



**JAMES MADISON
UNIVERSITY.**

**2024
Annual Security
& Fire Safety
Report**

**For the 2024-2025
Academic Year**

Reflects statistics from 2021, 2022, & 2023



Message from the Chief



Every year, colleges and universities across the country issue an Annual Security Report under the federal Clery Act. The report includes statistics of certain crimes, arrests, and referrals for disciplines, as well as certain reportable fires in residence halls. It also includes policy statements that summarize and offer information on relevant safety policies and resources at James Madison University (JMU).

In support of the mission of JMU, our Police Department is dedicated to developing partnerships in the community we serve to enhance the goal of providing the quality of higher education to: support academic freedom, show respect for diversity, protect civil and human rights, and provide a safe environment to foster the open exchange of ideas. We will work collaboratively to prevent crime and disorder through a compassionate and empathetic police department, supporting our students, faculty, and staff in their goals to lead productive and meaningful lives.

We take the health and safety of our JMU community seriously. If you have feedback or questions about this report, please reach out to clerycompliance@jmu.edu or phone 540-568-6759.

Sincerely,

Anthony P. Matos
Chief of Police



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Important Emergency Contact Information for the JMU Community

Name	Phone	Email/Website
<i>James Madison University Police Department</i>		
JMU Police Department	540-568-6911	https://www.jmu.edu/police/
JMU Police Department (Campus Phones Only)	-6911	
Alternative Emergency Line	540-442-6911	
General Info/Non-Emergency/ Escorts	540-568-6912	
Police Communications		pd_dispatch@jmu.edu
Clery Compliance and Reporting	540-568-6769	clerycompliance@jmu.edu
Safety & Support Services	540-568-6910	https://www.jmu.edu/police/
Silent Witness		Silent Witness Report Form - JMU
<i>Other James Madison University Departments</i>		
JMU Counseling Center	540-568-6552	https://www.jmu.edu/counselingctr/
JMU Health Promotions	540-568-8712	welldukes@jmu.edu
JMU Office of Residence Life	540-568-4663	res-life@jmu.edu
JMU Office of Student Accountability & Restorative Practices	540-568-6218	osarp@jmu.edu
JMU Office of Student Affairs	540-568-3685	VPStudentAffairs@jmu.edu
JMU Parking Services	540-568-3300	parkingservices@jmu.edu
JMU Title IX	540-568-5219	titleix@jmu.edu
JMU Victim Advocacy Services	540-568-6251	victimadvocacy@jmu.edu
<i>Other Emergency Assistance Information</i>		
Harrisonburg Police Department	540-434-4436	https://www.harrisonburgva.gov/police
Rockingham County Sheriff's Office	540-564-3800	http://www.rcso-va.com
Harrisonburg/Rockingham General District Court	540-564-3130	Harrisonburg/Rockingham General District Court (vacourts.gov)
The Collins Center	540-434-2272	http://thecollinscenter.org



1.0 James Madison University's Strategic Planning Mission & Vision

Mission

We are a community committed to preparing students to be educated and enlightened citizens who lead productive and meaningful lives.

Vision

To be the national model for the engaged university; engaged with ideas and the world.

Our central pursuit as we seek to fulfill our mission will be to become the national model for what it means to be engaged.

JMU understands engagement as consisting of three facets - Engaged Learning, Community Engagement and Civic Engagement. We define them below to provide some structure and clarity for the members of our community. We recognize that there is plenty of overlap between the three. We also realize that not all engagement-related work fits neatly into one of the categories. While we know that the definitions are necessary, we focus our understanding of the concept by emphasizing community and individual relationships as the center of our uniqueness as an engaged university. Faculty-student relationships, relationships with the local and global community and partnerships that foster deep and purposeful learning are the focus of our vision.

And, for JMU, *engagement* means:

- **Engaged Learning:** Developing deep, purposeful and reflective learning, through classroom, campus, and community experiences in the pursuit, creation, application and dissemination of knowledge.
- **Civic Engagement:** Advancing the legacy of James Madison, the Father of the Constitution, by preparing individuals to be active and responsible participants in a representative democracy dedicated to the common good.
- **Community Engagement:** Fostering mutually beneficial and reciprocal partnerships, ranging from local to global, that connect learning to practice, address critical societal problems and improve quality of life.

2.0 The Clery Act

2.1 Clery Act History



The Clery Act is named in memory of 19-year-old Lehigh University freshman, Jeanne Clery, who was brutally raped and murdered by a fellow student in her residence hall room on April 5, 1986. Shortly after Jeanne’s murder, her parents discovered that in the three years prior to her murder, 38 violent crimes had occurred on campus which went largely unannounced. In response to the tragedy of Jeanne’s murder, her parents, Howard and Connie Clery, worked relentlessly to champion a bill originally enacted by Congress and signed into law by President George Bush in 1990 as the Crime Awareness and Campus Security Act of 1990.

The spirit of the Clery Act is direct; knowledge is power. The Clery Act promotes campus safety and transparency by ensuring that students, employees, parents, perspective students, and the broader community are well informed about important public safety and crime prevention matters. The Clery Act requires the University to report specified crime statistics on and around grounds, support victims of violence, and publicly outline the policies and procedures in place to improve campus safety. Choosing a postsecondary institution is a major decision for students and their families. Along with academic, financial and geographic considerations, the issue of campus safety is a vital concern.



The best education in the world is useless if a student doesn't survive with a healthy mind and body.



-Connie and Howard Clery

2.2 Overview of the Clery Act

Choosing a postsecondary institution is a major decision for students and their families. Deciding where to work and build a career is also a big decision and one that needs to be made based on an assessment of a number of factors. Campus safety and security is an important factor in determining whether or not to join a campus community. Access to campus safety and security information is also important for current students and employees.

In response to concerns regarding campus safety and security at colleges and universities, Congress enacted the Crime Awareness and Campus Security Act of 1990, which amended the Higher Education Act of 1965. The 1998 amendments to this Act renamed it the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, in memory of Jeanne Clery. This federal law has largely become known across the United States as the “Clery Act.” In 2008, the Higher Education Opportunity Act was enacted, amending the Clery Act and adding fire safety reporting requirements for institutions with on-campus student housing.

On March 7, 2013, the Violence Against Women Reauthorization Act of 2013 (VAWA) (Public Law 113-14) was signed into law. VAWA includes amendments to the Clery Act. These changes require institutions to disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault and stalking, among other changes. All public and private postsecondary institutions that participate in Title IV student financial assistance programs and have signed Program Participation Agreements to administer these financial assistance programs must comply with the Clery Act and institutionalize its mandates. Among

the various requirements, colleges and universities are required to prepare, publish, and distribute an annual report that discloses campus crime statistics, provides fire statistics for on-campus student housing, and includes statements of safety and security, as well as fire-related policies and procedures. The notice of availability must be distributed to all current students and employees and made available to prospective students and employees.

In line with Clery Act mandates, members of the JMU community have embraced a culture of reporting safety concerns. JMU is committed to meeting the technical compliance requirements of the Clery Act, and also incorporating the spirit of the Clery Act: knowledge is power. The JMU Police Department Clery Compliance Team manages this program, coordinating all aspects of Clery Act mandates and requirements.

This report, known as the Annual Security & Fire Safety Report, contains specific JMU Clery Act crime, arrest, and disciplinary referral statistics from the most recent three calendar years, as well as information about safety policies and practices intended to promote awareness about security and safety. Additionally, specific statements of fire safety policies and procedures as well as on-campus student housing fire statistics for the most recent three calendar years have been included.

The 2024 Annual Security & Fire Safety Report may be directly accessed by visiting the JMUPD. Copies of this Annual Security & Fire Safety Report during normal business hours (generally Monday through Friday, 8:00 a.m. to 5:00 p.m.) and online at [JMU Daily Crime & Fire Log](#). JMU PD is located on campus, in Anthony Seegar Hall at 821 South Main Street, Harrisonburg, VA.

2.3 Clery Act Campus Security Authorities

A Campus Security Authority (CSA) is an individual, who by virtue of their university responsibilities and under the Clery Act, is designated to receive and report criminal incidents so that they may be included and published in the university's Annual Security Report. They have completed training on appropriately handling reporting crimes, victim relations and support, and related school policies.

CSA's, under the Clery Act, have an obligation to promptly report allegations of Clery Act defined crimes which occur on campus, on public property within or immediately adjacent to the campus and any off-campus property owned or controlled by an institution that is used in direct support of, or in relation to the institution's educational purpose. (This includes JMU sponsored/ registered event locations to include trip locations). The Clery Act identifies certain categories of students, university employees, affiliates and contractors as Campus Security Authorities (CSA's) who have federally mandated responsibilities to report crime.

The law defines four categories of Campus Security Authority:

1. University Police/ Outside Police Agencies
2. Non-police security staff responsible for monitoring university property, monitoring events, (to include contract security) and parking enforcement staff.
3. People/offices designated under our policy as those to whom crimes should be reported – the JMU Police, Title IX, Human Resources and the Office of Accountability and Restorative Practice.
4. Officials with significant responsibility for students and campus activities.

Positions or functions who are not CSA's include, but are not limited to:

- faculty member without responsibility for student and campus activity beyond the classroom
- physicians/nurses in student health who only provide care for students
- clerical or administrative support staff
- dining services staff
- facilities maintenance staff
- information technology staff
- licensed mental health or pastoral counselors when acting within the scope of their license or certificate
- roles with like functions listed above

2.4 Clery Compliance Daily Crime and Fire Log

The James Madison University Police Department also maintains a daily crime log which is normally updated each business day and contains all crimes reported to JMUPD. The information is posted on the university's web site:

[JMU Daily Crime & Fire Log](#) and at the JMU Police Department Office , 821 South Main Street, Harrisonburg, VA.

3.0 JMU Police Department

3.1 Police Department Authority

JMU was established for the general purposes of education, research and community services. The JMU Police Department is a support unit of the university, organized for the primary purpose of establishing and maintaining an atmosphere in which people in the university community can safely and securely go about their varied activities in furtherance of the university's higher objectives. The department must accomplish its mission by excellence in professional law enforcement, security and safety services.

JMU Police officers derive their authority from their appointment by the university and their compliance with the Commonwealth of Virginia's training requirements for law enforcement officers as established by the Department of Criminal Justice Services, pursuant to Code of Virginia. JMU Police officers are sworn police officers, empowered and mandated to enforce all federal, state and local laws by court order of the judges of the 26th Judicial Circuit Court of Virginia, and the JMU Police Department.

These officers shall have the authority to exercise the powers and duties conferred by law upon police officers of cities and towns and counties upon the property owned, leased, or in any way under the control of said institution, the streets, sidewalks, and highways immediately adjacent thereto together with such additional authority and jurisdiction vested in said officers by Code of Virginia, as the same may be amended.

They also have the power to make arrests. It is the policy of the JMU PD to enforce the law fairly and impartially, with

due regard to the constitutional rights of all citizens. When officers are confronted with situations requiring the use of force to ensure public safety, the degree of force used shall be only the force that is reasonable and necessary to protect life and property.

3.2 Police Jurisdiction



The Code of Virginia requires that all officers, upon entering their office, take an oath whereby they swear to support the Constitution of the United States and the Commonwealth of Virginia. Under a resolution adopted September 19, 1980, the Board of Visitors of JMU, pursuant to the Code of Virginia, established a university police department. In accordance with this resolution, each police officer is to take an oath of office and is to be sworn in by the circuit courts of Rockingham County.

A JMU Police officer, appointed as provided in the Code of Virginia, may exercise the powers and the duties conferred by law upon police officers of cities, towns, or counties, including but not limited to the provisions of the Code of Virginia upon any property owned or controlled by JMU and upon the streets, sidewalks and highways immediately adjacent thereto.

JMU is also a party to a concurrent jurisdiction agreement with the City of Harrisonburg. Concurrent jurisdiction in the corporate limits of the City of Harrisonburg is granted by the Circuit Court of Rockingham County.

JMU police officers are afforded the same authority as police officers of the City of Harrisonburg. JMU police officers may only exercise the concurrent jurisdiction while on active duty as James JMU police officers, but shall not have the power to serve civil process.

Harrisonburg city ordinances are not applicable to or enforceable on JMU property, according to the opinion of the Virginia Attorney General and JMU Legal Counsel.

The JMU PD maintains a strong working relationship with state and local police agencies, including the Harrisonburg Police Department.

The JMU PD has entered into a mutual aid agreement with the Virginia State Police as required in the Code of Virginia which states

“Upon notice from JMU of any felony sexual assault, medically unattended death, or any death resulting from an incident occurring at facilities or upon lands owned or operated by JMU, the Department of State Police, when needed, shall provide reasonable investigatory support to JMU and, if so requested, shall assume responsibility as lead investigatory agency for, the incident reported”

In addition, the Department of State Police will, upon request and dependent upon availability of resources, provide assistance to JMU in the emergency response to, investigation of, or prevention of any other crime occurring at JMU.

3.3 Geography

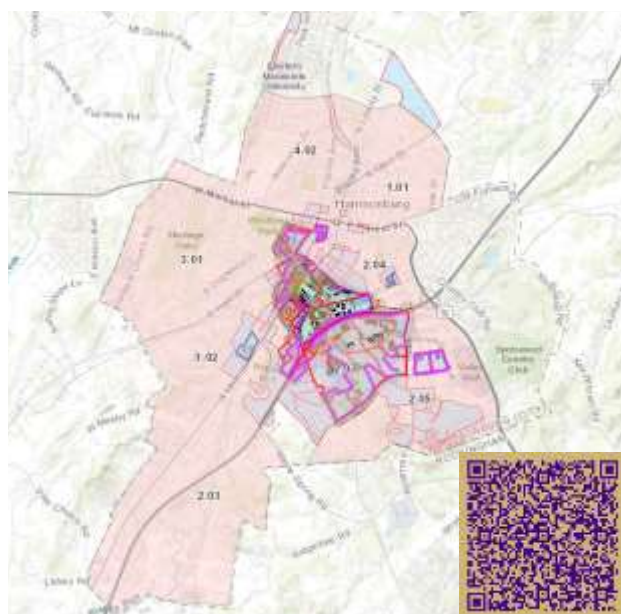
The jurisdiction of the JMU PD is granted by the Code of Virginia and is limited as follows:

All property owned by JMU and the roads, streets, and sidewalks adjacent thereto. This includes outlying areas, research facilities, and teaching facilities across the state (See map below showing outline of

main campus).

The JMU PD will respond to calls for service on the main campus. JMU is located in Harrisonburg, Virginia. Officers will also respond to property owned or leased by JMU within the City of Harrisonburg and Rockingham County unless otherwise directed by the Chief of Police.

The JMU PD has jurisdiction on any other public or private institution of higher learning if requested by that institution. Requests for assistance will be made in writing and will be authorized by the Chief of Police or designee.



3.4 Notice of Non-Discrimination and Equal Opportunity

James Madison University does not discriminate and prohibits discrimination in its employment, programs, activities, and admissions on the basis of age, color, disability, gender expression, gender identity, genetic information (including family medical history), marital status, military status (including veteran status), national origin (including ethnicity), parental status, political affiliation, pregnancy (including childbirth or related medical conditions), race, religion, sex, sexual orientation, or on any basis protected by law, unless otherwise permitted or required by law. JMU complies with all applicable federal and state laws regarding non-discrimination, affirmative action, and anti-harassment. The responsibility for overall coordination, monitoring and information dissemination about JMU's program of equal opportunity, non-discrimination, and affirmative action is assigned to the Office of Equal Opportunity. Inquiries or complaints may be directed to the Office of Equal Opportunity via [OEO website](#), email oeo@jmu.edu, or by phone (540) 568-6991.

JMU (James Madison University) prohibits sexual and gender-based harassment including sexual assault and other forms of inter-personal violence. The responsibility for overall coordination, monitoring and information dissemination about JMU's Title IX program is assigned to the Title IX Coordinator. Inquiries or complaints may be directed to the Title IX Coordinator: via [Title IX website](#), email titleix@jmu.edu or phone (540) 568-5219.

This statement is JMU's official statement of Non-Discrimination and Equal Opportunity. The Office of Equal Opportunity requests that it be printed in JMU catalogs, all recruiting materials (student and personnel), program brochures, and other official JMU publications. It can be set in a smaller typeface and is usually positioned on an inside front or back cover or in the first few pages of a publication. It is available for download in both PDF and MS-Word formats below.

