

**ANNUAL SECURITY AND FIRE**

# **SAFETY**

**REPORT 2024**

**MILLSAPS**  

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**COLLEGE**

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# THE DEPARTMENT OF **CAMPUS SAFETY AND SECURITY**

## **A MESSAGE FROM CAMPUS SAFETY**

The Millsaps College Office of Campus Safety is committed to the safety and welfare of the entire Millsaps College community. Campus Safety employs qualified staff who manage patrol duties, traffic control, crime prevention, administrative duties, investigations, and educational programs. The staff is composed of diverse, highly qualified personnel who bring experience from police, fire and emergency management backgrounds. Campus Safety officers and administrators participate in professional training throughout the year to ensure that we provide the best customer service and safety measures are provided to our constituents.

Millsaps College is also located in the jurisdictional boundaries of Capitol Police and the Jackson Police Department. The Office of Campus Safety has productive and meaningful relationships with both agencies. With over 100 video surveillance cameras used across campus, Campus Safety makes it a priority to protect campus. Millsaps College is also located between the University of Mississippi Medical Center and the Baptist Memorial Hospital for anyone seeking medical attention.

The Office of Campus Safety is located in New South Hall. Administrative hours are from 8:00 a.m. – 4:30 p.m. Monday – Friday and the direct line to the office is 601-974-1180. After hour calls are directed to our 24/7/365 dispatch center at 601-974-1234. Officers are available 24 hours a day, 7 days a week, 365 days a year

### **Annual Security and Fire Report**

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law requiring institutions of higher education that receive federal funding to provide transparency around campus crime statistics and other safety and security information. This is done through distribution of an Annual Safety and Security Report to the campus community. The report includes institutional security policies and campus crime statistics for the latest three-year period, and describes available programs that are designed to improve campus safety. Other required descriptions include Clery crime categories, crime reporting geography, timely warnings and emergency notification processes, victim rights, and more. Institutions that have on-campus residential facilities must also publish a Fire Safety Report that includes statistics on the number of fires and causes of each fire, as well as fire-related injuries, deaths, and/or property damage for each on-campus student housing facility. The report must be published by October 1 of every year and be made available to the public.

## **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 Capitol Police and the 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.

# **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.

## **STUDENT EVENTS WITH ALCOHOL**

1. Only college recognized groups and organizations may sponsor events involving alcohol.
2. Recognized student organizations may sponsor a maximum of four events with alcohol on campus each semester.
3. 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.
4. 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.
5. Registration forms for student events with alcohol must be submitted to the office of student life at least two weeks in advance.
6. Recognized student organizations cannot schedule events that conflict with major all-campus events (Welcome Week, Homecoming, Major Madness and other events deemed "all-campus" events by the college) without the authorization from the office of student life. Student organizations are encouraged to plan ahead to prevent these types of scheduling conflicts.
7. Student-led events with alcohol present must keep an accurate guest/attendance list and be able to present the guest list to college officials upon request. All non-Millsaps students in attendance at the event must be signed in with Millsaps student sponsor who is responsible for that guest per the Millsaps College residential guest policies.
8. There may be no mention or reference to alcohol in the advertisement of any event. No event can be advertised publicly on social media or off-campus with the intent to encourage non-Millsaps students to attend.
9. Student events with alcohol can only be held

on Thursday, Friday and Saturday. All on-campus events scheduled on a Thursday night must 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.

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

11. All student sponsored events involving alcohol are required to have at least two sober monitors per 50 guests unless exemptions have been granted. Security officers are required at all student events with alcohol 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 at a monetary rate determined by campus safety.) 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 ensure that alcoholic beverages are not accessible to persons who appear intoxicated; and such guests are given options for safe transportation or escorts home.

12. 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.

13. 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.

14. Any alcoholic beverages which 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.

15. 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 which restrict social

functions (i.e., not allowing open parties).

16. 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 AND DRUG RESOURCES**



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

AA Meetings in Mississippi |  
Alcoholics Anonymous of Mississippi  
(aa-mississippi.org)

Alcohol Services Center  
**Phone: 601-948-6220**

Alternatives for Life Treatment & Recovery  
**Phone: 601-362-3131**

Baptist Behavioral Health Services  
**Phone: 601-968-1102**  
**800-962-6868**

Brentwood Behavioral Healthcare Phone:  
**Phone: 601-936-2024**  
**800-863-4004**

CARES Center, Inc./The Ark  
**Phone: 601-355-0077**

DREAM (Developing Resources for Education in  
America, Inc.)  
**Phone: 601-933-9199**  
**800-233-7326**

Harbor Houses of Jackson, Inc.  
**Phone: 601-371-7335**

Mississippi Department of Mental Health  
**Phone: 601-359-6298 (24-hour help line)**  
**877-210-8513 (24-hour help line)**

Narcotics Anonymous National Council on  
Alcoholism and Drug Dependence of Central, MS  
**Phone: 601-899-5880**

Region 9 CMHC (Hinds Behavioral Health  
Services)  
**Phone: 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**

## **POLICIES AND PROCEDURES**

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 at Millsaps and is handled fairly yet firmly.

### **TITLE IX**

Although Title IX is commonly associated with sex-based discrimination in athletics, the law is much broader. Title IX of the Education Amendments of 1972 is a federal law that states:

*“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance.”*

Title IX prohibits sex discrimination in all university programs and activities, including, but not limited to, admissions, recruiting, financial aid, academic programs, student services, counseling and guidance, discipline, class assignment, grading, recreation, athletics, housing, and employment.

