim, community, and the criminal justice system.

countyattorney.douglascounty-ne.gov/victim-assistance

Arizona

The Phoenix Family Advocacy Center provides confidential advocacy and support, safety planning, assistance filing protection orders, trauma-informed therapy referrals, and assistance and accompaniment in reporting to the Phoenix Police Department. They also provide forensic nurse exams on site. For a forensic exam without making a police report, call Honor Health at 480.312.6339.

Chrysalis offers comprehensive resources, confidential support, free information and accessible help. With each family, we listen, learn and adapt to meet the unique needs of those impacted by domestic violence.

noabuse.org

Office of Equity and Inclusion

If you would like to formally or informally report an incident to the University, the Executive Director of the Office of Equity and Inclusion oversees and responds to all reports of sexual and relationship misconduct at Creighton University. The Office of Equity and Inclusion may be able to provide you with protective measures.

Creighton Hall, Suite 340
titleix@creighton.edu or oei@creighton.edu
402.280.3189
creighton.edu/oei

Law Enforcement

All individuals have the right to report an incident to state or local law enforcement or prosecution authorities. A reporting party may also decline notifying law enforcement authorities if they so choose. Reporting an incident to law enforcement or filing a criminal complaint does not preclude an individual from filing a complaint with the Office of Equity and Inclusion and vice versa. Complaints can be filed simultaneously with the University and law enforcement. If you would like University assistance in filing a report with local authorities, please contact the VIP Center.

Filing a Complaint with an Outside Agency

An individual has the right to file a complaint with outside enforcement agencies, including:

- United States Department of Education's Office for Civil Rights (OCR)
ed.gov/about/offices/list/ocr/index.html
- Equal Employment Opportunity Commission (EEOC)
eoc.gov
- Nebraska Equal Opportunity Commission (NEOC)
neoc.ne.gov
- Nebraska Department of Labor
dol.nebraska.gov
- State of Nebraska Judicial Branch
supremecourt.nebraska.gov/self-help/small-claims/filing-small-claims-case-nebraska
- City of Omaha Office of Human Rights and Relations
humanrights.cityofomaha.org
- Online Creighton Students
online.creighton.edu/resources/state-authorization

- Arizona Equal Opportunity Commission
eo.azgovernor.gov/eo/state-equal-opportunity-guidelines-and-manual
- Arizona Department of Labor
azica.gov/divisions/labor-department
- Arizona Judicial Branch
azcourts.gov/Self-Service/CivilLaw
- Arizona State Board of Private Postsecondary Education
ppse.az.gov
- Phoenix District Office EEOC
eoc.gov/field/phoenix/index.cfm

Anonymous Reporting

While anonymous reports are accepted and will be reviewed by OEI, Creighton's ability to address alleged sexual and/or relationship misconduct reported by anonymous sources may be significantly limited. In cases where an individual reporting sexual misconduct requests anonymity or does not wish to proceed with an investigation, the University will attempt to honor that request but, in some cases, may determine that the University needs to proceed with an investigation based on concern for the safety or well-being of the broader University community.

Hospital Emergency Department

Individuals may choose to visit an Emergency Department (ED) at an area hospital for medical treatment or evidence preservation. Per Nebraska state law, the ED staff will notify Omaha Police Department when an act of sexual assault is reported. The individual reporting the act of sexual assault is not required to make a report with police. It is a victim's decision whether or not to report an incident to the authorities. While in the ED, the individual will be examined by a physician to evaluate 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. An advocate may be present during the examination to provide support to the individual throughout the process. For details on Arizona's sexual assault response protocol, please see maricopacountyattorney.org/DocumentCenter/View/514/Sexual-Assault-Protocol-2017-PDF?bidId=.

How to Obtain Orders of Protection in Nebraska

A **protection order** is from a judge to protect people from abuse, sexual assault or harassment. For additional assistance please contact the local domestic violence or victim witness program in your area.

A **Domestic Abuse Protection Order** is for people who have been in close relationships (relatives, spouses or former spouses, people who have lived or are living together, etc.). It is granted because someone attempted, threatened, caused bodily injury or intimidated the other person by credible threat, or engaged in sexual contact or sexual penetration without consent.

The second type of protection order is a **Harassment Protection Order**. It does not depend upon relationships but requires

a number of telephone or personal contacts that seriously terrify, threaten or intimidate the victim and serve no legitimate purpose.

The third type of protection order is a **Sexual Assault Protection Order**. It does not depend upon relationships and is granted because someone subjected or attempted to subject the other person to sexual contact or sexual penetration without consent.

Complete the forms found on the link below and give them to the district court clerk. The clerk cannot give you legal advice, if you need additional assistance please see "The Protection Order Form Guide." Once the forms are completed the clerk gives the forms to the judge.

supremecourt.nebraska.gov/forms?title&field_form_number_value&field_form_type_tid=All&field_form_category_tid=240&field_language_tid=All&field_form_set_tid=All

The order is not in effect until a sheriff or deputy gives a copy of it to the person from whom you are requesting protection. That person will be given a copy of all of the papers that you have filled out. However, you may request a confidential address if you are afraid to reveal it. The restrained person can ask the judge in writing for a hearing so that both sides can tell the judge their side of the story. You must appear for this hearing. If you do not appear, the judge will likely dismiss the protection order. If the judge sets a hearing, the clerk will let you know the time and date. It is important that the clerk know how to get in touch with you. Domestic abuse prevention agencies or Victim Witness agencies can help you plan to remain safe while making sure that the clerk can find you. Please contact your local program if you need assistance with this.

An "ex parte" protection order lasts until you go to court. At court, the judge decides if the protection order will be canceled or continued for one year. If the other party never asks for a hearing, then the protection order remains in effect for a year. A Sexual Assault or Domestic Abuse Protection Order may be renewed for 1 year, and yearly thereafter. The petitioner will need to file the Petition and Affidavit to Renew that states the reason(s) the renewal is being requested.

For more information on frequently asked questions regarding Nebraska protection orders: supremecourt.nebraska.gov/self-help/protection-abuse/faq

How to Obtain Orders of Protection in Arizona

The purpose of a **Protective Order** is to restrain a person from committing an act of harassment or domestic violence against another person or persons. Requested petitions are typically seen by a judge and ruled on the same day. A protection order prohibits a person from coming near a home, work site, school, or other locations listed on the court order and provides you with legal recourse for one year if the person who is served violates the order. A protection order does not resolve landlord/tenant disputes, change custody or visitation orders, nor guarantee your safety.

An **Order of Protection** (A.R.S. 13-3602) is a court order to seek protection from a person you live with, now or in the past, or is an immediate family member.

An **Injunction Against Harassment** (A.R.S. 12-1809) is a court order to seek protection from a person other than someone you live with, a person with whom you have no relationship, or

a current or former non-family member. Injunctions Against Harassment can be issued for individuals and workplaces.

To have an injunction granted or issued:

- The defendant must have committed acts of harassment in the last year.
- There must be at least two specific acts of harassment committed.

The Process of Obtaining A Protective Order

1. Go to Protective Orders office on the 6th floor (Room 608) at the Phoenix Municipal Court.
2. Court staff will help you determine the correct Court action for your situation.
3. Complete the paperwork for the judge to review.
4. Once completed, you will meet with a judge to discuss your request.

Information Needed:

- Name, date of birth and address of the person you are seeking protection from.
- Past or present court proceedings involving yourself and the person from whom you seek protection.
- Address and phone number of the person where the Protective Order can be served.

The Protective Order is valid for 1 year from the date of service or if the Protective Order is not served within one year, it automatically expires.

