ANNUAL SECURITY AND FIRE SAFETY REPORT 2026

MILLSAPS 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. Capitol Police conducts regular patrols around Millsaps and visits campus frequently. 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 patrol and monitor campus 24 hours a day, 7 days a week, 365 days a year

Annual Security and Fire Report

The Jeanne Clery Campus Safety 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. 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 cosumed 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, orconsuming 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.

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)

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

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. Possession of paraphernalia associated with the use, possession or manufacture of a prescription drug or controlled substance is also prohibited.

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. Information about those programs and resources is distributed annually via Major Facts (the student handbook).

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

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 of the College's programs and activities in the United States, including, but not limited to, admissions, recruiting, financial aid, academic programs, student services, counseling and guidance, discipline, class assignments, grading, recreation, athletics, housing, and employment.

Millsaps College prohibits sex-based discrimination, including discrimination on the basis of pregnancy or related conditions, as well as specific forms of sexual harassment and other prohibited conduct as defined by the 2020 Title IX regulations. Under these regulations, the College addresses sexual harassment occurring in its education programs or activities within the United States. This includes quid pro quo harassment by an employee, sexual assault, dating violence, domestic violence, and stalking, as well as other unwelcome conduct that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity.

If a report of alleged Prohibited Conduct does not fall under the Title IX and Prohibited Sexual Harassment Policy, it may be reported and addressed through other college policies and procedures.

Title IX permits sex-separate programs or facilities in limited circumstances, such as athletics and housing, but generally prohibits treating individuals differently based on sex in a manner that denies equal access to educational opportunities. Title IX also protects against retaliation for individuals who report or participate in a Title IX process.

For more information about Title IX, visit www.millsaps.edu/title-ix or the U.S. Department of Education's website (www.ed.gov).

PURPOSE

Millsaps is committed to fostering an environment in which all members of the campus community are safe, secure and free from Prohibited Sexual Harassment 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 affirmative 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.

SCOPE AND JURISDICTION

This policy applies to all Millsaps College students, faculty, and staff who experience Prohibited Sexual Harassment (as defined in this policy) in the College's education programs or activities. It also applies to individuals participating in college-sponsored programs and activities where Millsaps College exercises substantial control over both the Respondent and the context in which the conduct occurs, including:

- College-sponsored events such as summer programs or alumni gatherings
- Activities hosted in spaces owned or controlled by the College
- Conduct occurring in buildings owned or controlled by recognized student organizations

When reported Prohibited Sexual Harassment does not meet the Title IX jurisdictional requirements (e.g., the incident occurred outside the United States, the College lacks substantial control over the context or respondent, or the conduct does not meet the narrow definition of "Prohibited Sexual Harassment" under 34 C.F.R. §106.30), the College may still address the behavior under other applicable policies and procedures.

In particular, conduct that falls under the Clery Act and the Violence Against Women Act (VAWA)—including sexual assault, dating violence, domestic violence, and stalking—will be addressed using processes that align with Clery/VAWA procedural protections. These include:

- Providing written notice of rights and options to both parties;
- Ensuring a prompt, fair, and impartial process conducted by trained officials;
- Offering supportive measures regardless of whether a formal complaint is filed;
- Allowing both parties the opportunity to be accompanied by an advisor of their choice during proceedings;
- Simultaneous notification of outcomes, sanctions, and appeal rights.

Millsaps College is committed to responding appropriately to all allegations of Prohibited Conduct, whether they fall under the Title IX Final Rule or are addressed through other institutional processes in accordance with federal law.

Millsaps College's Title IX policy applies to all individuals participating in or attending College-sponsored programs or activities. While guests and non-student visitors are not subject to the College's formal conduct or grievance procedures as set forth in this policy, they are nonetheless expected to uphold the community values and behavioral expectations of the institution. The College reserves the right to remove or restrict access to individuals who engage in behavior that violates these principles or poses a disruption to campus safety and integrity including but not limited to Prohibited Sexual Harassment.

AFFIRMATIVE CONSENT

Affirmative consent means affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative consent of the other or others to engage in the sexual activity. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. Affirmative consent must be freely given. It cannot be obtained through coercion, deception, force, intimidation, or threat. Affirmative consent must be informed and specific to the activity, the participants, and the circumstances. Affirmative consent to one form of sexual activity does not imply one has affirmatively consented to other forms.