Sex- and gender-based violence and unwelcome sex-based conduct that creates a hostile environment are prohibited by Millsaps College. Such behaviors violate the community values and principles of our institution and disrupt the living, learning and working environment for students, faculty, staff and other community members. Title IX regulations and college policy forbid discrimination and sex-based harassment predicated on sex, gender, sexual orientation, and gender identity. Title IX and college statutes also protect against retaliation for those individuals making or participating in complaints of sex discrimination. For more information about Title IX, visit the US Department of Education website.

### **JURISDICTION**

Millsaps may investigate any alleged violations of this policy that occur in the context of a college program or activity or that otherwise affect the college’s working or learning environments, regardless of whether the alleged conduct occurred on-campus or in the United States by a respondent classified as a student or employee, and a complainant, who at the time, was participating in or attempting to participate in the college’s educational program.

In situations where the alleged sexual misconduct occurred outside of the context of a college program or activity or where the respondent is not a member of the college community (including when the respondent has graduated or left the college), the college may be unable to investigate or take disciplinary action, but may address the situation and provide appropriate resources to impacted individuals and, where appropriate, the broader college community.

Millsaps’ Title IX policy confers obligations on all guests or non-student visitors who attend or participate in on-campus activities. While not subject to institutional conduct processes or procedural rights it is expected that community values and principles of our institution be adhered to by those in attendance at any college function or event.

### **PURPOSE**

Millsaps College is committed to fostering an environment in which all members of the campus community are safe, secure and free from sexual misconduct of any form. The college expects that all interpersonal relationships and interactions — especially those of an intimate nature — will be based on mutual respect, open communication and clear consent. When learning of conduct or behavior that may not meet these standards, community members and the college are expected to take an active role in upholding this policy and promoting the dignity of all individuals.

### **DEFINITIONS**

The following terms and definitions are important components of this policy. Criminal and other applicable state laws may use different definitions of these terms. The definitions are intended to give meaning to these terms in the context of the Millsaps community.

**Complainant:** Individual who is reported to have experienced prohibited conduct, regardless of whether the individual makes a report or seeks disciplinary action.

**Formal complaint:** A writing submitted by the Complainant or signed by the Title IX coordinator alleging sexual misconduct against a Respondent that in turn leads to an investigation.

**Confidential employee:** An employee of a recipient whose communications are privileged or confidential under Federal or State law.

**Disciplinary sanctions:** Consequences imposed on a respondent following a determination under Title IX that the respondent violated the recipient’s prohibition on sex discrimination.

**Party:** Students, employees, agents, or other authorized persons providing aid, benefits, or services under a school's education program or activity.

**Peer retaliation:** Retaliation by a student against another student. It encompasses actions taken against a student, employee, or third party participating (or attempting to participate) in a recipient's program or activity by another student.

**Recipient:** Educational institutions or organizations that receive federal financial assistance from the U.S. Department of Education.

**Relevant evidence:** Evidence pertinent to proving whether facts material to the allegations under investigation are more or less likely to be true.

**Respondent:** Individual who has been accused of prohibited conduct.

**Sex-based harassment:** Unwelcome conduct based on sex, including sexual orientation and gender identity.

**Supportive measures:** Non-disciplinary, non-punitive individual services offered to complainants or respondents. These services are provided as appropriate, reasonably available, and without fee or charge. They aim to assist individuals affected by conduct that may constitute sex discrimination, including sexual violence and other forms of harassment.

**Third party:** Individual who is not a college student, faculty member, or staff member (e.g., vendors, alumni/ae, or visitors).

**Witness:** Individual who may have information relevant to a report of prohibited conduct. A witness may be a student, an employee, or a third party.

## **POLICY**

### **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 responsibility of the individual initiating sexual contact (or undertaking a new type of sexual activity) to confirm that consent is present before acting and is present during sexual activity.

In regards to consent, it is important to remember:

- Consent can be withdrawn at any time, as long as it is clearly communicated.

- Consent cannot be coerced or compelled by force, threat, deception, or intimidation.
- Consent cannot be assumed based on silence, the absence of “no” or “stop,” the existence of a prior or current relationship, or prior sexual activity.
- Consent cannot be given by someone who is incapacitated.

A person is incapable of consent if they are unable to understand the facts, nature, extent, or implications of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their age. With respect to alcohol and drugs, intoxication and/or impairment are not presumptively equivalent to incapacitation.

When determining whether consent was present, the college will consider whether a sober, reasonable person in the same position knew or should have known whether the other party could or could not consent to the sexual activity. In instances such as this it should be assumed that consent does not exist.

When determining whether consent was present, the college will consider whether a sober, reasonable person in the same position knew or should have known whether the other party could or could not consent to the sexual activity. In instances such as this, it should be assumed that consent does not exist.

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

### **Aspects of Valid Consent**

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

### **Consent must be all of the following:**

**Knowing:** Consent must demonstrate that all individuals understand, are aware of and agree to the “who” (partners), “what” (acts), “where” (location), “when” (time) and “how” (the same way and under the same conditions) of the sexual activity. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person.

**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 respondent’s intimidation (extortion, menacing behavior, bullying), coercion (severe or persistent pressure causing fear of significant consequences from respondent if one does not engage in sexual activity), force (violence, physical restraint or the presence of a weapon), threats (indications of intent to harm, whether direct or indirect) or fraud (material misrepresentation or omission about oneself or the present 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.

## PROHIBITED CONDUCT

Millsaps College prohibits all forms of sexual misconduct. Such conduct violates the community values and principles of the institution and disrupts the living, learning and working environment for students, faculty, staff and other community members. Therefore, the college prohibits the actions listed below. 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. An act may violate one or more parts of this policy.