For more information regarding AZ protection orders:

mcso.org/Victim/OrdersOfProtection

phoenix.gov/court/protection-orders

PRESERVATION OF EVIDENCE AND MEDICAL CARE

If an individual has experienced an incident of sexual assault, dating violence, domestic violence or stalking, Creighton encourages the preservation of evidence in order to maintain options of reporting the incident or obtaining a protection order if and when an individual chooses to do so. Note: Individuals are not required to make a report to local authorities to receive medical care and assistance. Creighton offers the following items for consideration:

- Electronic communications such as text messages, videos, pictures or social media content (or screenshots of such evidence if it is not directly connected to your device or accounts) may be important to preserve if you want to report the incident.
- It is important to preserve physical evidence that may include tissue and fluid samples, evidence of violence, sheets, towels, clothing, etc. You may choose to avoid washing, showering, urinating, brushing teeth, changing clothes, etc. until after being examined by a medical professional or at the hospital if possible. Because evidence of sexual or relationship misconduct can deteriorate quickly, you may choose to seek a medical exam as soon as possible. Evidence collection should be completed within 120 hours of an incident of sexual and/or relationship misconduct,

but fluids, hair samples and DNA can be collected for a long time thereafter. Even if you have washed, evidence can still be obtained. After 120 hours, it may still be helpful to receive medical attention, even if you are not trying to obtain evidence of sexual or relationship misconduct.

- If you suspect that you may have been drugged, inform medical personnel or law enforcement as soon as possible so they can attempt to collect potential evidence (e.g., from the drink, through urine or blood sample.)

INVESTIGATIONS

All investigations into alleged violations of policy will be prompt, thorough, reliable, equitable, fair and impartial. Creighton will investigate reported incidents of sexual and/or relationship misconduct after the Office of Equity and Inclusion receives notice of a complaint. Investigations are conducted by the University's trained Title IX investigators. The Office of Equity and Inclusion strives to conclude the formal resolution process within 60 calendar days. The reporting party and responding party will be notified in writing of any reasonable delays during this process.

An investigative team will conduct interviews with the reporting party (person making the allegation), the responding party (person alleged), and any relevant witnesses to the alleged misconduct. The investigative team will also review any relevant evidence that is made available to them by any person involved in the investigation or by other sources. The irrelevant prior sexual history of the parties will not be considered as evidence. The investigators will document their findings in an investigative report that is presented to the Title IX coordinator once the investigation is completed. Creighton utilizes the preponderance of the evidence standard to determine responsibility for alleged violations. This means that if the evidence shows that it is more likely than not that the alleged misconduct occurred, the responding party will be found responsible for violating University policy.

The Title IX coordinator will determine responsibility and outcomes to the allegations based on the information gathered during the investigation. Interim measures may be provided during the course of the investigation in order to remedy the impact of what has been reported and to prevent future reoccurrence.

INVESTIGATIVE PROCESS DEFINITIONS

Administrative Review: In the absence of a complaint filed by a reporting party, the Office of Equity and Inclusion has the authority to initiate an administrative review of alleged violations at the request of a department, division, program or area when requested by a manager, supervisor, director, department chair, dean, vice president or provost, or when in the judgment of the Office of Equity and Inclusion a review is necessary. This may occur, for instance, where the University determines a need to proceed with an investigation based on concern for the safety or well-being of the broader University community (e.g., risk of future acts of sexual violence or a pattern of sexual misconduct). As necessary, the University reserves the right to initiate an investigation without a formal complaint.

Amendments or Termination of This Policy: Because allegations of violations of this policy can sometimes raise

challenging or novel issues, the University reserves discretion to take reasonable actions to address those issues in a manner consistent with the spirit of this policy, and which preserves fairness for both parties and maintains the integrity in the investigation and resolution processes. Creighton University reserves the right to modify, amend or terminate this policy at any time.

Annual Report: The Office of Equity and Inclusion shall maintain an annual report documenting the number of complaints received pursuant to this policy, the categories of those involved in the allegations, the number of violations found and examples of sanctions/corrective actions imposed for policy violations.

Advisor of Choice: Reporting and responding parties have the right to consult with an advisor of choice during the investigative process. Any person may serve as an advisor, including but not limited to, a faculty or staff member, a friend, a family member, an attorney or a process navigator. The role of an advisor is to provide a comforting and familiar presence for a reporting or responding party and to assist in their understanding of the investigative process. The choice whether or not to invite an advisor is solely that of the individual(s) involved.

The role of the advisor is limited. The advisor may help a reporting or responding party prepare their position, but may not present it or speak for or on behalf of the party during the investigative interview or process. The advisor may consult with the reporting or responding party quietly or in writing, or outside the meeting during breaks. If the advisor is an attorney, a law student or a School of Law faculty member, this must be disclosed to the Office of Equity and Inclusion, and the University reserves the right to have its own legal counsel present for the meeting.

Appeals: The reporting party and the responding party both have the right to appeal the decision made by the Executive Director for Equity and Inclusion. A written appeal must be filed within five (5) working days of the decision. Appeals must be based on one (or more) of the three following grounds: significant procedural error, new information or disproportionate sanctioning.

Change in Status: A change in employment or student status of either party involved in a formal investigation does not suspend, terminate, or otherwise affect the University's responsibility to investigate and determine if this policy was violated.

Complaint Resolution: The findings of the investigation of any complaint of harassment, discrimination, sexual and/or relationship misconduct will assist the Executive Director for the Office of Equity and Inclusion in determining if this policy was violated. Additionally, the investigative report may address other serious issues disclosed during the course of the investigation and the executive director may make recommendations to the appropriate University department or official for resolution.

Failure to Comply: A failure to comply violation is committed by an individual who interferes with or fails to follow the directives of University officials acting in performance of their duties under this policy. Examples include but are not limited to failure to follow protective measures, failure to respond to emails or meeting requests from a University official, or failure to complete required sanctions.

False Information/Report: The University encourages anyone who believes that they have been the victim of harassment, discrimination, sexual and/or relationship misconduct to report their concerns but will not tolerate intentional false reporting of incidents. Anyone interviewed (e.g., reporting party, responding party, witnesses) as part of an investigation into a possible violation of this policy who intentionally furnishes false information may be subject to corrective/ disciplinary action.

Informal Resolution: Informal resolution is an alternative to the formal complaint resolution process. The Office of Equity and Inclusion will determine if informal resolution is appropriate, based on the nature of the alleged conduct and the desire of the parties to reach a mutually agreeable resolution. Sanctions are generally not pursued as the result of an informal resolution process, although the parties may mutually agree to appropriate remedies (e.g., no contact restriction). The Office of Equity and Inclusion will keep records of any informal resolution that is reached, although the outcome of an informal resolution will not become part of a student, staff, or faculty member's official disciplinary record with the University. The University reserves the right to cancel the informal resolution process if sufficient evidence suggests a formal investigation or other sanctions or remedies may be necessary and appropriate. It is not necessary to pursue an informal resolution in order to make a formal complaint. Anyone participating in informal resolution can choose to discontinue that process at any time and request the formal process.

Investigative Team: The investigative team is assigned by the Executive Director of the Office of Equity and Inclusion. Investigators in the Office of Equity and Inclusion are trained to investigate incidents in a manner that protects the safety and rights of both reporting and responding parties and promotes accountability for individuals in the campus community.