- Lack of protest or resistance does not mean consent has been affirmed.
- Silence does not mean one has affirmatively consented.
- The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator that consent is affirmed.

It shall not be a valid excuse that the Respondent believed that the Complainant affirmatively consented to the sexual activity if the Respondent knew or reasonably should have known that the Complainant was unable to affirmatively consent to the sexual activity under any of the following circumstances:

- The Complainant was asleep or unconscious.
- The Complainant was incapacitated due to the influence of drugs, alcohol, or medication, so that the Complainant could not understand the fact, nature, or extent of the sexual activity.
- The Complainant was unable to communicate due to a mental or physical condition.

In addition, it shall not be a valid excuse to alleged lack of affirmative consent that the Respondent believed that the Complainant affirmatively consented to the sexual activity under either of the following circumstances:

- The Respondent's belief in affirmative consent arose from the intoxication or r ecklessness of the Respondent.
- The Respondent did not take reasonable steps, in the circumstances known to the Respondent at the time, to ascertain whether the Complainant affirmatively consented.

PROHIBITED SEXUAL HARRASSMENT

Millsaps prohibits all forms of sexual harassment based on sex, related retaliation and other prohibited conduct as defined by this policy. 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. Employee-related matters are reviewed and investigated by the Office of Human Resources. Community members may also be held responsible for the misconduct of their visitors and guests.

1. Sexual Assault

Sexual penetration without affirmative consent: Any penetration of the sex organs or anus of another person when affirmative consent is not present; any penetration of the mouth of another person with a sex organ when affirmative consent is not present; or performing oral sex on another person when affirmative 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 affirmative consent (e.g., criminal sexual contact):

- The intentional touching of the clothed or unclothed body parts without the affirmative consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
- The forced touching by the Respondent of the Complainant's clothed or unclothed body parts, without the affirmative consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

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.

2. Sexual Exploitation
Taking sexual advantage of another person for the benefit of oneself or a third party when affirmative consent is not present and deliberately infringes on one's reasonable expectations of privacy and/or safety.

This includes a variety of behaviors. For example:

- Prostituting another person;
- Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person's affirmative consent;
- Indecent or lewd exposure or inducing others to expose themselves when affirmative consent is not present;
- Recording images (e.g. video, photograph) or audio of another person's sexual activity, intimate body parts, or nakedness without that person's affirmative consent;
- Distributing sexual information or images (e.g. video, photograph) or audio of another person's sexual activity, intimate body parts, or nakedness if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not affirmatively consent to such disclosure and objects to such disclosure;
- Viewing another person's sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy, without that person's affirmative consent and for the purpose of arousing or gratifying sexual desire.
- Sharing via electronic means in group chats, texts, e-mails, and posting on social media;
- Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

3. Stalking Based on Sex
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;
- 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 conduct.

4. 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).

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 affirmative 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 relationship 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.

5. 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 and 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 innuendoes or humor;
- Obscene gestures;
- Sexual graffiti, pictures or posters;
- Sexually explicit profanity;
- E-mail, texting ("sexting") and Internet use that violates this policy.

REPORTING

Reporting Prohibited Sexual Harassment
All college faculty, staff, coaches, Resident Assistants and students with teaching responsibilities are obligated to promptly report conduct prohibited by this policy, 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 confidential resource (e.g. campus counselors, ordained clergy or pastoral counselors working in an official capacity and medical staff in the Wesson Health Center).

Students, faculty, or other members of the campus community who believe they have experienced conduct prohibited by this policy have the right to decide whether to report the incident to the College, to law enforcement, to both, or to neither. In most cases, individuals who report an incident to the College also retain the right to choose whether or not to pursue a formal complaint under the College's sexual misconduct procedures.

Retaliation against anyone submitting a report or making or participating in the formal complaint process is forbidden and will be investigated.

The information below is for individuals who wish to report incidents of conduct prohibited by this policy.

Reporting Incidents to the College
An individual who has experienced conduct prohibited by this policy may choose to report to the Title IX Coordinator. Anyone wishing to make a report may do so in person, by email, by phone or using the online form (https://millsaps-advocate.symplicity.com/titleix_report/index.php/pid114516?). To speak to someone confidentially without making a report to the college, please see the Resources Section below.

While anonymous reports will be reviewed by the Title IX Coordinator, the college's ability to address misconduct reported by anonymous sources is significantly limited.