Community members may also be held responsible for the misconduct of their visitors and guests.

### Sexual Assault

Sexual penetration without consent: Any penetration of the sex organs or anus of another person when consent is not present; any penetration of the mouth of another person with a sex organ when consent is not present; or performing oral

sex on another person when consent is not present. This includes penetration or intrusion, however slight, of the sex organs or anus of another person by an object or any part of the body.

### Sexual contact without consent (e.g., fondling):

Knowingly touching or fondling a person’s genitals, breasts, thighs, groin or buttocks, or knowingly touching a person with one’s own genitals, breasts or buttocks, when consent is not present. This includes contact done directly or indirectly through clothing, bodily fluids or with an object. It also includes causing or inducing a person, when consent is not present, to similarly touch or fondle oneself or someone else.

### Statutory rape

Sexual intercourse with a person who is under the statutory age of consent under the laws of the state in which the incident occurred. Age of consent in the state of Mississippi is 16.

### Sexual Exploitation

Taking sexual advantage of another person for the benefit of oneself or a third party when consent is not present and deliberately infringes on one’s reasonable expectations of privacy and/or safety. 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 consent;
- Indecent or lewd exposure or inducing others 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 consent;
- Distributing sexual information or sexually related content in any form including, images or recordings about another person without that person’s consent or sharing via electronic means in group chats, texts, e-mails, and posting on social media;
- 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.

### Stalking

Knowingly engaging in a course of conduct directed at a specific person that one knows or should know would cause a reasonable person to fear



for their safety (or the safety of a third party) or suffer substantial emotional distress. Conduct that can amount to stalking may include two or more actions directed at another person, whether done directly, indirectly, through others, via devices or via any other methods or means (specifically including electronic means such as social media), including but not limited to:

- Following a person;
- Being or remaining in close proximity to a person;
- Entering or remaining on or near a person's property, residence or place of employment;
- Monitoring, observing or conducting surveillance of a person;
- Threatening (directly or indirectly) a person;
- Communicating to or about a person;
- Giving gifts or objects to, or leaving items for, a person;
- Interfering with or damaging a person's property (including pets); or
- Engaging in other unwelcome contact.

### **Relationship, Dating, and Domestic Violence and Abuse**

Physical and sexual violence and abuse between persons in an intimate relationship where the conduct is so severe, pervasive and persistent as to significantly interfere with an individual's ability to learn and/or work or cause substantial emotional distress, when judged both objectively (meaning that a reasonable person would find the behavior to be abusive) and subjectively (meaning the impacted individual felt the behavior was abusive). These actions may include, but are not limited to:

- Physical abuse: hitting, slapping, shoving, grabbing, pinching, biting or hair pulling;
- Psychological/emotional abuse: a pattern of behavior undermining an individual's sense of self-worth or self-esteem, constant criticism, diminishing one's abilities, name-calling or damaging one's relationship with one's children;
- Sexual abuse: attacks on sexual parts of the body, treating one in a sexually demeaning manner, coercing or attempting to coerce any sexual contact or behavior without consent.

### **Individuals encompassed in the definition of Relationship Violence include, but are not limited to:**

- Persons who have or have had a dating relationship;
- Persons who have or have had a social relation-

ship of a romantic or intimate nature;

- Current and former spouses;
- Current and former domestic partners;
- Intimate partners or dating partners who share or formerly shared a common dwelling;
- Persons who otherwise have a child in common or share a relationship through a child.

Relationship violence and abuse may be committed by a person, past or present, involved in a social, sexual or romantic relationship with the alleged victim. Individuals encompassed in the definition include those in casual sexual encounters, partnerships where a dwelling is or has been shared, and those who have joint custody of a child.

### **Sexual Harassment**

Sexual harassment is any unwelcome conduct of a sexual nature where:

1. Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing or participation in any college program and/or activity, or is used as the basis for college decisions affecting the individual (often referred to as "quid pro quo" harassment); or
2. Such conduct creates a hostile environment. A hostile environment exists when the conduct is sufficiently severe, persistent or pervasive that it unreasonably interferes with, limits or deprives an individual from participating in or benefitting from the college's education or employment programs and/or activities. The existence of a hostile environment is to be judged both objectively (meaning a reasonable person would find the environment hostile) and subjectively (meaning the impacted individual felt the environment was hostile).

Examples of conduct that may constitute sexual harassment include:

- Pressure for a dating, romantic or intimate relationship;
- Unwelcome sexual advances;
- Unwelcome touching, kissing, hugging or massaging;
- Pressure for or forced sexual activity;
- Unnecessary references to parts of the body;
- Remarks about a person's gender, nonconformity with gender stereotypes or sexual orientation;
- Sexual innuendos or humor;
- Obscene gestures;
- Sexual graffiti, pictures or posters;

- Sexually explicit profanity;
- E-mail, texting (“sexting”) and Internet use that violates this policy.

All forms of sexual misconduct identified in this policy are also prohibited forms of sexual harassment.

## REPORTING

### Reporting Sexual Misconduct

The college strongly encourages reporting of sexual misconduct. Members of the college community who believe they have experienced sexual misconduct have the right to choose whether or not to report the incident to the college or law enforcement and in most circumstances, have the right to choose whether or not to pursue a sexual misconduct complaint with the college once the college receives a report. The information below is for individuals who wish to report incidents of sexual misconduct.

There is no time limit for reporting an incident of sexual misconduct. However, the college encourages reports to be made as soon as possible after the incident. The passing of time makes reviewing the evidence more difficult and the memories of involved parties may become less reliable. The college reserves the right to investigate or otherwise address any report, regardless of when it is made, based on the concern for the safety or well-being of the college community.

