

ANNUAL SECURITY AND FIRE

SAFETY

REPORT 2023

MILLSAPS COLLEGE

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THE DEPARTMENT OF
**CAMPUS SAFETY
AND SECURITY**

A MESSAGE FROM CAMPUS SAFETY

Thank you for taking the time to review this report, commonly referred to as the “Clery Report.” The report details Campus Safety policies, procedures, equipment and personnel and highlights the different ways the College and our department provide a safe campus environment for our students, faculty, staff and visitors.

In addition to outlining details of the many programs Millsaps College offers community members, the report also contains statistics about crime on campus. Please note that this 2023 report contains data for the three previous years, 2020-2022.

We hope you find the report informative and helpful. If you have questions, or would like more information about safety and security at Millsaps College, feel free to contact us at 601-974-1180, email campussafety2@millsaps.edu or come to our main office on the first floor in New South Hall.

The Department of Campus Safety

MISSION

Millsaps College is dedicated to academic excellence, to open inquiry and free expression, to the exploration of faith to inform vocation, and to the innovative shaping of the social, economic, and cultural progress of our region.

METHODIST AFFILIATION

Millsaps College celebrates its connection with the United Methodist Church. The College embodies the spirit of John Wesley, founder of the Methodist tradition, in its emphases on scholarly inquiry, academic freedom, and spiritual growth. Millsaps College is a church-related institution, welcoming of people from all religious traditions or no religious tradition, and committed to equipping all people for a meaningful life of service to others.

MILLSAPS PURPOSE

Founded in 1890, Millsaps College is a community committed to trust in disciplined learning and the ideals of a liberal arts education as keys to a rewarding life.

In keeping with its character as a liberal arts college and its historic role in the mission of The United Methodist Church, Millsaps College seeks to provide a learning environment that increases knowledge, deepens understanding of faith, and inspires the development of mature citizens with the intellectual capacities, ethical principles, and sense of responsibility that are needed for leadership in all sectors of society.

The programs of the College are designed to foster the growth of independent and critical thinking; individual and collaborative problem-solving; creativity, sensitivity, and tolerance; the ability to inform and challenge others; and an appreciation of humanity and the universe. Millsaps College is committed to the following objectives through its academic program, support services, and outreach to the wider community.

CAMPUS SAFETY MISSION

The mission of the Millsaps College Department of Campus Safety and Security is to protect and serve the Millsaps campus and community—students, faculty, staff, alumni and visitors.

Fostering a safe and secure campus environment is, to a degree, the responsibility of each member of the College community. However, the identification and evaluation of potential risks and carrying out measures designed to protect against these risks is the direct responsibility of the College's Department of Campus Safety. The purpose of the Department of Campus Safety is to make it possible for all members of the Millsaps community to participate in the academic and other activities of the College in a free and open, safe and secure environment, unhampered by

unreasonable internal constraints but protected to the greatest extent possible from perils to person and property that might arise from any source.

The Board of Trustees at Millsaps has given the authority to enforce laws and college policies on the campus to the Department of Campus Safety and Security. This jurisdiction is limited to the physical properties of the College and to official college-sanctioned events at spaces under temporary campus authority. In turn, the department works with local agencies to ensure that all federal, state and local laws are upheld. When appropriate, Campus Safety officers can intervene in matter of law and policy, for the betterment of the college community. This includes but is not limited to detaining individuals for arrest by local authorities. The Department of Campus Safety partners with Jackson Police Department and Hinds County Sheriff's Department, and works closely with other local, federal and state agencies.

THE DEPARTMENT'S OBJECTIVES:

- To protect people and property;
- To maintain an environment free from criminal activity and disturbances, and other hazards;
- To maintain a high level of cooperation between members of the Department and the other members of the College community;
- To maintain a high level of cooperation and communication between the Department and other public safety and law enforcement agencies;
- To maintain the highest level of professional competence through recruitment, selection, education, and training of its members.

POLICIES AND PROCEDURES

POLICIES

Policies provide the basis for a reasonably ordered campus life. The mere observance of rules, however, without the cooperation and personal appropriation of the values they protect, falls short of what Millsaps hopes for everyone who is part of the campus community. Acting against these values diminishes the understanding of community. Such action, because of the injury it does to the community, is taken seriously here at Millsaps, and is handled fairly yet firmly.

Retaliation against a person who participates in an investigation will not be tolerated. Retaliation includes, but is not limited to, threats, violence against the person or property, ridicule, or bullying.

DISCRIMINATION AND HARASSMENT POLICY

Millsaps College affirms the principle that its students, faculty, and staff have a right to be free from sexual harassment by any member of the academic community. In addition, Millsaps College affirms the principle that its students have a right to be free from discriminatory harassment by any member of the academic community. Harassment of any person or groups of persons on the basis of race, color, national origin, religion, sex, sexual orientation, age, handicap, or veteran's status is a form of discrimination specifically prohibited in the Millsaps College community. Any employee, student, student organization, or person privileged to work or study in the Millsaps College community who violates this policy will be subject to disciplinary action up to and including permanent exclusion from the College.

The Dean of Students may also impose sanctions upon student organizations, including the temporary or permanent loss of status as a recognized campus organization, if the organization is part of a harassment and discrimination incident. Sanctioning the organization does not preclude the College from taking action against individual members of a student organization who participated in the incident.

Sexual harassment is defined as an attempt by written, verbal, or electronic communication to coerce an unwilling person into a sexual relationship, or to subject a person to unwanted sexual attention, or to punish a refusal to comply, or to create a sexually intimidating, hostile, or offensive working or educational environment.

Sexual harassment is understood to include a wide range of behaviors, from the actual coercion of sexual relations to the unwelcoming emphasis of sexual identity. This definition will be interpreted and applied consistent with accepted standards of mature behavior, academic freedom, and freedom of expression. See more at the Sexual Misconduct Policy section later in this report.

Discriminatory harassment includes conduct (oral, written, graphic or physical) directed against any person because of their race, color, national origin, religion, sex, sexual orientation, age, handicap, or veteran's status and that has the purpose or reasonably foreseeable effect of creating an offensive, demeaning, intimidating, or hostile environment for that person or group of persons. Such conduct includes, but is not limited to, objectionable epithets, demeaning depiction or treatment, and threatening or actual abuse or harm.

ALCOHOL AND DRUG LAWS/POLICY

SUMMARY OF ALCOHOL POLICY:

Millsaps College students may consume alcoholic beverages only within the privacy of his/her room in the residential facilities and only in accordance with the Mississippi state law which prohibits the drinking of alcoholic beverages for those under 21 years of age. Regardless of age and state law regulations, no student is allowed to consume or possess open containers of alcoholic beverages outside the confines of a student's room, including hallways, lounges, stairwells, or areas adjacent to or outside of the residence hall. Students will be held responsible for their actions in all mental and physical conditions, including those induced by alcohol.

MISSISSIPPI STATE LAW PROHIBITS:

1. Persons under 21 years of age from purchasing, attempting to purchase, consuming, possessing or transporting alcoholic beverages.
2. Public intoxication as evidenced by boisterous and offensive conduct or endangerment of self, others or property.
3. Driving while under the influence of alcohol or controlled substances.
4. Unlicensed sale or possession for sale, of any alcoholic beverages.

MILLSAPS COLLEGE ALCOHOL POLICY

- a. Consumption and distribution of alcohol must be within state laws, local laws, and College policy. Consumption of alcohol by and distribution of alcohol to those who are not of legal age (21) is prohibited.
- b. All residents under the age of 21 are prohibited from having any alcoholic beverages or empty alcohol containers in residence halls. Residents over the age of 21 may possess a reasonable amount of alcohol in their residence hall room.
- c. Consumption and possession of alcoholic beverages must be discrete and inconspicuous and in conformity with state and local laws. Alcohol may only be consumed within the confines of a student's residence hall room. Alcoholic beverages shall not be possessed or consumed in any classroom, laboratory, or office.
- d. Games, contests, and other activities or paraphernalia designed to encourage rapid and excessive consumption of alcoholic beverages are not permitted on campus.
- e. Using or attempting to use a fraudulent or altered Driver's License or other false form of identification to possess, purchase, or consume alcohol or providing a student I.D. or Driver's License to another person for purposes of possessing, purchasing, or consuming alcohol is prohibited.
- f. Public intoxication and/or disruptive behavior related to the consumption of alcoholic beverages will be considered a violation of this policy.

g. Any alcohol or illegal drug violation committed by a student under the age of 21 may be reported to the parents/guardian of that student.

VIOLATIONS OF THE ALCOHOL POLICY

Compliance with the Alcohol Policy is considered to be part of the student's obligation as a student at Millsaps College. Failure to comply with this policy will be considered a violation and may result in the filing of charges as enforced by the Code of Conduct and one or more of the following:

- a. A fine assigned and filed in the Office of Student Life.
- b. Work hours assigned through the College
- c. Relocation of or removal from on-campus housing, or similar housing injunctions
- d. Completion of an online alcohol education program
- e. Any combination of the sanctions as outlined in Major Facts, or any sanction the hearing body deems appropriate.

Driving under the influence of alcohol on campus may result in, but is not limited to, the following sanctions:

- a. The student's car keys will be confiscated immediately.
- b. The student must participate in an alcohol program as specified by the Office of Student Life.
- c. All DUI incidents will result in the loss of the violator's driving privileges for no less than one month.
- d. The minimum fine for DUI will be \$100.00, in addition to the \$100 traffic violation fine.

Note: The Dean of Students or designee will have the right to increase any or all alcohol-related sanctions depending on circumstances and severity of the incident, attitude of the student and the student's previous conduct record.

STUDENT EVENTS WITH ALCOHOL

Only College recognized groups and organizations may sponsor events involving alcohol. Recognized student organizations may sponsor a maximum of eight (8) events with alcohol on campus each semester.

College departments and off campus groups must be approved by the appropriate administrative office and must follow all campus policies and procedures. Sponsoring organizations have the responsibility to inform their members and guests of state law, local ordinances and all College regulations.

All campus events are private events and attendance shall be limited to members of the Millsaps community and invited guests, unless made more restrictive by the sponsor of the event.

Registration forms for student events must be submitted to the Office of Student Life at least two weeks in advance. Guest lists must also be attached to all event registration forms.

There may be no mention or reference to alcohol in the advertisement of any event.

All on-campus events scheduled on a Thursday night shall end at midnight. Events beginning on Friday or Saturday nights shall end at 2 a.m. After this time no person shall have alcohol outside those areas designated under the Millsaps College Alcohol Policy.

For any campus events, reasonable limits will be set concerning the amount of alcohol an individual will be permitted to bring into the facility.