All JMU publications must carry the name and contact information of the Americans with Disabilities Act Coordinator, Section 504 Coordinator, and the Title IX Coordinator as shown below:

The JMU ADA Coordinator and Section 504 Coordinator is the Director of the Office of Equal Opportunity, (540) 568-6991, [OEO homepage](#), oeo@jmu.edu

- *University Title IX Director: Laura Sider Jost, (540) 568-5214*
- *Title IX Case Coordinator: Cole Seward, (540) 568-5219*

Safety Information for Students & Employees



4.0 Reporting a Crime or Emergency

4.1 Reporting to Police

The JMU Police Department (PD) will respond to calls for service on the main campus of JMU located in Harrisonburg, Virginia. Officers will also respond to property owned or leased by JMU within the City of Harrisonburg and Rockingham County unless otherwise directed by the Chief of Police.

Community members, students, faculty, staff, and guests are encouraged to report: the following in a timely manner to the JMU PD:

- all crimes
- emergencies
- traffic accidents
- medical incidents
- fire incidents,
- suspected hazardous material spills or leaks
- after-hours building power outages
- and suspicious activity

To contact the JMU PD:

- ⇒ On-Campus Phone, call Extension: 8-6911
- ⇒ Cell phone or landline, call: 540-568-6911
- ⇒ Go to Police Department at 821 South Main Street, Anthony-Seegar Hall, and speak to an officer
- ⇒ Use Emergency Blue Light Phones at 167 outside locations across campus
- ⇒ Use Yellow Call Boxes across 491 campus locations (inside campus buildings)
- ⇒ Elevator Phones (inside elevators)
- ⇒ Elevator Landing Intercoms (outside elevators)

Officers are available twenty-four hours a day to answer calls for service. Upon receipt of a call for service, the Communication Officer will typically dispatch a JMU Police officer to the caller's location. All criminal matters, policy violations, and suspicious incidents will result in filing an incident report or documented by other means.

When appropriate, incidents involving students may be forwarded to the Office of Student Accountability and Restorative Practices (OSARP), or the Title IX Office for administrative review. JMU Police Officers will investigate incidents when investigative leads are present for potential criminal prosecution

The immediate reporting of any crime, especially sexual assaults, assists with the preservation of evidence, which may be necessary to prosecute an individual involved in criminal activity. Information regarding crimes that may impact or relate to the surrounding community is shared with the appropriate law enforcement agencies.

Members of the community are encouraged to accurately and promptly report all criminal activity, suspicious behavior or emergencies to the JMUPD and, if applicable, to the appropriate police agency when the victim of a crime elects to or is unable to make such a report. The subsequent investigation can only be as thorough as the information received.

4.2 Reporting to Meet Disclosure Requirements

Members of the community are helpful when they immediately report crimes or emergencies to the JMUPD and/or CSAs for purposes of including them in the annual statistical disclosure and assessing them for issuing a Timely Warning Notices, when deemed necessary.

4.3 Access and Security of Campus Facilities



During normal business hours the administrative and academic facilities at JMU are open and accessible to students, staff, faculty, and visitors of the University. After normal business hours and during breaks, these facilities are locked and only accessible to authorized individuals. JMU PD officers conduct routine security and safety patrols of the academic and administrative buildings to monitor conditions and report any unusual circumstances.

Residential facilities are only accessible to building residents and their authorized guests and visitors. Residents are helpful if they avoid allowing unknown individuals access to the residential buildings. Housing staff and JMU PD officers monitor security in the residential facilities and encourage building residents to report suspicious or unusual activity.

Security of Campus

Public Safety Officers conduct routine patrols of campus buildings to evaluate and monitor security related matters.

Security Considerations Used in the Maintenance of Campus Facilities

JMU maintains campus facilities in a manner

that minimizes hazardous and unsafe conditions. Parking lots and pathways are illuminated with lighting. JMU PD works closely with Facilities Management to address burned out lights promptly as well as malfunctioning door locks or other physical conditions that enhance security. Other members of the University community are helpful when they report equipment problems to JMU PD or to Facilities Management.

Monitoring and Recording of Criminal Activity by Students at Noncampus locations of Recognized Student Organizations

JMU has officially recognized student organizations that own or control housing facilities outside of the JMU core campus. If the Harrisonburg Police Department is called by a citizen to respond to one of those locations, they will typically notify JMU PD to respond with them or they will notify JMU PD after they have responded to inform JMU of the situation. However, Harrisonburg PD does this out of courtesy and is not “required” to notify or involve JMU PD when they respond to a call involving private property.

4.4 Campus Security Authorities



Although every institution wants its campus community to report criminal incidents to law enforcement, we know that this does not always happen. Even at institutions with a police department on campus, a student who is the victim of a crime may be more inclined to report it to someone other than the campus police. For this reason, the Clery Act requires all institutions to collect crime reports from a variety of individuals and organizations that Clery considers to be "campus security authorities". Data is collected from a wide variety of campus security authorities to provide the most accurate crime statistics possible and is reported in the Annual Security and Fire Safety Report. This information is also required to make a timely assessment of the crime regarding the potential ongoing threat to campus and possible issuance of a campus alert.

Campus Security Authorities (CSA's), under the Clery Act, have an obligation to promptly report allegations of Clery Act defined crimes which occur on campus, on public property within or immediately adjacent to the campus

and any off-campus property owned or controlled by an institution that is used in direct support of, or in relation to the institution's educational purpose. (This includes JMU sponsored/ registered event locations to include trip locations). The Clery Act identifies certain categories of students, university employees, affiliates and contractors as Campus Security Authorities (CSA's) who have federally mandated responsibilities to report crime.

The law defines four categories of CSAs:

- University Police/ Outside Police Agencies
- Non-police security staff responsible for monitoring university property, monitoring events, (to include contract security) and parking enforcement staff.
- People/offices designated under our policy as those to whom crimes should be reported – the JMU Police, Title IX, Human Resources and the Office of Accountability and Restorative Practice.
- "Officials with significant responsibility for students and campus activities".

Positions or function who are not CSA's include but are not limited to:

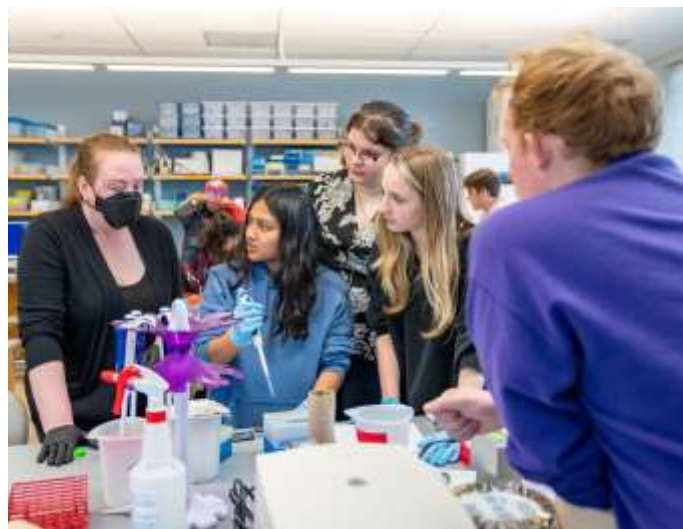
- faculty member without responsibility for student and campus activity beyond the classroom
- physicians/nurses in student health who only provide care for students
- clerical or administrative support staff
- dining services staff
- facilities maintenance staff
- information technology staff
- licensed mental health or pastoral counselors when acting within the scope of their license or certificate
- roles with like functions listed above.

4.5 Title IX Policy Overview

The Title IX office is responsible for receiving and responding to reports of gender and sex based discrimination which includes but is not limited to sexual assault, sexual harassment, non-consensual relationships, sexual exploitation, dating/domestic violence, and stalking by:

- Offering supportive measures and information about confidential on and off campus resources for complainants and respondents
- Investigating formal complaints in a fair and impartial manner that avoids prejudgment of facts at issue, conflicts of interest and bias, and presumes no policy violation has occurred unless proven otherwise by a preponderance of the evidence in a university adjudication process.
- Monitoring reports and complaints to identify any patterns or systemic problems revealed by such reports and complaints.

The office participates in the coordination of the institution's compliance with Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.) University policy 1340, 1346, and other applicable laws and policies through tracking the university's compliance efforts and consulting with and providing support to the university community including by providing support to students who are pregnant/pregnancy related conditions.



Good Faith

The Title IX office presumes that all parties participating in programs and procedures coordinated by and offered by Title IX are acting in good faith.

Retaliation

Retaliation is prohibited against a group or individual exercising rights under and/or participating in, or refusing to participate in, any procedures under Title IX, Policy 1340, 1346, or 1324. Retaliation constitutes a form of misconduct and may result in sanctions separate from, and not dependent on, the outcome of any report or formal complaint filed under Policy 1340, 1346, or 1324. Claims of retaliation will be adjudicated under procedures that are prompt and equitable.

Amnesty

The university will not pursue alleged policy violations of personal consumption of alcohol or drugs against students who are reporting sexual misconduct on their own behalf or against students who participate as witnesses in procedures under Policy 1340 or 1346, even if these substances were involved. (Va. Code Ann. § 23.1-808(B)) The university will not pursue alleged policy violations for personal consumption of alcohol or drugs against employees, affiliates, or visitors where such disclosure is made in conjunction with a good faith report of an act of sexual violence. (Va. Code Ann. § 23.1-808(B))

Academic Freedom and Freedom of Speech

Title IX, Policy 1340, and 1346 do not restrict the rights of faculty members and students of the institution to academic freedom or impair the exercise of rights protected under the United States Constitution such as the right to free speech. See Faculty Handbook, Section III.A.1. Academic freedom carries with it responsibilities, including the responsibility to refrain from harassment, discrimination, and misconduct. See Faculty Handbook, Section III.A.8 and Academic Affairs Policy 12, Disruption of Class

4.6 Title IX Reporting



Everyone at JMU plays a role in creating and sustaining an inclusive living, learning, and working environment that is free from sex and gender-based discrimination. JMU employees have specific responsibilities related to prevention and response that are detailed here.

When a JMU employee, during the course of their regular, paid duties learns directly or indirectly about sexual misconduct involving another member of the university community, the employee is responsible for sharing the information with the Title IX Coordinator or Coordinator designate.

Employees responsible for reporting are: All faculty, staff and graduate student employees other than those who have been designated as a Confidential Resource.

It can be difficult to learn that one of your students has experienced sexual misconduct, but how you respond to these disclosures may impact what if any resources they use going forward. Remember, employees are responsible for sharing information with the Title IX Office. Use the following as guidelines for reporting:

1. Only share what you know to the Title IX Office. You do not need to ask the individual for additional information
2. Let the individual know what information you will be sharing and who you will be sharing it with
3. Share with the individual that Title IX will send an introductory email with information about resources but that the individual is not obligated to respond.
4. Follow the established reporting protocol for the office or department you are working in

Additional Considerations

- Listen and validate. Resist the temptation to encourage the person to look on the bright side or make a comment about how things could be worse
- Offer to find out about resources
- Resist giving advice.
- Check in from time to time.
- If you know both people involved, resist talking about it among friends or sharing with them your perspective.
- Offer to go with the individual to meet with resources if the individual would like.
- Understand that healing is a journey and that it takes different amounts of time and support for each person to heal.

Take care of yourself and know your limits. Social Scientists coined the term “vicarious trauma” to refer to the feelings of fatigue, confusion, fear, and anxiety that first responders, medical, mental health, and

international aid workers experience after providing support and assistance to trauma survivors. Friends, family, colleagues, mentors, and anyone close to a trauma survivor can also experience vicarious trauma and burnout, too.

Make it readily apparent that you are a Responsible Employee Some faculty put information on their syllabi about being Responsible Employees. Some offices make sure that information is apparent on their website and other materials available to students and colleagues.

Please note, consulting with confidential resources or reporting to another office or resource portal does not meet the Responsible Employee reporting obligation.



Reporting Sexual Misconduct or Title IX Sexual Harassment

Individuals who want to report incidents of Sexual Misconduct or Title IX Sexual Harassment, or want to learn more about their options, should contact Title IX Office at 540-568-5219 or titleix@jmu.edu.

Reporting Discrimination, Harassment, and Retaliation (Other than Title IX Sexual Harassment and Sexual Misconduct)

Individuals who want to report incident(s) of Discrimination, Harassment, or Retaliation (see JMU Policy 1324), or want to learn more about their options, should contact

the Office of Equal Opportunity. Campus access or accessibility barriers can be reported to Title IX Office at 540-568-5219 or titleix@jmu.edu



Pastoral and Professional Counselors

Campus “Pastoral Counselors” and “Professional Counselors,” when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of policy, the pastoral and professional counselors at JMU are not encouraged to inform persons being counseled of the procedures to report crimes on a voluntary confidential basis to JMU PD .

- A Pastoral Counselor is an employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.
- A Professional Counselor is an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community, and who is functioning within the scope of his or her license or certification.

4.7 OSARP Overview & Reporting



Any JMU student, faculty, or staff member wanting to report an incident involving a JMU student may contact the office of student accountability and restorative practices (OSARP) to learn more about their options and our processes. If an incident is being reported by a non-JMU individual, OSARP may be able to provide a process if the incident follows the guidelines listed in the “Jurisdiction” section of the Student Handbook located online at jmu.edu.

Faculty and staff are also encouraged to consult the “Faculty & Staff Resources” page for more information on addressing disruptive student behavior before reporting information to OSARP. OSARP currently offers two processes to address incidents involving a JMU student:

An *Accountability Process* is used to address alleged violation(s) of university policy as outlined in the Standards and Policies section of the JMU Student Handbook. Each policy has specific details of what constitutes a violation.

A *Restorative Practice* is used to facilitate students taking active responsibility for their actions within the JMU community to repair and heal any harm created. OSARP creates a safe space for all involved participants to have their concerns heard and work with participants to help address concerns in the best possible way for them. This approach allows individual growth, while promoting community and empowering participants to repair the harm that has occurred.

If an individual is interested in learning more about the options and processes offered by OSARP, an advising meeting is scheduled for the Reporting Party (i.e., person who experienced harm as a result of the incident), the OSARP staff advisor will learn more about the incident that occurred, explore the needs of the Reporting Party, and explain the Accountability Process and Restorative Practices processes and the Reporting Party’s role in either process. The OSARP staff advisor will also review what is needed from a Reporting Party in order to pursue either process.

If a student voluntarily seeks assistance for themselves or others, on- or off-campus, as a result of alcohol or drug use, the student will typically be granted amnesty from disciplinary action by the university. A student can be the individual for which assistance was sought or a bystander who was actively involved in the assistance being sought or provided. For student bystanders to be granted amnesty, they must stay with the student for whom assistance was sought, if safe to do so, until appropriate responding authorities arrive, and they must cooperate with responding authorities.

Once OSARP receives a report, the student will be notified of an alleged policy violation (s) and information about the Individual Accountability Process. The determination of whether amnesty will apply occurs on a case-by-case basis, as determined by OSARP. A student may appeal OSARP's decision not to grant amnesty for a case in writing to the Director of OSARP or designee. After a review of the case and appeal, the Director of OSARP or designee will inform the student of the final decision on granting or denying amnesty for a case; this will be a final decision on amnesty.

If a student has amnesty granted:

- The case will result in a finding of "Dropped – Amnesty";
- The case will not result in a university disciplinary record;
- The student will not receive a strike;
- A notification will not be sent to the student's parent/guardian; and,
- The student may be required to complete educationally-focused outcome(s) and/or other case outcomes, as determined by OSARP, except for suspension, expulsion, or notice of trespass from JMU and/or removal from all university housing. If a student does not complete the required educationally-focused outcome(s) and/or other case outcomes, OSARP may pursue additional alleged

violation(s) of university policy such as Failure to Comply with an Outcome and/or Noncompliance.