One-on-One Communication: If an individual seeking an informal resolution is comfortable dealing with the situation without direct involvement of a third party, the individual seeking an informal resolution may communicate directly with the person whose behavior is unwelcome. It is appropriate to use face-to-face communication only when the individual seeking an informal resolution does not feel threatened, there is no risk of physical harm and the individual seeking an informal resolution believes the other person will be receptive. Email/written correspondence is the preferred method of communication. If the individual seeking an informal resolution chooses to communicate face-to-face, they should also send an email summarizing the face-to-face interaction. Keep copies of any written communication.

One-on-one communication should include:

- A factual description of the incident(s) including a description of the unwelcome behavior, date, time, place and the names of any witnesses.
- A description of any consequences that the individual seeking an informal resolution has experienced due to the unwelcome behavior.
- A request for the unwelcome behavior to cease.

If the individual seeking an informal resolution does not feel comfortable with the one-on-one communication or if the individual seeking an informal resolution believes that the

communication was not successful, the individual may consider other informal or formal procedures.

Pattern of Conduct: A series of acts over a period of time, however short, evidencing a continuity of purpose.

Preliminary Inquiry: Upon receipt of a report, the Office of Equity and Inclusion will conduct a preliminary inquiry to make a threshold assessment as to whether the report states allegations, that if substantiated, would violate the policy or a potential violation of federal and/or state laws has occurred. If the preliminary inquiry determines the allegations, if substantiated, the inquiry will continue with the resolution process. If the preliminary inquiry finds that the allegations are insufficient to rise to the level of a policy violation, the Office of Equity and Inclusion will notify the reporting party (and responding party, if applicable) of this result, and no further action will be taken at that time. In this case, the reporting party retains the ability to provide further information and/or evidence regarding their complaint to the Office of Equity and Inclusion in the future. Should new information/evidence be provided to the Office of Equity and Inclusion after the threshold assessment process has been completed, the Office of Equity and Inclusion may revisit the original assessment to determine the impact the new information/evidence may have on the executive director's original determination. A preliminary inquiry will be completed as soon as possible; the time required to complete a preliminary inquiry will depend on the nature and scope of the complaint. The Office of Equity and Inclusion will communicate progress and delays with the preliminary inquiry to the reporting party.

If the Preliminary Inquiry indicates that the allegations, if substantiated, would violate the policy, the reporting party has the right to request an informal or formal resolution process. A formal resolution may be required in situations where the responding party's behavior has an impact on individuals other than the reporting party or in situations where the complaint indicates an escalating pattern of harassment, discrimination or sexual misconduct.

Privacy of Investigations: The investigation and resolution will be private to the greatest extent possible. Privacy of investigations helps enhance the integrity of the investigation, protects the interest of the parties and protects participants from statements that could be interpreted to be retaliatory or defamatory. However, no student or member of the University's staff or faculty, can be promised strict or absolute confidentiality. The University will protect the identity of persons involved in reports of harassment, discrimination, sexual and/or relationship misconduct to the best of its ability and will only share personally identifiable information with persons with a need-to-know, in order to investigate and respond to a report, or to deliver resources or protective measures.

Process Navigator: Process navigators are trained members of the University community who have knowledge of the investigative process and who are available to either the reporting or responding party to offer support during an investigation.

Protective Measures: The University will take immediate steps to protect you and to ensure your safety and well-being, as well as the safety and well-being of the campus community, if you request such measures and they are reasonably available. Protective measures may be requested by both reporting and responding parties during the course of an investigation.

Protective measures may be offered regardless of whether you seek a formal resolution with the University or make a report to law enforcement. They are determined and implemented in an individualized manner.

Protective measures may include, but are not limited to, the following:

- Contact restrictions
- Adjustments to on-campus living arrangements
- Adjustments to work environments and/or duties
- Adjustments to class schedules or Creighton activities
- Adjustments to academic requirements
- Campus escorts and/or transportation arrangements
- Administrative separation from the University
- Safety Planning

Reporting Party: An individual who alleges that they have been subjected to harassment, discrimination, sexual and/or relationship misconduct, retaliation or unfair treatment regarding the interpretation or application of this policy.

Responding Party: An individual whose alleged conduct is the subject of a complaint.

Retaliation: Creighton encourages the reporting of all incidents of sexual or relationship misconduct. In order to reduce barriers for reporting or sharing information about such misconduct, the University strictly prohibits retaliation against those involved in any investigation. Retaliation is an intentional, adverse action taken against a person for making a report of alleged policy violations or for participating in any proceeding under this policy. Adverse action is any conduct that seeks to discourage, threaten, intimidate, harass or coerce an individual from engaging in activity protected under this policy. Retaliation can be committed by or directed toward any individual or group, not just the reporting and responding parties.

Retention of Records: All records and investigations will be private and confidential to the greatest extent possible and will not be publicly disclosed except to the extent required by law. However, no member of the University's staff or faculty, or any student is promised strict or absolute confidentiality. Additionally, all records will be retained for a minimum of seven years. When the responding party is a student, records will be retained according to the Retention of Disciplinary Record and Record Check Policy in the Creighton University Student Handbook.

Third-Party Assistance: If an individual seeking an informal resolution desires the assistance of a third party to attempt to resolve the situation informally, the individual seeking an informal resolution may approach any one of the following resources:

- The Office of Equity and Inclusion
- Office of Community Standards and Wellbeing (student)
- Human Resources (faculty and staff)
- The individual seeking an informal resolution's supervisor or the supervisor's supervisor (faculty, staff and student employees).

Training for Office of Equity and Inclusion: The University provides annual training to investigators and investigators, appeal officers and adjudicators are trained on issues related to sexual misconduct, investigation and resolution.

Witness: An individual who may have information related to a complaint alleging harassment, discrimination, sexual or relationship misconduct. The reporting and responding parties are permitted to provide names of potential witnesses to the investigative team. The investigative team will determine which of those potential witnesses, or other persons, may have relevant information about the complaint. Witnesses may include individuals outside the Creighton community. Additionally, the investigative team may interview individuals with an expertise specific to elements of the reported incident (e.g., alcohol-drug interactions).

SANCTIONS

In the event the Executive Director of the Office of Equity and Inclusion determines that an individual has violated this policy, the University reserves the right to impose differing sanctions, depending on the severity and/or pervasiveness of the violation. In determining appropriate sanction(s), the University will consider the concerns and rights of both the reporting party and the responding party and must examine and consider a number of factors, including, but not limited to:

1. level of risk or harm to the community;
2. the nature and seriousness of the offense;
3. apparent pattern of conduct including previous violations of this policy
4. motivation underlying the responding party's behavior; and
5. cooperation with the investigation.

A sanction, or a combination of sanctions, listed below, may be imposed upon any member of the University community found to have violated this policy.

NOTE: Sanctions will be implemented immediately following the decision of the Executive Director and will be in effect during the appeal period.

Sanctions for Responding Party – Student:

Behavioral Reprimand. The student receives a written warning that his or her conduct was in violation of University rules and regulations and that continued misconduct may be treated more severely.

Behavioral Probation. A formal disciplinary status notifying a student that the behavior was in violation of the Harassment, Discrimination, Sexual and/or Relationship Misconduct Policy and/or the Creighton University

Standards of Conduct. The student may be barred from participation in all or designated extracurricular activities and may be subject to other sanctions as a result of this status. The student will be notified that any continued violations of University rules and regulations will in all likelihood result in suspension or expulsion.

Suspension. The separation of the student from the University for a specified period of time, measured in semesters. The student may not participate in or attend any University

sponsored activity and may be barred from University premises. During the period of suspension from the University, a student normally may not advance toward a Creighton degree at another institution. Reinstatement after disciplinary suspension requires the approval of the Vice Provost for Student Life. Students who are suspended from Creighton University for nonacademic misconduct will have “Disciplinary Suspension” appear as a notation on their permanent academic record, including the official transcripts of the University.