All student sponsored events involving alcohol are required to have at least two sober monitors unless exemptions have been granted. Security officers and additional Monitors may be required as determined by the characteristics of the particular facility being used, the event and/or number of events being sponsored. (Sponsoring organizations will be responsible for the cost of additional security officers when necessary.) At least one Monitor must be of legal drinking age (21). Monitors shall be responsible for: management of the event and compliance with College policies; implementing reasonable precautionary measures to insure that alcoholic beverages are not accessible to persons who appear intoxicated; and such guests are given options for safe transportation or escorts home.

If an event is sponsored by two or more student organizations, each organization shall be responsible for having a Monitor (in addition to any other Monitors required). The monitors, any Campus Safety Officer, or other security officers shall have the right to deny access to an event to anyone they determine is impaired by alcohol or other drugs. Monitors shall not consume alcohol.

All student sponsored events where alcoholic beverages are permitted, will be "bring your own beverage" (BYOB) or will utilize third party vendors. Oversized containers of alcohol are prohibited. Examples include, but are not limited to: kegs, beer balls, and common source containers such as coolers.

Any alcoholic beverages that are being consumed in public areas must be in containers which are discrete and inconspicuous and which are not identifiable as holding alcoholic beverages. NOTE: This is allowed only within the location and time of a College or student-sponsored event that has been approved by the appropriate offices.

Games, contests, and other activities or paraphernalia designed to encourage rapid and excessive consumption of alcoholic beverages are not permitted.

The College acknowledges and supports organizational policies that restrict social functions (i.e., not allowing open parties). Any concerns regarding these restrictions may be addressed to the Vice President and Dean of Students, or the Director of Campus Life.

Fraternities and sororities are expected to follow their international organization's policies and procedures. The College reserves the right to contact any international organization regarding policy violations.

RELIGIOUS EXEMPTION

Religious-based exemptions to College guidelines and state laws regulating the consumption of alcohol by minors are outlined in this policy and are consistent with statutory exceptions available under Mississippi law.

Many organized faith traditions celebrate rituals with the consumption of wine as a principle set-piece of religious observance. From within our historic Wesleyan proclamation of 'open hearts, open minds,' Millsaps College allows wine to be used for religious rituals as an exemption from the otherwise applicable state laws and College guidelines concerning the consumption of alcohol on campus. To be eligible for the religious ritual exemption the following conditions must be met:

- a. the religious tradition must be recognized and authorized by the Office of the Chaplain as part of a duly approved student religious organization for purposes of operating on campus;
- b. a faculty-staff advisor and appropriate celebrant authorized by the faith tradition must be present for the ritual or observance;
- c. the appropriate celebrant should bring no more wine than necessary to support the liturgical needs of the ritual or observance;
- d. all unused wine must be safely and completely removed upon completion of the ritual or observance to prevent post-ritual social consumption; and
- e. use of alcohol other than wine is only allowed if advance written approval is obtained from the Dean of the Chapel/ Director of Church Relations and from the Dean of Students.

Violations of the religious exemption policy are subject to the College Student Code of Conduct or to the College Faculty-Staff Handbooks.

**ALCOHOL/DRUG ABUSE:
WHERE TO FIND HELP**

- Alcoholics Anonymous
601-982-0081
- Alcohol Services Center
601-948-6220
- Alternatives for Life Treatment & Recovery
601-362-3131
- Baptist Behavioral Health Services
601-968-1102 / 800-962-6868
- Brentwood Behavioral Healthcare
601-936-2024 / 800-863-4004
- CARES Center, Inc./The Ark
601-355-0077
- DREAM (Developing Resources for Education in America, Inc.)
601-933-9199 / 800-233-7326
- Harbor Houses of Jackson, Inc.
601-371-7335
- MAAP (Mississippi Association of Addiction Professionals)
601-933-4994



ALCOHOL AND DRUG RESOURCES

- Mississippi Department of Mental Health
24-hour HELP LINE
601-359-6298 / 877-210-8513
- National Council on Alcoholism and Drug
Dependence of Central Mississippi
601-899-5880
- Region 9 CMHC (Hinds Behavioral Health Services)
601-321-2400

DRUG POLICY

The College cannot condone violations of federal and state laws regarding any illegal drugs, narcotics and dangerous drugs.

The use, possession, or distribution of illegal drugs, narcotics or dangerous drugs is not permitted. Students, faculty, or staff at Millsaps College are subject to disciplinary action for the possession, manufacture, use, sale, or distribution (by either sale or gift) of any quantity of any prescription drug or controlled substance or for being under the influence of any prescription drugs or controlled substance, except for the appropriate use of an over the counter medication or for the prescribed use of medication in accordance with instructions of a licensed physician. Controlled substances include, but are not limited to, marijuana, cocaine, cocaine derivatives, heroin, amphetamines, barbiturates, LSD, PCP, and substances typically known as “designer drugs” such as “ecstasy” or “eve”. Possession of paraphernalia associated with the use, possession or manufacture of a prescription drug or controlled substance is also prohibited. Students, faculty or staff also are subject to disciplinary action for the misuse or abuse of mind-altering substances (e.g., Amyl Nitrate, Ephedrine, etc.)

When there are reasonable grounds for suspecting that the student has violated or is violating either the law or the rules of the College, the student shall be held accountable for such conduct and will be advised of his/her rights within the college judicial system.

In the case of suppliers of drugs, civil authorities shall be notified.

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAMS

A variety of drug and alcohol abuse prevention programs are made available to students and information about those programs and resources is distributed annually via Major Facts (the student handbook) and this report.

Additionally, programs are offered throughout the year by the Division of Student Life and by fraternity and sorority groups as part of their risk management training. Last, online education and prevention programs are required for students who violate the college’s alcohol and drug policies.

WEAPONS POLICY

The possession by students, employees, or visitors of weapons of any type—including but not limited to firearms, B-B guns, pellet guns, bows and arrows, hunting knives, explosives or any other object that could be used as a deadly weapon, and fireworks or any materials which may be hazardous to the health or safety of others on campus—is strictly prohibited on college property. Any violations of this policy should be reported immediately to Campus Safety at **601-974-1234**. Prohibition of such weapons extends to the property and/or vehicles controlled by a subject if on campus and/or in the immediate surrounding areas of campus. Questions regarding this policy should be directed to the Director of Campus Safety.

**SEXUAL MISCONDUCT,
STALKING, DATING
VIOLENCE, AND
DOMESTIC VIOLENCE
POLICIES/PROCEDURES/PROGRAMS**

POLICY STATEMENT

Millsaps College has adopted the following standards of conduct for all members of our community—students, faculty, administrators, staff, vendors, contractors, and third parties-- with respect to sexual misconduct, stalking, and dating and domestic violence. These standards apply equally to all regardless of the sex, gender, sexual orientation, gender identity, or gender expression of any of the individuals involved.

Responsible Offices: Department of Human Resources; Division of Student Life

REASON FOR POLICY/PURPOSE

Millsaps College is committed to fostering an environment in which all members of our campus community are safe, secure, and free from sexual misconduct of any form, including but not limited to, sexual assault, stalking, and dating and domestic violence. Our community expects that all interpersonal relationships and interactions – especially those of an intimate nature—be grounded upon mutual respect, open communication, and clear consent.

When learning of conduct or behavior that may not meet these standards, community members are expected take an active role in upholding this policy and promoting the inherent dignity of all individuals.

CONTACTS

If you have any questions about the Sexual Misconduct, Stalking, and Dating and Domestic Violence policy, you may contact:

Megan James, Vice President of Student Life and Dean of Students
megan.james@millsaps.edu
601-974-1225
Boyd Campbell College Center 338

Patrick Cooper, Care, Director of Residence Life and Title IX Coordinator
coopeap@millsaps.edu
601-974-1469

SEXUAL ASSAULT PREVENTION AND AWARENESS PROGRAMS

Programs for students, faculty and staff are offered throughout the year by the Office of Student Life and/or The Department of Human Resources. The programs include policy explanation and discussion; definition descriptions, including primary prevention; risk reduction; bystander intervention; and consent. Also included are reviews of case study videos and subsequent discussion. Students present role-playing skits that highlight risky behavior and effective strategies for prevention, staged within culturally

relevant scenarios. Administrators present programs at faculty and staff council meetings, and at academic divisional meetings, as well. Programs for freshmen begin during Welcome Weekend (students' first days on campus.)

MEDICAL ASSISTANCE AND PRESERVATION OF EVIDENCE

Individuals who experience sexual misconduct are strongly encouraged to seek immediate medical attention in order to treat injuries, test for and treat sexually transmitted infections, test for pregnancy, and access emergency contraception (if requested). In addition, a hospital can perform a rape evidence collection procedure and test for "date rape" drugs.

If possible, an individual who has been sexually assaulted should not shower, bathe, douche or change clothes or bedding before going to the hospital or seeking medical attention. If the individual decides to change clothes, he or she should not wash the clothes worn during the assault and should bring them to the hospital or medical facility. These steps are important to help preserve evidence for possible use in legal actions or requests for a civil no-contact order and/or an order of protection. Because evidence dissipates quickly, individuals who wish to preserve evidence are encouraged to seek medical attention within 48 hours (and no more than 86 hours) of the incident.

Additionally, The College encourages anyone who has been sexually assaulted to

- contact local authorities;
- inform the College of the assault;
- seek counseling and support;
- consider pursuing criminal charges.

If you are a survivor of sexual assault, you are encouraged to use the resources the College provides. While it is your choice whether or not to pursue College disciplinary procedures, unless you do so, Millsaps cannot take any action to prove that sexual misconduct occurred or to punish the perpetrator.

POLICY/PROCEDURES

I. CONSENT

Consent represents the cornerstone of respectful and healthy intimate relationships. Millsaps College strongly encourages its community members to communicate—openly, honestly and clearly—about their actions, wishes, and intentions when it comes to sexual behavior, and to do so **before** engaging in intimate conduct. It is always the requirement of the individual initiating sexual contact (or undertaking a new type of sexual activity) to ensure that consent is present before acting and is present during sexual activity.

The relevant standard that will be applied to determine whether consent was present is whether a sober, reasonable person in the same position should have known that the other party could not consent to the sexual activity.

A. For purposes of this policy, **consent is present when clearly understandable words or actions manifest a knowing and voluntary agreement to engage in specific sexual or intimate conduct.**

This means that, in order for consent to exist, consent must be: **knowing, active, voluntary, and present and ongoing.**

KNOWING: Consent must demonstrate 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” (the same way and under the same conditions) of the sexual activity.