Exceptions and other information

- Amnesty may not be granted to students who have previously received amnesty if doing so would undermine the intent of the alcohol and/or drug policies, which includes the safety of students and the community.
- Amnesty may be granted for certain alleged policy violation(s) and not others, based on the circumstances of the case. For example, OSARP may grant amnesty to a Responding Party for an alleged policy violation of Alcohol while also finding them responsible for a Dangerous Practices policy violation.
- Amnesty will not be granted in circumstances where medical attention is requested by JMU faculty/staff, police, or emergency personnel while performing their job duties. ECAP does not provide protection against civil suits or criminal charges resulting from the incident.
- The Student Handbook details processes pertaining to disciplinary immunity regarding hazing and/or personal consumption of alcohol or drugs when made in conjunction with a good faith report. For more information, please visit the relevant section in the handbook located <https://www.jmu.edu/osarp/handbook/index.shtml/>

OSARP processes should not be confused with a criminal or civil process through the local courts. If you are interested in pursuing a criminal or civil process, please contact local law enforcement and/or an attorney for advice and guidance.



4.8 Threat Assessment Team

JMU has created a multidisciplinary Threat Assessment Team (in adherence to Virginia Code 23.1-805) comprised of Ex Officio representatives from the Police Department, Dean of Students, Office of Accountability and Restorative Practices, Human Resources, and the Counseling Center. Ad Hoc members including the Office of University Counsel are consulted on an as needed basis. The team meets weekly to discuss identified concerns, evaluate the situation and context, and manage any potential for harm.

The JMU Threat Assessment Team (TAT) is committed to improving community safety through a proactive and coordinated approach to the identification, assessment, intervention, and management of situations that pose or may potentially pose, a threat to the safety and well-being of the campus community.

4.9 Support Advocacy Team

For emergencies involving students, the JMU Police can call upon the services of the

Support Advocacy Team (SAT) chaired by the Dean of Students with members from the Counseling Center, the Health Center, Office of Student Accountability and Restorative Practice, Public Safety, the Office of Residence Life, Disability Services, representatives from academic programs and representatives from other university offices on an as needed basis, to assess and intervene with students whose behavior may present a threat to themselves or the safety of the university community. JMU is committed to improving community safety through a proactive, coordinated, objective, and thoughtful approach to the identification, assessment, intervention, management, and prevention of situations that pose, or may reasonably pose, a threat to the safety and wellbeing of the campus community. Any member of the university community who is concerned about the behavior of a JMU student is encouraged to contact the Dean of Students Office at 540-568-6468, the JMU Counseling Center at 540-568-6552, the JMU Police at 540-568-6913 .

4.10 Dean of Students Office



The Dean of Students team promotes well-being, interpersonal growth, and learning through advocacy and collaborative partnerships with students, employees, and families.

The office responds to the informational and personal concerns of students, parents, faculty and staff. Staff in the Dean of Students are committed to helping students and others in the areas of:

- Supporting and advising students and families during challenging situations through the university care program, Madison Cares.
- Normalizing setback and obstacles by sharing the stories of our community and getting students connected to a mentor-based Rebound program to create plans for success and to meet wellness goals. Notifying faculty of extended absences from class when a student is unable to attend due to extenuating circumstances and will be out more than two days.
- Such notifications are sent as a means to officially notify a student's professors of their situation. It is the responsibility of the student to contact each professor upon their return regarding the professor's policy for missed classes, assignments, etc.
- Referring students to resources to increase the likelihood of their success.
- Provide individualized student-centered life skills and learning strategies coaching through the Learning Success Strategies program.
- Consulting with faculty, staff and students regarding distressed and disruptive students; referrals to appropriate resources.

The Dean of Students/Student Success Center may be reached by calling: 540-568-6468.

Student Affairs Resource Contact List

Contact	Telephone	Email
Academic Student Services (Academic	540-568-7123	acadcon-
Counseling Center	540-568-6552	Call (540)568-6552, after hours press 1
Health Center	540-568-6178	healthctr@jmu.edu
Madison Cares	540-568-6468	madi- soncares@jmu.edu
Office of Disability Services	540-568-6705	disability- svcs@jmu.edu
Office of Student Accountability & Restorative Practices (Community Standards Violations)	540-568-6218	osarp@jmu.edu
Police Department	540-568-6912	Pd_dispatch@jmu.edu
Rebound	540-568-6468	rebound@jmu.edu
Residence Life (Housing)	540-568-4663	res-life@jmu.edu
University Advising	540-568-7350	university advising@jmu.edu

4.11 Other Reporting Options



Reporting Anonymously

JMU provides an option to anonymously report campus crime through a confidential reporting form ([Clery Crime Report Form](#)). The crime victim or a third-party reporting on behalf of a victim can use this form to submit information a suspicious person, suspicious activity, or a crime that has occurred on or off campus. On-campus tips will be immediately forwarded to the JMU PD. Off-campus criminal information will be forwarded to the criminal justice agency serving the area where the crime occurred. This form should not be used for crimes in progress or emergencies.

Voluntary Confidential Reporting

If you are the victim of a crime and do not want to pursue action within the University system or the criminal justice system, you may still want to consider making a confidential report. With your permission, a JMU PD officer can file a report on the details of the incident without revealing your identity (except to the Title IX Coordinator in the event of a reported sex offense or sexual harassment). The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to enhance the future safety of yourself and others. With such information, the JMU can keep an accurate record of the number of

incidents involving students, employees and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

The JMU PD encourages anyone who is the victim or witness of any crime to promptly report the incident to the police. JMU PD does not have a voluntary confidential reporting process because police reports are public records under state law, thus JMU PD cannot hold reports of crime in confidence.

Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can be made to any campus security authorities (CSAs). However, some of the CSAs are also Responsible Employees under Title IX, and they are obligated to share reported information involving sexual misconduct, domestic/dating violence and stalking, including information about the identity of the victim and accused, with the Title IX Coordinator.

Silent Witness

Silent Witness is a program to allow for the anonymous submission of suspected criminal activity that occurs on campus. Submitted information will be reviewed by our investigative staff and appropriate action will be taken as warranted.

If you see crime occurring on campus and you would like to report it, please fill out the form at:

[Silent Witness Report Form - JMU](#)

Note any crime in progress or other emergency should be reported by dialing 6911 or 540-568-8911/

All information will be kept confidential.

4.12 Resources



Madison Cares

Madison Cares' mission is to promote the safety and well-being of the JMU community through early intervention strategies, educational initiatives and ongoing care. We will respond to and support students experiencing varying levels of social, emotional, academic, medical or mental health concerns.

The welfare of the campus community is priority. When an individual is displaying threatening or potentially violent behavior call for help at 540-568-6911 and then submit a Care Referral.

Counseling Center staff members do not acknowledge that they are familiar with clients while outside the Center, unless the client acknowledges the staff member first.

Information obtained during counseling sessions will not be disclosed to anyone outside the Center without your knowledge and written consent. If you sign a written authorization allowing us to disclose information, you can later cancel your authorization in writing, and we will not

Concerned About A Student?

Ask Questions

Engage students early on and pay attention to any warning signs. Seek clarifying information regarding the student's concern.

Ask questions like:

"I'm really concerned about you. Can you tell me about what you are experiencing?"

"I've noticed [insert observation] and I'm concerned. Tell me about what's going on."

"I really care about you and your safety. How would you feel about us speaking with someone at the university?" (e.g. Madison Cares, JMU Counseling Center, or someone you both trust)

Communicate Concern

We know having a conversation isn't always possible; however, we encourage faculty, staff, students, and parents to address their concerns with the student prior to submitting a Care Referral. Express your concern for them privately, and provide resources that could help. Speaking openly with the student about your concern and your decision to refer them lets the student know that you care about their success and that there are resources available.

Listen attentively and with empathy. Use a calm and sincere voice. Avoid using any threatening, humiliating, and intimidating responses.

Tell Someone

The welfare of the campus community is priority. When an individual is displaying threatening or potentially violent behavior call for help (540-568-6911) and then submit a [care referral](#).

JMU Shield



JMU Shield is the official safety app of James Madison University. It is the only app that integrates with James Madison University's safety and security systems. JMU Police Department has worked to develop a unique app that provides students, faculty and staff with added safety on the James Madison University campus. The app will send you important safety alerts and provide instant access to campus safety resources. JMU Shield features include:

- **Emergency Contacts** Contact the correct services for the JMU area in case

of an emergency or a non-emergency concern

- **Mobile BlueLight:** Send your location to JMU security in real-time in case of a crisis
- **Friend Walk** Send your location to a friend through email or SMS on your device. Once the friend accepts the Friend Walk request, the user picks their destination and their friend tracks their location in real time; they can keep an eye on them to make sure they make it safely to their destination.
- **Report A Tip:** Multiple ways to report a safety/security concern directly to James Madison University security.
- **Safety Toolbox:** Enhance your safety with the set of tools provided in one convenient app.
- **Chat with JMU Police:** Communicate live with safety staff at James Madison University via chat.
- **Notification History** Find previous Push Notifications for this app with the date and time.
- **JMU SafeRides** An entirely student-run FEB organization that offers free and safe rides home to JMU students on Friday and Saturday nights from 10PM-3AM.
- **I'm OK!** Send your location and a message indicating that "You're OK" to a recipient of your choosing.
- **Campus Map:** Navigate around the JMU area.
- **Transit Map:** Find transit routes currently in service.
- **Take Action Guidelines** Students, faculty and staff who are prepared for disasters or emergencies, result in fewer impacts to JMU and a quicker recovery process.
- **Support Resources:** Access student and employee support resources in one convenient app to enjoy a successful experience at JMU.
- **Safety Notifications** Receive instant notifications and instructions from James Madison University safety when on-campus emergencies occur.

The app may be downloaded at: [JMU Shield - JMU](#)



TimelyCare + JMU

Peer Community: This anonymous, peer-to-peer support within the TimelyCare app provides students a place to connect with other students across the country who face similar challenges. Peer-to-peer support is not a substitute for counseling from a licensed mental health provider. However, it can be a step that students take to experience support from peers.

Psychiatry: Scheduled appointments are available through referral. To discuss referral options: visit the Counseling Center for a first visit appointment, or visit the University Health Center. (NOTE: Because of federal health regulations, TimelyCare providers are not able to prescribe controlled substances, see FAQ for more information). For more information about prescriptions, please call TimelyCare 833-4-TIMELY.

Health Coaching: Schedule virtual appointment(s) with a certified health coach to talk about: nutrition, exercise, sleep habits, mindfulness, and/or goal setting to enhance health and well-being

Self-Care Journeys & Content: Visit the "Explore" page within TimelyCare for guided self-care content including yoga and meditation sessions, as well as group conversations with our providers on a variety of health and well-being topics.

Students have access to TimelyCare services 365 days a year. That means you have access during breaks, after-hours, and any time you need support! Visit timelycare.com/jmu to get started.

4.13 Counseling Services



The Counseling Center (CC) is staffed by competent, experienced mental health professionals who, as part of the larger University community, are dedicated to the personal, social, and academic development of all JMU students. To accomplish this goal, the Center provides counseling services within a developmental, proactive, and outreach-oriented framework. The CC is fully accredited by the International Association of Counseling Services (IACS) and adheres to the highest standards of ethical conduct as outlined by the American Psychological Association (APA), the American Counseling Association (ACA), the laws of the Commonwealth of Virginia, and the internal governing policies of JMU.

The primary focus of the CC's mission is to provide the highest quality individual and group counseling to students struggling with problems common to a college population. Additionally, we serve as an assessment and referral source for students with more serious and chronic psychological difficulties. We also engage in active outreach efforts focusing on the prevention of problems and maximizing the potential of all students to benefit from the academic environment and experience.

We are committed to collaborating and partnering with other Student Affairs units and University divisions, serving as consultants to our educational colleagues on

psychological matters, and playing an integral role in the management of emergencies and crises affecting our students. We further enhances the educational mission of JMU by integrating the training of new mental health professionals within the provision and evaluation of counseling services.

Confidential Counseling records are kept separate from academic, disciplinary, and medical records to ensure privacy and confidentiality. Counseling records are maintained in an electronic database that is stored in a secured, password protected environment and accessible only to CC staff.

Further, all CC staff and computer support technicians sign a binding confidentiality agreement that prohibits the unauthorized release of client information. To further protect confidentiality, CC staff members do not acknowledge that they are familiar with clients while outside the Center, unless the client acknowledges the staff member first.

Information obtained during counseling sessions will not be disclosed to anyone outside the Center without your knowledge and written consent. If you sign a written authorization allowing us to disclose information, you can later cancel your authorization in writing, and we will not disclose any further information after we receive your cancellation.

Exceptions To Confidentiality

The only exceptions to these strict confidentiality rules are rare instances where psychologists and counselors are required to reveal particular information by federal, state, or local laws. Such exceptions include:

- When we believe that there is a substantial likelihood that you will cause serious physical harm to yourself or another person unless protective measures are taken.

In these cases, Virginia law mandates that the parents of dependent students must be notified of the situation. Sharing that you experience suicidal thoughts in and of itself does not automatically mean that parents are notified.

In fact, the vast majority of situations where students discuss suicidal thoughts do not require that information be shared with parents and/or individuals outside of the Center.

- We have reasonable cause to believe that a child is being abused or neglected or an aged or incapacitated adult is being subject to abuse, neglect, or exploitation.
- We receive a request for information after a threat assessment team at a public institution of higher education has determined that you pose a threat of violence to yourself and/or others, or exhibit significantly disruptive behavior or need for assistance.
- We receive a court order upon good cause shown or in compliance with a subpoena.
- We are approached by authorized federal officials for information related to national security and intelligence activities.

By law, we may not be able to reveal to the client when we have disclosed such information to the government.

We need to seek legal advice from the Office of University Counsel.

The parents of a minor (i.e., a student who is under the age of 18) request information.

Possible Threat

If student displays any warning signs, ask them privately, "Has it gotten so bad you are thinking of killing yourself?" If you have serious concerns that they are a threat to themselves or others, CALL 911. If it is not clear that they are an immediate threat, they will need to be evaluated further:

Police are trained to assess for safety and can provide this assessment on-site.

The Psychiatric Emergency Response Services (PERS) clinicians at Sentara RMH hospital are trained to assess for safety. PERS clinicians can provide in-person crisis assessments through the Emergency Department at Sentara RMH, 2010 Health Campus Drive, 540-689-1414

JMU students are eligible for emergency assessments. During our office hours, come to the 3rd floor of the Student Success Center, Suite 3100, or call 540-568-6552 and request a crisis intake. Be clear that there are safety concerns. You can walk over with them if you want to make sure they get there. After regular business hours or on weekends, please call the Counseling Center at 540-568-6552 and press "1" to connect to the after-hours crisis line.

After hours, if a student lives off campus, additional local crisis support services are available through calling the Harrisonburg-Rockingham County Community Services Board (540-434-1766).



Serious Concern

If the student displays warning signs and/or long-term concerns (self-injury, disordered eating, chronic depression, increased substance use, etc.) but clearly denies thoughts of harm:

- **Refer them to Counseling Center (CC) Services.** Depending on how concerned you are, offer to call the CC with them. There is no need to make an appointment. Go to Your First Visit page for information about how to get an initial assessment.
- **Contact the Dean of Students about your concern** (540-568-6468). The Dean of Students oversees the Madison Cares Team. They will review the information and decide whether to contact the student directly, and how best to follow-up regarding the concerns. Visit our "How to Help a Distressed Student" page for more information.

Mental Health Emergency

JMU students experiencing a mental health emergency (e.g., thoughts or plans to kill yourself, thoughts of seriously harming others a recent assault), occurring Monday - Friday 8am-4:30pm visit the CC (SSC, 3rd floor, Suite 3100) to speak with a clinician.

After regular business hours and/or on weekends when the CC is closed: please call the Counseling Center at 540-568-6552 and press "1" to connect to the after-hours crisis line.

There are additional 24 hour services listed below or you can always access services at Sentara RMH Medical Hospital (540-689-1414), 2010 Health Campus Drive, Harrisonburg, VA. Speak directly about your concerns and request that an officer do a welfare check to make sure the student is safe. Examples of immediate threats:

- They have a weapon.

- They have threatened or attempted to harm someone else.
- They are threatening to hurt themselves.
- They have injured or hurt themselves.
- They have taken too many pills.
- They are suicidal.
- They are intoxicated and/or high.
- They cannot commit to keeping themselves safe.

Reducing Risks of Suicide

There are times when you may become aware of someone struggling with thoughts of suicide. In order to effectively respond, it is helpful to be aware of warning signs, possible interventions, as well as important resources that can provide additional support. CC clinicians are available for consultation. If you are concerned about an immediate threat to someone's life, please access emergency assistance.