Expulsion. The permanent separation of the student from the University. The student will be barred from University premises. Students who are expelled from Creighton University for nonacademic misconduct will have “Disciplinary Expulsion” appear as a notation on their permanent academic record, including the official transcripts of the University.

Disciplinary Removal from University Residence Halls. The student will be required to leave University residence halls and may forfeit any prepaid housing fees. The student will be barred from residence halls and will be notified that any further violations of University rules and regulations will, in all likelihood, result in suspension or expulsion.

Denial of Access or Restriction of Access to a University Building or Facility. The student will be denied access or allowed only restricted access to a specific building or facility for a stated period of time.

Restitution. The student may be required to make payment to the University, other persons, groups or organizations for damages that result from violations of conduct regulations.

Service/Work Project. The student may be assigned to complete a specified community service or work project as outlined in a community service/work agreement.

Fines. The student will be required to pay a specified monetary fine to the University within a specified period of time.

Organizational Sanctions. When the responding party is a student club or organization, sanctions may be imposed on the entire club or organization. Sanctions include the above listed items and additional sanctions specific to a student organization. For a complete list of additional organizational sanctions, please see the Creighton Student Handbook.

Other Actions. Other sanctions which are intended to engage the student in a positive learning experience related to the student’s behavior may be imposed by the Office of Equity and Inclusion. These sanctions may include, but are not limited to, engaging in a campus or community service project, attending or presenting a program related to implications of the student’s conduct, writing a paper or engaging in some type of personal assessment or counseling.

Sanctions for Responding Party – Faculty/Staff:

Verbal Warning. A verbal warning is a written record of a discussion between the Office of Equity and Inclusion and an employee. A verbal warning includes a summary of the corrective action required by the Office of Equity and Inclusion and a copy of this warning will be shared with the employee and other relevant parties, including but not limited to Human Resources, department chair, dean and/or the employee’s supervisor.

Formal Written Warning. A written warning is used to document corrective action when a verbal warning has not helped to remedy the actions of an employee or where a verbal warning is not sufficient. A copy of this written warning will be shared with the employee and other relevant parties, including but not limited to Human Resources, department chair, dean and/or the employee’s supervisor.

Performance Improvement Plan. The Office of Equity and Inclusion may require an employee to participate in a Performance Improvement Plan (PIP) not to exceed 90 days. Within the PIP, the employee must demonstrate a willingness and ability to meet and maintain established work performance and/or conduct requirements. At the end of the PIP, the employee will either be returned to regular employment status or terminated. If at any time during the PIP, the employee does not demonstrate significant and consistent improvement, the employee may be terminated before the conclusion of the PIP at the discretion of the University.

Required Training or Education. The employee may be required to complete training or participate in specific educational opportunities based on the findings of the resolution process. This includes in-person and online training and education.

Loss of Merit Pay Increase. The employee may be deemed ineligible for a merit pay increase for a period of time, as determined by the findings of the resolution process.

Loss of Supervisory Responsibilities. The employee may lose the ability to supervise other employees or students based on the findings of the resolution process. Loss of supervisory responsibilities may have the effect of changing an employee’s job classification status.

Demotion. An employee may be demoted to a job classification status lower than their status at the start of the resolution process.

Termination. Termination is the permanent separation of the employee from the University.

Other Actions. Other sanctions which are intended to engage the employee in a positive learning experience related to the employee’s behavior may be imposed by the Office of Equity and Inclusion. These sanctions may include, but are not limited to, engaging in a campus or community service project, attending or presenting a program related to implications of the employee’s conduct, or engaging in some type of personal assessment or counseling.

Because we value *cura personalis*, “Care for the individual person,” all members of the Creighton community are expected to respect each person as a child of God and treat each individual with dignity. Students, faculty and staff all have the right to work and learn in a respectful, non-discriminatory environment. Any form of discrimination or discriminatory harassment violates this principle and will not be tolerated by the University. The inalienable worth of each individual and appreciation of ethnic and cultural diversity are core values of Creighton. We seek to create and maintain an inclusive, welcoming environment by celebrating and protecting diversity.

FORMAL RESOLUTION PROCESS

The following flow chart is meant to provide a general overview of how the resolution process typically proceeds. For more detailed information about the process and the rights of the reporting and responding parties at each step, please see the “Investigation and Resolutions” page at: creighton.edu/oei





Alcohol and Other Drugs

DRUG FREE SCHOOLS AND COMMUNITIES ACT

In 1989, the U.S. Congress passed the Drug Free Schools and Communities Act (DFSCA). This Act requires Creighton to adopt and implement a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees. The Clery Act requires a description of any drug or alcohol-abuse education programs within this report. The following information describes health risks, Creighton policies, legal sanctions and available assistance, as well as disciplinary sanctions that might be imposed. Creighton recognizes that it must go beyond simply informing students and their families about the legal consequences resulting from alcohol and drug use. 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.

ALCOHOL AND OTHER DRUGS PREVENTION AND AWARENESS

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 the effect. There are increased incidences of falls, accidents,

vandalism, destruction of property, arguments, fights, sexual assault, other violence and risk-taking behavior, or death 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 for certain who is most susceptible to developing alcoholism or any other adverse health effects from alcohol.

Creighton's Approach to Alcohol Education

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 well-being needs of our students, while also considering the decisions they may choose to make because of their need to socialize.

Creighton University expects its students to abandon high-risk drinking. To avoid binge drinking and its consequences, college students (and all people who drink) are advised to track the number of drinks they consume over a given period of time. That is why it is important to know exactly what counts as a drink.

In the United States, a standard drink is one that contains about 14 grams of pure alcohol, which is found in:

- 12 ounces of beer with 5% alcohol content
- 5 ounces of wine with 12% alcohol content
- 1.5 ounces of distilled spirits with 40% alcohol content

Many college alcohol problems are related to binge drinking. Binge drinking is a pattern of drinking that brings blood alcohol concentration (BAC) levels to 0.08 g/dL. This typically occurs after four drinks for women and five drinks for men—in about two hours. Binge drinking is a risk factor for sexual assault, especially among young women in college settings. Each year, about 1 in 20 college women are sexually assaulted. Research suggests that there is an increase in the risk of rape or sexual assault when both the attacker and victim have used alcohol prior to the attack.

Drinking this way can pose serious health and safety risks, including car crashes, drunk-driving arrests, sexual assaults and injuries. Over the long term, frequent binge drinking can damage the liver and other organs.

Source: niaaa.nih.gov/alcohol-health

Track to Recovery from Alcohol Abuse at Creighton (TRAAC)

Creighton has developed TRAAC to care for intoxicated students who could be in danger. TRAAC provides students with proper University support and, in cases where students are reasonably at risk, the appropriate medical attention from the University Campus Emergency Department (UCED).

TRAAC standard procedures:

1. A student is identified as potentially being intoxicated by demonstrating one or more of the following: impaired judgment, impaired reactions, decreased coordination, or unresponsiveness.
2. An assessment by Student Health Services (SHS) and field sobriety tests by the Department of Public Safety (DPS) are administered. The student is transported by DPS to UCED if determined appropriate by the SHS assessment.
3. A student with a blood alcohol content (BAC) equal to or above 0.15 will be transported to the UCED.
4. A student with a BAC below the 0.15 threshold may also be transported to the UCED because of other medical findings.
5. Parents are notified.
6. Student is seen in the UCED to determine if further medical care is needed.
7. If requested, DPS will transport the discharged student from the UCED to his or her residence hall at Creighton University. DPS will not transport the student to any other location.
8. If the student fails to comply with the TRAAC standard protocol the student may be immediately suspended or expelled from the University.
9. The incident is documented and referred for a Community Standards meeting (non-academic misconduct), which normally results in a student status of disciplinary

probation with a \$100 alcohol intoxication fine; and additional educational sanctions.