ACTIVE: Consent must take the form of “clearly understandable words or actions” that reveal one’s expectations and agreement to engage in specific sexual activity. This means that silence, passivity, submission, or the lack of verbal or physical resistance (including the lack of a “no”) should not – in and of themselves – be understood as consent. Consent cannot be inferred by an individual’s manner of dress, the giving or acceptance of gifts, the extension or acceptance of an invitation to go to a private room or location, or going on a date.

VOLUNTARY: Consent must be freely given and cannot be the result of force (violence, physical restraint, or the presence of a weapon), threats (indications of intent to harm, whether direct or indirect), intimidation (extortion, menacing behavior, bullying), coercion (undue pressure) or fraud (misrepresentation or material omission about oneself or the situation in order to gain permission for sexual or intimate activity).

PRESENT AND ONGOING: Consent must exist at the time of the sexual activity. Consent to previous sexual activity does not imply consent to later sexual acts; similarly, consent to one type of sexual activity does not imply consent to other sexual acts. Consent may also be withdrawn at any time – provided the person withdrawing consent makes that known in clearly understandable words or actions.

B. Consent is not present when an individual is **incapacitated**, voluntarily or involuntarily, due to age* or physical condition (sleep, lack of consciousness, alcohol, drugs), or disability that impairs the individual’s ability to provide consent. Incapacitation due to physical condition includes the inability, temporarily or permanently, to give consent, because the individual is mentally and/or physically helpless due to drug or alcohol consumption, either voluntarily or involuntarily, or the individual is unconscious, asleep or otherwise unaware that the sexual activity is occurring. Other signs of incapacitation include when an individual demonstrates that they are unaware of where they are, how they got there, or why or how they became engaged in a sexual interaction.

Where alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. Some indicators of incapacitation due to alcohol may include, but are not limited to, lack of control over physical movements, lack of awareness of circumstances or surroundings, or the inability to com-

municate for any reason. An individual may experience a blackout state in which they appear to be giving consent, but does not actually have conscious awareness or the ability to consent. It is especially important, therefore, that anyone engaging in sexual activity be aware of the other person’s level of intoxication.

Millsaps College considers sexual contact while under the influence of alcohol to be risky behavior. Alcohol impairs a person’s decision-making capacity, awareness of the consequences, and ability to make informed judgments. Being intoxicated or impaired by drugs or alcohol is never an excuse for sexual misconduct and does not excuse one from the responsibility to obtain consent.

II. PROHIBITED CONDUCT

Millsaps College does not tolerate sexual misconduct of any form, including but not limited to, sexual assault, stalking, and dating and domestic violence. Such conduct violates the community values and principles of our institution and disrupts the living, learning, and working environment for students, faculty, staff and other community members.

Therefore, the College prohibits the following actions. An attempt to commit an act identified in this policy, as well as assisting or willfully encouraging any such act, is also considered a violation of this policy. Community members may also be held responsible for any misconduct by their visitors and guests.

SEXUAL PENETRATION WITHOUT CONSENT: Any penetration of the sex organs, anus, or mouth of another person when consent is not present. This includes penetration or intrusion, however slight, by an object or any part of the body, specifically including cunnilingus, fellatio, vaginal intercourse, and anal intercourse.

SEXUAL CONTACT WITHOUT CONSENT: Knowingly touching or fondling a person’s genitals, breasts, thighs, groin, or buttocks, or any other contact of a sexual nature (including by bodily fluids), when consent is not present. This includes contact done directly, through clothing, or with an object. It also includes causing or inducing a person, when consent is not present, to similarly touch, fondle, or contact oneself or someone else.

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):

- Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person’s full knowledge and consent;
- Indecent or lewd exposure or inducing another person to expose themselves when consent is not present;
- Recording any person engaged in sexual or intimate activity in a private space without that person’s full knowledge and consent;

- Distributing sexual or intimate information, images or recordings about another person without that person's full knowledge and consent;
- Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation;
- Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

D. *Stalking*: A course of conduct directed at a specific person that is unwelcome and that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

E. *Domestic Violence*: A felony or misdemeanor crime of violence, including intimidation, harassment, physical abuse, or interference with personal liberty of any person who is,

- 1.) a current or former spouse or intimate partner of the victim;
- 2.) a person with whom the victim shares a child in common;
- 3.) a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
- 4.) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or ;
- 5.) 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.

F. *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; and, where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship; the type of relationship; the frequency of interaction between the persons involved in the relationship.

G. *Sexual Harassment*: Sexual harassment is any unwelcome conduct of a sexual nature, which includes, but is not limited to, unwelcome sexual advances; the use or threatened use of sexual favors as a basis for academic or employment decisions; conduct that creates a hostile, intimidating or offensive academic or working environment; conduct that has the effect of unreasonably interfering with an individual's work performance; and other verbal, nonverbal, or physical conduct of a sexual nature that is sufficiently severe, persistent, or pervasive to limit a person's ability to participate in or benefit from an educational program or activity.

III. RETALIATION

Millsaps prohibits retaliation against anyone for inquiring about suspected breaches of Millsaps policy, registering a complaint pursuant to its policies, assisting another in making a complaint, or participating in an investigation under its policies. Retaliation is a serious violation that can subject the offender to sanctions, regardless of whether there is a finding that a

complaint of discrimination or harassment has merit. Anyone experiencing any conduct that he or she believes to be retaliatory should report it immediately to one of the individuals listed in "Title IX Coordinators."

IV. AMNESTY FOR SEXUAL MISCONDUCT COMPLAINANTS AND WITNESSES

Millsaps College encourages reporting of sexual misconduct and seeks to remove any barriers to an individual/group making a report. The College recognizes that an individual who has been drinking or using drugs at the time of the incident may be hesitant to make a report because of potential consequences for their own conduct. An individual (group) who (that) reports sexual misconduct, either as a Complainant or a third party witness, will not be subject to disciplinary action by the College for their (its) own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk.

The College may, however, initiate an educational discussion or pursue other educational interventions regarding alcohol or other drugs. These interventions do not include involuntary leaves for students from the College.

Amnesty will not be extended for any violations of College policy other than alcohol/drug use. In addition, amnesty does not preclude or prevent action by police or other legal authorities.

TITLE IX STATEMENT

It is the policy of Millsaps College to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the College's educational programs and activities. Title IX also prohibits retaliation for asserting claims of sex discrimination. Millsaps has designated Title IX Coordinators to resolve complaints and address issues of gender-based discrimination and sexual misconduct. The College has additional resources on sexual misconduct available. In addition, questions regarding Title IX may also be referred to the Department Of Education's Office of Civil Rights.

OFF-CAMPUS SUPPORT AND MEDICAL RESOURCES/ HOSPITAL EMERGENCY ROOMS

- Rape Crisis Center of Jackson (24-hour hotline)
601-982-7273
- Mississippi Baptist Medical Center
601-968-1000
- University of Mississippi Medical Center
601-984-1000
- St. Dominic Hospital
601-200-6792

- Hinds County Health Department
601-364-2666
- Central Mississippi Medical Center
601-376-1000
- Center for Violence Prevention
601-923-4198

EMOTIONAL SUPPORT/ ON-CAMPUS RESOURCES

The College offers you support that is entirely separate from our investigative and disciplinary procedures. There are numerous people in the Millsaps community that you can go to for support and for information.

- On-Staff College Counselors
601-974-1227
- Campus Minister, Rev. Sally Beville, Associate Chaplain
601-974-1205
- Campus Nurse and Wellness Coordinator, Kathryn Lee Ware
601-974-1207

The above-mentioned staff are charged solely with providing emotional support and information about options; they are not part of Millsaps' investigative or disciplinary procedures. These individuals are professionally bound to confidentiality and will not report your experience to any other person or agency unless you are in clear and imminent danger. They are not obligated to report your experience to any other person or agency unless you are in clear and imminent danger.

IMPORTANT ON-CAMPUS CONTACT NUMBERS

- Department of Campus Safety
601-974-1234
- Dean of Students
601-974-1225

COLLEGE DISCIPLINARY PROCEDURES

Any member of the Millsaps community who is charged with sexual misconduct may be prosecuted under Mississippi criminal statutes. Even if the criminal justice authorities choose not to prosecute, the College can pursue disciplinary action. This disciplinary action could range from probation to expulsion from the College. Additionally, the College may elect to suspend the accused during the investigation.

Millsaps has an obligation to uphold the laws of the larger community of which it is a part. While activities covered by state and federal laws and those covered by the College's rules may overlap, those laws and the College's rules operate independently and do not substitute for each other. Millsaps College may pursue enforcement of its own rules whether or not legal proceed-

ings are underway or in prospect, and may use information from third party sources, such as law enforcement agencies and the courts, to determine whether College rules have been broken. Millsaps College will make no attempt to shield members in the College community from the law. Membership in the Millsaps community does not exempt anyone from local, state, or federal laws, but rather imposes the additional obligation to abide by all of Millsaps College's regulations.

Survivors of sexual misconduct are encouraged to inform the College so that immediate action can be taken to protect the victim as well as others in the College community. College disciplinary proceedings do not follow the same rigid procedures as criminal cases and discipline may be imposed upon a finding of a good faith investigation and a reasonable conclusion that a violation of College rules has occurred. Reports concerning sexual assaults should be made without fear of self-incrimination concerning campus violations, such as alcohol and residence hall visitation policies.

Any member of the Millsaps community who wishes the College to consider disciplinary action should contact one of the following informed College representatives:

Title IX Team

Dr. Jenni Lewton Yates
 Jamie Fisher
 Ryan Colvin
 Melinda Barrow
 Ryan Upshaw
 Patrick Cooper
 Megan James

- Dean of Students
601-974-1225

CRIMINAL INVESTIGATIONS AND CHARGES

Anyone who has been raped or sexually assaulted is strongly encouraged to report the crime to the proper local law enforcement authorities. While reporting a crime is highly recommended, it is a separate step from choosing to prosecute. The case would come under the jurisdiction of the appropriate civil authority, depending on where the crime occurred. (If the assault occurred on the Millsaps campus or the alleged assailant is a student or employee of the College, the victim is also encouraged to contact the Department of Campus Safety at 601-974-1234.)

After the accuser files charges, a judge will issue an arrest warrant. The accused may be jailed at that time or released on bond if bail is allowed and made. If the accuser is contacted by the accused or feels threatened in any way, s/he should notify Campus Safety and the Jackson Police Department immediately. Bail can be revoked and/or additional charges filed if an accused person takes some action against a person who has filed charges. A lawyer from the District Attorney's Office in the county in which the assault occurred will be appointed to handle

court proceedings. That representative will keep the victim informed and work with them throughout the process. It might also be in the accuser's best interest to seek legal advice from a personal or family attorney. Filing or not filing criminal charges would not prevent a victim from pursuing civil tort action for injury suffered as a result of a rape or sexual assault.