There is no time limit for reporting an incident of conduct prohibited by this policy. However, the college encourages reports to be made as soon as possible after the incident. The passing of time often 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 conduct prohibited by this policy may contact the Title IX Coordinator to receive support, resources and information even if they do not wish to move forward with the Formal Complaint or Informal Resolution Process described below.

Upon receipt of a report, the Title IX Coordinator will contact the person who filed the report to schedule a meeting. During the meeting, the coor-

dinator will share procedural information, explain formal and informal options through the Title IX process, provide details about reporting to law enforcement, discuss supportive measures, and make available resources on- and off-campus.

Reporting Incidents to Law Enforcement
Millsaps College encourages individuals to report incidents of sexual assault, dating violence, domestic violence and stalking to the Office of 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 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 conduct prohibited by this policy of which they become aware during the scope of their work. Campus Safety employees will submit a report to the Title IX Coordinator regardless of whether the individual who experienced the alleged conduct pursues criminal charges.

For assistance or to learn more about options and resources, contact:

Patrick Cooper, Title IX Coordinator
coopeap@millsaps.edu
601-974-1469

Jaime Fisher, Deputy Coordinator
fishejb@millsaps.edu
601-974-1475

Bart Evans, Director of Campus Safety
evanswb@millsaps.edu
601-974-1180

SUPPORTIVE MEASURES

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 or during a formal investigation, during any informal processes, and after an investigation concludes. Supportive measures are not punitive in nature and are reasonable and based on the context and resources available. These may include, but are not limited to:

- counseling
- course-related extensions
- modifications of work and housing assignments (when possible)
- campus escort services
- coordination with law enforcement
- restrictions on contact between the parties

It may be appropriate for the college to take supportive measures during the investigation of a complaint and continue to provide them on an on-going basis post-investigation.

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, an individual may request to receive support — including the measures mentioned in this section — even if they choose not to participate in the college's formal complaint or informal resolution process.

Retaliation:
Millsaps strictly prohibits retaliation against any member of its community for reporting an incident of conduct prohibited by this policy or discouraging participation in an investigation or hearing related to a report of conduct prohibited by this policy. 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 conduct prohibited by this policy to the college without fear of self-incrimination concerning campus violations, including alcohol, drug and/or residence hall visitation policies.

TITLE IX AND VAWA STATEMENT

It is the policy of Millsaps 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 has designated the Title IX Coordinator, with assistance of the Title IX team, to coordinate Millsaps' compliance with Title IX and VAWA to respond to reports of violations. The college has directed its director of campus safety to coordinate Millsaps' compliance with the Clery reporting related to VAWA requirements.

Preserving Evidence
Many prohibited sexual harassment offenses also are crimes in the state or locality in which the incident occurred. For that reason, complainants often have legal options that they can pursue. For example, a complainant 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 is reported to the police or the college, Millsaps strongly encourages individuals who have experienced prohibited sexual harassment 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, 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 Prohibited Sexual Harassment, they may consider speaking with campus safety or other law enforcement to preserve evidence. Please note that, as college employees, members of the Office of 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), it is recommended that individuals who have been sexually assaulted and wish to preserve evidence seek medical attention. Complainants should go to the University of Mississippi Medical Center and request to be seen by a Sexual Assault Nurse Examiner (SANE) who can conduct a medical examination, gather information, and collect/preserve evidence using a Physical Evidence Recovery Kit (P.E.R.K). 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.

CONFIDENTIALITY AND PRIVACY OF REPORTS

Confidentiality will be maintained except:

- As permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g, and its implementing regulations at 34 C.F.R. Part 99;
- As required by law or when legally subpoenaed;
- As necessary to fulfill the requirements of an investigation, hearing, or judicial proceeding under the policy; or
- In instances where there is an immediate and serious threat to someone's health, safety, or property or to others in the college community.

This means that Millsaps College will protect the privacy of all parties involved to the extent possible but may share information with individuals who have a legitimate need to know in order to process and respond to complaints appropriately.

Confidentiality is not absolute. In circumstances involving potential criminal conduct or where there is a concern for the **health or safety** of any individual or the broader campus community, Millsaps College may be required to take steps that include sharing information with law enforcement, emergency responders, or other appropriate entities—even without the consent of the reporting individual.

Confidential Resources at Millsaps College

Counselors and medical providers working for or on behalf of Millsaps College are considered Confidential Resources. In most situations, these individuals:

- Will not disclose the content of conversations, or even the fact that such conversations occurred, without the individual's express permission.
- Are not obligated to report incidents of sexual harassment or sexual misconduct to the College for formal action, unless the individual chooses to do so.