Individuals impacted by sexual misconduct may contact the Title IX coordinator to receive support, resources and information even if they do not wish to move forward with the Complaint Resolution Process described below.

The staff identified below are specially trained to work with individuals who report or are accused of sexual misconduct and have knowledge about on- and off-campus resources, services and options — including the availability of supportive measures, as discussed in the Supportive Measures and Accommodations section below.

### TITLE IX TEAM

#### **Patrick Cooper, Title IX Coordinator (Students)**

Director of Residence Life/Title IX Coordinator  
 coopeap@millsaps.edu Student Life, Campbell College Center, 328  
 601-974-1469

#### **Jaime Fisher, Title IX Coordinator (Athletics)**

Associate Athletic Director & Head Women’s Volleyball Coach Senior Women’s Administrator  
 burnsjm1@millsaps.edu  
 Hall Activities Center, 214 601-974-1475

#### **Melinda Barrow, Title IX Coordinator (Faculty/Staff)**

Director of Human Resources  
 Academic Complex, 106  
 barroma@millsaps.edu  
 601- 974-1443

### To File a Report Electronically

Individuals may use the form at the following link to electronically file a report of sexual misconduct: Submit a Title IX Complaint | Millsaps Advocate (symplicity.com)

The outreach from the coordinator will generally include information about: medical and confidential counseling and support resources; options for pursuing a complaint and/or reporting the incident to law enforcement; how to request a protective order or no-contact directive; how to request supportive measures from the college; how to preserve evidence; and where to access more information. The outreach will also include an invitation to meet with or provide additional information to a Title IX coordinator.

### Reporting Incidents to Law Enforcement

Millsaps College encourages individuals to report incidents of sexual misconduct to campus safety and/or local law enforcement officials. Timely reporting to the police is an important factor in successful investigation and prosecution of crimes, including sexual violence and may lead to the arrest of an offender or aid in the investigation of other incidents.

An individual who has experienced sexual misconduct has the right to choose whether to file a police report. Filing a police report can result in the investigation of whether sexual violence or related crimes occurred and the prosecution of those crimes against a perpetrator. Filing a report does not mean one is pressing charges, rather it ensures there is a record should one decide to proceed with charges later.

Campus safety employees are college employees and therefore are obligated to promptly report incidents of sexual misconduct of which they become aware during the scope of their work. Campus safety employees will make reports to the Title IX team regardless of whether the individual who experienced the sexual misconduct chooses to pursue criminal charges.

### Local law enforcement agencies include:

- Millsaps Campus Safety 601-974-1234
- Capitol Policy 601-359-3125

- Hinds County Sheriff's Department  
601-974-2900

- Jackson Police Department  
601-960-1234 or 911

### **Reporting Obligation**

All college employees (including student employees) are obligated to promptly report sexual misconduct of which they become aware in the scope of their work for the college to the Title IX Coordinator or member of the Title IX team, unless they are a resource listed below in the Resources, Confidential Support, Advocacy and Counseling section. The college encourages all individuals to report sexual misconduct.

### **Supportive Measures and Accommodations**

Supportive measures are individualized services offered as appropriate to either or both the reporting and responding parties involved in an allegation of sexual misconduct, prior to an investigation or while an investigation is pending. Supportive measures are not punitive in nature and include counseling, extensions of time or other course-related adjustments, modifications of work or class schedules, campus escort service, restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus and other similar accommodations. It may be appropriate for the college to take supportive measures during the investigation of a complaint.

Supportive measures will be individualized and appropriate based on the information gathered by the Title IX coordinator, making every effort to avoid depriving any student of their education. The measures needed by each party may change over time and the Title IX Coordinator will communicate with parties throughout an investigation to ensure that any supportive measures are necessary and effective based on the parties' evolving needs.

As noted above, an individual may request to receive support — including the measures mentioned in this section — even if they do not choose to participate in the college's Complaint Resolution Process.

### **Retaliation**

Millsaps College strictly prohibits retaliation against any member of its community for reporting an incident of sexual misconduct or for participating, in any manner, in an investigation or hearing related to a report of sexual misconduct. The college considers such actions to be protect-

ed activities in which all members of the Millsaps community may freely engage. Members of the community are prohibited from engaging in intimidation, coercion, discrimination, threat, or other adverse action taken against another person due to their participation or potential participation, in any proceeding under this policy. The Millsaps community is strongly encouraged to report any alleged incident of retaliation under this policy to the Title IX Coordinator or member of the Title IX team, who shall investigate the matter and take appropriate actions to address such conduct.

### **Amnesty of Sexual Misconduct Complainants and Witnesses**

Students may report sexual misconduct and related issues to the college without fear of self-incrimination concerning campus violations, including alcohol, drug and/or residential facilities visitation policies.

### **Free Expression and Academic Freedom**

Millsaps is firmly committed to free expression and academic freedom. The college is equally committed to creating and maintaining a safe, healthy and harassment-free environment for all members of its community, and firmly believes that these two legitimate interests can coexist. Discrimination, harassment and retaliation against members of the Millsaps community are not protected expression or the proper exercise of academic freedom. The college will consider academic freedom in the investigation of reports of sexual misconduct or retaliation that involve an individual's statements or speech.

### **Title IX and VAWA 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. It is also Millsaps' policy to comply with the federal Violence Against Women Act (VAWA) amendments to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act and the accompanying regulations (collectively referred to as VAWA). Title IX prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. VAWA imposes additional duties on universities and colleges to investigate and respond to reports of sexual assault, stalking and dating or domestic violence and to publish policies and procedures related to the way these reports are handled. Millsaps College has designated the Title IX Coordinator, with assistance of the Title IX team, to coordinate Millsaps' compliance with Title IX and VAWA and to respond to reports of violations. The college has directed its



director of campus safety to coordinate Millsaps' compliance with the Clery reporting related VAWA requirements.