Individuals who are considering suicide often display warning signs. There are common warning signs that may suggest an individual is considering ending their life. The presence of one or more of these warning signs does not mean someone is definitely contemplating suicide. However, it means that we need to talk with them and show that we care.

There are many myths about suicide. Statements such as, "If I bring it up, will it put the idea into their head?" and "People who complete suicide are noticeably depressed." are just a few examples. Dispel the myths and learn the facts about suicide so you can be better prepared to help and understand someone who may be struggling.

Helping Someone Who is Suicidal

Remember the acronym **C.A.R.E.**:

- * Show that you **Care**
- * **Ask** calmly and directly about suicide
- * **Refer** to counseling or emergency services
- * **Encourage** hope for the future

Addition Resources In Harrisonburg

The resources that Harrisonburg offers for employees/students include but are not limited to:

- **RMH Life Recovery Program** The LIFE Recovery Program at Sentara RMH Behavioral Health is a comprehensive treatment program focusing on freedom from chemicals for those suffering with alcohol or drug problems. Services offered range from individual therapy to group therapy to intensive group therapy, and even aftercare services. Visit: <http://www.rmhonline.com/Main/AddictionServices.aspx>
- **Al-Anon Virginia:** A support group, Al-Anon defines itself as an independent fellowship with the stated purpose of helping relatives and friends of alcoholics. Al-Anon, as a program, recognizes that the friends and families of alcoholics are often traumatized themselves, and in need of emotional support and understanding. Visit: <https://www.vaalanon.org/districts/district-6%20A0%20central-valley>
- **Alcoholics Anonymous in Harrisonburg:** An internationally recognized program, AA states that its primary purpose is "to stay sober and help other alcoholics achieve sobriety". Visit: <http://alcoholicsanonymous.com/aa-meetings/virginia/harrisonburg/>
- **Narcotics Anonymous (NA):** This organization describes itself as a "nonprofit fellowship or society of men and women for whom drugs had become a major problem. NA uses a traditional 12-step model that has been expanded and developed for people with varied substance abuse issues Shenandoah Valley Area Narcotics Anonymous Visit: <http://www.shevana.org/>

JMU Alcohol and Drug Strategies for Employees: University Policy #1110

To comply with relevant laws related to the abuse of alcohol and controlled substances and help provide for a healthy and safe university community for employees, students, the local community and campus visitors. In addition, it is the intent of the university to offer support and possible solutions to employees who are struggling with alcohol or other drug-related problems. The following acts by employees are prohibited: the unlawful or unauthorized manufacture, distribution, dispensation, possession, or use of alcohol or other drugs in the workplace; impairment in the workplace from the use of alcohol or other drugs); The criminal conviction for a : *violation of any criminal drug law, based on conduct occurring either on or off the workplace; or *violation of any alcoholic beverage control law, or law that governs driving while intoxicated, based on conduct occurring either on or off the workplace; or The employee's failure to report an arrest for any offense related to criminal drug laws or alcoholic beverage control laws or laws that govern driving while intoxicated, based on conduct occurring on or off the workplace to his/her supervisor or designee in writing and within 72 hours of an arrest. The employee's failure to report a conviction for any offense related to criminal drug laws or alcoholic beverage control laws or laws that govern driving while intoxicated, based on conduct occurring on or off the workplace to his/her supervisor or designee in writing and within five calendar days of a conviction. This policy is applicable to all employees of the university. Any employee who commits any prohibited act shall be subject to the full range of disciplinary actions pursuant to applicable disciplinary policies, up to and including, termination, e.g., the Standards of Conduct and Performance policy. See JMU Policy 1317 at <https://www.jmu.edu/JMUpolicy/policies/1317.shtml>

Employee Training	
Alcohol and Other Drugs (employee module)	<p>JMU has a responsibility to provide a work environment free from the adverse effects of alcohol and other drugs and to provide training and resources to university employees.</p> <p>During this module, you will learn about:</p> <ul style="list-style-type: none"> • Recognizing violations of JMU Policy 1110 • Your responsibilities as an employee of the Commonwealth of Virginia and JMU • Available resources for help
Preventing Workplace Violence	<p>JMU has a responsibility to maintain a work environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior and to provide training and resources to university employees.</p> <p>During this module, you will learn the definition of workplace violence and be able to identify:</p> <ul style="list-style-type: none"> • Prohibited conduct • Warning signs of violence • How and to whom to report potential violence • What to do in a violent situation
Terrorism and Security Awareness	<p>JMU has a responsibility to provide training and resources to enable university employees to be more personally and professionally security-conscious while continuing to provide the highest quality customer service.</p> <p>During this module, you will learn about:</p> <ul style="list-style-type: none"> • What terrorism is and why it exists • An understanding of the different types of terrorist threats • How to reduce the risk of becoming a victim of crime and/or terrorism • How to report and respond to suspicious conditions and situations
Workplace Dispute Resolution	<p>All newly hired employees, within 30 days of hire, are required to complete the online Workplace Dispute Resolution training module and quiz created by JMU's Office of Human Resources and the Virginia Department of Human Resource Management (DHRM).</p> <p>During this module, you will learn about:</p> <ul style="list-style-type: none"> • AdviceLine - Available to all employees • Conflict Resolution Training - Available to all employees • Mediation - Available to all employees and facilitated by JMU's HR Consulting Services • Grievance Procedure (for non-probationary, classified employees only)
Title IX	<p>All employees complete an online training that focuses on preventing and responding to all forms of harassment and discrimination in the workplace. This training is included as part of the onboarding process for new employees. This training is accessed through MyMadison.</p> <p>Please refer to the FAQ sheet for more information. If you have specific questions related to the Office of Equal Opportunity or Title IX, please reach out to those offices about content, resources, or support.</p> <p>FAQs for Online Training</p>

JMU Safety Initiatives


<p>Safety Escorts -Escorts provided between campus buildings and parking lots for any student, faculty and staff member upon request by calling the JMU Police at 568- 540-6913 or from any emergency telephone.</p>	<p>Safe Rides – A program providing safe and reliable service within the Harrisonburg community by providing free rides to intoxicated students to prevent drunk driving and/or to students who are rendered incapable of transportation due to other circumstances.</p>
<p>Outdoor Emergency telephones - There are telephones provided on the exterior at the main entrance to each of the residence halls and outdoor emergency “Blue Light” phones located across campus to include parking lots and other remote areas and feature one-button speed dialing for instant communication with the JMU Police with location of the activated telephone automatically identified to the Police Communications Officer.</p>	<p>Multijurisdictional Training exercises – Exercises conducted in cooperation with local and state agencies to include the Harrisonburg Fire Department, Harrisonburg Police Department, Virginia State Police, and Virginia Department of Emergency Management along with other local agencies to prepare for emergencies and critical incidents to include active shooter, fire, hazmat incidents and extreme weather related incidents.</p>
<p>Residence Hall Telephones - There are interior courtesy telephones located in the hallways of residence halls.</p>	<p>Operation ID – Program which provides engraving services for valuable personal property. Engraving equipment is made available for loan.</p>
<p>Campus Cadets -Cadets are employed to act as additional eyes and ears for the JMU Police alerting police of incidents for possible further investigation, providing services during special events, and building and campus security. They are in radio contact with the JMU police at all times.</p>	<p>James Madison University Lightening Prediction System When the system detects atmospheric conditions that have a high probability of producing an electrical storm (lightning) close to campus the system will activate a series of horns and strobe lights.</p>
<p>Door Prop Alarms – Alarms on residence hall doors that activate when the door has remained open too long.</p>	<p>Traffic Calming Devices – Lighted crosswalks, speed humps, and the campus gate system provided to provide safer transportation on campus.</p>
<p>Bicycle Registration – Members of the university community can register their bicycle with JMU Parking Services or the JMU Police Department and receive a registration decal to affix to the bicycle to help deter theft and aid in the recovery.</p>	<p>Training/Programs for Students and Faculty – Crime prevention and personal safety classes provided by the JMU Police Department to include the RAD program for self-defense along with general safety instructional programs including a video on bike and pedestrian safety.</p>
<p>Police Substations – Police substations in academic buildings and residence halls to provide for additional police presence throughout campus.</p>	<p>Motorist Assistance – The James Madison University Police provide assistance in unlocking and jump starting vehicles.</p>

Through comprehensive awareness programs, members of the University community learn more about the University's efforts to enhance their safety and become aware of their personal stake in their own security and that of others.

Who should I call?



Sometimes calling the Counseling Center is the best place to start. However, sometimes another office is more relevant. Review the information below to see which office has the resources you need.




Call the CC first...

- When the concern is solely about mental health issues.
- For specific questions about CC services. Much of that information is on our website.
- When there is a release of information on file to consult about a specific CC client.

Learn about walk in services


Provider Database

Self-Help



Why should I contact another office? Why can't the CC share the information?


You have firsthand knowledge of the situation. The conversation should take place directly between you and the office that coordinates those services. They can answer specific questions and may need information we wouldn't even ask about. Plus, CC information is confidential and can't be shared, except under certain circumstances.



What is a welfare check?

Request one if you are concerned about a student's immediate safety (e.g. A student sends you a text threatening suicide and then turns off their phone.). Call JMU Office of Public Safety. They will gather information and send an officer out to make sure they are safe. If Harrisonburg Police need to be involved, JMU Police will instruct you how to proceed.

When to call




Emergency:
540-568-6911

Non Emergency: 540-568-6912

Blood

If there is an injury, medical attention is a priority. Counseling can come later. This includes self-injury.




Booze

If the individual is intoxicated, safety is a priority. Counseling can occur when they are sober.


Bizarre

If the individual is displaying bizarre, disturbed thinking, like hallucinations, they need a level of care beyond what the CC can provide.



JMU Police can conduct a welfare check when there is concern about safety. See below for more info.


When to call



540-568-6468

Absence

Professor notification of an extended absence for medical or mental health reasons.




Withdrawal

Reviewing the process and protocol for withdrawal before the end of the semester.

Behavior

Concerns about dangerous or disruptive behavior or violations of JMU policies. Submit a **Madison Cares** referral.



The DOS chairs the Threat Assessment & Support Advocacy Teams. They can share information about problematic behavior to offices across campus.

Other Helpful JMU Resources

OSARP	Review disciplinary cases, conflict resolutions, or rights violations	540-568-6218
ODS	Access to academic accommodations & academic coaching	540-568-6705
Learning Centers	Peer assisted study sessions, tutors, and the University Writing Center	540-568-2932
ORL	Roommate conflicts, housing contracts, hall policies, & room changes	<div style="background-color: #000080; color: white; padding: 5px; display: inline-block;"> Contact ORL </div>

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4.14 Bystander Intervention



What is bystander intervention? Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” JMU works to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm.

We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander.

How to be an active bystander

If you or someone else is in immediate danger and it is not safe for you to

intervene, call 911. If you do feel safe intervening, here are ways you can step in:

Direct

Confront those involved. If you see someone who looks like they could be in trouble or need help, ask if they are ok. Example: “Hey, what are you doing?” “Are you OK?”

Delegate

Call for help from someone else. Example: a friend, bartender, bouncer, police, etc.

Distract

Redirect attention of the people involved. Example: Talk loudly, drop something, tell someone you are not feeling well and need to go home.

4.15 Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cash money.
7. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately.
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - ⇒ *Remember that being in this situation is not your fault.* You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
 - ⇒ *Be true to yourself.* Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - ⇒ *Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing.* Your friends or family can then come to get you or make up an excuse for you to leave.
 - ⇒ *Lie.* If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. Try to think of an escape route. How would you try to get out of the room?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

4.16 Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible at Sentara Rockingham Memorial Hospital in Harrisonburg, VA, evidence may be collected even if you chose not to make a report to law enforcement (

It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Campus Public Safety or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order .

Involvement of Law Enforcement and Campus Authorities

Although the university strongly encourages all members of its community to report violations of this policy to law enforcement (including on campus law enforcement and/or local police), it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the university staff/faculty will assist any victim with notifying law enforcement if the victim so desires. JMU PD may also be reached directly by calling 540-568-6911, in person at 821 South Main Street, Harrisonburg, VA. Additional information about the JMU PD may be found online at: <https://www.jmu.edu/police>

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as changes to housing, academic, protective orders, transportation and working situations, if reasonably available. JMU will make such accommodations or protective measures, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime or not. JMU PD may also be reached directly by calling 540-568-6911, information about the JMU PD may be found online at: <https://www.jmu.edu/police>

Domestic Violence

1. Institution will assess immediate safety needs of complainant
2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department
3. Institution will provide written instructions on how to apply for Protective Order
4. Institution will provide written information to complainant on how to preserve evidence
5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate
6. Institution will provide the victim with a written explanation of the victim's rights and options
7. Institution will provide a "No trespass" directive to accused party if deemed appropriate

Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties;
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution's provisions about options for, available assistance in, and how to request

accommodations and protective measures; and

- an explanation of the procedures for institutional disciplinary action
- Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

JMU complies with Commonwealth of Virginia law in recognizing orders of protection. Any person who obtains an order of protection from the Commonwealth of Virginia or any reciprocal state should provide a copy to Campus Police and the Office of the Title IX Coordinator. A complainant may then meet with Campus Police to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, providing a temporary cellphone, changing classroom location or allowing a student to complete assignments from home, etc.) The University cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s).

The University may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. If the University receives a report that such an institutional no contact order has been violated, the University will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

Accommodations and Protective Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, JMU will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders and working situations. The written

notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working, protective measures or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, JMU will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement.

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.rainn.org> – Rape, Abuse and Incest National Network

<http://www.ovw.usdoj.gov/sexassault.htm> – Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> Department of Education, Office for Civil Rights

Confidentiality

Victims may request that directory information on file with the University be withheld by request.

Regardless of whether a victim has opted-out of allowing the University to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Adjudication of Violations

The university's disciplinary process includes a prompt, fair, and impartial process from the initial investigation to the final result. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault and stalking complaints are completed within the timeframe specified in each policy the institution maintains. However, each procedure allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy (provides that:

1. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present;
2. The accuser, the accused and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meeting and hearings;
3. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
4. The accuser and the accused will have the same opportunities to have others present during any institutional disciplinary proceeding. The accuser and the accused each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The University will not limit
- 5.

6. the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding. However, the role of the advisor is limited to
7. The accuser and the accused will be notified simultaneously, in writing, of the any initial, interim and final decision of any disciplinary proceeding; and
8. Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing, of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

Whether or not criminal charges are filed, the university or a person may file a complaint under the following policies, depending upon the status of the accused (student or employee):

University-Initiated Protective Measures

In addition to those protective measures previously described the Title IX Coordinator or their designee will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include but are not limited to: a University order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by James Madison University.

Campus Sex Crimes Prevention Act and Sex Offender Registry and Access Incarceration may remove a sex offender from the streets but it does nothing to prevent the offender from committing another crime when released.

The Federal Campus Sex Crimes Prevention Act (CSCPA)(section 1601 of Public Law 106-386) is a law that provides for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education, or working or volunteering on campus. The law requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, to the appropriate state agency, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student.

The James Madison University 2013 Annual Security Report and Annual Fire Safety Report amended the Jacob Wetterling Crimes against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974. The CSCPA covers not only individuals actually employed by an institution, but also those who are employed at an institution such as third party contractors (food service, custodial, etc.) through outsourcing .

This act provides special requirements relating to registration and community notification for sex offenders who are enrolled in or work at institutions of higher education. CSCPA also amended the Clery Act, an annual crime reporting law, and the Family Educational Rights and Privacy Act of 1974 to allow the disclosure of this 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 the State of which the person is employed, carries on a vocation, or is a student and must also alert the state of any change in enrollment or employment status. In the Commonwealth of Virginia convicted sex

offenders must register with the Sex Offender and Crimes against Minors Registry. The purpose of the Sex Offender and Crimes against Minors Registry shall be to assist the efforts of law-enforcement agencies and others to protect their communities and families from repeat sex offenders and to protect children from becoming victims of criminal offenders by helping to prevent such individuals from being allowed to work directly with children.

The web site address for securing related information in the Commonwealth of Virginia is: http://sexoffender.vsp.virginia.gov/sor/policy.html?original_requestUrl=http%3A%2F%2Fsexoffender.vsp.virginia.gov%2Fsor%2FzipSearch.html&original_request_method=GET&original_request_parameters for the neighboring West Virginia site go to: <http://www.city-data.com/so/West-Virginia.html> The National Sex Offender Registry Web site maintained by the U.S. Department of Justice is found at <http://www.nsopr.gov/>.