Confidential Resources may include:

- Millsaps College Counseling Services
- Campus Health Services/medical staff
- Ordained clergy or pastoral counselors working in an official capacity

Students, faculty, or staff who wish to discuss concerns confidentially, without triggering a formal report or College action, are encouraged to speak with a Confidential Resource.

CLERY ACT COMPLIANCE AND DATA PRIVACY

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Confidential Resources at Millsaps College do not report personally identifiable information when they learn about a Clery-reportable crime (such as dating violence, domestic violence, stalking or sexual assault) through a confidential communication.

When required by law, and where appropriate, Millsaps College may include such incidents in statistical reports- without including any identifying details- to fulfill its obligations under Clery and the Violence Against Women Act (VAWA).

RESOURCES

The following resources are available for individuals to discuss incidents and issues related to Prohibited Sexual Harassment 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 services 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.

Community Resources

Center for Violence Prevention
P.O. Box 6279
Pearl, MS 3208
601-932-4198 (24-hours)
1-800-266-4198
msc4vp.org

Mississippi Coalition Against Sexual Assault
888-987-9011
800-656-HOPE (24-hours)
Mscasa.org

Jackson Police Department*
327 East Pascagoula Street
Jackson, MS 39205
Off-campus: 601-960-1234
Jacksonms.gov/departments/Jackson-police-department/

Capitol Police Department*
501 North West Street
Jackson, MS 39201
Off-campus: 601-359-3125
dps.ms.gov/capitol-police

Call Millsaps Campus Safety at 601-974-1234 and request that Jackson or Capitol Police be contacted.

Medical Resources

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 4545
601-432-3231
Cdc.gov/std

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

Campus Resources

Office of Campus Safety
New South Hall, Atrium
601-974-1234 (24-hours dispatch)
601-974-1180 (Administrative Office)

Counseling Services (confidential)
A. Campbell College Center
Top Floor
Counseling@millsaps.edu

Office of the Chaplain (confidential)
Selby & Richard McRae Christian Center
Chaplain@millsaps.edu

Wesson Health Center (confidential)
A. Boyd Cambell College Center
Lower Level
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.

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.

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 contacted.

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
Millsaps College is committed to fostering a community grounded in open inquiry, respectful dialogue, and responsible expression. 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 and assembly while on college owned or controlled property.

Scope
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 Office of Campus Safety.

Access to College Property
The use of college facilities and spaces is primarily designated for students, employees, and their invited guests for the purpose of study, work, teaching and conducting or attending other college business or activities. As a private institution, Millsaps College reserves the right to prohibit access or remove individuals from campus owned or controlled property at its discretion.

Behavioral Expectations
All individuals on college owned or controlled property are expected to:

- Comply with federal, state, and local laws.
- Follow all college policies and procedures.
- Conduct themselves in a manner that maintains a safe environment.

Prohibited behaviors include but are not limited to:

- Intentional or negligent disruption of college operations or events
- Excessive noise
- Harassment, threats, or intimidation
- Physical violence or endangerment
- Unauthorized access, obstruction, or occupation of college property

If an individual or group engages in behavior 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, 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.

FREEDOM OF ASSOCIATION AND PUBLIC EXPRESSION

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 the Office of Student Life. Student organizations, when chartered, recognized and authorized by Millsaps College, are understood to be valuable components of the educational process.

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. Not all actions nor viewpoints of student organizations are endorsed by the college.

To facilitate a public 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. The student protest organizer must be physically present for the entire event.

The protest organizer must notify the VP/Student Life and Dean of Students in writing at least 48 hours in advance of any planned protest. The notification should include the date, time, location, and estimated number of participants. Protests may not interfere with the rights and freedoms of others, including the disruption of college operations such as classrooms, laboratories, office business and pedestrian/vehicular traffic. Protests and assemblies 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.

The Campus Safety Team will assess the protest plan and determine the necessary safety measures. Coordination with local law enforcement may be initiated if deemed necessary. The VP/Student Life and Dean of Students will communicate with protest organizers to ensure they understand all campus policies, guidelines and safety measures.

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 if the event can proceed without undue risk to the participants and/or members of the community. 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.