Opportunities: The TRAAC Alternative Course

In response to concerns that students who have been to the TRAAC face severe and long-lasting disciplinary consequences, the Office of Community Standards and Wellbeing (OCSW) has developed Opportunities: The TRAAC Alternative Course. This program is an option for students who are compliant with University officials during the documentation of their TRAAC incident. Any student who fails to comply during an incident is not eligible for the program. Any student who has previously been to TRAAC is not eligible for the program. For more information, contact the OCSW.

Good Samaritan Provision

As a part of their responsibility to others, students are expected to immediately report conduct or activity that 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 his or her 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:

The help-seeker will be documented and titled with the term "help-seeker" next to his or her name in the report (as reported by the RA, RD, DPS or other University officials whom the help-seeker sought out).

The help-seeker will meet with Office of Community Standards and Wellbeing to discuss the situation that occurred. At this point, the OCSW 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:

- Potential for documentation of policy violation.
- Potential to go through the TRAAC program.
- Potential for other repercussions as deemed appropriate by OCSW when outside the scope of this policy.

The risks of NOT being a help-seeker include:

- Lack of adequate medical assistance when needed.
- Risk of medical emergencies.
- Potential for University violations and documentation.
- Potential for many other risks in relation to severe alcohol-intoxication incidents.

Drug Use – 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, hallucinations or delusions should avoid street drugs because using them could make the illness worse, or cause a relapse.

Marijuana 101: Drug Use/Possession Course

In response to concerns that students who have been through the Community Standards process for drug use multiple times without effective sanctioning, the Office of Community Standards and Wellbeing 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.

CLERY ACT ALCOHOL, OTHER DRUGS AND WEAPONS DEFINITIONS

Arrests and Referrals for Disciplinary Action

Under the Clery Act, institutions must also report arrests and referrals for disciplinary action for liquor law violations, drug abuse violations and weapons law violations:

- Arrest: Persons processed by arrest, citation or summons.
- Referred for Campus Disciplinary Action: The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

- Weapons: Carrying, Possessing, etc.: the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence or drunkenness. The manufacture, sale, transporting, furnishing, possessing, etc., of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and attempts to commit any of the above.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics—manufactured narcotics which can use true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

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

CREIGHTON UNIVERSITY ALCOHOL, OTHER DRUGS, AND WEAPONS POLICIES

Alcohol

Creighton University defines misuse or abuse of alcohol as:

“Any alcohol or drug-related behavior that adversely affects or strains a person's life in regard to: physical health; feelings of self-esteem; personal or family relationships; the campus community and its members; educational and occupational goals; or standing in regard to local, state or federal laws. Students regardless of age are held accountable to this policy if they come to the attention of University officials.”

The National Institute on Alcohol Abuse and Alcoholism defines binge drinking as: “A pattern of drinking that brings a person's blood alcohol concentration (BAC) to 0.08 grams percent or above. This typically happens when men consume five or more drinks, and when women consume four or more drinks, in about two hours.”

The University is committed to developing and sustaining University-wide health norms to prevent 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.

On-Campus Alcohol Use

1. 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.
2. Any sponsoring organization or group that serves alcohol at its events must use trained servers from University Dining Service. Students must present a valid ID and their student ID.
3. Sponsoring organizations or groups assume responsibility for their social events. This responsibility includes ensuring 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.
4. 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."
5. 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.
6. 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.
7. Alcohol use of any kind may not be used in the freshman and sophomore halls. Residents of the apartments (Opus Hall and Davis Square), 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.
8. 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 contains 7% or more alcohol percentage by volume. Games, behaviors or devices that promote the rapid consumption of alcohol are similarly prohibited.

9. Consuming or possessing open containers of alcoholic beverages is prohibited in hallways, bathrooms, stairwells, general lounges, lobbies, study rooms and all public areas.

Off-Campus Alcohol Use

1. 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.
2. Fraternity/Sorority organizations governed by Interfraternity and Panhellenic Councils have implemented specific alcohol guidelines that must be adhered to by all fraternity and sorority organizations.

Violations

1. Violations of the Alcohol Policy will be referred to the Office of Community Standards and Wellbeing for the appropriate action.
2. Violations of the policy will be subject but not limited to:
 - a. suspension of the organization's alcohol use privileges;
 - b. fines;
 - c. suspension of University approval for the sponsoring organization or group;
 - d. other University disciplinary action.

Guidelines for the Promotion of Events Where Alcohol Will be Served

1. 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.
2. 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.")
3. Alcoholic beverages (such as kegs or cases of beer) must not be provided as free awards to individual students or campus organizations.
4. No uncontrolled sampling as part of campus marketing programs shall be permitted and no sampling, or other promotional activities, shall include "drinking contests."
5. 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.
6. Promotional activities must not be associated with otherwise existing campus events or programs without

the prior knowledge and consent of the Office of the Vice Provost of Student Life.

7. 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."
8. Alcohol advertising on campus or in 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.
9. 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.
10. Local off-campus promotional activities, primarily directed to students, must be developed in cooperation with the vice provost for Student Life.

Other Drugs

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 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:

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.

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.

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

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.

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.

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

Weapons Possession

The possession or use of firearms, fireworks, explosives or any lethal weapon on campus is strictly forbidden and subject to University discipline as well as criminal sanctions. Public Safety maintains a locker for the safe storage of hunting equipment and firearms.

STATE LAWS: ALCOHOL, OTHER DRUGS AND WEAPONS

Nebraska

Alcohol

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 21. Any person violating this law is guilty of a Class I misdemeanor. No one under the age of 21 shall obtain, or attempt to obtain, alcoholic liquor by misrepresentation of age. Any person violating this law is guilty of a Class III misdemeanor.

- a. No one under the age of 21 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.
- b. 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 21 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.

Controlled Substances

- a. It is unlawful to knowingly or intentionally:
 - i. Manufacture distribute, deliver, dispense or possess with intent to manufacture, distribute, deliver or dispense a controlled substance; or
 - ii. 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 guilty 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.

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 respondent was under the influence of any specific controlled substance, but it shall be sufficient for a conviction for the state to prove that the respondent was under the influence of some controlled substance by proving that the respondent 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.

Good Samaritan of Nebraska Underage Drinking Law

Law that encourages minors to call 911 when they suspect an alcohol overdose without fear of receiving an MIP (minor in possession). A revised version of the law, protecting both the intoxicated minor and the caller went into effect. In order not to receive a MIP, the caller should: make a good faith request for emergency medical assistance, remain on the scene until law enforcement and/or medical personnel arrive, and cooperate with officials.

Weapons

- Firearm (handgun, machine gun, short rifle, short shotgun) means any weapon which is designed to or may readily be converted to expel any projectile by the action of an explosive or frame or receiver of any such weapon;
- Knife means: (a) Any dagger, dirk, knife or stiletto with a blade over three and one-half inches in length and which, in the manner it is used or intended to be used, is capable of producing death or serious bodily injury; or (b) Any other dangerous instrument which is capable of inflicting cutting, stabbing, or tearing wounds and which, in the manner it is used or intended to be used, is capable of producing death or serious bodily injury;
- Knuckles and brass or iron knuckles mean any instrument that consists of finger rings or guards made of a hard substance and that is designed, made, or adapted for the purpose of inflicting serious bodily injury or death by striking a person with a fist enclosed in the knuckles.