TITLE IX PROCESS/PROCEDURES

A. COMPLAINT RESPONSE AND CONFIDENTIALITY

All reports describing conduct that is inconsistent with these policies will receive a prompt and thorough response. Complaints about violations of these policies will be handled discreetly, with facts made available only to those who need to know to investigate and resolve the matter.

B. RESOLUTION/STANDARD OF EVIDENCE

If a complaint of discrimination, harassment, or sexual harassment is found to be supported by a preponderance (50.1%) of the evidence, appropriate corrective action will follow, up to and including separation of the offending party from the College, consistent with College procedure. The College may also address other inappropriate conduct, if substantiated, even if no Title IX violation is found.

C. YOUR RESPONSIBILITIES

All members of the College community are responsible for creating a working, learning and living environment that is free of discrimination and harassment, including sexual harassment. You may contact one of the individuals listed under "Title IX Coordinators," if any of the following occurs:

1. You believe you have been subjected to conduct or comments that may violate these policies;
2. You believe you have been retaliated against in violation of these policies; or
3. You hold a supervisory, managerial, or teaching position and have been told about or witnessed conduct that you think may violate these policies.

D. VENDORS, CONTRACTORS AND THIRD PARTIES

The College's policies on discrimination, harassment, and sexual harassment apply to the conduct of vendors, contractors and third parties. If a member of the College community believes that he or she has been subjected to conduct by a vendor, contractor or third party that violates these policies, the community member should contact one of the individuals listed under "Title IX Coordinators." The College will respond as appropriate, given the nature of its relationship to the vendor, contractor or third party.

E. ACADEMIC FREEDOM

While Millsaps College is committed to upholding the principles of academic freedom and shared governance, freedom of speech, discrimination and harassment identified in this policy are neither legally protected expression nor the proper exercise of academic freedom.

If you believe you have been discriminated against or harassed: Contact one of the individuals listed below under "Title IX Coordinators." Don't blame yourself.

Don't delay reporting a problem. Consider keeping a written, dated record of events.

If you witness or become aware of possible discriminatory or harassing conduct by others: Contact one of the individuals listed below under "Title IX Coordinators."

F. COMPLAINT RESOLUTION GUIDELINES

Individuals reporting discrimination or sexual misconduct shall be informed by the Title IX Coordinators about options for resolving potential violations of the policies prohibiting discrimination or sexual misconduct, which include informal dispute resolution and/or the formal investigation procedure.

G. INFORMAL RESOLUTION

In many instances, counseling, advice, or informal discussion may be useful in resolving concerns about allegations of discrimination prohibited by Title IX. Complainants who wish to resolve their concerns informally should bring them to the attention of the Title IX Coordinators.

In working to resolve the matter, the Title IX Coordinators ordinarily will interview the complainant and, as appropriate, others who may have knowledge of the facts underlying the complaint. At any point, including while the informal process is ongoing or afterward, the complainant may elect to end the informal process in favor of filing a formal complaint.

Although Millsaps welcomes informal resolution of complaints when appropriate, it will not use mediation between a complainant and alleged perpetrator or any other informal resolution mechanism to resolve complaints pertaining to non-consensual sexual contact or non-consensual sexual penetration.

H. INVESTIGATION

Complainants who are considering bringing a formal complaint may at any time meet with the Title IX Coordinators, who will discuss the matter and describe the formal complaint process. Alternatively, a complainant may choose to submit a written complaint to the Title IX Coordinators.

Investigation will commence as soon as practicable following receipt of the complaint by the Title IX Coordinator, generally within one week. Investigations will be conducted as expeditiously as possible and are usually completed within 60 days, though this may vary based on the availability of witnesses, the scope of the investigation, or unforeseen circumstances.

During an investigation, the complainant (the person filing the complaint) will have the opportunity to describe his or her allegations and present supporting witnesses or other evidence. The respondent (the person complained about) will have the opportunity to respond to each allegation and present supporting witnesses or other evidence. The investigator will review evidence presented and will meet with additional witnesses identified by the complainant, the respondent, or third parties,

as determined appropriate by the investigator. All parties involved in the investigation are expected to cooperate and provide truthful information throughout the investigation process.

Any participant in an investigation who has a complaint regarding the conduct of the investigator or who believes the investigator has a conflict of interest should contact one of the individuals listed under “Title IX Coordinators” who has not been involved in the investigation of complainant’s report and who shall take appropriate actions to address the issue in a prompt and equitable manner.

I. SUPPORT PERSON/LEGAL COUNSEL

During the investigation process, both the complainant and the respondent may ask a non-attorney support person from the College community to accompany him or her. The support person must be a member of the Millsaps community (faculty, staff, or student), cannot be a family member, and cannot be a potential witness in the matter, or another complainant or respondent in the same or a related matter. Since investigations are internal College proceedings, the persons involved may not have legal counsel present at any interview during the investigation. The support person does not serve as an advocate on behalf of the complainant or respondent, and he or she must agree to maintain the confidentiality of the investigative process. Witnesses and others involved in an investigation are not entitled to have a support person accompany them to interviews.

J. CONFIDENTIALITY

The purpose of the Millsaps Policy on Discrimination and Harassment is to provide the College community with a positive working and educational environment that is free of discrimination and harassment. Complaints of discrimination or harassment will be investigated in a manner that is consistent with this goal. All participants in an investigation will be advised that they should keep the complaint and the investigation confidential.

Millsaps cannot promise total confidentiality in its handling of discrimination and harassment complaints. Millsaps makes every reasonable effort to handle inquiries, complaints, and related proceedings in a manner that protects the privacy of all parties. Each situation is reviewed as discreetly as possible, with information shared only with those who need to know about it in order to investigate and resolve the problem.

In certain circumstances, the College may be able to address discrimination or harassment concerns and stop problematic behavior without revealing to the alleged respondent the identity of the person who complained and/or the individuals involved in the investigation. However, this is not possible in every matter, as situations may require the disclosure of the complainant’s identity in order to fully investigate the matter and/or to enable the respondent the ability to fully respond to the allegations against him or her.

Throughout its proceedings, Millsaps will be sensitive to the feelings and situation of the alleged victim and/or reporter of discrimination or harassment. Nevertheless, the College has a compelling interest to address all allegations of discrimination

or harassment brought to its attention. Millsaps reserves the right to take appropriate action in such circumstances, even in cases when the complainant is reluctant to proceed.

K. RETALIATION IS STRICTLY PROHIBITED

Millsaps prohibits retaliation against anyone for inquiring about suspected breaches of Millsaps policy, registering a complaint pursuant to its policies, assisting another in making a complaint, or participating in an investigation under its policies. Retaliation is a serious violation that can subject the offender to sanctions, regardless of whether there is a finding that a complaint of discrimination or harassment has merit. Anyone experiencing any conduct that he or she believes to be retaliatory should report it immediately to one of the individuals listed in “Title IX Coordinators.”

L. RESOLUTION

At the conclusion of an investigation, the investigator will determine whether the evidence establishes, by a preponderance of the evidence (i.e., more likely than not), that a violation of the Policy on Discrimination and Harassment has occurred. The investigator will provide his or her conclusions and any recommended actions to the appropriate College office. For staff, the appropriate office is the Office of Human Resources in collaboration with the respondent’s manager(s). For students, the appropriate office is the Dean of Students. For faculty, the appropriate office is the Senior Vice President for Academic Affairs & Dean of the College. The appropriate office will review the recommendations and, in consultation with the Office of Human Resources when appropriate, make a decision concerning the resolution of the complaint—including the allegations of Title IX violations and, potentially, allegations of other inappropriate conduct—and any corrective actions that will be imposed. The complainant and the respondent will be notified in writing of the outcome of the investigation upon its conclusion.

When a violation of the Policy on Discrimination and Harassment is found, the College’s response is based on several factors, including the severity of the conduct, and a goal to prevent problems from recurring. In addition, the College may recommend steps to address the effects of the conduct on the complainant and others. Violators of the policy will be subject to disciplinary action in accordance with relevant College policies and/or procedures and other requirements set forth in the Staff Handbook, Faculty Handbook, or Student Handbook.

M. APPEALS

The Respondent and Complainant may request an appeal of the decision rendered by the Adjudicator. Disagreement with the finding or corrective action is not, by itself, grounds for appeals. The three grounds upon which an appeal of the decision or sanctions may be made are:

1. The party believes a procedural error occurred, which the party feels may change or affect the outcome of the decision;
2. The party has substantive new evidence that was not available to the investigator or the parties at the time of the hearing and that may change the outcome of the decision;

3. The party feels that the severity of the sanction is inappropriate given the details of the case.

The request for an appeal, including the grounds upon which the request is based, should be submitted in writing to the appropriate Appeals Officer (as identified in the outcome letter) within five (5) business days following the date on the outcome letter.

The decision will be issued within a reasonable period of time, generally no longer than ninety (90) days after receipt of the appeal.

N. INTERIM ACTIONS & ACCOMMODATIONS

Individuals who have experienced sexual misconduct may seek reasonable accommodations in their academic, living, transportation or working situations. Such accommodations are available regardless of whether the individual chooses to report the crime to campus police or local law enforcement or to file a formal complaint with the College. In addition, College officials can also assist individuals to contact relevant local authorities to obtain civil no contact orders and/or orders of protection.

O. HOW TO FILE A TITLE IX COMPLAINT

Please call or email one of Millsaps' Title IX Coordinators to set up an initial informal meeting if you have an issue, or to make a complaint, involving sex discrimination, sexual harassment, or sexual violence. These coordinators will explain Millsaps' policy and the options available to you under it.

Please Note: While the Title IX Coordinators will take into account any requests for confidentiality, the Title IX Coordinators must take appropriate steps to respond consistent with the requirements of Title IX.

MILLSAPS TITLE IX COORDINATORS

FOR FACULTY, STAFF AND THIRD PARTY VENDORS

Melinda Barrow

Director of Human Resources
barrowma@millsaps.edu
601-974-1443
Academic Complex 105

FOR STUDENTS

Patrick Cooper

Director of Residence Life and Title IX Coordinator
coopeap@millsaps.edu
601-974-1469

FOR ATHLETIC COMPLIANCE ISSUES

Jaime Fisher

Head Women's Volleyball Coach,
Senior Women's Administrator
burnsjml@millsaps.edu
601-974-1475
Hall Activities Center 214

**CRIME PREVENTION
ON- AND OFF-CAMPUS**

CAMPUS SEX CRIMES PREVENTION ACT (CSCPA)

The federal Campus Sex Crime Prevention Act (CSCPA-Section 1601 of Public Law 106-386) amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act. CSCPA also amended the Clery Act, and the Family Educational Rights and Privacy Act of 1974 (FERPA) to allow disclosure of sex offender information regarding students. As provided in the Wetterling Act, any person required to register under a state sex offender registration program must notify the state regarding each institution of higher education in that state at which he or she is employed or is enrolled and must alert the state of any changes in enrollment or employment status. Sex offender registration information is to be transmitted from each state to the law enforcement agency where the registered sex offender resides. Mississippi's sex offender registry is maintained by the Mississippi Department of Public Safety. You can locate the Mississippi Sex Offender Registry at <http://state.sor.dps.ms.gov/>.