Additional Guidelines for Signage and Event Scheduling

Signage and other publicly displayed forms of communicating an individual or organization's message must comply with existing signage policies available in the Office of Student Life.

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 Office of Marketing and Communications.

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

1. Only recognized student organizations may request space on-campus for events. The student organization recognition process includes writing a constitution, finding a faculty or staff advisor, a list of five interested members and an Organization Recognition Application through Wufoo.
2. Student organizations must submit event registration applications for all events on and off campus. Those Wufoo forms can be accessed on the college website. All on-campus events must be submitted for approval from the Office of Student Life 14 business days before the event date and at least 18 business days in advance if the event includes setup requests. Student life staff will review the forms and submit space reservation requests on behalf of the student organizations. Event scheduling staff review and process the reservation requests.

HAZING POLICY

Hazing in any form contradicts the values of Millsaps College and is strictly prohibited. This policy is consistent with Mississippi Code § 97-3-105 and the federal Stop Campus Hazing Act (P.L. 118-34).

Definition of Hazing

Hazing includes any intentional, knowing, or reckless act—whether occurring on or off campus—committed by a student, student group, or organization that:

- Endangers the physical health, mental health, safety, or dignity of a student or prospective student,
- Causes or is likely to cause bodily injury, humiliation, or personal degradation,
- Is committed for the purpose of initiation, admission into, affiliation with, or continued membership in any group, team, club, organization, or student body,
- Is not reasonably related to the legitimate mission of the organization, and
- Is performed with or without the consent of the individual subjected to the act.

Consent to hazing is not a defense under this policy or state law.

Examples of Prohibited Conduct

Prohibited acts of hazing include, but are not limited to:

- Physical brutality (e.g., beating, paddling, branding)
- Verbal abuse, threats, or public embarrassment
- Forced or coerced physical activity, including exercise, exposure to weather, or restraint
- Forced consumption of any food, liquid, alcohol, drug, or other substance
- Acts that cause excessive fatigue, sleep deprivation, or mental distress

- Coerced activities leading to theft, vandalism, trespassing, or other illegal acts
- Personal servitude (e.g., errands, cleaning, personal chores)
- Forced or coerced sexual activity or simulation of sexual acts
- Verbal abuse, threats, or public embarrassment
- Abduction or abandonment
- Requirement to wear inappropriate or humiliating clothing
- Any activity that violates local, state, or federal law

STUDENT ORGANIZATION DEFINITION

For Clery Act reporting, a student organization is defined as "an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution".

Compliance with Mississippi Law
Under Mississippi Code § 97-3-105, hazing that results in bodily harm is a misdemeanor punishable by fines and/or imprisonment. Millsaps College will report any hazing incident that results in serious injury or death to the appropriate law enforcement authorities.

Compliance with the Stop Campus Hazing Act
To comply with the federal Stop Campus Hazing Act, the College will:

1. Include hazing statistics in Clery Act annual security reports. Hazing statistics in the Clery ASR will include all reported incidents of hazing that meet the Clery Act definition even if those reports were not substantiated.
2. Beginning in July 2025, maintain and publicly post a biennial Campus Hazing Transparency report of all student organizations and/or teams found responsible for violating the hazing policy, including the name of the organization/team, date, and summary of the incident.
3. Provide campus wide hazing prevention and awareness programs to all students, faculty and staff.

REPORTING AND ACCOUNTABILITY

Anyone who witnesses, experiences, or has knowledge of a possible hazing incident is encouraged and expected to report the behavior to:

- The College's Student Conduct online reporting form
- The Office of Student Life
- Campus Safety
- Hazing Prevention Network Website or Anti-Hazing Hotline

Retaliation against any individual who reports hazing in good faith is strictly prohibited and will result in disciplinary action.

All reports of hazing will be investigated through the Student Code of Conduct process outlined in Major Facts. The college may also implement interim measures for students and student organizations if they pose a risk to the physical health or safety of the Millsaps College community before a conduct process begins or is completed. 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.

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.

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.

Guests of students 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.

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.

To minimize parking 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 or the lots north of Bacot and Sanderson.

• 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

TIMELY WARNING

The Clery Act 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 campus safety or local police. These reports will be disseminated in a manner that will aid in the prevention of similar occurrences. To meet the provisions of the Clery Act and to fulfill our duty to monitor and to reduce campus crime, the Millsaps Department of Campus Safety maintains a multi-tiered, multi-media campus alert system.