Prevention & Education Programs



5.0 Prevention & Education

5.1 The Big Four Alcohol and Drug Strategies

Three Strikes

JMU is committed to helping students learn and grow from their choices involving alcohol and drugs. Since learning can occur at any point before, during, or after an OSARP process, the Three Strikes strategy was implemented so students better understand how often they have been found responsible for an alcohol or drug policy violation at the university as they consider future decisions regarding substance use.

Students will receive one strike if found responsible for an incident involving alcohol and/or drugs. Students may be suspended for a minimum of one semester upon their receipt of a third strike; strikes are cumulative over a student's academic career at JMU. However, students may be suspended prior to a third strike for a policy violation(s) that poses health or safety concerns to the student or the community. Examples of health and safety concerns include but are not limited to distribution of drugs, supplying alcohol to those who are underage, DUIs, and keg registration violations.

Parent/Guardian Notification

JMU understands that the campus community plays an important role in the life of a student, but many times, the individuals who have the greatest impact on a student are those away from the university. The Parent/Guardian Notification strategy was implemented so that JMU can partner with parents and guardians in the learning process to help students be successful during their time at JMU.

If a student is under the age of 21 at the conclusion of the Individual Accountability Process and is found responsible for an alcohol or drug policy violation(s), parents/guardians will be notified which typically

occurs through the U.S. Postal Service.

Off-Campus Response

JMU is committed to preparing students to be enlightened citizens. This includes understanding your role in a community and how your actions and choices impact others. JMU is a part of the City of Harrisonburg and Rockingham County communities that many individuals and families call home. The Off-Campus Response strategy was implemented because JMU is responsible for their students, on- and off-campus, since student choices reflect the values of the university in which they represent.

Alcohol or drug incidents that occur off-campus within the City of Harrisonburg or Rockingham County may be addressed by OSARP in accordance with university policies and procedures.

Enlightened Citizen Amnesty Process

Among the characteristics of an enlightened citizen are the ability to make responsible decisions about one's personal welfare and the ability to make ethical decisions regarding the welfare of others. The Enlightened Citizen Amnesty Process (ECAP) was created to encourage students to make responsible and ethical decisions for themselves and others. JMU wants students to get help for themselves or others when alcohol or drugs are involved, and medical assistance is needed.

If a student voluntarily seeks assistance for themselves or others, on- or off-campus, as a result of alcohol or drug use, the student will typically be granted amnesty from disciplinary action by JMU. A student can be the individual for which assistance was sought or a bystander who was actively involved in the assistance being sought. For student bystanders to be granted amnesty, they must stay with the student for whom assistance was sought, if safe to do so, until responding authorities arrive, and they must cooperate with those authorities.

5.2 Safety Education Programs

By the Numbers

This two-hour program examines the reason for the establishment of community standards. An overview of VA laws and university policies is given. Students discuss personal values, community resources, and risk-reduction strategies for avoiding negative consequences of alcohol use. This short course was designed for minor alcohol violations.

Calling the Shots

This three-week, 6-hour, program guides students towards making future decisions more consistent with their values and in compliance with the law. Harrisonburg and/or JMU police participate in this program to answer students' questions and address risk-reduction strategies. This program was designed for students who violated alcohol policy.

All crime prevention and security awareness programs encourage students and employees are encouraged to be responsible for their own security and the security of others.

Mentor Experience

This program is used for students who have violated university policy and lack a personal understanding of their mission, values, and goals. Through participation in one-on-one meetings with a faculty, staff, or graduate student mentor, students develop a relationship of mutual respect and trust. The Mentor Experience includes attendance at 8-, 10-, 12-, or 15-hour mentor meetings and submission of a final reflection paper

Moving Forward

Moving Forward is designed for students who have violated the university Sexual Misconduct and/or Title IX Sexual Harassment policies, who are not suspended from the university, or who have been suspended and complete the program upon return. This is a 15-hour process involving regular meetings with a faculty/staff

facilitator for in-depth discussions and reflection activities guided by a workbook. The student will also be required to submit a two-page reflection paper.

Values in Action

This 3-hour program encourages participants to explore their personal values, act with integrity, and practice ethical decision-making. In addition, students are challenged to set personal goals for increased positive community engagement. This program was designed for students whose actions in a particular incident may not have been in line with their personal values or the values of the institution.

Wellness Coaching - Substance Misuse

MU Health Promotion coordinates Wellness Coaching with a focus on substance misuse. This program is designed to help students explore their expectations around alcohol, cannabis and/or other substances as well as the potential risks. Wellness Coaching with a focus on substance misuse is comprised of up to two 50-minute sessions with a specialized program facilitator. During these sessions, students may take a self-evaluation that provides the comprehensive feedback and an opportunity to discuss and process. Wellness Coaching is an empathic, confidential, and non-judgmental service open to all JMU students. Wellness Coaching with a focus on substance misuse is not an addiction treatment program. Referral to appropriate community resources is available.



Green Dot

JMU utilizes Green Dot, an evidence-based comprehensive strategy, to prevent power-based personal violence (sexual violence, dating violence and stalking) in our community. The foundation of Green Dot is community mobilization involving faculty, staff and students as partners in prevention.

We know that far too many people are being hurt by power-based personal violence. If we're truly going to reduce the number of people being hurt, we have to change our culture.

Green Dot trainings are proactive and include skill-based learning that encourage all members of our community to do their part to prevent harm.

Substance Misuse Coaching

Substance Misuse Coaching is a unique conversation. It is an opportunity for students to explore their expectations around alcohol, cannabis, nicotine or other drugs, as well as the potential risks.

Coaching sessions are confidential and available to all JMU students. Our team of facilitators believe your opinions and experiences are important and valuable. We believe that you are the expert on you. Together we can discuss if and how alcohol, cannabis or other drugs may fit into your life moving forward

21st Birthday Program

The program goal is to keep students safe on their 21st Birthday by inviting them to have a chat with one of our 21st Birthday program facilitators

Students are invited to share their plans for this milestone birthday and then empowered to think about their expectations, potential risks, and personal strategies to minimize risk. In partnership with local businesses and organizations, we are excited to offer a coupon book for participating students.

Safer Sex Stations

The Safer Sex Stations offer a wide variety of safer sex supplies and educational information - for free! Safer sex supplies include external condoms, internal condoms, lubricant, dental dams and more! Students can access* free safer sex supplies at various Safer Sex Stations locations or by Safer Sex online order form.

Sexual Health Coaching

Sexual Health Coaching is an individual, non-judgmental session to discuss sexual health concerns and develop goals for achieving a positive and healthy sex life. Coaching is facilitated by a professional Sexual Health Educator.

UREC Health & Wellness Promotion Programs

Seminars and Lectures designed understanding of person wellness by attending UREC Health & Wellness Promotion Programs. These are introductory classes for the different aspects of wellness. UREC offers a wide variety of health and wellness promotion programs such as:

- Sex Jeopardy
- Party Smart
- Green Dot Bystander Intervention Overview
- Checking Your Highlight Reel
- Sober Curious Panel
- The 5 Circles of Sexuality
- Sextacular
- More than Measures
- Stressed?

Certified Crime Prevention Campus

The Virginia Criminal Justice Services Board has designated JMU as a "Crime Prevention Campus." JMU is the 8th university in the commonwealth to receive the distinction in recognition of exemplary crime prevention services and initiatives. The Certified Crime Prevention Campus Program is open to all public and private accredited colleges or universities in Virginia.

To be certified, a college or university must detail crime prevention goals, programs and accomplishments. A certified crime prevention campus must have 11 core safety elements and four electives; these include having a certified crime prevention specialist on staff, maintaining mutual aid agreements with other agencies, continuing compliance with the federal Jeanne Clery Act, having a crisis management plan in place and distributing campus safety information.

JMU will retain the crime prevention campus certification for three years before the police department must complete a reassessment process to maintain certification.

Safety Escorts

Safety escorts are available to any student on campus, free of charge. Escorts are provided by carefully screened and trained student employees known as the "Public Safety Cadets".

Cadets are on duty 7pm - 2am Sunday-Wednesday, 9pm-2am Thursday, and 9pm-3am Friday and Saturday. Police officers may provide any escorts outside of those time periods

Public Safety Cadets

The goal of the JMU Public Safety Cadet Program is to ensure the safety and welfare of the campus community, to serve the inhabitants of this community, to assist JMU's sworn Officers, and to reduce the impact of crime on the university and its

inhabitants through patrol and the apprehension and adjudication of persons involved in criminal offenses.

The Program and the Department of Police and Public Safety are committed to the educational process and total student development of its Cadet personnel. The administration of this organization realizes the

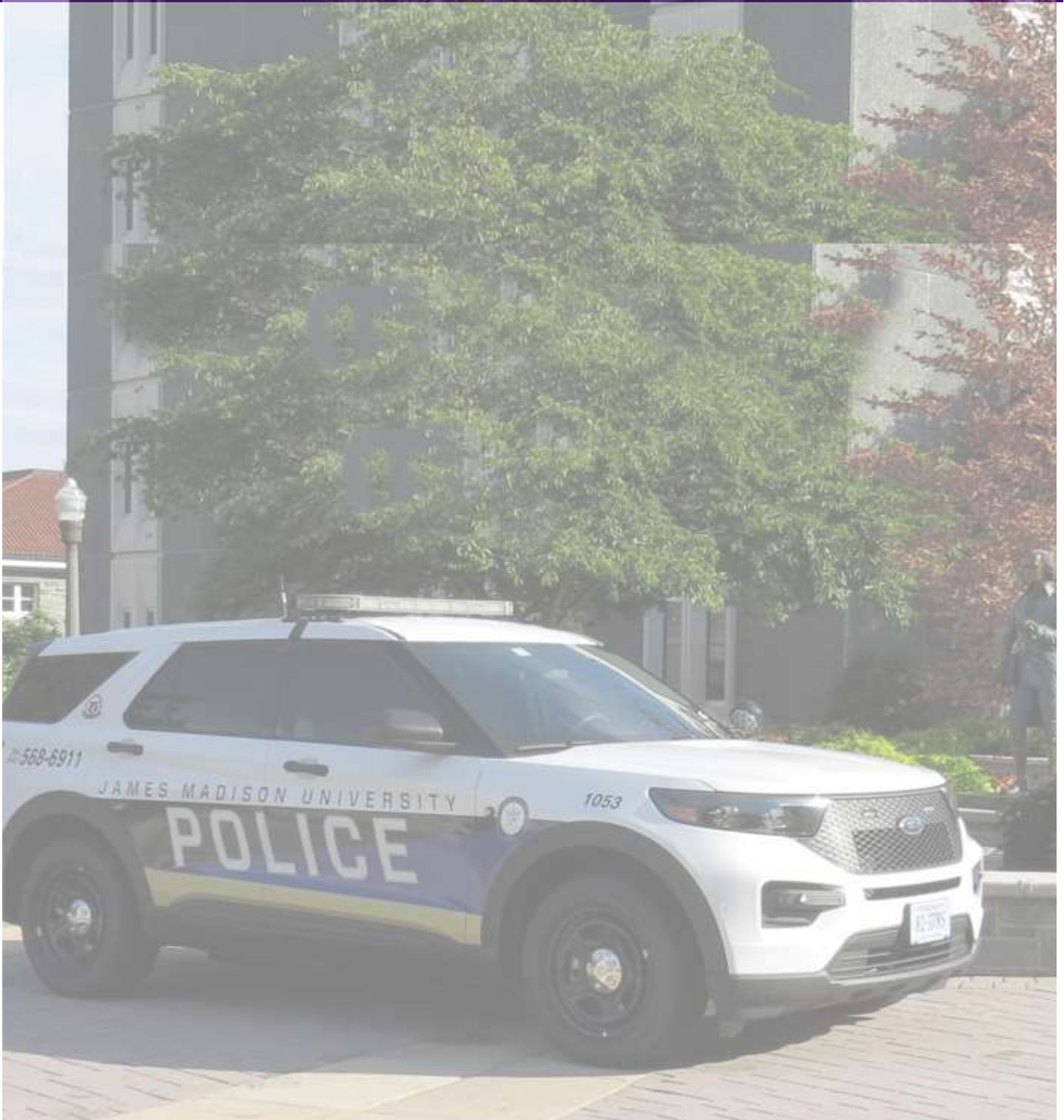
importance of maturation and strives to continually enhance the learning process for its student employees. The program can have up to 33 student cadets who work different security functions throughout the University campus. The cadets are the eyes and ears of the Police Department. They supplement the Police Departments force. The cadets have no police powers and contact the police if they see a crime occurring.

The Public Safety Cadet's duties include but are not limited to patrolling JMU's immediate campus, securing academic and administrative buildings, safety escorts, and other security related functions of the campus. The cadets are all students at James Madison University.

Women's Self-Defense Classes

The Women's Self-Defense Classes are a comprehensive course for women that begins with awareness, prevention, risk reduction, and avoidance while progressing to the basics of hands-on defense training. Classes are not martial arts programs. Classes are dedicated to teaching women defensive concepts, skills, and techniques of realistic defensive moves. Classes will provide the knowledge to make an educated decision about resisting confrontation and physical harm. All participants receive a lifetime free return and practice policy. The Women's Self-Defense classes at JMU are taught by trained instructors from the JMU Police Department.

Emergency Notifications & Information



6.0 Emergency Notifications & Information

6.1 Emergency (Immediate) Notification

JMU has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, the following identified situations are examples which may warrant an emergency (immediate) notification after confirmation: armed/hostile intruder; bomb/explosives (threat); communicable disease outbreak; severe weather; terrorist incident; civil unrest; natural disaster; hazardous materials incident and structural fire.

Individuals can report emergencies occurring at JMU by calling 540-568-6911. In the event of an emergency, JMU will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees and visitors.

Public Safety staff is responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with campus administrators, local first responders and/or the national weather center.

If the JMU Chief of Police, or designee, in conjunction with other University administrators, local first responders, Public Health Officials and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the JMU community, the JMU PD and JMU Community will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the JMU Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

JMU will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: JMU PD, Local PD, and/or the Local Fire and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Notification will be made by using some or all of the following methods depending on the type of emergency: University Alert System (which contains email, cell phone text, voice message alert); fire alarm (where available), public address systems (where available), social media, digital signage (where available), local media, webpage and/or in person communication. If any these systems fail or the University deems it appropriate, in person communication may be used to communicate an emergency.

The content of the message will vary depending on the situation. At a minimum, the messages will describe the emergency, provide basic instructions to the community and will direct them to where they can receive additional information. Follow-up information will be distributed using some or all of the identified communication systems (except fire alarm).

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents and other interested parties. The larger community can also access emergency information via the James Madison University homepage and/or social media.

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

6.2 Timely Warning Notifications

The JMU PD will develop timely warning notices to notify the campus community in the event a crime is reported within the JMU Clery Geography (On Campus, Public Property and Non-campus property), that, in the judgment of the Chief of Police or his designee, and after reviewing the facts and circumstances of the incident, constitutes an ongoing or continuing threat to the campus.

Timely Warning Notifications to the campus community are triggered by crimes that have already occurred, but represent an on-going or serious threat. The police department issues a timely warning for any Clery Act crime committed on our Clery Act geography and is considered by the institution to represent a serious or continuing threat to students and employees. (A warning is issued as soon as the pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences).

A Timely Warning Notification will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts:

- Date and time or time frame of the incident;
- A brief description of the incident;
- Information that will promote safety and potentially aid in the prevention of similar crimes (crime prevention or safety tips);
- Suspect description(s) when deemed appropriate and if there is sufficient detail;
- Police/Public Safety agency contact information;
- Other information as deemed appropriate by the Chief or his/her designee;
- Statement regarding the posting of message on the JMU Police Safety Announcements website.
- Statement regarding follow-up information regarding this incident will be posted on the JMU Police

- Safety Announcements website, when it becomes available, if deemed necessary by JMU .

The department does not issue Timely Warning Notifications for the above listed crimes if:

The PD quickly apprehends the subject(s) and the threat of imminent danger for members of the JMU community have been mitigated by the apprehension. If a report was not filed with JMU PD or if JMU PD was not notified of the crime in a manner that would allow the department to post a “timely” warning for the community. This type of situation will be evaluated on a case-by-case basis.