## **CONSEQUENCES OF VIOLATING THIS POLICY**

### **Sexual Misconduct Violations**

When an individual violates this policy, sanctions are determined based on several factors, including the severity of the conduct and any prior policy violations. Sanctions and corrective actions can include, but are not limited to:

- Verbal warning
- Written warning
- Advisory letter
- Conduct review
- Disciplinary hold on academic and/or financial records
- Performance improvement/management process
- Required counseling or coaching
- Required training or education
- Campus access restrictions including campus residence
- No trespass order issued by campus safety (with respect to campus locations)
- No-contact directive (with respect to an individual)
- Loss of privileges
- Loss of oversight, teaching or supervisory responsibility
- Probation
- Demotion
- Loss of pay increase
- Transfer (employment)
- Revocation of offer (employment or admissions)
- Disciplinary suspension
- Suspension with pay (employment)
- Suspension without pay
- Expulsion
- Recommendation of degree revocation
- Termination of employment
- Revocation of tenure
- Termination of contract (for contractors)

The college may assign other sanctions as appropriate in each particular situation. Sanctions and corrective actions will be imposed in accordance with relevant policies and/or procedures and other requirements set forth in applicable policies or handbooks that may be developed over time or contracts. In addition to imposing sanctions, the college may take steps to remediate the effects of a violation on the impacted parties and others.

Following an investigation, the college may offer additional measures, and/or take other action to eliminate any hostile environment caused by the sexual misconduct, prevent the recurrence of any sexual misconduct and remedy the effects of the sexual misconduct on the complainant and the college community. Such measures may include, but are not limited to, the actions referenced above as well as training or other measures.

### **Violations of Directives Related to Supportive Measures**

Violations of directives related to supportive measures may lead to an investigation and disciplinary action, which may include, but is not limited to, any of the sanctions and corrective actions listed in the previous section, including expulsion or dismissal from the college; or termination of employment, including revocation of tenure.

### **Retaliation**

Individuals who are found to have engaged in retaliation are subject to disciplinary action that may include, but is not limited to, any of the sanctions and corrective actions listed above, up to and including expulsion or dismissal from the college; or termination of employment, including revocation of tenure.

Sanctions for retaliation may be applied regardless of whether there is a finding on the underlying sexual misconduct complaint.

### **Medical Service Available Near the Millsaps College Campus**

University of Mississippi Medical Center\* 2500 North State Street  
Jackson, MS 39216  
601-984-1000

\*Sexual assault nurse examiners (SANE) are on site. Physical Evidence Recovery Kits (P.E.R.K) are available so evidence may be collected.

## **Crossroads Clinic – Mississippi State Department of Health\*\* Jackson Medical Mall**

350 W. Woodrow Wilson Avenue 1st Floor – Suite 454  
601-432-3231  
cdc.gov/sti/

\*\* Free STI/STD testing and treatment. Walk-ins welcome or call for an appointment.

### **Preserving Evidence**

Many sexual misconduct offenses also are crimes in the state or locality in which the incident occurred. For that reason, survivors of sexual misconduct often have legal options that they can pursue. For example, a survivor may seek a protective order from a court against the perpetrator(s); pursue a civil action against the perpetrator(s); and/or participate in a law enforcement investigation and criminal prosecution of the perpetrator(s). Regardless of whether an incident of sexual misconduct is reported to the police or the college, Millsaps strongly encourages individuals who have experienced sexual misconduct to preserve evidence to the greatest extent possible, as this will best preserve all legal options for them in the future.

Additionally, such evidence may be helpful in pursuing a complaint with the college. While the college does not conduct forensic tests for parties involved in a complaint of sexual misconduct, results of such tests that have been conducted by law enforcement agencies and medical assistance providers may be submitted as evidence that may be considered in a college investigation or proceeding, provided they are available at the time of the investigation or proceeding.

Below are suggestions for preserving evidence related to an incident of sexual misconduct. It is important to keep in mind that each suggestion may not apply in every incident:

### **General Evidence Preservation Suggestions**

In order to best preserve their legal options in the future, individuals should consider not altering, disposing of or destroying any physical evidence of sexual misconduct.

If there is suspicion that a drink may have been drugged, an individual should inform a medical assistance provider and/or law enforcement as soon as possible so they can attempt to collect possible evidence (e.g., from the drink, through urine or blood sample).

Individuals can preserve evidence of electronic communications by saving them and/or by taking

screen shots of text messages, instant messages, social networking pages or other electronic communications, and by keeping pictures, logs or copies of documents that relate to the incident and/ or perpetrator.

Even if survivors choose not to make a complaint with the college regarding sexual misconduct, they may consider speaking with campus safety or other law enforcement to preserve evidence. Please note that, as college employees, campus safety would have to report the concern to the Title IX Coordinator.

### **Evidence Preservation Specific to Sexual Assault**

Because some evidence, particularly evidence that may be located on the body, dissipates quickly (within 48-96 hours), individuals who have been sexually assaulted and wish to preserve evidence should go to a hospital or medical facility immediately to seek a medical examination and/or evidence collection.