If you have any questions concerning the sex offender registry, contact the Department of Campus Safety and we can assist you with your needs.

PREVENTING CRIME ON CAMPUS

Our hope is that everyone in the Millsaps College campus community will see crime prevention as their responsibility. Crime prevention can occur when anyone takes even the smallest steps to remove or reduce the risk of a criminal act.

Below are some tips that can reduce the risk of being victimized:

- Lock your door whenever you leave your room for any length of time.
- Always lock your vehicle doors, and never leave valuables in plain sight.
- Never prop open a residence hall door.
- Do not leave valuables unattended on campus. Keep laptops, backpacks, purses, iPods, etc. with you or in your view.
- Do not loan your room key or Millsaps ID to anyone.
- Do not put your name or address on your room key.
- Take all valuables with you when you leave school for extended periods, such as breaks.
- Itemize your possessions on file, recording the description and serial number. Keep a copy of the file in a safe place.
- Never let unauthorized persons into your room, residence hall or secure areas.
- Report any suspicious activity or suspicious persons on campus to Campus Safety immediately at **601-974-1234**.

- Avoid working or studying alone in a campus building. If working late, Campus Safety officers can provide safety escorts to/from res halls to other buildings, from vehicles to buildings, etc. Call **601-974-1234** to arrange for an escort.

Campus Safety Command Staff and officers give annual presentations to the student body that focus on safety and security, including how to prevent crime, how to report crimes and suspicious activity. Additionally, periodic written communication highlights safety tips most relevant to different times of the year (travel tips before holidays; Spring Break Safety tips each spring, for example.)

Employees are given information and presentations at staff and faculty orientation sessions throughout the year. Safety messages and information are sent out to the entire campus community on an as-needed basis.

REPORTING CRIMES OR EMERGENCIES ON- OR OFF-CAMPUS

Millsaps College strongly encourages any victim or a witness to a crime occurring on campus report the incident immediately to Campus Safety at **601-974-1234**. Whether big or small, a crime should be reported to ensure that prompt and appropriate action can be taken.

Crimes occurring off campus should be reported to the local law enforcement agency having proper jurisdiction, In the City of Jackson, usually the Jackson Police Department. If you are unsure of the proper jurisdiction, contact Campus Safety and we will assist you in contacting the proper agency.

HOW TO REPORT A CRIME:

- From on-campus extensions, simply dial **x1234** to be connected to Campus Safety.
- To report a crime or emergency at any hour **from your cell phone**, call **601-974-1234**.
- To report a non-emergency issue, dial **601-974-1184**.
- If you wish to call the Jackson Police Department/Hinds County Sheriff's Department emergency number, dial **911**, or if using an on-campus phone, dial **9 THEN 911**. If you make such a report, please call Ext. **1234** immediately after calling **911** so that Campus Safety may respond to your call immediately and so Campus Safety knows local authorities has been contacted.

enforcement agency having proper jurisdiction.

THINGS TO REMEMBER WHEN REPORTING A CRIME:

- Obtain a description of the perpetrator. Attempt to obtain the sex, age, race, hair color, clothing, and distinguishable features. Also attempt to obtain the vehicle information, such as a plate number, color, type of vehicle and direction of travel.
- Preserve the crime scene. Do not touch any items involved in the incident. Close off the area of the incident and do not allow anyone into the crime scene until the police arrive.

FOR THESE SPECIFIC CRIMES/INCIDENTS:

- **Sexual assault:** If you are the victim of a sexual assault, report it immediately. Preserve the physical evidence. Do not bathe, douche, use the toilet, or change clothing. If you have been raped, you should seek medical treatment immediately regardless of whether you report the matter to the police.
- **Telephone harassment:** Obscene or threatening telephone calls should be reported immediately. Other harassing phone calls should be reported if they persist. If you receive such a call, remain calm and hang up. Do not talk or try to discover who the caller is. If calling persists, keep a log of the times calls were received, what was said and a description of the caller's voice. Do not delete text messages or erase voicemails or call logs on your cell phone.
- **Bomb threats:** If you know of a bomb threat, report it immediately to Campus Safety at **601-974-1234** or **601-974-1184/1180** (x1234/1184/1180 from on-campus phone lines.) Notify your supervisor or department head and wait for instructions.
- **Indecent exposure:** Exposing oneself is a crime in Mississippi. If you observe someone doing this, contact Campus Safety. If off-campus, contact the local law

Wherever possible, except when bound by law, Millsaps College will maintain confidentiality in respect to witnesses and/or victims of crimes.

BUILDING ACCESS AND CAMPUS SECURITY MAINTENANCE

Most campus facilities are open during normal business hours of 8 a.m. and 5 p.m. Certain facilities, buildings and offices may be restricted as to hours of access. Access to residence buildings and areas are restricted to residents, their guests, college staff for the purpose of maintenance, housekeeping, security and other administrative functions. Room keys and IDs/access cards are issued to all resident students and IDs/access cards to all commuter students. All keys and IDs/access cards remain the property of the College and may not be duplicated. Lost or stolen keys or should be reported immediately to the Resident Assistant or Campus Safety. The lock will then be changed and new keys will be issued to the student. If a student is locked out of his/her room, a staff member may open the room door only after proper identification/room assignment is verified. In the event the resident's student ID is locked in the room, the staff member will remain in the hallway with the door open until identification is produced.

After-hours access to some academic buildings is on an as-needed basis and only those names provided to Campus Safety will be allowed access. Student workers are issued to certain academic areas with prior arrangements.

Campus Safety officers are trained to observe, record and report any safety and security-related concerns they see in campus facilities or spaces, such as burned out lights or broken doors or windows as part of their normal patrol duties. Information is relayed to Command Staff officers and work orders are submitted online to Facilities Management. Additionally, Campus Safety Command Staff make a semesterly "after dusk" walk-throughs with Facilities Management staff and student leaders to look for ad hoc issues and concerns.

POLICIES FOR EXPRESSION/ASSEMBLY

EXPRESSION AND ASSEMBLY POLICY

Purpose:

The safety and wellbeing of the Millsaps College community, including students, faculty, staff, alumni, and visitors are of paramount importance. Accordingly, this policy sets forth guidelines and expectations for personal and public expression, assembly, and visitors while on College owned or controlled property.

Persons or Areas Affected:

This policy is applicable to all students, faculty, and staff of Millsaps College, as well as all visitors and groups present on College owned or College controlled property. Primary responsibility for the communication and implementation of this policy will reside with the Office of Student Life, with support from the Department of Campus Safety.

Outline of Policy:

Access to College owned or controlled property shall primarily be limited to students, faculty and staff, and their visitors or guests, for the purposes of study, work, teaching, and conducting or attending other College business or activities. The College is a private institution and, as such, reserves the right to lawfully restrict or prohibit access to College owned or controlled property and to prohibit certain individuals from being present on College owned or controlled property at any time at its discretion.

All individuals – visitors and others – present on College owned or controlled property shall conduct themselves in accordance with the law, College policies, as well as in a manner that maintains a safe environment. Conduct including, but not limited to, intentional or negligent disruption of the operations of the College, excess noise, threats, harassment, physical abuse, intimidation, endangerment to the health or safety of any person or property, or unauthorized entry into, obstruction of, or occupation of any College owned or controlled property is subject to regulation and prohibition under this policy.

If an individual or group engages in behavior or conduct that is inconsistent with this policy or any other College policy or that is otherwise inconsistent with the best interests of the College, the individual or group will be asked to refrain from such conduct and may be asked to vacate College owned or controlled property at once. Failure to adhere to this request may result in law enforcement being summoned to take appropriate action, including possible removal for trespassing.

PERSONAL EXPRESSION

Millsaps College is a community of scholars in pursuit of excellence. As such, open inquiry, freedom of speech and expression, and civility and respect for the views of others are fundamental principles that guide our community life and personal interactions. It is also true that challenge and discomfort are essential at Millsaps, while proscription and coercion of thought have no

place.

Students shall be free to think independently and to discuss whatever subjects they wish. They shall be free to support causes, exchange views, and advance ideas, and at the same time, they shall be expected to develop reasonable and responsible forms of self-expression. In the classroom and in conference, instructors should encourage free discussion, inquiry, and expression. Student performance shall be evaluated solely on an academic basis, not on opinions or conduct outside of class in matters unrelated to academic standards. Students shall be free to take reasoned exception to the data or views offered in any course of study and reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled as well as acquiring and demonstrating the skills and competencies required.

Students shall enjoy the same freedom of speech, peaceful assembly, and the right to petition that all faculty and staff enjoy. Information about student views, beliefs, and political associations shall be considered confidential and shall not provide the basis for professional evaluation or recommendation.

PUBLIC EXPRESSION

Organizations (student and off-campus alike) must follow approved procedures (<http://millsaps.edu/resources/event-scheduling.php>) for sponsoring speakers, scheduling events, and reserving and using College facilities. Policies and regulations related to sponsoring speakers shall not restrict the content of the speaker's message.

As members of the College community, students bring a variety of interests to the campus and have the right of free association to join with other students with similar interests to form organizations according to the guidelines published by Student Life.

Student organizations, when chartered, recognized, and authorized by Millsaps College, are understood to be valuable components of the educational process. Not all of the actions nor viewpoints of student organizations are endorsed by the College. Students should be free, individually and collectively, to express their views and concerns on issues of institutional policy and on matters of general interest to the student body. In order to facilitate this expression on campus, the presence of an identified student representative for the organization is encouraged and expected by administrators when gatherings, protests, picketing or demonstrations occur.

Signage and other publicly displayed forms of communicating an individual or organization's message must comply with existing signage policies.

Profane, obscene, or provocative messages that potentially incite violence or campus disruption are subject to review and possible removal by the Office of Student Life, Department of Campus Safety, and/or the Department of Communications and Marketing.