Timely Warning Notifications are posted on the JMU PD website and may also be posted in campus buildings, when deemed necessary. Timely Warning Notices are typically written and distributed by the Mary-Hope Vass, Assistant Vice President of Communications and University Spokesperson, or designee.

JMU is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

CSAs, under the Clery Act, have an obligation to promptly report allegations of Clery-defined crimes. This information is used to issue Timely Warnings.

JMU is not required by law to issue a Timely Warning for off-campus crimes; however, incidents occurring off campus will be evaluated on a case-by-case basis in conjunction with the local police jurisdiction of the crime to determine if there is a crime that poses an ongoing or serious threat to the community. A community crime alert may be issued if a crime alert is warranted so students, faculty and staff are made



6.3 Community Alerts

Community Alerts may be developed to notify off-campus community in the event that a situation arises off campus, that, in the judgment of the Chief of Police or his designee, after reviewing the facts and circumstances of the incident, constitutes an ongoing or continuing threat.

The department issues/posts Community Alerts for incidents of:

- Homicide,
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another;
- Aggravated assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an on-going threat to the larger JMU community),
- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Community Alert, but will be assessed on a case-by-case basis),
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the JMU Police Department),
- Major incidents of arson,
- Other crimes as determined necessary by the Chief of Police, or his or her designee in his or her absence.

6.4 Missing Student Notifications

The Clery Act requires institutions that maintain on-campus housing facilities to establish a missing student notification policy and related procedures (20 USC §1092(j), Section 488 of the Higher Education Opportunity Act of 2008).

When it is determined that a residential student is missing from the JMU community, University staff, in collaboration with JMU PD, will be guided by this Missing Student Notification Policy and related procedures.

The University will provide every student living in university student housing the annual opportunity and means to identify a contact person the University will notify no later than 24 hours after the time the University determines that the resident student is reported missing. When students are informed of their option to provide a confidential contact, they are advised that their missing student contact information will be registered confidentially, accessible only to authorized University officials. JMU officials may not disclose it except to law enforcement personnel in furtherance of a missing-person investigation.

Students are advised that, in the event a student under 18 years of age and not emancipated, JMU must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. Students are advised that, for all missing students, JMU will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

Any individual who believes a student living in university student housing may be missing

should immediately contact the JMU PD at 821 South Main Street, Anthony-Seeger Hall, or by phone at 540-568-6911. The JMU PD will notify the Dean of Students Office (DOSO) on receipt of a missing-student report. When such a report is received, both DOSO and JMU PD will attempt to determine whether the student is, in fact, missing.

If members of the JMU community believe that a student has been missing for 24 hours, it is critical that they report that information to JMU PD by calling 540-568-6911.

These steps will be taken, among others, depending on the circumstances:

- JMU PD will investigate the validity of the missing-person report and manage the information according to its established investigative standards
- JMU PD may notify appropriate University personnel and seek their aid in the investigation (e.g., DOSO, Residence Life staff, Counseling & Psychological Services staff, etc.)
- DOSO will attempt to contact the student through all reasonable and available means
- JMU PD will contact any other appropriate law enforcement agencies as necessary to further its investigation

6.5 Other Alerts

The JMU Community can register to receive text and voice messages over their cell phones during a campus emergency. Faculty, staff, and students may register through My Madison. Students are required to complete a multistep check-in process using My Madison. Incoming students complete the process as part of the Orientation OneBook. Returning students must complete registration before each Fall and Spring term.

A tutorial is available at: https://isapps.jmu.edu/mymadison/wm_ssi/documents/How%20to%20Check-In_v2.0.pdf

JMU students authorize JMU to send emergency notifications or may elect at this time not to receive cell phone emergency notifications during this process.

Faculty and staff, after being hired, will be prompted to complete an Emergency Notification step. They cannot access any other Employee functionality until they complete this step. JMU faculty and staff authorize JMU to send emergency notifications or may elect at this time not to receive cell phone emergency notifications during this process. An employee can re-validate by navigating to the Phone Numbers page within the Employee tab.

During a campus emergency, JMU will distribute information to the campus community utilizing several or all of the following methods:

- Madison ALERT- Campus Horn & PA System
- JMU Web page at www.jmu.edu
- JMU Facebook page at James Madison University - Home | Facebook
- JMU Twitter page at JMU (@JMU) / Twitter
- JMU Shield
- Blast e-mails to "___@jmu.edu" or "___@dukes.jmu.edu" accounts

- SMS Text Messages to registered users through My Madison to Faculty, Staff, Students, Building Coordinators, ORL Hall Directors & Resident Advisers
- Interdepartmental & Building Phone Trees
- Police Loudspeakers and PA Systems
- JMU Lightning Prediction System "RED ALERT" Horns
- Local Media/Campus TV/Radio Broadcasts

To continue our dedication in keeping the JMU community safe and prepared, the JMU PD is accredited through the Virginia Law Enforcement Professional Standards Commission (VLEPSC). As part of the accreditation process, the Department is required to maintain 192 standards that provide best practices related to life, health, and safety procedures, and are considered foundational for contemporary Virginia law enforcement agencies. The program provides the framework for addressing high risk issues within a contemporary environment, and ensures officers are prepared to meet basic community service expectations and prepared to manage critical events.

The JMU PD was awarded their initial accreditation on September 8th, 2011, and was re-accredited in 2015, 2019, and 2023.



6.6 Behavioral Threat Assessment

JMU is dedicated to ensuring the safety of its students, faculty, staff, and visitors, and one avenue the University utilizes to safeguard our community is behavioral threat assessment. Behavioral threat assessment is an evidence-based intervention approach used to identify, assess, and manage behaviors that pose or could potentially pose a risk of targeted violence to the JMU community.

Targeted violence is premeditated, goal-directed behavior with the sole purpose of carrying out a violent attack on identified targets or locations and often results from the interaction of the following four factors:

1. The subject of concern (SOC)
2. The SOC's potential target(s)
3. The environment
4. Past, current, or anticipated triggers; often referred to as precipitating events.

These types of attacks are rarely spontaneous, often involving days, weeks, months, or even years of planning; they normally begin with a grievance, and if left unattended, can result in a fixation and ideation resulting in planning and preparation to carry out an act of targeted violence. There are various observable behaviors associated with these stages of planning and preparation that indicate the SOC needs assistance, which lays the foundation for intervention by the threat assessment team.

"What to Report" identifies risk factors that may indicate a potential subject of concern (SOC) and applies to anyone located on or associated with the JMU campus. Please note the context of behaviors is crucial, and it is not always possible to know the significance of a single behavior or factor taken out of context. Also, one isolated behavior does not necessarily dictate a reason for concern.

Therefore, please use the list below as a guide in consideration of reporting, and the team will determine if there is a potential for harm (the following is NOT a comprehensive list):

Behavioral Factors Indicated by SOC

- Grievance into fixation: grievance from the SOC's point of view mandates resolution, normally to assuage perceived shame or embarrassment, or to regain power or control. The SOC can become fixated on a person or cause, may negatively characterize the individual or group, and often has angry emotional undertones.
- Desperation and suicidality: the SOC can feel as if they "have no other choice" than to carry out a violent act, and may have convinced themselves they have nothing to lose. This is often associated with depression and suicidal ideation but with the added layer of taking others with them and going out in a "blaze of glory."
- Lack of empathy: unwillingness or lack of concern for another's thoughts and feelings, making their own feelings the primary focus.
- Motives for violence: revenge-seeking, gaining notoriety, regaining power and control, advancing attention for a cause, or solving a problem.
- Weapons: acquisition or regained interest in acquired weapons. Uptick in time spent at the firing range, increased interest in weapons causing the most harm.
- Pre-attack planning or prep: behaviors associated with planning an attack, i.e. collecting data, watching patterns of target or law enforcement, acquiring weapons, making a list of targets, or writing a manifesto. Often associated are blame of others, lack of responsibility, "black and white" thinking, refusing to let go of the grievance, and associated shame or humiliation.
- Authorization (narcissism): making SOC's own feelings and desires foremost with callous disregard for other's feelings or

- the consequences of their actions. Exploitation of others and lack of remorse for own misconduct.
- Paranoia or loss of touch with reality: delusions or hallucinations, inability to distinguish between what is real and what is not, grandiose mood, noncompliance with mental health treatment or recommendations including medication.
- Sudden or extreme changes in mood or behavior: distinct shift from baseline of normal behavior, often with violent or angry undertones, lack of personal hygiene, changes in eating or sleeping habits, changes in substance use.
- Ruminating on loss, triggers, precipitating events, anniversaries: recurrent discussion or reliving of past traumatic events, calling attention to anniversaries from their past or as they relate to other acts of targeted violence.
- Threat: a communication or behavior that indicates an individual poses, or may pose, a danger to the safety of the JMU community through acts of violence or other behavior that could cause harm to self or others. The threat may be expressed verbally, behaviorally, visually, in writing, electronically, or through a variety of other means.

Academic/Employment Factors

- Recent or impending termination, suspension, dismissal; significant performance or conduct that requires administrative or faculty attention
- Social, educational, or occupational deterioration; loss of interest
- Unusual or excessive absences
- Repeated or exacerbated conflicts with peers
- Intimidating or aggressive behavior
- Extreme resistance to policy or procedural change

Physical/Observable Factors

- Anger problems/alarming behaviors: sudden or explosive outbursts, impulsive reactions, reactions that appear out of proportion to the triggering event, intimidation or bullying, escalation in anger over time, or sudden decrease or absence of previously exhibited anger.
- Substance abuse: abuse or dependence on alcohol or drugs, violence associated with substance usage, treatment noncompliance history, sudden cessation in certain substance use, and added use of enhancing substances (ADHD medication, anabolic steroid use).
- Isolation: increasing need to isolate, loss of interest in previous activities or social engagement.
- Changes in appearance: significant weight loss or gain, lack of hygiene, changes in sleep (excessive or lack of), dirty or unkempt attire.

Immediate Threat: Off Campus: Call 911 | On-Campus: 540-568-6911

Telephone Crisis Counseling:

988 Suicide & Crisis Lifeline	988 or 1-800-273-8255
Trevor Lifeline for LGBT Youth	1-866-488-7386
Trans Lifeline	1-877-565-8860
Crisis Text Line 24/7	Text "HOME" to 741741
Collins Center Harrisonburg's 24/7 Sexual Assault Crisis Hotline	540-434-2272
RAINN National Sexual Assault Hotline	1-800-656-4673

Hospitals:

Sentara RMH Emergency Department: 2010 Health Campus Drive	540-689-1414
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Law Enforcement:

JMU Police Department	Emergency: 540-568-6911 Non-Emergency: 540-568-6912
Harrisonburg Police Department	Emergency: 911 Non-Emergency: 540-434-4436

The JMU personnel who have authority to activate emergency measures upon their confirmation of the emergency or dangerous situation and determine the content and scope of the notification and activate the emergency notification system are:

- Chief of Police
- Supervisory Patrol Personnel
- Emergency Management Coordinator
- Communications Center Personnel
- University Media Relations Staff or appointed designee(s).

6.7 Emergency Response & Evacuation Procedures



JMU maintains an Emergency Response Plan that outlines responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of particular units or positions.

University units are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans. Emergencies occurring on campus should be reported to JMU PD.

In conjunction with other emergency agencies, the University conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution.

Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced.

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act.

The emergency evacuation procedures are tested at least twice each year. Students

and employees learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The JMU PD does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, JMU PD staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At JMU evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

At the sound of a fire alarm, or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify JMU PD (540-568-6911) or dial 911.

1. Remain Calm
2. Do NOT use Elevators, Use the Stairs.
3. Assist the physically impaired. If he/she unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform JMU PD or the responding Fire Dept. of the individual's location.
4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building.

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

Evacuation: Organized, phased, and supervised withdrawal, dispersal, or removal of civilians from dangerous or potentially dangerous areas, and their reception and care in safe areas.

Shelter-in-Place: The use of a structure to temporarily separate individuals from a hazard or threat.

Shelter-In-Place

A shelter-in-place notification may come from several sources, JMU PD, Housing Staff members, other University employees, Local PD, or other authorities utilizing the University’s emergency communications tools.

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-

place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.

2. Locate a room to shelter inside. It should be: an interior room; above ground level; and without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms maybe necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able. (University staff will turn off the ventilation as quickly as possible.)
6. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to JMU PD so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on a radio or TV and listen for further instructions.
8. Make yourself comfortable.



Weather Threats

During a tornado, shelter in the lowest level possible. If necessary, consider crouching near the floor and seeking additional shelter under a sturdy table or desk, or cover your head with your hands. In the event of hazardous material incidents requiring sheltering in place, close exterior windows and turn off heating, ventilation, and air conditioning (HVAC) systems.

Weather Definitions

- **Watch: Conditions** are favorable for the development of severe weather. Closely monitor the situation in case it gets worse.
- **Warning:** Severe weather has actually been observed. Listen closely to instructions provided by weather radios/officials.

How Do I Secure-In-Place?

- REMAIN CALM.
- if outside during a secure-in-place emergency, seek shelter in the nearest unlocked building.
- If the buildings in your immediate area have locked exterior doors, continue to move away from the danger, seek cover, move to another unlocked building, or leave campus if safe to do so.
- Once inside, find an interior room and lock or barricade the door(s).
- To minimize vulnerability, turn off lights, silence phones, draw blinds, move away from windows, and minimize additional movement.
- Await further instructions from JMU Alerts or emergency responders.
- DO NOT leave until an "All Clear" is received.

What If Someone Wants to Enter a Secure Area?

USE GOOD JUDGMENT. If there are any doubts about the safety of those inside the room or building, the area should remain secure. Allowing someone to enter a secure area may endanger yourself and others. If there are individuals outside the secured door who wish to enter, consider the following to determine safety:

- Can you see the area outside the door? Is someone lying in wait or creating a trap?
- If a physical description of the subject was given in the secure-in-place alert, consider similarities such as age, race, clothing description, height, weight, sex, and hair/eye color.

If the decision is made to allow entry to the individual, consider the following:

- Have the person leave anything he or she is carrying (a backpack, laptop case, package, etc.) on the ground and outside the secure area.
- Have the individual lift up his or her shirt/jacket/coat to expose their waistline and rotate 360 degrees to ensure no weapon is being concealed.

Hostile Intruder / Run Hide Fight RUN

- Have an escape route in mind? Leave your belongings behind. Evacuate regardless of whether others agree to follow.
- Help others escape if possible. Do not attempt to move the wounded. Prevent others from entering an area where the active shooter may be.

HIDE

- Hide in an area out of the shooters view.
- Lock door or block entry to your hiding place.
- Silence your cell phone (including vibrate) and remain quiet.

FIGHT

- Fight as a last resort only when your life is in imminent danger.
- Attempt to incapacitate the shooter.
- Act with as much physical aggression as possible.
- Improvise weapons or throw items at the shooter.
- Commit to your actions, your life depends on it.

When Law Enforcement Arrives

- Remain calm and follow instructions.
- Drop items in hands.
- Raise hands and spread fingers. Keep hands visible at all times.
- Avoid quick movements toward officers such as holding on to them for safety.
- Avoid pointing, screaming or yelling.
- Do not ask questions when evacuating

6.8 Fire Evacuation Preparation

Determine in advance your nearest exit and emergency evacuation route. Establish an alternative way out in case the nearest exit is blocked or unsafe.

Note that it may or may not be wise to exit during an emergency. If the hazard is outdoors, it may be safer to stay put (See: Shelter in Place and Secure in Place procedure) or just move to another part of the building.

If the hazard is apt to be short-lived and health and safety risks are low (ex: power outage), evacuations may not be necessary. If there is a fire, leave immediately. Emergency response personnel may advise you which to do, evacuate or shelter-in-place. If they don't, let common sense be your guide.

During an Evacuation

- If time and conditions permit, secure your workplace and take your important personal items such as your keys, purse, medication, or eye glasses.
- Follow instructions from emergency personnel (fire, law enforcement, medical, etc.).
- Check doors for heat before opening. Do not open a door if it feels hot.
- Exit the building as calmly and quickly as possible using the nearest safe exit. **DO NOT USE ELEVATORS**, unless specifically advised to do so by emergency personnel.
- **WALK, DO NOT RUN.** Do not push or crowd.
- Use handrails in stairwells, and stay to the right.
- Assist people with disabilities.
- Move quickly away from the building.
- Head to your assembly point, unless otherwise instructed.
- Watch for falling glass and other debris.