Under Mississippi law, any cost for an emergency medical or forensic examination for a victim of sexual violence that is not covered by private insurance or a federally financed insurance program will be covered by the Mississippi Office of the Attorney General, Division of Victim Compensation. No bill for the examination will be submitted to the victim, nor shall the medical facility hold the victim responsible for payment. (Section 99-37-25 of the Mississippi Code Annotated)

An individual who has been sexually assaulted and wishes to preserve evidence should, if possible, not shower, bathe, douche, smoke, brush teeth, eat, drink, use the bathroom or change clothes or bedding before going to the hospital or seeking medical attention.

If the individual who has been sexually assaulted decides to change clothes or bedding and wishes to preserve evidence, they should not wash the clothes worn or bedding used during the assault, and should bring them to a hospital, medical facility or the police in a non-plastic (e.g., paper) bag.

### **EDUCATIONAL TRAINING, AWARENESS, AND PREVENTION PROGRAMS**

The college offers a variety of training, awareness and prevention programs to help prevent sexual misconduct within the Millsaps community. The college strives to ensure that such programming is developed to be culturally relevant; trauma informed; inclusive of diverse communities and identities; sustainable; responsive to community needs; informed by research or assessed for value,

effectiveness and outcome; and considerate of environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels. Additionally, the college provides annual training to investigators, and adjudicators are trained on issues related to sexual misconduct, investigation and resolution.

## **RESOURCES**

Confidential Support, Advocacy and Counseling  
The following resources are available for individuals to discuss incidents and issues related to sexual misconduct on a confidential basis. Confidential resources will not disclose information about incidents of sexual misconduct to anyone, including law enforcement or the college, except in very limited situations, such as when failure to disclose the information would result in imminent danger to the individual or to others or where federal or state law requires a report be made. Confidential resources can provide survivors with information about support service and their options. Because of the confidential nature of these resources, disclosing information to or seeking advice from a confidential counselor does not constitute a report or complaint to the college and will not result in a response or intervention by the college. A person consulting with a confidential resource may later decide to make a report to the college or law enforcement.

## **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 College 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 to investigate and resolve the matter.

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 them.

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.

## **ON-CAMPUS CONFIDENTIAL RESOURCES**

### **Millsaps College Counseling Service**

Campbell College Center, 3rd Floor 601-974-1207  
counseling@millsaps.edu

### **Office of the Chaplain, Campus Ministry and Church Relations**

Christian Center, 128  
601-974-1488  
chaplain@millsaps.edu

### **Wesson Health Center**

Campbell College Center, 100 601-974-1207  
health@millsaps.edu

## **COMMUNITY RESOURCES**

### **The Center for Violence Prevention**

P.O. Box 6279  
Pearl, MS 39208  
601-932-4198 (24 hours/day)  
1-800-266-4198  
<http://mscvp.org>

### **MS Coalition Against Sexual Assault**

888-987-9011  
800-656 HOPE (24 hrs/day) Mscasa.org

## **DISMISSAL**

Under Title IX regulations, colleges and universities may dismiss a Title IX complaint for any of the following reasons:

- the college or university is unable to identify the respondent;
- the respondent is not participating in the college or university's education or activity and is not employed by the college or university;
- the complainant voluntarily withdraws any or all of the allegations, the Title IX Coordinator declines to initiate a complaint, and the college or university determines that, without the complainant's withdrawal, the remaining allegations would not constitute Title IX sex

discrimination if proven; or

- the alleged conduct, even if proved, would not constitute Title IX sex discrimination. Upon dismissal for any reason (mandatory or discretionary), the Title IX Coordinator will promptly send written notice of the dismissal and the rationale for doing so. The letter will be sent simultaneously to both parties.

This dismissal decision is appealable by any party under the procedures for appeal. The decision not to dismiss is also appealable by any party claiming that a dismissal is required or appropriate.

## **POLICY ON COMPLAINTS/GRIEVANCES**

The college has a policy to ensure that all concerns and complaints are given careful consideration and responded to in a timely manner. The Office of Student Life accepts student complaints and concerns through formal procedures or informal communications. Students may register written complaints about the behavior of other students or student organizations, a faculty or staff member or of administrators. Major Facts provides guidance on the complaint procedures for the following specific areas:

- Alcohol Policy
- Drug Policy
- Ethical Use Computer Policy
- Expression and Assembly Policy
- Gambling Policy
- Hazing Policy
- Residential facilities Policy
- Parking and Vehicle Registration Policy
- Search Policy
- Signage Policy
- Solicitation Policy

Other areas of concern or complaints should be directed as follows:

- Student life and residential issues — Vice President of Student Life and Dean of Students
- Academic or faculty issues — Dean of the College
- Tuition, fees, withdrawals and other financial issues — Business Office
- Student Records — Office of Records

Under Title IX regulations, colleges and universities may dismiss a Title IX complaint for any of the following reasons:

- the college or university is unable to identify the respondent;
- the respondent is not participating in the college or university's education or activity and is not employed by the college or university;
- the complainant voluntarily withdraws any or all of the allegations, the Title IX Coordinator declines to initiate a complaint, and the college or university determines that, without the complainant's withdrawal, the remaining allegations would not constitute Title IX sex discrimination if proven; or
- the alleged conduct, even if proved, would not constitute Title IX sex discrimination.

# **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 of 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 **601-974-1180**.
- 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.

You may also contact Capitol Police directly by dialing 601-359-3125. Again, if you contact Capitol Police, please call extension 1234 (on Campus) or 601-974-1234 (off Campus) immediately after to let Campus Safety respond as well and know that local authorities have also been contact.

#### **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 **601-974-1180** (x1234/1180 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 enforcement agency having proper jurisdiction.

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.