Arizona

Alcohol

Arizona Revised Statute 4-101 defines the legal age for the consumption of alcoholic beverages in the State of Arizona as 21 years of age.

For more information on Arizona's liquor laws, please see azliquor.gov/assets/documents/Title%204%20Law%20Book/2018_Title4Book.pdf.

Illegal Drugs

Definitions, criminal offenses and associated penalties involving illegal drugs can be found in Chapters 34 and 34.1 of Title 13 of the Arizona Revised Statutes. Each drug offense in Chapters 34 and 34.1 lists the corresponding penalty for the offense.

Good Samaritan

Arizona Revised Statute 36-2263 protects individuals from criminal prosecution when they attempt to help others in good faith without hope or expectation of reward. The Good Samaritan law applies when administering aid to a person who suffers a personal injury or medical event in a public place or when intervening on behalf of an individual suffering from a drug overdose.

Arizona's Good Samaritan law protects individuals who perform cardiopulmonary resuscitation (CPR) or who use automated external defibrillator devices to revive an individual who falls unconscious in a public place.

The Arizona Department of Health Services has increased distribution of anti-overdose drugs like Naloxone to help curb the number of opioid-related overdose deaths. The Good Samaritan law prevents individuals from suffering criminal prosecution for drug offenses when they seek out Naloxone for someone suffering from an opioid overdose or when they report an opioid overdose to the authorities.

Weapons

Under *ARS 13-3101*, a "deadly weapon" means anything that is designed for lethal use. A person commits misconduct involving weapons by knowingly: Carrying a deadly weapon except a pocket knife concealed on his person or within his immediate control in or on a means of transportation. The term certainly includes a firearm, but does not specifically include knives. "Firearm" means any loaded or unloaded handgun, pistol, revolver, rifle, shotgun or other weapon that will expel, is designed to expel or may readily be converted to expel a projectile by the action of an explosive. Firearm does not include a firearm in permanently inoperable condition. Knives are generally regarded as tools. However, knife carriers must obey laws that governing concealed weapons or that prohibit them from certain places (including courtrooms and other government buildings). *ARS 13-3120* regulates knives in the State of Arizona and expressly prohibits local governments from regulating, among other things, their possession, transport or use. "Knife" means a cutting instrument and includes a sharpened or pointed blade.

Federal Trafficking Penalties for Schedules I, II, III, IV, and V *(except Marijuana)*

Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	<p>First Offense: Not less than 5 yrs., and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. Or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual</p> <p>Second Offense: Not less than 10 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p>First Offense: Not less than 10 yrs., and not more than life. If death or serious bodily injury, not less than 20 yrs. Or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

	Penalty
Any Amount Of Other Schedule I & II Substances	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. Or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>
Any Amount Of Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>
Any Amount Of All Schedule V Drugs	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<p>First Offense: Not less than 10 yrs., or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs., or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<p>First Offense: Not less than 5 yrs., or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs., or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.</p>
<p>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</p>	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p>
<p>Hashish More than 10 kilograms</p>	<p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment.</p>
<p>Hashish Oil More than 1 kilogram</p>	<p>Fine \$2 million if an individual, \$10 million if other than an individual.</p>
<p>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants</p>	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p>
<p>Hashish 10 kilograms or less</p>	<p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
<p>Hashish Oil 1 kilogram or less</p>	

Alcohol, Drug and Weapons Arrests

The following tables list the number of arrests over the past three years for three categories of Part II Uniform Crime Reporting (UCR) Offenses.

OMAHA CAMPUS

Crime Category	Number of Arrests														
	On-Campus Student Housing Facilities			On-Campus All Other Areas			On-Campus Totals			Non-Campus Property			Public Property		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Weapons Law Violations	0	0	0	1	0	0	1	0	0	0	0	3	0	0	0
Drug Abuse Violations	0	4	4	2	0	1	2	4	5	2	0	10	0	0	0
Liquor Law Violations	0	0	0	0	0	2	0	0	2	2	0	1	0	0	0

PHOENIX CAMPUS

Reporting for the Phoenix campus started in 2018. The Phoenix campus has no on-campus student housing facilities.

Crime Category	Number of Arrests														
	On-Campus Student Housing Facilities			On-Campus All Other Areas			On-Campus Totals			Non-Campus Property			Public Property		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Weapons Law Violations	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Drug Abuse Violations	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Liquor Law Violations	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0

Alcohol, Drug and Weapons Disciplinary Referrals

The following tables list the number of disciplinary referrals over the past three years for three categories of Part II Uniform Crime Reporting (UCR) Offenses. Campus disciplinary actions are defined as any student referred to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

OMAHA CAMPUS

Crime Category	Number of Referrals														
	On-Campus Student Housing Facilities			On-Campus All Other Areas			On-Campus Totals			Non-Campus Property			Public Property		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	108	95	85	5	12	16	113	107	101	0	0	5	0	0	0
Liquor Law Violations	258	201	413	6	16	19	264	217	432	2	5	13	0	0	0

PHOENIX CAMPUS

Reporting for the Phoenix campus started in 2018. The Phoenix campus has no on-campus student housing facilities.

Crime Category	Number of Referrals														
	On-Campus Student Housing Facilities			On-Campus All Other Areas			On-Campus Totals			Non-Campus Property			Public Property		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Weapons Law Violations	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Drug Abuse Violations	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0
Liquor Law Violations	-	-	N/A	-	-	0	-	-	0	-	-	N/A	-	-	0

Annual Fire Safety Report

At Creighton University the Division of Student Life houses 2,446 students in nine residence halls: Davis, Deglman, Gallagher, Heider, Kenefick, Kiewit, McGloin, Opus and Swanson. All residence halls have building fire alarm systems that report to a central alarm monitoring station in DPS. All fire extinguishers are located and spaced in accordance with fire code. Creighton has a collaborative working relationship with the Omaha Fire Department.

The Department of Public Safety maintains a campus daily fire log available for review by the public. In the event of a fire on campus, this log contains information on the nature, date reported, date occurred, time, and location of the event. For purposes of the Higher Education Opportunity Act, a fire is defined as “any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.” Creighton is a tobacco-free campus; smoking is prohibited in the residence halls or on any campus property. Because of the significant risk of fire and the inability to contain scents to a given room, anything with an open flame is prohibited in the residence halls and apartments. This includes flammable and/or excessively fragrant materials such as candles (whether lit or unlit), incense, and potpourri pots, cigarettes, lighters, pipes, live Christmas trees and wreaths, lighters, open-coiled appliances and halogen lamps, etc.

FIRE SAFETY EDUCATION AND TRAINING PROGRAMS

Creighton promotes campus fire safety on an ongoing basis through various safety education and training programs. Resident advisors receive general fire safety and fire extinguisher training during fall training. Residence hall staff receive orientation of their roles during a fire or fire drill. A minimum of two announced and/or unannounced fire drills are held in each hall during the year with the assistance of the Omaha Fire Department. Additional fire safety training is offered to the students at events, such as, Wellfest. Intentional fire safety awareness and prevention marketing are provided during Fire Prevention Month each October.

PROCEDURES IN CASE OF FIRE

At the beginning of each semester, resident advisors explain emergency procedures and provide information to residents on the location of exit stairwells, fire extinguishers and alarm pull stations. Residents are directed to evacuate the residence hall any time the building fire alarm sounds. Students who are or become mobility impaired are asked to notify their resident director, so they can receive additional emergency procedure information and instructions. A list of mobility-impaired residents is kept at the front desk of each residence hall for use by emergency responders in the event of an evacuation. Campus emergency procedures are available in decal form at Residence Life. The emergency procedures may also be downloaded at: creighton.edu/fileadmin/user/AdminFinance/PublicSafety/docs/CampusStickerFINAL.pdf.