- Keep roadways and walkways clear for emergency vehicles.
- If you have relocated away from the building, **DO NOT RETURN** until notified that it is safe to do so.
- Assist people with disabilities.

Students, Faculty and Staff with limitations who need assistance during an evacuation should contact the JMU PD at 540-568-6911. Advise the dispatcher of the specific type of assistance needed in order for them to provide the appropriate type of resource (s).

Fire Log

The Clery Compliance Officer maintains the JMU Daily Fire Log and posts specific incidents within two (2) business days of receiving a report of an incident and reserves the right to exclude reports from a log in certain circumstances as permitted by law. The Fire Log is kept electronically and can be found on site at the JMU PD located in Anthony Seeger Hall for public inspection, upon request, during normal business hours.

This log contains the number and cause of each fire in an on-campus student housing facility.

- An Unintentional Fire is a fire that does not involve an intentional human act to ignite or spread into an area where the fire should not be.
- An Intentional Fire is a fire that is ignited, or that results from the deliberate action, in circumstances where the person knows there should not be a fire.
- An "unknown" Fire is a fire in which the cause cannot be determined.
- Hazardous products- spontaneous combustion or chemical reactions.

Smoking Regulations

Smoking is not permitted within buildings, facilities, structures, or vehicles owned, leased or rented by the university, including parking garages, covered walkways, temporary enclosed structures, trailers, and tents as well as structures placed on state-owned property by contractors or vendors.

This includes individual offices. Smoking is permitted outdoors on university grounds, plazas, sidewalks, malls and similar open pedestrian-ways, unless such areas are designated as non-smoking areas, provided smokers are 25 feet or more in distance away from an entrance or exit of any facility, including parking garages. Smokers are required to use ash urns to dispose of their smoking material waste, and are prohibited from littering state-owned property with smoking material waste.

Training

Hall Directors and Resident Advisors are assigned to each residence hall. These individuals receive training from the Office of Public Safety at the beginning of each school year outlining fire and emergency evacuation procedures. Hall Directors and Resident Advisors also participate in a training program provided by the Harrisonburg Fire Department providing hands on training stressing fire safety as part of their orientation process.

On the day students move into their on-campus residence halls, they are required to attend a community meeting with their Resident Advisers (RA). At that one-hour meeting, the RA outlines fire and emergency evacuation procedures, distributes a fire safety instructional brochure, and discusses policies and procedures regarding electrical appliances, smoking, and open flames. Students also receive a copy of the ORL Guidebook Calendar that contains policies and procedures regarding fire and personal safety.

Violations & False Alarms

Residence halls are completely evacuated for all fire alarms. No student may activate any alarm or attempt to manipulate any electrical or mechanical device for the purpose of creating a false fire alarm. This is a violation of law and can result in judicial action and/or a fine and/or criminal prosecution.

Failure to Evacuate

No student may disregard a fire alarm signal or refuse to evacuate a building or a section of a building where a fire alarm is sounding. This is a violation of law and can result in judicial action and/or a fine and/or criminal prosecution.

Tampering with Fire Safety Equipment or Devices

No student may operate or tamper with any firefighting equipment without authorization. In addition, no student may tamper with or otherwise misuse any fire detection or early warning device, emergency lighting, evacuation systems, or emergency telephones. Tampering with or misusing such items is a violation of the law and can result in judicial action and/or a fine and or criminal prosecution.

Obstruction of Fire Evacuation Routes

Due to fire safety regulations, students may not store loft bed construction materials, boxes, trash, bicycles, furniture or other items in hallways or other public areas or within 18 inches of the ceiling in a sprinkled building and 24 inches of the ceiling in a non-sprinkled building. No student may purposefully prevent someone from swiftly and safely evacuating a building. No student may enter or exit from a fire escape except during a fire drill or in the case of an actual fire.

Fireworks, Explosives, and Flammable Substances

Possessing, storing or using any fireworks or explosives or flammable substances (including charcoal and lighter fluid) is strictly prohibited. Use or possession of such materials may result in judicial action and/or a fine and/or criminal prosecution.

On-campus Student Housing Fire Safety Systems

Any student housing facility that is owned or controlled by the institution, or is located on property that is owned/controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Plans for Improvement to Fire Safety

The University does not have any planned improvements in fire safety at this time.

Candles, Incense and Open Flames

Candles, incense and other items producing an open flame or ember may not be burned in residence halls, offices or public assembly areas. Open flames are permissible in lab settings, during performances and to complete maintenance as long as the proper safety precautions are taken.

Electrical Appliances

Any appliance with a heavy electrical draw, such as a hair dryer, an iron, a television or a refrigerator, is to be plugged directly into an outlet. Circuit protected power strips (with reset button) must be plugged directly into the wall, not into another power strip. Only UL approved multi-plug surge protectors with an integrated circuit breaker may be used. Power strips are not permitted to be hung / supported by their own cord. Power strips need to be on a flat surface or secured so the cord is not stressed. Extension cords are strictly prohibited and this includes any item that serves as an extension cord such as lamps or bed risers with electrical outlets on them.

Examples include:

- Air conditioners
- Any appliances with an open heating element
- Bed risers with electrical outlets or USB ports built-in
- Candle warmers & wax burners
- Ceiling fans
- Coffee makers without automatic shut-off
- Desk lamps with electrical outlets or USB ports
- Electrical cords under carpets
- Extension cords, Cube adaptors (includes any item that serves as an extension cord such as lamps or bed risers with electrical outlets)
- Fuel-powered equipment
- Gasoline, propane, flammable liquids or gases
- Halogen lamps
- Hot plates
- Hover boards and their chargers
- Keg refrigeration devices
- Microwave ovens
- Refrigerators larger than 5 cubic feet total capacity
- Sandwich grills
- Space heaters
- Toaster ovens
- Wireless routers

Curtains

Any curtains or drapes in student rooms must be fire treated or made from fabric that is fire retardant. If curtains are fire treated, students must have proof of treatment. This proof can be an attached manufacturers tag, a receipt for professional treatment or the can of spray treatment used. No draperies should be hung at or near doorways. Hanging or suspending any type of paper or fabric from the ceiling, overhead lights, smoke detector or sprinkler head is prohibited.

6.9 Procedures Students and Employees Should Follow in Case of a Fire



Emergency Procedures

- Activate the nearest alarm pull station and call 540-568-6911 if possible and to report the location and cause of the fire if known.
- Everyone must leave immediately when a fire alarm is activated, even if there is no obvious signs of an emergency!
- Do not use the elevators!
- Remain calm and assist others in safely getting out.
- Confine fire by closing all doors and windows if possible.
- Extinguish the fire if you have been trained and it is safe to do so.
- Evacuate the building to a safe location away from the structure.
- Take any personal belongings you may need with you. (including wallets, purses, keys, cell phones, etc.)
- If circumstances permit, secure your area by closing doors and locking them if you would normally do so when you leave for the day.
- Follow directions given by emergency personnel and respond to the location designated by the building coordinator outside the structure to await further instructions and so that everyone can be easily accounted for before leaving the area.
- Do not re-enter the building until authorized to do so..

In the event of a fire, the University expects that all campus community members will evacuate by the nearest exit, closing doors

and activating the fire alarm system (if one is present) as they leave.

In the event fire alarms sound, University policy is that all occupants must evacuate from the building, closing doors as they leave. No training is provided to students or employees in firefighting or suppression activity as this is inherently dangerous and each community member's only duty is to exit safely and quickly, shutting doors along the exit path as they go to contain the spread of flames and smoke, and to activate the alarm as they exit. At no time should the closing of doors or the activation of the alarm delay the exit from the building.

Types of fires include, but are not limited to:

- Cooking - grease fire on stove top, oven or a microwave fire.
- Smoking materials - discarded lit cigarette butt.
- Open flames- candles.
- Electrical- electrical arcing overheated electrical motor.
- Heating equipment- heating stoves, space heaters, fireplaces, furnaces and water heaters.
- Hazardous products- spontaneous combustion or chemical reactions.
- Machinery/Industrial- heat from friction (e.g. fan belts) or cutting and welding.
- Natural - fires that result from natural phenomenon such as lightning, tornadoes, and earthquakes
- Other- fireworks, paper caps, party poppers, sunlight (usually magnified through glass or a bottle).
- Partial Sprinkler System is defined as having sprinklers in the common areas only.
- Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms.

Fire Safety Oversight

While fire safety is the responsibility of each of us as members of the campus community, the oversight of fire prevention rests with the Office of Risk Management. The safety coordinator working through the Office of Risk Management provides consistent monitoring and compliance enforcement of all applicable fire and safety laws, codes, best work practices and standards in all campus facilities and on the campus grounds.

The Safety Coordinator is a liaison with other departments, outside agencies, and the University community. The Safety Coordinator ensures that all constituencies have been properly informed as to correct safety measures and reporting procedures and maintains Fire Safety Plans. The Safety Coordinator tracks pending Fire Safety oriented state and federal legislation and prepares, schedules, and conducts compliance awareness sessions for appropriate senior campus officials on matters pertaining to fire safety and schedules, coordinates and conducts semi-annual fire safety inspection of all campus facilities in cooperation with the State Fire Marshal's representative.

Reporting Fires

All fire-related incidents should be reported to the JMU PD Communications Division for response and documentation. The communications unit is maintained 24 hours a day, seven days a week and is responsible for monitoring all fire alarms. Fire alarm panels monitoring all residence halls are located in the communication center. If a fire occurs in any building, community members should immediately notify the JMU Police Communication Center by dialing -6911 from any on-campus telephone or (540-568-6911) from any cell phone or off-campus telephone. Upon receipt of a need for a

response, a call for service entry is initiated into the computer aided dispatch system providing direct access to Harrisonburg/ Rockingham Emergency Services for local fire and rescue services to summon a response.

If a member of the JMU community finds evidence of a fire that has been extinguished, the community member should immediately notify JMU PD Communications to document the incident and begin the process of investigation.

Policies



7.0 Policies

7.1 Preparing the Annual Security & Fire Safety Report

PURPOSE OF THE ANNUAL SECURITY & FIRE SAFETY REPORT

Under the Clery Act, JMU has immediate, ongoing, and annual reporting requirements. The Annual Security & Fire Safety Report (ASFSR) is updated and published each year. This ASFSR contains safety- and security-related policy statements and procedures, as well as crime statistics for the most recent three calendar years. The report also contains fire safety-related policy statements, as well as fire statistics for on-campus student housing facilities for the most recent three calendar years.

ANNUAL SECURITY & FIRE SAFETY REPORT NOTIFICATION AND DISTRIBUTION

The ASFSR is distributed in compliance with the requirements of the Clery Act. Specifically, the JMU Police Department distributes an individual notice about the report to all currently enrolled students and all current employees by October 1 of each year. The notice generally includes a statement of the report's availability, a brief description of the information contained within the report, a direct link to the report, and information regarding where paper copies of the report may be obtained upon request. The report is also made available, and distributed, upon request, to prospective students and employees, and distributed to prospective students and employees. The ASFSR may be directly accessed by visiting:

[ANNUAL SECURITY and FIRE SAFETY REPORT - JMU](#)

ANNUAL SECURITY & FIRE SAFETY REPORT PREPARATION PROCESS

JMU's Police Department and Clery Office have primary responsibility for compiling the information contained within the ASFSR. The Clery Act Officer manages the collection, classification, and reconciliation of all JMU Campus Security Authority (CSA) crime reports and JMU PD police reports to ensure accurate reporting of Clery-reportable crime statistics. Crime statistics are also requested from local law enforcement agency in the area where JMU owns or controls property. Additionally, the Clery Officer works with Residential Student Conduct, the Office of Student Conduct, Human Resources, Academic Personnel, Athletics, Intercollegiate Athletics, and the Reserve Officer Training Corps (ROTC) to collect and reconcile disciplinary referral statistics for Clery-reportable liquor, drug, and weapons law violations.

JMU's Risk Management Division works closely with the the Clery Officer to reconcile all reported fires within on-campus student housing facilities. The Office of the State Fire Marshal and JMU PD have joint responsibility to investigate all reported fires for a Clery Act arson determination. Additionally, the Rick Management Division and the Clery Coordinator work closely with Housing, Dining & Auxiliary Enterprises to provide records of the fire safety systems in on-campus student housing facilities and the fire drills that occur each year.

7.2 Virginia State Laws

Virginia Code § 23.1-806 Reporting of Acts of Sexual Violence

Upon receipt of a report alleging sexual violence, The Title IX Coordinator will, within 72 hours of receipt of the report, convene the Sexual Violence Review Committee, which is made up of a member of the JMU Police department, a member of the student affairs administration, and the Title IX Coordinator or designate to determine appropriate actions in accordance with this code.

Virginia Code Ann. § 23.1-808(B) Sexual Violence; policy review; disciplinary immunity for individuals who make reports

The university will not pursue alleged policy violations of personal consumption of alcohol or drugs against students who are reporting sexual harassment on their own behalf or against students who participate as witnesses in procedures under this policy, even if these substances were involved. (Virginia Code Ann. § 23.1-808 (B)) The university will not pursue alleged policy violations for personal consumption of alcohol or drugs against employees, affiliates, or visitors where such disclosure is made in conjunction with a good faith report of an act of sexual violence.

Virginia Code § 23.1-900. Academic transcripts; suspension, permanent dismissal, or withdrawal from institution

Pursuant to Virginia Code § 23.1-900, academic transcripts; suspension, permanent dismissal, or withdrawal from institution in cases where a student respondent is found responsible and suspended or expelled for sexual violence, defined as physical sexual acts perpetrated against a person's will or against a person incapable of giving consent, a notation will be placed on the student respondent's

transcript for the duration of the suspension or expulsion. If a student respondent withdraws while under investigation, while investigation for an allegation of sexual violence, a notation will be placed on the student respondent's transcript until a final decision in the case is rendered. Such notations will read, as applicable:

- Expelled for violation of Student Standards of Conduct
- Suspended for violation of Student Standards of Conduct
- Withdrew while under investigation for violation of Student Standards of Conduct

Student respondents receiving a transcript notation for a suspension will have it automatically removed by the Office of the Registrar once the suspension period has ended. After a period of three years, students may contact OSARP to request removal of a notation for good cause shown.

7.3 JMU Drug and Alcohol Policies

JMU prohibits the unlawful possession, use, and sale of alcoholic beverages and illegal drugs on campus. The JMU PD is responsible for the enforcement of state underage drinking laws and enforcement of Federal and State drug laws.

The JMU Chief of Police has primary responsibility for the enforcement of State underage drinking laws as well as the enforcement of Federal and State drug laws.

Drug Free Schools and Communities Act

The Drug-Free Workplace Act of 1988 (US Code Title 41, Chapter 10, Section 701) requires that JMU, as an institution of higher education receiving federal funds, must comply with the requirements of federal regulations concerning drug and alcohol abuse prevention. See US Code Title 20, Chapter 28, Subchapter 1, Part B, Section 1011i. The law requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program, an institution of higher education must certify that it has adopted and has implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees that, at a minimum, includes: The annual communication to each student and employee of:

- * Standards of Conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on the institution's property or as part of any of the institution's activities;
- * A description of the applicable legal sanctions under local, state, or federal

law for the unlawful possession or distribution of illicit drugs and alcohol;

- * A description of the health-risks associated with the use of illicit drugs and the abuse of alcohol;
- * A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- * A clear statement that the institution will impose sanctions on students and employees (consistent with local, state, and federal law), and
- * A description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct; and
- * A biennial review by the institution of the institution's program to determine the program's effectiveness and implement changes to the program if the changes are needed; and ensure that the required sanctions mentioned above are consistently enforced.
- * This Information in full can be found at: <https://www.jmu.edu/osarp/handbook/QSARP/alcoholanddruginfo.shtml>, or The Drug Free Workplace Act of 1988 (US Code Title 41, Chapter 10, Section 701), and the Department of Human Resources Management's Policy 1.05 -Alcohol and Other Drugs .