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. The warning 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. Prevention tips and how to report a similar occurance should be included in the warning.

EMERGENCY WARNING SYSTEMS

Millsaps College employs a multi-tiered warning system protocol that includes a mass communication system ***(MajorAlert)*** to notify members of the campus community via text message, email, automated calls, and voicemails.

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 using Major Alert.

• 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 College website, social media outlets, email and telephone.

• This emergency notification addresses a wide range of threats (***e.g.***, gas leaks, tornadoes, 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 Clery Act, 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 Offense
   - 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.

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.

Sexual 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 2023 TO 2025

Fire Statistics
Millsaps College reported one (1) fire in student housing for 2023. The cause of the fire was unintentional (unattended candle.) 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 2025

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

NON-CAMPUS STUDENT HOUSING FIRE REPORT 2025

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

2023-2025
FIRE DATA

RES HALL/ FACILITY NAME	YEAR	ON CAMPUS	NON-CAMPUS
FRANKLIN HALL	2023	0	0
	2024	0	0
	2025	0	0
BACOT HALL	2023	0	0
	2024	0	0
	2025	0	0
SANDERSON HALL	2023	0	0
	2024	0	0
	2025	0	0
LAMBDA CHI ALPHA HOUSE	2023	0	0
	2024	0	0
	2025	0	0
PI KAPPA ALPHA HOUSE	2023	0	0
	2024	0	0
	2025	0	0
SIGMA ALPHA EPSILON HOUSE	2023	0	0
	2024	0	0
	2025	0	0
KAPPA SIGMA HOUSE	2023	0	0
	2024	0	0
	2025	0	0
KAPPA ALPHA HOUSE	2023	0	0
	2024	0	0
	2025	0	0
EZELLE HALL	2023	0	0
	2024	0	0
	2025	0	0
NEW SOUTH HALL	2023	0	0
	2024	0	0
	2025	0	0
GOODMAN HALL	2023	0	0
	2024	0	0
	2025	0	0
JOHN HALL	2023	0	0
	2024	0	0
	2025	0	0
CHARLES HALL	2023	1	0
	2024	0	0
	2025	0	0
SUSANNA HALL	2023	0	0
	2024	0	0
	2025	0	0
KAXIL KIUIC BIOCULTURAL RESERVE	2023	0	0
	2024	0	0
	2025	0	0
MILLSAPS PUUC ARCHAEOLOGICAL RESEARCH CENTER IN OXKUTZCAB	2023	0	0
	2024	0	0
	2025	0	0
ELSE SCHOOL OF MANAGEMENT CENTER FOR BUSINESS AND CULTURE IN MERIDA (AKA CASA MILLSAPS)	2023	0	0
	2024	0	0
	2025	0	0

2023-2025

CRIME DATA

OFFENSE	YEAR	ON CAMPUS	RES HALLS	NON-CAMPUS	PUBLIC PROPERTY
MURDER/ NON-NEGLIGENT MANSLAUGHTER	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
NEGLIGENT MANSLAUGHTER	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSE: RAPE	2023	0	5	0	0
	2024	0	0	0	0
	2025	0	2	0	0
SEX OFFENSE: FONDLING	2023	0	0	0	0
	2024	0	2	0	0
	2025	1	1	0	0
SEX OFFENSE: INCEST	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSE: NON-FORCIBLE	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ROBBERY	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
AGGRAVATED ASSAULT	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
BURGLARY	2023	1	3	0	0
	2024	4	2	0	0
	2025	0	0	0	0
MOTOR VEHICLE THEFT	2023	3	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ARSON	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
HATE CRIME	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
HAZING	2023	0	0	0	0
	2024	0	0	0	0
	2025	1	0	0	0