In the event of fire or smoke, students and employees should follow these procedures:

- If flame or smoke is detected, activate a fire alarm pull station.
- Evacuate the building.
- Contact Public Safety at 402.280.2911 and provide all information requested.

PROCEDURES FOR STUDENT HOUSING EVACUATION

During evacuation:

- Go to the nearest exit.
- DO NOT use the elevator.
- Keep low to the floor if smoke is present.
- Once outside, keep away from the building and listen for information about where to gather in the event that a census of building occupants is needed.
- Do not re-enter until an all clear is announced by authorized staff.

When evacuation is not possible:

- As you leave your room to enter a hallway or stairwell, feel the door knob before opening your door.
- If the knob is hot, do not open the door. Remain in the room.
- If heat or heavy smoke prevents your evacuation, close the door and remain in your room.
- Seal the door with wet towels. Hang a white object (towel or sheet) out the window to attract attention.
- Do not leave the window open all the way.
- Call Public Safety at 402.280.2911 to report your status. Wait for help to arrive.

FUTURE FIRE SAFETY INITIATIVES

Creighton University continually strives to improve campus fire safety. All new building construction and renovations are completed in accordance with applicable fire codes. Opportunities for improvements in building fire alarm systems and fire safety improvements are routinely considered for existing structures. The University does not intend to install a sprinkler system in Gallagher Hall because it is scheduled for demolition in 2022 and will be replaced by a new residence hall. The new residence hall will include smoke and heat detectors, sprinkler system and a voice evacuation fire panel.

Fire Safety Prevention Information

	Number of Beds	Fire Alarm System	Make and Model	Sprinkler System Type
Davis Square 706 N. 20th St.	260	GamewellFCI	E3 Series	Wet with backflow
Deglman Hall 2403 California St.	160	Simplex	4020	Wet with backflow
Gallagher Hall 2619 California St.	195	GamewellFCI	7100 Series	None
Heider Hall 302 N. 22nd St.	200	GamewellFCI	7100 Series	Wet and dry with backflow
Kenefick Hall 320 N. 20th St.	200	GamewellFCI	7100 Series	Wet and dry with backflow
Kiewit Hall 2615 California St.	486	IPF Series Intelligent Fire Control	AsBuilt	Wet with backflow
McGloin Hall 2208 California St.	274	Simplex	4020	Wet with backflow
Opus Hall 615 N. 20th St.	283	GamewellFCI	E3 Series	Wet with backflow
Swanson Hall 2500 Cass St.	457	IPF Series Intelligent Fire Control	AsBuilt	Wet with backflow
Atlas Apartments* 2929 California St.	2	Edwards	EST3	Wet with backflow

All residence halls have:

- Smoke detectors
- Whole building fire alarms
- Strobe lights
- Manual pull stations
- Evacuation plans and placards
- Two annual fire drills

* Creighton University leases one apartment with two beds in the Atlas Apartments for use by nursing students from the Phoenix campus visiting the Omaha campus. The apartment complex has all the fire safety measures listed above for campus residence halls, with the exception of annual fire drills. Instead, the apartments conduct two tests of the complete fire alarm system annually, but do not evacuate the building. Fire safety information about this privately owned facility was provided by the apartment management company.

Student Housing Facilities Summary of Fire Statistics

Name of Facility	2016			2017			2018		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Davis Square	0	0	0	0	0	0	0	0	0
Deglman Hall	0	0	0	0	0	0	0	0	0
Gallagher Hall	0	0	0	1**	0	0	0	0	0
Heider Hall	0	0	0	0	0	0	0	0	0
Kenefick Hall	0	0	0	0	0	0	0	0	0
Kiewit Hall	0	0	0	0	0	0	0	0	0
McGloin Hall	0	0	0	0	0	0	0	0	0
Opus Hall	0	0	0	0	0	0	0	0	0
Swanson Hall	0	0	0	0	0	0	0	0	0
Atlas Apartments	Facility opened in 2018						0	0	0
Total	0	0	0	1**	0	0	0	0	0

** On Dec. 12, 2017, at 10:35 p.m., in Gallagher Hall, a student intentionally lit an empty pizza box on fire, which triggered the fire alarm. The student then placed the box in a water fountain and extinguished the fire. There was a zero value of property damage caused by this fire.



HEIDER
COLLEGE OF BUSINESS



The
Summit
Commitment

Go
the World
on Fire

Resources

CREIGHTON UNIVERSITY RESOURCES

Athletics Department

Len Gordy, *Diversity and Inclusion Officer*
leonardgordy@creighton.edu | 402.280.2438

Brandy Menaugh, JD, *Associate Athletic Director for Compliance/Senior Woman Administrator*
bmenaugh@creighton.edu | 402.280.3008

Campus Ministry

creighton.edu/ministry/campusministry
402.280.2779

Department of Public Safety

creighton.edu/executivevicepresident/publicsafety

Emergency line: 402.280.2911
Non-emergency line: 402.280.2104
Community Outreach Officer: 402.280.1805
Shuttle Services: 402.280.2396
creighton.edu/executivevicepresident/shuttleservices

Division of Student Life

studentlife.creighton.edu
402.280.2775

Employee Assistance Program (faculty/staff)

creighton.edu/hr/employeeeresources/eap
800.424.4831

EthicsPoint is a third-party hotline service to provide a simple way to report activities, anonymously if you prefer, that may involve serious misconduct, violations of laws and regulations, or Creighton University policy.

secure.ethicspoint.com/domain/media/en/gui/43718
855.256.0478

Facilities Management

creighton.edu/executivevicepresident/facilities
402.280.2780

Financial Aid

creighton.edu/financialaid
800.282.5835

Human Resources

creighton.edu/hr
Beth Thomas, *Senior Director of Human Resources*
beththomas@creighton.edu | 402.280.1405

Immigration and Refugee Clinic

law.creighton.edu/clinics/immigrant-and-refugee-clinic
855.307.6730

Jesuits are confidential only during the Rite of Confession; otherwise they are mandatory reporters under Title IX and encouraged to report crimes with nonidentifiable information under the Clery Act.

Office of Community Standards and Wellbeing (OCSW)

studentlife.creighton.edu/about/departments-staff/office-community-standards-and-wellbeing
402.280.2775

Office of Equity and Inclusion (OEI)

The Office of Equity and Inclusion oversees all reports of and investigations into alleged sexual or relationship misconduct involving faculty, staff or students.
creighton.edu/oei

Allison Taylor, *Executive Director and Title IX Coordinator*
Creighton Hall, 340
allisontaylor@creighton.edu | 402.280.3189

Marshall Kole, *Senior Investigator*
Creighton Hall, 340
marshallkole@creighton.edu | 402.280.3189

Deputy Title IX Coordinators:
Desiree Nownes, *Senior Director for Community Standards and Wellbeing*
Creighton Hall, 224
desireenownes@creighton.edu | 402.280.2775

Brandy Menaugh, JD, *Associate Athletic Director for Compliance/Senior Woman Administrator*
bmenaugh@creighton.edu | 402.280.3008

CHI Health Student Care Clinic

2412 Cuming St.
studentlife.creighton.edu/wellness/health-and-counseling/chi-student-care-clinic
402.280.2735

Student Counseling Services

Confidential resource
Markoe Hall
studentlife.creighton.edu/wellness/health-and-counseling/student-counseling-services
402.280.2735

Violence Intervention and Prevention (VIP) Center

VIP Center staff are not considered mandatory reporters under Title IX but are considered Campus Security Authorities under the Clery Act.
creighton.edu/vip

Meredith Lierk, *Associate Director for Violence Intervention and Prevention*
Lower Brandeis Hall, B04
meredithlierk@creighton.edu | 402.280.3794

Ellie Rohr, JD, *Assistant Director for Violence Intervention and Prevention*
Lower Brandeis Hall, B04
ellierohr@creighton.edu | 402.280.3794

COMMUNITY RESOURCES – NEBRASKA

Advocacy Resources:

Catholic Charities

3300 N. 60th St., Omaha, NE 68104

24/7 crisis hotline: 402.558.5700

Business line: 402.554.0520

ccomaha.org/what-we-do/domestic-violence-services.html

Women's Center for Advancement

3801 Harney Street, Omaha, NE 68131

Monday–Friday, 8 a.m.–5 p.m.