The following procedures for scheduling events and invited speakers will be in effect for all of Millsaps College's locations:

- Organizations scheduling events with outside speakers (other examples of events: symposia, colloquia, performances, etc.) will be required to submit an event reservation request to the Office of Event Scheduling at least four (4) weeks prior to the event date. In such cases where an event or speaker is planned with less than four (4) weeks' notice, approval for the event or speaker must be given by the office of the dean of students or the office of the provost.
- Organizations seeking to make room, space, field, or facility reservations for events will be asked on the submission form whether the proposed event presents any special considerations or security concerns. Student groups scheduling events will be required to confirm that they have consulted with their group's faculty or staff advisor(s). Student groups/organizations are expected to provide a minimum of one representative as contact for college administrators, Campus Safety officers, and any local law enforcement officers present.
- Requests to schedule an event will be reviewed regularly by staff from Student Activities, Event Scheduling, Campus Safety, and Communications to identify any events that are a likely target of disruption, threats, violence, or other acts of intimidation, or are likely to draw unusually large crowds.
- In the event of a credible likelihood, based on prior incidents or current evidence, that an event is likely to be the target of threats or violence, the Emergency Management Team will conduct a risk assessment of the event, consulting with local law enforcement as needed, in order to advise the administration.
- Representatives from Campus Safety and Business Affairs/Risk Management will review the risk assessment and determine resources or measures that might be necessary to ensure that the event can proceed without undue risk to the speaker and/or members of the community. This review will include a consideration of the Millsaps Emergency Management Plan.
- In those exceptional cases where this review indicates significant risk to the community, the president and senior administration will work with event sponsors to determine measures to maximize safety and mitigate risk. Events that present imminent and credible threats to the community and that cannot be mitigated by revisions to the event plan are subject to cancellation by the president and/or senior administration of the College.

ASSEMBLY POLICY

Within the context of established College policies, peaceful assembly and picketing are recognized as legitimate methods of personal expression for students, faculty, and staff. However,

an assembly need not and must not take the form of violence, destruction, damage, physical abuse, or confrontations that substitute physical force for orderly efforts to attain one's ends. Consistent with well-respected time, place, and manner guidelines, the freedom to assemble is protected only so long as it does not interfere with the rights and freedoms of others, including (but not limited to) the disruption of College operations that include classrooms, laboratories, office business, and pedestrian/vehicular traffic. Students who violate this regulation will be referred to the Office of Student Life for immediate action. Depending on the degree of involvement, destruction of property, and/or level of disruption, the student may be warned, placed on disciplinary probation, fined, lose campus privileges, be suspended, or be permanently expelled.

Faculty and staff will be held accountable according to the policies and procedures of their respective handbooks.

HAZING POLICY

Millsaps College strictly forbids any type of physical, psychological, written or verbal abuse of members of the student body, any campus organization, athletic team, fraternity or sorority at any time. Undue pressure to perform any activities that are contrary to the College's educational pursuits or are illegal, unethical, or result in any type of personal humiliation, are considered hazing and are, therefore, prohibited. Consent to hazing is never a defense to a violation of this policy.

Hazing is any reckless or intentional act, occurring on or off campus, that produces physical, mental, or emotional pain, discomfort, humiliation, embarrassment, or ridicule directed toward other students or groups, that is required or expected of prospective members or members and which is not related to the mission of the team, group, or organization. This includes any activity, whether it is presented as optional or required, that places a prospective member or existing member in a position of servitude as a condition of membership. Prohibited acts of hazing include those covered under Mississippi law.

The following list of hazing behaviors includes, but is not fully inclusive of all behaviors that can be defined as hazing:

- a. any physical act of violence expected of, or inflicted upon, another student
- b. any physical activity expected of, or inflicted upon, another student, including calisthenics
- c. pressure or coercion of another student to consume any legal or illegal substance
- d. making available unlawful substances
- e. excessive fatigue or sleep deprivation as a result of any activities
- f. forced exposure to the weather
- g. kidnapping, forced road trips, and abandonment.

Any violation of this policy will result in disciplinary action.

COLLEGE SEARCH POLICY

The Board of Trustees and the Administration affirm the right of the individual to the privacy of his/her room. Authorized college personnel may enter student rooms for normal inspection and maintenance purposes. Contraband will be removed from the room until disciplinary proceedings clarify proper ownership.

The student's personal property is not subject to search without express approval of the student, except when a reasonable belief or probable cause exists that the room is being used for a purpose which is illegal or which would otherwise seriously interfere with campus discipline or safety.

The search of a student's personal property can be authorized by the Vice President of Student Life and Dean of Students, or the Director of Campus Safety. A search will be conducted by at least two members of the Campus Safety Department or one officer and a Student Life professional. The occupant(s) of the room will be asked to produce identification at the time of the search and be requested to remain in the room. The presence of the student(s) assigned to the room is preferred but not mandatory at the time of the search. The reason(s) for and the procedures of the search will be explained to the occupant(s) of the room prior to the search if occupants are available. All areas of the room are subject to search. Automobile searches are also in the realm of the policy.

SIGNAGE POLICY

Purpose

The purpose of the Campus Signage policy is to ensure consistent monitoring and maintenance of any and all signage posted on the Millsaps College campus.

Persons or Areas Affected

Primary responsibility for the communication and implementation of this policy will reside with the Office of Student Life, with support from the Communications and Marketing Department and the Maintenance and Facilities Department.

This policy is applicable to all students, faculty, and staff of Millsaps College.

Outline of Policy

Signage is defined as any material (paper signs, banners, or plastic or campaign-style signs) used to promote organizations or events occurring on or off the campus of Millsaps College.

The privilege to post signs or banners around campus is extended to recognized student organizations and academic departments only.

Outside vendors or organizations may only post signs in the lobby of the Campbell College Center in the area marked "Community News." Such postings must be approved in advance by the Office of Student

Life. Signs are not permitted on main entrance and exit doors, or on classroom or office windows. Signs placed in these areas will be removed and the sponsoring organization and/or department may be fined up to \$10 for each improperly placed sign.

Banners may only be hung on railings of buildings for a designated period of time, with the advance approval of the Office of Student Life or the Office of the Provost. Banners should be pertinent to a specific campus event. No banners may be hung on railings of buildings during commencement, homecoming, or other specific campus events as determined by the Office of Student Life or the Office of the Provost.

Banners and signs may be posted one week in advance of an event and should be taken down within 48 hours of the event. Organizations and/or departments are asked to remove their own signs.

The use of duct tape and/or mailing tape is prohibited due to the damage caused to surfaces. Please use a clear transparent tape that can be easily removed. Do not use tape on the magnetic board in the lobby of the Campbell College Center. If no magnets are available on the board, please use an appropriate bulletin board or contact the Office of Student Life for magnets.

Academic and career information posted in the Campbell College Center should be placed only in the area marked "Career/Academic Information." Student organization news and signs for special events happening on campus (concerts, lecture series, forums, etc.) posted in the Campbell College Center should be placed only in the area marked "Happening on Campus."

Residence Halls Window Coverings

To preserve the uniform appearance of the community, the following expectations are in place for the residence hall/fraternity house windows:

- All window and door blinds visible from the exterior must be those provided by Millsaps College.
- Drapes and other window coverings are permitted as long as they are solid in color with no graphics and are installed in a manner which does not alter the appearance of the building exterior or cause damage to the room walls, window, etc.
- Aluminum foil or similar window covering is not permitted on windows.
- No items (including flags, banners, signs, or other items) shall be hung from, attached to, or hung out of windows.

SOLICITATION POLICY

No commercial solicitation is allowed in residence halls. Commercial solicitation in other buildings on campus must be

approved by a member of the Student Life staff. On campus groups (sororities, fraternities, and student organizations) may distribute appropriate campus-related materials, but such materials must first be approved by the Director of Housing, Residence Life, and Accessibility Services.

Ordered food (pizza, etc.) and other delivery persons may enter the residence hall lobbies ONLY when met by the student customer. The person(s) ordering the food must take delivery in the lobby. Deliveries to individual rooms are **NOT ALLOWED**.

GUEST AND VISITATION POLICY

Millsaps College welcomes visitors and guests to campus. As part of the College's mission, public events, athletic contests, seminars, and enrichment classes are offered to and attended by the general public. The College also recognizes that there are certain identification, safety and security issues inherent with these offerings. For that reason, it is essential to establish some general guidelines to ensure the well-being of the campus community.

Guests and visitors are allowed on campus for legitimate business or interest in the College and its programs. Campus Safety officers and other College administrators may have occasion to ascertain this interest. Once the identity of these persons is confirmed they should always be made to feel welcome.

Guests of students are also welcome on campus and are expected to behave in accordance with College policy and local laws and statutes. Visitors must be escorted by a resident of that hall at all times. Students are responsible for the behavior of their on- or off-campus guests. Guests are not allowed during exams, including the Reading Days before exams.

Residents are permitted to have overnight guests of the same gender in their rooms, limited to no more than three nights at a time, five times per semester.

The Board of Trustees has adopted the following visitation policy for the residence halls:

Freshmen visitation:

First Semester

Monday-Thursday

10 a.m. to 11 p.m.

Friday and Saturday

10 a.m. to 2 a.m.

Sunday

10 a.m. to midnight

Second semester

Same as upperclass students (see below)

Upper class students:

Sunday-Thursday

10 a.m. to 1 a.m.

Friday and Saturday

10 a.m. to 2 a.m.

There will be 24-hour access for the following lobby areas: Bacot, Franklin, Ezelle, New South, Sanderson, John, Susanna, and Charles. However, overnight sleeping in the lobby is **prohibited**. The fraternity houses and sorority lodges are subject to the college visitation policy. Inasmuch as visitation is considered a social activity, visitation privileges can be rescinded for individuals and organizations placed on social probation.

PARKING AND VEHICLE REGISTRATION POLICY

With the exception of short-term guests and visitors, all vehicles parked or driven on campus by students, faculty, or staff must be properly registered with the College and identified by the current numbered decal provided. Students must register their vehicles at the beginning of each fall and spring semester, summer terms, or the earliest date thereafter if a vehicle is brought to campus later during the semester. We do have adequate parking, campus-wide, for Millsaps registered vehicles. However, daytime parking congestion is a fact of life. The congestion is usually created by too many drivers competing for spaces in the central core of the campus. To minimize congestion, we enforce a zoned parking system. Students are expected to familiarize themselves with the parking regulations. A complete listing of parking regulations, zones and associated policies can be found at www.millsaps.edu/administrative_offices/campus_safety.php, which outlines all parking policies, ticketing and appeals information and provides a campus map. Questions or concerns regarding parking should be directed to the Campus Safety Office.

TIMELY WARNING

When a crime occurs that poses a threat to the campus community, a timely warning will be issued. Once a situation has been identified and or the appropriate information received, the campus community will be notified via print, phone call or electronic media within 24 hours but no later than 48 hours.