2023-2025

VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES

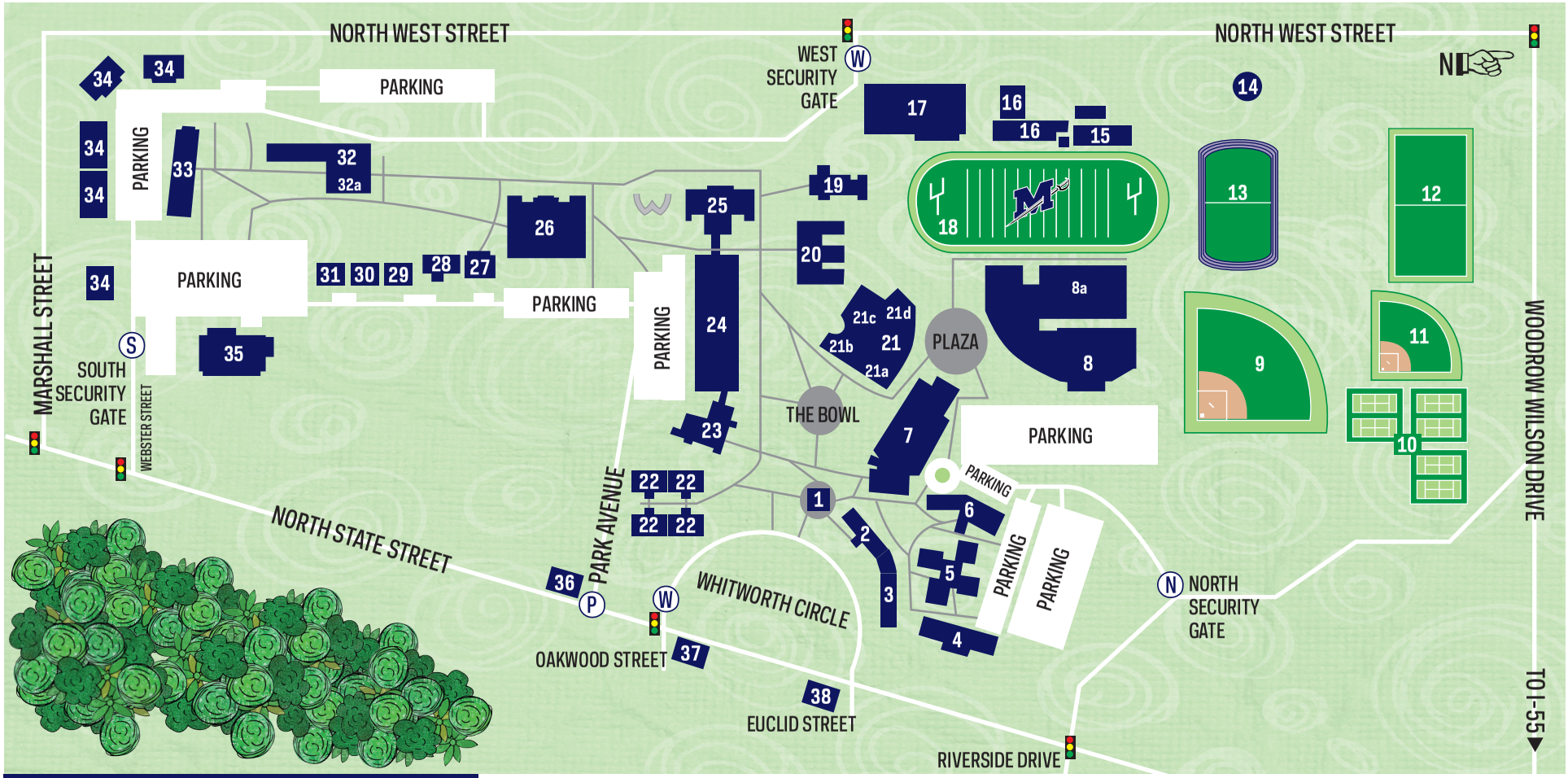
OFFENSE	YEAR	ON CAMPUS	RES HALLS	NON-CAMPUS	PUBLIC PROPERTY	HATE CRIME
DOMESTIC VIOLENCE	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
DATING VIOLENCE	2023	0	0	0	0	0
	2024	1	1	0	0	0
	2025	0	1	0	0	0
STALKING	2023	2	0	1	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

VIOLATIONS

Liquor Violations referred for disciplinary action	2023	4	No Criminal Arrests were reported
	2024	7	No Criminal Arrests were reported
	2025	4	No Criminal Arrests were reported
Drug Violations referred for disciplinary action	2023	1	No Criminal Arrests were reported
	2024	5	No Criminal Arrests were reported
	2025	4	No Criminal Arrests were reported
Illegal Weapon Violations referred for disciplinary action	2023	0	No Criminal Arrests were reported
	2024	0	No Criminal Arrests were reported
	2025	1	No Criminal Arrests were reported

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

HTTP://OPE.ED.GOV/SECURITY/



CAMPUS ENTRANCES

- N North Security Gate
- S South Security Gate
- P Park Avenue
- W 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 Ranager 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