**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 Office of Marketing and Communications 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. All signs should be in good taste and cannot make any reference to alcohol, drugs or other offensive material. A limit of three (3) of the same signs, posters, flyers may be posted in one building. The only adhesive material that should be used is painter's tape. The use of any other type of tape including duct tape and/or mailing tape or any other type of adherent is prohibited due to the damage caused to surfaces. Painter's tape is available at the Office of Student Life front desk.

Additionally, signs and flyers cannot be placed on tables, furniture or other surfaces. They must be hung appropriately according to this policy.

## SOLICITATION POLICY

No commercial solicitation is allowed in residential facilities. Commercial solicitation in other buildings on campus must be approved by a member of the Office of 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 Office of Student Life.

Ordered food 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 permitted.

## 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.***

### **Students have the following visitation privileges:**

- Visitors are allowed in residential facilities during the following times:

Sunday – Thursday, 10:00 a.m. – 1:00 a.m.

Friday and Saturday, 10:00 a.m. – 2:00 a.m.

- Visitors must be escorted by a resident of that hall at all times. Students are responsible for the behavior of their guests and/or off campus guests.

- There will be twenty-four-hour access to lobby and courtyard area; however, overnight sleeping in the lobby is prohibited.

- The fraternity houses and sorority lodges are subject to the college visitation policy.

- Visitation privileges may 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. Questions or concerns regarding parking should be directed to the Campus Safety Office.

### **Zoned Parking System Rules**

Millsaps is designed as a pedestrian campus

- Enforced parking zone hours are from 8 a.m. through 4:30 p.m., Monday through Friday.

- During zone hours, south residents are to park in lots south of the Christian Center.

- During zone hours, north residents are to park in lots north of Bacot, Sanderson and Franklin.

- The HAC lot is open to visitors, faculty, staff, commuter students and drop-offs only during zone hours.

- The circular drive (Whitworth Circle) from State Street is reserved at all times for visitors and staff.

- During zone hours the Academic Complex lots and lots north of the Christian Center are reserved for faculty, staff and commuters.

- Millsaps Campus Safety officers have the option of issuing citations, installing a wheel lock or instituting a tow-away of offending out-of-zone vehicles.



More information on parking can be found at: [millsaps.edu/campus-life-campus-safety](http://millsaps.edu/campus-life-campus-safety)

## 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.

## EMERGENCY WARNING SYSTEMS

Millsaps College employs a multi-tiered warning system protocol that includes a mass communication system (Major **Alert**) 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.

## 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 established 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. Murder / Non-negligent Manslaughter
2. Manslaughter by Negligence
3. Sex Assault
  - Rape
  - Fondling
  - Incest
  - Statutory Rape
4. Robbery
5. Aggravated Assault
6. Burglary
7. Motor Vehicle Theft
8. Arson
9. Arrests and Disciplinary Referrals for
  - Liquor
  - Drugs
  - Weapons
10. Domestic Violence
11. Dating Violence
12. Stalking
13. Hate Crimes for:
  - Larceny - Theft
  - Simple Assault
  - Intimidation
  - Destruction / Damage / Vandalism of Property

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 / Non-negligent manslaughter.** The willful (non-negligent) killing of one human being by another.

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

### Sex Assault

Any sexual act directed against another person without the consent of the victim, including instances where the victim is incapable of giving consent.

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

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

**Incest.** 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 2021 TO 2023**

**Fire Statistics**

Millsaps College reported one (1) fire in student housing for 2023. 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 2023**

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	ONE (1) FIRE
Susanna Hall	NO FIRES

**NON-CAMPUS STUDENT HOUSING FIRE REPORT 2023**

Kaxil Kiuic 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 COMMON 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	YES
PI KAPPA ALPHA HOUSE	YES	YES	YES	YES	YES	YES
SIGMA ALPHA EPSILON HOUSE	YES	YES	YES	NO	YES	YES
KAPPA SIGMA HOUSE	YES	YES	YES	YES	YES	YES
KAPPA ALPHA HOUSE	YES	YES	YES	NO	YES	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 MANAGEMENT CENTER FOR BUSINESS AND CULTURE IN MERIDA (AKA CASA MILLSAPS)	NO	NO	YES	YES	NO	NO

**2021-2023**

# CRIME DATA

OFFENSE	YEAR	ON CAMPUS	RES HALLS	NON-CAMPUS	PUBLIC PROPERTY	HATE CRIME
MURDER/ NON-NEGLIGENT MANSLAUGHTER	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
SEX OFFENSE: RAPE	2021	0	0	0	0	0
	2022	2	0	0	0	0
	2023	5	0	0	0	0
SEX OFFENSE: FONDLING	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
SEX OFFENSE: INCEST	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
SEX OFFENSE: NON-FORCIBLE	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
ROBBERY	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
AGGRAVATED ASSAULT	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
BURGLARY	2021	6	4	0	0	0
	2022	4	0	0	0	0
	2023	1	3	0	0	0
MOTOR VEHICLE THEFT	2021	0	0	0	0	0
	2022	2	0	0	0	0
	2023	3	0	0	0	0
ARSON	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0