The Crime Awareness and Campus Security Act of 1990, commonly called the Clery Act, enacted by Congress and signed into law by the President in 1990, requires all institutions of higher education to make timely warning reports to the campus community on certain crimes that represent a continuing threat to students and employees and that were reported to officials with significant responsibility for student and campus activities, campus police or local police. According to the legislation, these reports will be disseminated in a manner that will aid in the prevention of similar occurrences. To meet the provisions of this portion of the legislation and to fulfill our duty to monitor

and to reduce campus crime and the fear of crime, the Millsaps Department of Campus Safety maintains a multi-tiered, multimedia campus alert system. Campus alerts are used when crimes reported to the Department of Campus Safety represent an imminent or continuing threat to students and employees.

The Director of Campus Safety consults with members of the Emergency Management Team, as deemed necessary, to determine if a report represents such a threat. Members of the Emergency Management Team include, but are not limited to, the Director of Campus Safety, the Vice President and Dean of Students, the Senior Vice President of the College, the Director of Communications and other Campus Safety command staff. When warranted, the campus alert is written by the Director of Communications or her designee and the draft is approved by others on the team. The alert typically contains the following information about the event: date, time, location, criminal activity. Descriptions of suspects involved in alleged criminal activity are used only when the witness or victim is certain about the information and there are multiple and specific descriptions provided that can aid in identification. The alert is signed by the Director of Campus Safety and posted on building bulletin boards and emailed to the Millsaps College community within one business day of the occurrence of the crime or the determination that a crime trend poses a threat.

To view the complete Emergency Management Plan, go to: www.millsaps.edu/faculty_staff/emergency_management_plan.php.

EMERGENCY WARNING SYSTEMS

Millsaps College employs a multi-tiered warning system protocol that includes a mass communication system (**MajorAlert**) to notify members of the campus community via text message, email, automated calls, and voicemails; outdoor and indoor components which use alert tones, programmed messages, and live voice instructions to alert community members to potential emergencies.

OUTDOOR WARNING SYSTEM

In addition to the county-wide tornado siren for Hinds County, Millsaps College is equipped with an outdoor emergency warning system. This system is capable of emitting sirens and alert tones across the campus. Additionally, Campus Safety can send verbal messages with instructions over this system.

There are a number of distinct alert sound/sirens:

- **Weather Siren** (with and w/o voice warning): typical siren wail, raising and lowering in pitch.
- **Campus Alert** (with and w/o voice warning): a repetitive, electronic “chirp”.
- **All Clear Command:** verbal notification that the danger has passed.

IN-BUILDING WARNING SYSTEM

Millsaps College academic buildings are equipped with an in-building warning system, enacted in case of severe weather or other emergencies.

MAJORALERT SYSTEM

The **MajorAlert** system is a mass communication system to notify campus community members of emergencies. Notifications are made to cell phones, in the form of text messages, automated calls, and voicemails; to land-line phone numbers, in the form of automated calls and voicemails; to email addresses; and to social media sites associated with the College.

MISSING PERSON PROCEDURE

It is the policy of Millsaps College, for students who reside on campus, to report them as missing and to inform students of their options as to who shall be contacted. Millsaps College will contact the custodial parent of record or legal guardian of a missing student under the age of 18 no later than 24 hours after the time that the student is determined to be missing. If a student is emancipated or 18 years of age or older and desires a contact other than their parents, the student should submit this request in writing to the Dean of Students, to be included in their student file.

When a student is determined to be “missing,” and Campus Safety, a Student Life Administrator or a Residence Life staff member becomes aware, an investigation will commence immediately. Campus Safety or the Student Life administrator will take reasonable and prudent steps to locate the student. If the student cannot be located within 24 hours, the parents or emergency contact designee of record will be notified by Student Life or Campus Safety administrators.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Millsaps College has an Emergency Management Plan and evacuation procedures in place in the event of an emergency. This includes, but is not limited to the following:

- Procedures to immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. This is accomplished by use of the outdoor warning system, email, web postings, calling trees and telephone system.
- The College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, if appropriate.
- It is the responsibility of the Director of Campus Safety, or other Emergency Management Team (EMT) member to confirm that there is a significant emergency by eye-witness

accounts, local media or via law enforcement. The existing “Emergency Operations Plan” will be followed in determining who to notify, the content of the notification, and manner by which the process is initiated.

- The Director of Campus Safety, or other member(s) of the EMT, is responsible for carrying out this process.
- Emergency information is disseminated to the larger community via the addressable outdoor warning system, College website, social media outlets, email, telephone and estab-

lished phone trees.

- This emergency notification addresses a wide range of threats (e.g., gas leaks, tornadoes, contagious viruses, etc.) but does not replace the College’s Timely Warning requirements as defined by the Clery Act.



**MILLSAPS COLLEGE
CRIME STATISTICS**

To comply with the Crime Awareness and Campus Security Act of 1990 as amended by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998, Millsaps College will publish on an annual basis the following reported crimes that occur in or on campus buildings, property and on public property directly adjacent to the campus:

1. Criminal homicide (murder, non-negligent and negligent manslaughter)
2. Sex offenses (forcible and non-forcible)
3. Robbery
4. Aggravated assault
5. Burglary
6. Arson
7. Motor vehicle theft
8. Domestic Violence
9. Dating Violence
10. Stalking

Millsaps College will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or non-forcible sex offense, the report on the results of any disciplinary proceeding(s) conducted by Millsaps College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim will shall be treated as the alleged victim for purposes of this paragraph.

Millsaps College is required to provide both the accused and the accuser with simultaneous written notification of any result of any disciplinary proceeding that arises from an allegation of dating violence; domestic violence; sexual assault; or stalking. In these cases, it is not necessary for a victim to make a written request. Additionally, statistics for arrests and campus disciplinary action for the following offenses will also be reported:

- a) Liquor law violations
- b) Drug-related arrests
- c) Weapons possessions

DEFINITIONS OF REPORTABLE CRIMES

Criminal Homicide

Murder and non-negligent manslaughter. The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter. The killing of another person through gross negligence.

Forcible 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.

Forcible 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.

Forcible 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

Non-forcible sexual offenses

Incest. Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape. Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Criminal Offenses

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.

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

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

Motor Vehicle Theft. The theft or attempted theft of a motor vehicle. (Motor vehicle theft is classified as any case where an automobile is taken by a person not having lawful access, even if the vehicle is later abandoned, including joy riding.)

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

Domestic Violence. A felony or misdemeanor crime of violence committed by, 1.) a current or former spouse or

intimate partner of the victim; 2.) a person with whom the victim shares a child in common; 3.) a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; 4.) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or ; 5.) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Dating Violence. Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and, where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship; the type of relationship; the frequency of interaction between the persons involved in the relationship.

Stalking. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

Other Offenses

Liquor law violations. The violation of laws or ordinances prohibiting: the manufacture, sale, transport, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned activities. (Drunkenness and driving under the influence are not included in this definition.)

Drug abuse violations. Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine or their derivatives (morphine; heroin; codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates; Benzedrine).

Weapon law violations. The violation of laws or ordinances dealing with weapons offenses, regulatory in nature, such as: the manufacture, sale, or possession of deadly weapons; the carrying of deadly weapons, concealed or openly; the furnishing of deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned acts.

FIRE SAFETY – PROCEDURES, STATISTICS, REPORTS AND DOCUMENTATION

Fire Statistics:

The following statistics are reported, both in the annual fire safety report and the Department of Education's web-based data collection system, for on-campus student housing.

- The number of fires and the cause of each fire.
- The number of deaths related to the fire.
- The number of injuries related to the fire that resulted in treatment at a medical facility.
- The value of property damage related to the fire.

Annual Fire Safety Report:

This report is maintained by the Residence Life Office. It contains information related to the following:

- The fire statistics from the previous calendar year.
- A description of the fire safety system for each residential building.
- The number of fire drills held the previous calendar year.
- The institution's policies or rules on portable electrical appliances, smoking, and open flames in student housing facilities.
- Procedures for student housing evacuation.
- Policies for fire safety education and training programs for students, faculty, and staff.
- A list of the titles of each person or organization to which individuals should report that a fire has occurred.

Fire Log:

A fire log is maintained by the Residence Life Office and includes:

- The nature of the fire.
- The date the fire occurred.
- The time of day the fire occurred.
- The general location of the fire.

The fire log for the most recent 60-day period is open to public inspection, upon request, during normal business hours. Any portion of the log that is older than 60 days will be made available within two business days of a request for public inspection. The fire log will be retained for three years following the publication of the last annual report to which it applies.

MILLSAPS COLLEGE FIRE SAFETY ANNUAL REPORT 2020 TO 2022

Fire Statistics

Millsaps College reported zero (0) fires in student housing for 2022. There were no injuries or deaths due to fires in student housing.

On-Campus Student Housing and Life Safety Systems

Millsaps College has a total of fourteen (14) on-campus student housing facilities and three (3) non-campus student housing facilities. Each facility is equipped with fire detection systems, including smoke detectors and pull box stations. Some facilities are fully suppressed with fire sprinklers. All on-campus fire safety systems report to Millsaps Campus Safety Dispatch center.

Mandatory Supervised Fire Drills

Millsaps College conducts several mandatory fire evacuation drills per calendar year. The drills are supervised by The Office of Residence Life and Millsaps Department of Campus Safety. The drills are conducted by activating each individual fire alarm system in each on-campus student housing facility.

Fire Safety Policies and Rules

Millsaps College’s fire safety regulations are intended to prevent injuries to members of the college community and physical damage to facilities. Millsaps College prohibits certain items and practices including smoking, candles, halogen lamps, incense, and fireworks. For a complete list, contact the Office of Residence Life at 601-974-1200.

Fire Inspections for On-Campus Student Housing

Scheduled Health and Safety inspections will occur once or twice a semester throughout campus. Additionally, impromptu inspections occur. These inspections are conducted by Residence Life staff.

Items/Issues looked for during inspections:

- Fire safety hazards (e.g., candles; flammable materials; fire safety equipment that has been tampered with)
- Appliance concerns (e.g., improper cooking appliances; excessive appliances; halogen lamps; Christmas lights)
- Maintenance concerns (e.g., excessive damages; broken door locks)

Residents who have hazardous items or other policy violations may be fined/adjudicated accordingly. Immediate threats to safety or major violations will be confiscated immediately. Furthermore, any college or Residence Life policy violations that are witnessed during inspections, such as illegal drugs or paraphernalia, weapons or unauthorized pets, will be dealt with appropriately.

Training

Millsaps College conducts training for all residence Hall staff (Resident Hall Directors and Residence Advisors) which includes evacuation procedures and fire extinguisher use.

Future Improvements for Fire Safety

Millsaps College will make improvements to on-campus student housing fire safety systems when necessary.