24/7 Crisis Hotline: 402.345.7273

Business line: 402.345.6555

wcaomaha.org/contact-us

Emergency Department Resources:

CHI Health Creighton University

Medical Center – Bergan Mercy

7500 Mercy Road, Omaha, NE 68124

Emergency Center: 402.398.6161

chihealth.com/chi-health-creighton-university-medical-center

CHI Health Creighton University

Medical Center – University Campus

2412 Cuming St., Omaha, NE 68178

402.449.4000

chihealth.com/en/location-search/cumcuc.html

Methodist Hospital

8303 Dodge St., Omaha, NE 68114

707 N. 190th Plaza, Omaha, NE 68022

24-hour help line: 402.354.4424

bestcare.org/methodist-hospital

University of Nebraska Medical Center

4378 Dewey Ave., Omaha, NE 68105

Emergency Center: 402.552.2000

unmc.edu

Immigration and Refugee Resources:

immigrationadvocates.org/nonprofit/legaldirectory/search?state=NE

Legal Aid Resources:

Legal Aid of Nebraska

402.348.1069

legalaidofnebraska.org

Access Nebraska

800.383.4278

nebraskaccess.ne.gov/legalaid.asp

Mental Health Resources:

dhhs.ne.gov/Pages/Behavioral-Health.aspx

Local Law Enforcement Resources:

Douglas County Law Enforcement Center

3601 N. 156th St., Omaha, NE 68116 | 402.444.6641

omahasheriff.org

Omaha Police Department

Emergency/requiring immediate police response: 911

Non-emergency: 402.444.5600

police.cityofomaha.org

Substance Abuse Resources:

Nebraska Department of Health and Human Services Treatment and Recovery

dhhs.ne.gov/Pages/Addiction-Treatment-and-Recovery.aspx

COMMUNITY RESOURCES – ARIZONA

Advocacy Resources:

Phoenix Family Advocacy Center

Confidential advocacy and support
2120 N. Central Ave. #250, Phoenix, AZ 85004
602.534.2120

Chrysalis

2055 W. Northern Ave., Phoenix, AZ 85021
24/7 crisis line: 602.944.4999
Business line: 602.955.9059
noabuse.org

Emergency Department Resources:

Banner University Medical Center

1111 E. McDowell Road, Phoenix, AZ 85006
602.839.2000
bannerhealth.com/services/emergency

Valleywise Health (formerly Maricopa Integrated Health System)

2601 E. Roosevelt St., Phoenix, AZ 85008
602.344.5411
mihs.org/emergency-department

St. Joseph's Hospital and Medical Center

350 W. Thomas Road, Phoenix, AZ 85013
888.656.6982
locations.dignityhealth.org/emergency-room-st-joseph-s-hospital-and-medical-center-phoenix-az

St. Luke's Medical Center

1800 E. Van Buren St., Phoenix, AZ 85006
602.251.8100
stlukesmedcenter.org

Immigration and Refugee Resources:

immigrationadvocates.org/nonprofit/legaldirectory/search?state=AZ

Legal Aid Resources:

Community Legal Services, Inc. Central Phoenix Office

602.258.3434 and 800.852.9075 (Toll-Free)
clsaz.org

Chicanos Por Law Causa, Inc. (CPLC)

602.257.0700
cplc.org

Catholic Charities Community Services (Phoenix Office)

602.997.6105 ext. 0 (Programs and Services)
catholiccharitiesaz.org

Mental Health Resources:

dcs.az.gov/services/prevention-and-family-support/behavioral-health-services

Local Law Enforcement Resources:

Maricopa County Sheriff's Department

5500 W. Jackson, Phoenix, AZ 85003
602.876.1000
mcso.org

Phoenix Police Department

Emergency/requiring immediate police response: 911
Non-emergency: 602.262.6151
phoenix.gov/police

Substance Abuse Resources:

Arizona Substance Use Disorders

211arizona.org/substance-use-disorder

24-HOUR HOTLINES

The National Domestic Violence Hotline

800.799.SAFE (7233)

thehotline.org

The National Suicide Prevention Lifeline

800.273.TALK (8255)

Crisis Text Line

Text HOME to 741741 from anywhere in the United States, anytime, about any type of crisis. A live, trained Crisis Counselor receives the text and responds, all from a secure online platform. Find out more about how it works at crisistextline.org

Suicide Prevention for LGBTQ Youth through the Trevor Project:

- The Trevor Lifeline is a 24/7 suicide hotline: 866.4.U.TREVOR (866.488.7386)
- TrevorChat: Online instant messaging available 7 days a week, 3–10 p.m. ET (Noon–7 p.m. PT)
- TrevorText: Confidential and secure resource that provides live help for LGBTQ youth with a trained specialist, over text messages. Text TREVOR to 202.304.1200 (available 7 days a week, 3–10 p.m. ET, Noon–7 p.m. PT)

Veterans' Suicide Prevention Lifeline

800.273.TALK (800.273.8255)

SAMHSA Treatment Referral Hotline (Substance Abuse)

800.662.HELP (800.662.4357)

National Sexual Assault Hotline

800.656.HOPE (800.656.4673)

Loveisrespect (National Dating Abuse Helpline)

Call 866.331.9474 (TTY: 866.331.8453). Text LOVEIS to 22522

You'll receive a response from a peer advocate prompting you for your question. Go ahead and text your comment or question and we will reply.

INFORMATIONAL RESOURCES

Clery Center

clerycenter.org

Federal Student Aid

studentaid.ed.gov/sa/fafsa

Know Your IX

knowyourix.org

Office of Civil Rights (U.S. Department of Education)

The Office of Civil Rights within the U.S. Department of Education oversees and responds to all complaints of harassment or discrimination under Title IX.

OCR@ed.gov | 800.421.3481

ed.gov/about/offices/list/ocr/index.html

RAINN (Rape, Abuse, and Incest National Network)

rainn.org

Victim Connect

victimconnect.org

chat.victimsofcrime.org/victim-connect

855.484.2846

NOTE: The Annual Security and Fire Safety Report is prepared by the Senior Director of Public Safety and Clery Compliance Officer with input from the Senior Director of the Office of Community Standards and Wellbeing; the Executive Director for the Office of Equity and Inclusion; the Director of Environmental Health and Safety; and other campus security authorities. Additionally, the University collects crime statistics from the Omaha and Phoenix Police Departments for campus property and from various other local law enforcement agencies for non-campus properties where the University had institutional control for a specific time period, as defined by the Clery Act. If you have any questions about this report or the safety environment of Creighton University, please contact the Department of Public Safety.



For more information:

CreightonDPS@creighton.edu

402.280.2104

creighton.edu/publicsafety

Creighton
UNIVERSITY

Public Safety