**2021-2023**

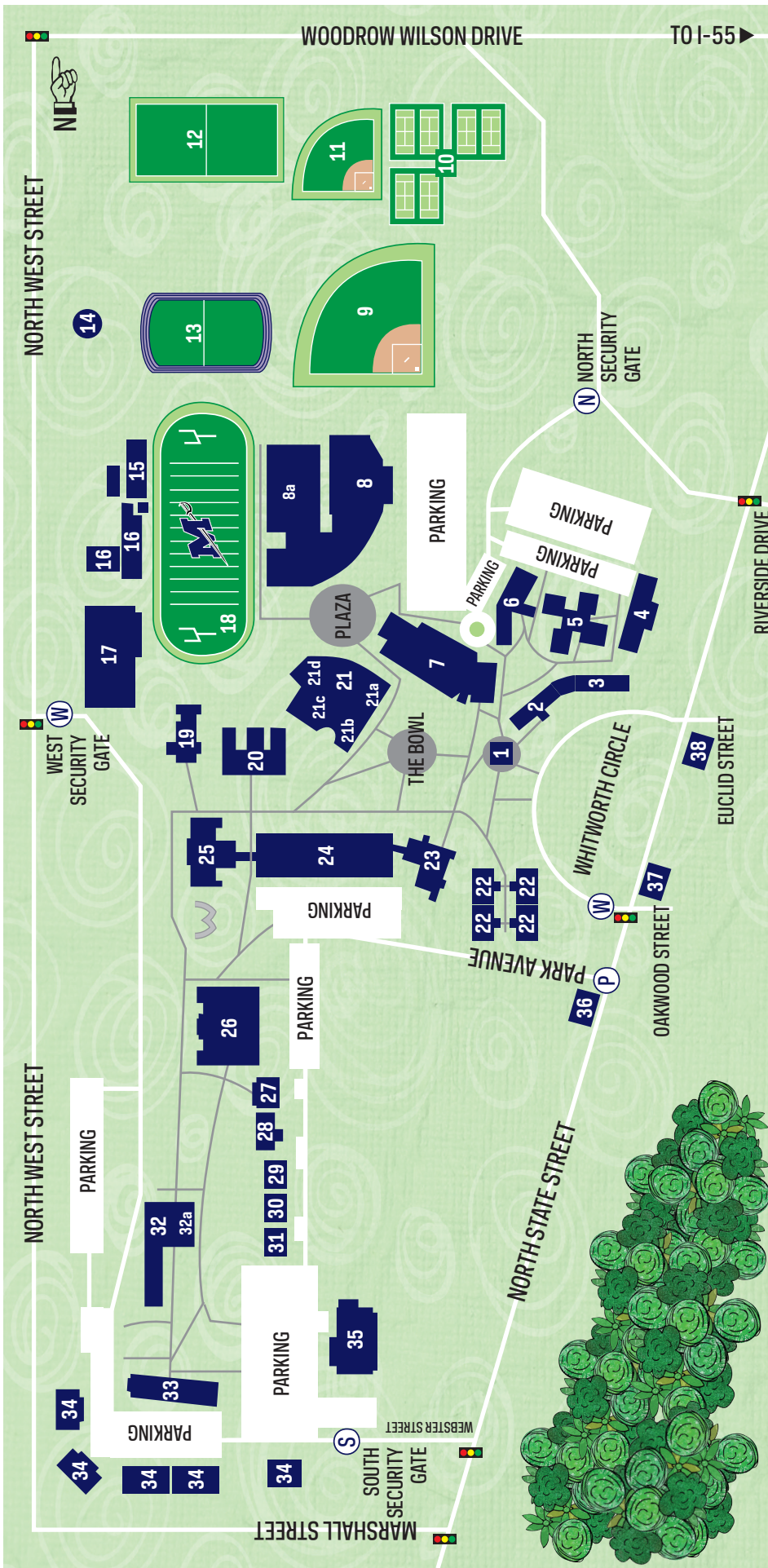
# **VIOLENCE AGAINST WOMAN ACT (VAWA) OFFENSES**

<b>OFFENSE</b>	<b>YEAR</b>	<b>ON CAMPUS</b>	<b>RES HALLS</b>	<b>NON-CAMPUS</b>	<b>PUBLIC PROPERTY</b>	<b>HATE CRIME</b>
<b>DOMESTIC VIOLENCE</b>	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
<b>DATING VIOLENCE</b>	2021	0	0	0	0	0
	2022	1	0	0	0	0
	2023	0	0	0	0	0
<b>STALKING</b>	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	2	0	1	0	

**VIOLATIONS**

<b>Liquor Violations</b> referred for disciplinary action	2021	3	No Criminal Arrests were reported
	2022	0	No Criminal Arrests were reported
	2023	4	No Criminal Arrests were reported
<b>Drug Violations</b> referred for disciplinary action	2021	2	No Criminal Arrests were reported
	2022	0	No Criminal Arrests were reported
	2023	1	No Criminal Arrests were reported
<b>Illegal Weapon Violations</b> referred for disciplinary action	2021	0	No Criminal Arrests were reported
	2022	0	No Criminal Arrests were reported
	2023	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/)**



**CAMPUS ENTRANCES**

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

# MILLSAPS COLLEGE

- 1 Millsaps Bell Tower
- 2 Whitworth Hall
- 3 Sanders Hall
- 4 Franklin Residence Hall
- 5 Becky Bacot Residence Hall
- 6 Sanderson Residence Hall
- 7 Franklin W. Olin Hall of Science
- 8 Maurice C. Hall Activities Center
  - 8a Hangar Dome
- 9 Twenty Field (Baseball)
- 10 Tennis Courts
- 11 Softball Field
- 12 Intramural Field
- 13 Track & Field/Soccer Facility
- 14 James Observatory

- 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

- 26 Selby & Richard McRae Christian Center
- 27 John Stone Hall
- 28 Reuben's
- 29 John Hall
- 30 Susanna Hall
- 31 Charles Hall
- 32 New South Residence Hall
  - 32a Campus Security
- 33 Ezelle Residence Hall
- 34 Fraternity Houses
- 35 Goodman Residence Hall
- 36 President's Residence
- 37 Buie House
- 38 Weems House