ON-CAMPUS STUDENT HOUSING FIRE REPORT 2022

Franklin Hall	NO FIRES
Bacot Hall	NO FIRES
Sanderson Hall	NO FIRES
Lambda Chi Alpha House	NO FIRES
Pi Kappa Alpha House	NO FIRES
Sigma Alpha Epsilon House	NO FIRES
Kappa Sigma House	NO FIRES
Kappa Alpha House	NO FIRES
Ezelle Hall	NO FIRES
New South Hall	NO FIRES
Goodman House	NO FIRES
John Hall	NO FIRES
Charles Hall	NO FIRES
Susanna Hall	NO FIRES

NON-CAMPUS STUDENT HOUSING FIRE REPORT 2022

Kaxil Kiucic Biocultural Reserve	NO FIRES
Millsaps Puuc Archaeological Research Center in Oxkutzcab	NO FIRES
Else School of Management Center for Business and Culture in Merida (a.k.a. Casa Millsaps)	NO FIRES



ON-CAMPUS AND NON-CAMPUS STUDENT HOUSING

FIRE EQUIPMENT

RES HALL/ FACILITY NAME	SPRINKLER	FIRE ALARM	FIRE EXTINGUISHERS	SMOKE DETECTORS IN ROOM	SMOKE DETECTORS IN HALLWAYS	SMOKE DETECTORS IN COM- MON AREAS
FRANKLIN HALL	NO	YES	YES	NO	YES	NO
BACOT HALL	NO	YES	YES	NO	YES	NO
SANDERSON HALL	YES	YES	YES	YES	YES	YES
LAMBDA CHI	ALPHA HOUSE	YES	YES	YES	YES	YES
PI KAPPA	ALPHA HOUSE	YES	YES	YES	YES	YES
SIGMA ALPHA EPSILON HOUSE	YES	YES	YES	NO	YES	YES
KAPPA SIGMA	HOUSE	YES	YES	YES	YES	YES
KAPPA ALPHA	HOUSE	YES	YES	YES	NO	YES
EZELLE HALL	YES	YES	YES	YES	YES	YES
NEW SOUTH HALL	YES	YES	YES	YES	YES	YES
GOODMAN HOUSE	NO	YES	YES	YES	N/A	N/A
JOHN HALL	YES	YES	YES	YES	YES	YES
CHARLES HALL	YES	YES	YES	YES	YES	YES
SUSANNA HALL	YES	YES	YES	YES	YES	YES
KAXIL KIUIC BIOCULTURAL RESERVE	NO	YES	YES	YES	NO	NO
MILLSAPS PUUC ARCHAEOLOGICAL RESEARCH CENTER IN OXKUTZCAB	NO	NO	YES	NO	NO	NO
ELSE SCHOOL OF MAN- AGEMENT CENTER FOR BUSINESS AND CULTURE IN MERIDA (AKA CASA MILLSAPS)	NO	NO	YES	YES	NO	NO

2020-2022

CRIME DATA

OFFENSE	YEAR	ON CAMPUS	RES HALLS	NON-CAMPUS	PUBLIC PROPERTY	HATE CRIME
MURDER/NON-NEGLIGENT MAN-SLAUGHTER	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
NEGLIGENT MAN-SLAUGHTER	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
SEX OFFENSE: FORCIBLE	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	2	0	0	0	0
SEX OFFENSE: NON-FORCIBLE	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
ROBBERY	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
AGGRAVATED ASSAULT	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
BURGLARY	2020	4	4	0	0	0
	2021	6	0	0	0	0
	2022	4	3	0	0	0
MOTOR VEHICLE THEFT	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	2	0	0	0	0
ARSON	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

2020-2022

VIOLENCE AGAINST WOMAN ACT (VAWA) OFFENSES

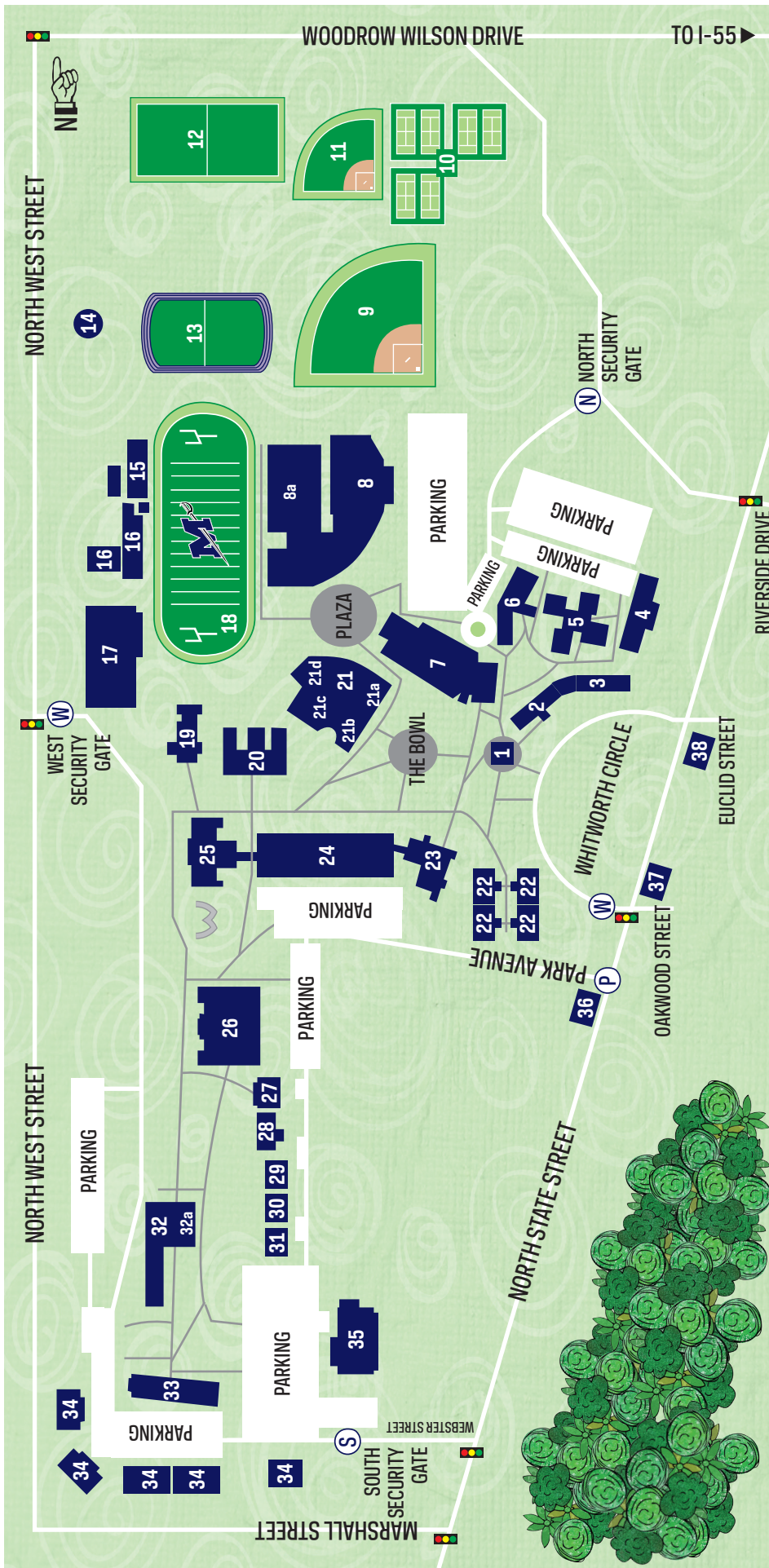
OFFENSE	YEAR	ON CAMPUS	RES HALLS	NON-CAMPUS	PUBLIC PROPERTY	HATE CRIME
DOMESTIC VIOLENCE	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
DATING VIOLENCE	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	1	0	0	0	0
STALKING	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	1	0	

VIOLATIONS

Liquor Violations – referred for disciplinary action	2020	3	No Criminal Arrests were reported
	2021	0	No Criminal Arrests were reported
	2022	2	No Criminal Arrests were reported
Drug Violations – referred for disciplinary action	2020	2	No Criminal Arrests were reported
	2021	0	No Criminal Arrests were reported
	2022	1	No Criminal Arrests were reported
Illegal Weapon Violations – referred for disciplinary action	2020	0	No Criminal Arrests were reported
	2021	0	No Criminal Arrests were reported
	2022	0	No Criminal Arrests were reported

FOR MORE DETAILS, PLEASE CHECK THE UNITED STATES DEPARTMENT OF EDUCATION'S WEBSITE AT

[HTTP://OPE.ED.GOV/SECURITY/](http://ope.ed.gov/security/)



- | | | | |
|-----|-----------------------------------|-----|--------------------------|
| 1 | Millsaps Bell Tower | 26 | Selby & Richard McRae |
| 2 | Whitworth Hall | 27 | Christian Center |
| 3 | Sanders Hall | 28 | John Stone Hall |
| 4 | Franklin Residence Hall | 29 | Reuben's |
| 5 | Becky Bacot Residence Hall | 30 | John Hall |
| 6 | Sanderson Residence Hall | 31 | Susanna Hall |
| 7 | Franklin W. Olin Hall of Science | 32 | Charles Hall |
| 8 | Maurice C. Hall Activities Center | 32a | New South Residence Hall |
| 8a | Hangar Dome | 32a | Campus Security |
| 9 | Twenty Field (Baseball) | 33 | Ezelle Residence Hall |
| 10 | Tennis Courts | 34 | Fraternity Houses |
| 11 | Softball Field | 35 | Goodman Residence Hall |
| 12 | Intramural Field | 36 | President's Residence |
| 13 | Track & Field/Soccer Facility | 37 | Buie House |
| 14 | James Observatory | 38 | Weems House |
| 15 | Ranger Field House | | |
| 16 | Maintenance and Grounds | | |
| 17 | Windgate Visual Arts Center | | |
| 18 | Harper Davis Field | | |
| 19 | English House | | |
| 20 | Sullivan-Harrell Hall | | |
| 21 | A. Boyd Campbell College Center | | |
| 21a | Leggett Living Room | | |
| 21b | Lindsey Suite - 3rd Floor | | |
| 21c | Bookstore/Post Office - 1st Floor | | |
| 21d | Cafeteria - 2nd Floor | | |
| 22 | Sorority Lodges | | |
| 23 | Millsaps-Wilson Library | | |
| 24 | Gertrude C. Ford Academic Complex | | |
| 25 | Murrah Hall | | |

CAMPUS ENTRANCES

- North Security Gate
- South Security Gate
- Park Avenue
- Whitworth Circle

MILLSAPS COLLEGE

**YOU DON'T COME HERE.
YOU BELONG HERE.**