Higher Education Opportunity Act (HEOA) Notification to Victims of Crimes of Violence

The University will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, and a report on the results of any investigation. JMU complies with section 120 (a) through (d) of the HEA.

7.4 Standards of Conduct & Policies from JMU Student Handbook

Alcohol

James Madison University is a community of diverse individuals who have come together for the purpose of education. As with any community, the university must establish guidelines for behavior, which will produce the type of environment necessary to best achieve its mission.

JMU reserves the right to develop and implement new rules, guidelines and standards of conduct for students, recognized student organizations, and student groups that are not presently included in this Handbook.

JMU reserves the right to enforce the Standards of Conduct & Policies based on the "Jurisdiction" outlined in this Handbook for students, recognized student organizations, and student groups. Additionally, each of the Standards of Conduct & Policies listed in this Handbook have a notation of whether the policy applies to students, recognized student organizations, or student groups, as defined in this Handbook.

It is the responsibility of OSARP to make a reasonable attempt to inform the student body of any substantive change in or addition to the current policies and regulations.

Every student, recognized student organization, and student group is expected to comply with university policies. A student, recognized student organization, or student group that violates federal, state, or local law or city ordinance may be subject to criminal or civil action and an OSARP process.

JMU reserves the right to hold students, recognized student organizations, and student groups accountable for certain types of off-campus behavior. Disciplinary action will result if a behavior compromises the educational atmosphere or mission of the institution, as determined by OSARP.

Individuals must be 21 years of age or older to buy, possess or consume alcoholic

beverages. Examples of possession and consumption include, but are not limited to, holding, drinking a beverage containing alcohol or having alcohol in an area under the responsibility of the student or recognized student organization. Areas of responsibility for a student or recognized student organization may include, but not be limited to backpacks, refrigerators, residence hall rooms, personal belongings, private rooms, common spaces, organizational offices and mailboxes, organizational storage spaces and lockers, organizational residences, and/or vehicles.

Alcoholic beverages may not be sold or provided to any person who at the time of sale or exchange is underage or visibly under the influence of alcohol.

Drunkenness and/or possession of open containers of alcohol is prohibited in public areas, as defined in the "Definitions" section of the Student Handbook, in accordance with local ordinance, state law or university policy.

Students shall not drive or operate a motor vehicle under the influence of alcohol in accordance with state law.

Alcoholic beverages may not be possessed, distributed or consumed at events open to the general university community and held on university owned or operated property except when specific university approval has been obtained for the event. Sponsors are responsible for assuring that all persons in attendance at an event comply with state law, and university policy related to alcohol.

Kegs or other large containers with alcohol are prohibited on university owned or operated property unless previously approved by JMU Special Events Catering. All kegs, events, possession, and service of alcohol on or off campus must comply with Virginia's Department of Alcoholic Beverage Control rules and regulations.

Drugs

Drugs include illegal drugs as defined by state or federal law, prescription medications used by an individual other than the person for whom the drugs are prescribed, legal drugs used outside of their recommended directions, and/or other substances used as drugs.

Except as permitted by federal and Virginia law:

1. No student or recognized student organization shall use, consume, or possess a drug. No student or recognized student organization shall sell, distribute, or give a drug to another person. No student or recognized student organization shall intend to sell, distribute, or give a drug to another person. Examples of possession and use include but are not limited to ingesting a drug or having a drug in an area under the responsibility of the student or recognized student organization. Areas of responsibility include but are not limited to backpacks, refrigerators, residence hall rooms, personal belongings, private rooms, common spaces, organizational offices and mailboxes, organizational storage spaces and lockers, organizational residences, and/or vehicles.

2. No student or recognized student organization shall use, possess, sell, give, or distribute drug paraphernalia. Examples include but are not limited to equipment, products, and materials which are designed for or used to manufacture or consume cannabis, controlled substances, or other drugs. An example of possession includes but is not limited to having paraphernalia in an area under the responsibility of the student or recognized student organization. Areas of responsibility include but are not limited to backpacks, refrigerators, residence hall rooms, personal belongings, private rooms, common spaces, organizational offices and mailboxes, organizational storage spaces and lockers, organizational residences, and/or vehicles.

3. Students shall not drive or operate a motor vehicle under the influence of a drug in accordance with state law.

4. Intoxication due to a drug is prohibited in public areas. Intoxication in public includes common areas of residence halls (i.e. lobbies, lounges, hallways, and bathrooms) as well as other areas defined as public in the "[Definitions](#)" section of the Student Handbook.

Federal law prohibits the possession and/or use of cannabis on college campuses which receive federal funding, such as JMU. Therefore, JMU will continue to address possession, use, or distribution of cannabis on university owned or operated property or as part of any of its programs or activities, in accordance with federal law, regardless of changing state or local laws.

Virginia law allows persons 21 years of age and older to possess up to 1 ounce of cannabis or an equivalent amount of cannabis products, and to share with other persons 21 years of age and older. Therefore, JMU will not apply the Drugs policy to student use or possession of cannabis in the amount of 1 ounce or less, for students 21 years of age and older, if such use and possession is in accordance with Virginia state law and is not on university owned or operated property or part of any of its programs or activities.

7.5 Alcohol Sanctions (Criminal)

Alcohol Virginia's Alcohol Beverage Control Act contains a variety of laws governing the possession, use and consumption of alcoholic beverages. The Act applies to the students and employees of this institution. As required by the Federal Drug-Free Schools and Communities Act of 1989, the pertinent laws, including sanctions for their violation, are summarized below:

- It is unlawful for any person under age 21 to purchase or possess any alcoholic beverage. Violation of the law expose the violator to a misdemeanor conviction for which the punishment is either confinement in jail for up to 12 months, a fine up to \$2500 or both. Additionally such person's Virginia driver's license may be suspended for a period of not more than one year.
- It is unlawful for any person to sell alcoholic beverages to persons under the age of 21. Violation of the law exposes the violator to a misdemeanor conviction for which the punishment is either confinement in jail for up to 12 months, a fine up to \$2,500 or both.
- It is unlawful for any person to purchase alcoholic beverages for another when, at the time of the purchase, they know or has reason to know that the person for whom the alcohol is being purchased is under the legal drinking age. Violation of the law exposes the violator to a misdemeanor conviction for which the punishment is either confinement in jail for up to 12 months, a fine up to \$2,500 or both. *
- It is unlawful for any person, regardless of age, to consume alcoholic beverages in unlicensed public places. Violation of the law, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is a fine up to \$250.
- It is unlawful for any person under the age of 21 to use or to attempt to use an altered or fictitious I.D. to purchase alcoholic beverages. Punishment is confinement in jail for up to 12 months and a fine of \$2500, either or both.

Driving privileges shall also be revoked for at least 6 months or up to 1 year.**

- It is illegal to drive while under the influence of alcohol. Individuals are considered impaired if their blood alcohol content (BAC) exceeds .08. Person's under the age of 21 who drive with a BAC of at least .02 but less than .08 may be fined up to \$500 and have their driver's license suspended for up to six months. Persons with a BAC of .08 or higher or persons refusing a breath test will have their driver's license automatically revoked.
- It is unlawful for any person under 21 to operate any motor vehicle after illegally consuming alcohol. Violation of the law is a misdemeanor for which the punishment is loss of driver's license for 6 months and up to \$500 fine. See also Code of Virginia 18.2-251; First Offender Status for Substance Charges which can be found at: <https://law.lis.virginia.gov/vacode/title18.2/chapter7/section18.2-251/>

Convictions for violations of these laws could result in fines, loss of driver's license and imprisonment. University sanctions could include penalties ranging from completion of sanctions required by the courts, restorative practices, disciplinary probation, educational programs, substance education programs, restorative practices, restitution, removal from university housing, special assignments/restrictions, suspension, expulsion and fines. Further information concerning sanctions for students found responsible for violating university policy can be found at: <https://www.jmu.edu/osarp/handbook/OSARP/sanctions.shtml>

7.6 Drug Sanctions (Criminal)

The unlawful possession, distribution and use of controlled substances and illicit drugs, as defined by the Virginia Drug Control Act, are prohibited in Virginia. Controlled substances are classified under the act into schedules ranging from Schedule I - Schedule VI, as defined in sections 54.1-3446 through 54.1-3456 of the Code of Virginia (1950), as amended. As required by the Federal Drug-Free Schools and Communities Act of 1989, the pertinent laws, including sanctions for their violation, are summarized below:

- Possession of a controlled substance classified in Schedules I or II of the Drug Control Act, upon conviction, exposes the violator to a felony conviction for which the punishment is a term of imprisonment ranging from one to ten years, or in the discretion of the jury or the court trying the case without a jury, confinement in jail for up to twelve months and a fine up to \$2500 either or both. [Link to Code of Virginia - Schedule I substances](#)
- Possession of a controlled substance classified in Schedule III of the Drug Control Act, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to twelve months and a fine up to \$2500, either or both.
- Possession of a controlled substance classified in Schedule IV of the Drug Control Act, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to six months and a fine up to \$1000, either or both. .
- Possession of a controlled substance classified in Schedule V of the Drug Control Act, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is a fine up to \$500.
- Possession of a controlled substance classified in Schedule VI of the Drug Control Act, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is a fine up to \$250.
- Possession of a controlled substance classified in Schedule III, IV, or V of the Drug Control Act with the intent to sell or otherwise distribute, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is either confinement in jail for up to one year, a fine up to \$2500, or both.
- Any person who possesses marijuana or marijuana products in excess of one ounce but not exceeding more than one pound is subject to a civil penalty of no more than \$25.
- Any person who possesses more than one pound of marijuana or an equivalent amount of marijuana product as determined by regulation promulgated by the Board is guilty of a felony punishable by a term of imprisonment of not less than one year nor more than 10 years and a fine of not more than \$250,000, or both.
- No person younger than 21 years of age shall consume or possess, or attempt to consume or possess, any marijuana or marijuana products. Such person may be prosecuted either in the county or city in which the marijuana or marijuana products were possessed or consumed or in the county or city in which the person exhibits evidence of physical indicia of consumption of marijuana or marijuana products. Any person 18 years of age or older who violates the above is subject to a civil penalty of no more than \$25 and shall be ordered to enter a substance abuse treatment or education program or both, if available, that in the opinion of the court best suits the needs of the accused.
- Possession of a controlled substance classified in Schedules I or II of the Drug Control Act with the intent to sell or otherwise distribute, upon conviction, exposes the violator to a felony conviction for which the punishment is a term of imprisonment from five to forty years and fine up to \$500,000. Upon a second conviction, the violator must be imprisoned for not less than five years

7.7 Sex Offender Registry

Sex Offender Registry and Access to Related Information The federal "Campus Sex Crimes Prevention Act" law was signed on October 28, 2000, and became effective October 28, 2002. The law requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state under section 121 of the Adam Walsh Child Protection Act of 2006. (42 U.S.C. 16921) concerning registered sex offenders may be obtained, such as the law enforcement office of the institution, a local law enforcement agency with jurisdiction for the campus, or a computer network address. It also requires sex offenders already required to register in a state to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, carries on a vocation, volunteers their services, or is a student. Information about the Sex Offender registry can be found at: <https://vspso.com>

In the Commonwealth of Virginia, convicted sex offenders must register with the Sex Offender and Crimes Against Minors Registry. The registry was established pursuant to §19.2-390.1 of the Commonwealth's Criminal Code. Every person convicted on or after July 1, 1997, including juveniles tried and convicted in the circuit courts pursuant to § 16.1-269.1, whether sentenced as adults or juveniles, of an offense for which registration is required shall be required as a part of the sentence imposed upon conviction to register and re-register with the Commonwealth's Department of State Police, as provided in this section.

In addition, all persons convicted of offenses under the laws of the United States, or any other state substantially similar to an offense for which registration is required, shall provide to the local agency all necessary information for inclusion in the State Police Registry within ten days of establishing a residence within the Commonwealth. Any person required to register shall also be required to reregister within ten days following any change of residence, whether within or outside of the Commonwealth.

Nonresident offenders entering the Commonwealth for employment, to carry on a vocation, volunteer services or as a student attending school who are required to register in their state of residence or who would be required to register under this section if a resident of the Commonwealth shall, within ten days of accepting employment or enrolling in school in the Commonwealth, be required to register and reregister pursuant to this section. For purposes of this section "student" means a person who is enrolled on a full-time or part-time basis, in any public or private educational institution, including any secondary school, trade or professional institution, or institution of higher education.

Information concerning offenders registered with the Sex Offender and Crimes Minors Registry may be disclosed to any person requesting information on a specific individual in accordance with the law. Information regarding a specific person requested pursuant to the law shall be disseminated upon receipt of an official request form that may be submitted directly to the Commonwealth's Department of State Police or to the State Police through a local law-enforcement agency. The Department of State Police shall make registry information available, upon request, to criminal justice agencies including local law enforcement agencies through the Virginia Criminal Information Network (VCIN). Registry information provided under this section shall be used for the purposes of the administration of criminal justice, for the screening of current or prospective employees or volunteers or otherwise for the protection of the public in general and children in particular. Uses of the information for purposes not authorized by this section are prohibited and a willful violation of this section with the intent to harass or intimidate another shall be punished as a Class 1 misdemeanor.

Virginia State Police maintain a system for making certain registry information on violent sex offenders publicly available by means of the internet. The information made available includes the offender's name; all aliases which he has used or under which he may have been known; the date and locality of the conviction and a brief description of the offense.

7.8 Other Policies

Suzanne's Law

President George W. Bush signed Suzanne's Law as part of the national AMBER Alert bill, amending Section 3701(a) of the Crime Control Act of 1990. This federal law provides that there shall be no waiting period before a law enforcement agency initiates an investigation of a missing person under the age of 21 and reports the missing person to the National Crime Information Center of the Department of Justice. Suzanne's Law is named after Suzanne Lyall, a student at the State University of New York at Albany who has been missing since 1998

Missing Adult—Code of Virginia

Code of Virginia, § 15.2-1718.2 states that upon receipt of critically missing adult reports, Law Enforcement agencies shall not establish or maintain any policy that requires the observance of any waiting period before accepting a critically missing adult report.

Law enforcement agencies shall immediately, but in all cases within two hours of receiving the report, enter identifying and descriptive data about the critically missing adult into the Virginia Criminal Information Network and the National Crime Information Center Systems, forward the report to the Department of State Police, notify all other law-enforcement agencies in the area, and initiate an investigation of the case.

"*Critically missing adult*" means any missing adult, including an adult who has a developmental disability, intellectual disability, or mental illness as those terms are defined in § 37.2-100, 18 years of age or older whose disappearance indicates a credible threat to the health and safety of the adult as determined by a law-enforcement agency and under such other circumstances as deemed appropriate after consideration of all known circumstances.

If, within twenty-four hours of the report, it is determined not to be a critically missing adult, and JMUPD is unable to locate the missing student, the student remains missing, JMU PD will notify the Dean of Students Office (DOSO) and DOSO shall take the following action(s):

- The Dean of Students or his/her designee will within 24 hours, notify the individual the student has designated as his/her missing student contact and document the date and time of the notification.
- If the missing student is under 18 years of age and not an emancipated individual, the Dean of Students or his/her designee also will notify the student's custodial parent or guardian, and any other designated contact person within 24 hours, and document the date and time of the notification
- JMU PD and DOSO will coordinate their efforts to locate the missing student. The Dean of Students will notify the Vice President and Chief Student Affairs Officer and update him/her on the status of the investigation as appropriate.
- When the missing student is located, the Dean of Students or his/her designee will contact the student to offer any appropriate support, as well as the emergency contacts and/or parents to confirm the student has been located.

If the initial investigation is unsuccessful in locating the missing student, JMU PD will continue to investigate according to established police procedures. The Dean of Students will decide further action, if any, by DOSO regardless of whether the student has identified a contact person, is above age 18, or is an emancipated minor, JMU PD will inform local law enforcement agencies having jurisdiction in the area that the student is missing within 24 hours

7.9 Fire Safety Policy

- No student or recognized student organization shall activate a fire alarm except in case of an actual fire.
- No student or recognized student organization shall disregard a fire alarm signal, refuse to evacuate a building, or re-enter without permission from a university official.
- A university official includes but is not limited to members of the faculty, administrative staff, classified staff, Office of Residence Life staff (including house managers), Office of Student Life staff, CMSS staff, UREC staff, event/program staff, or other professional or student staff of university departments/offices.
- No student or recognized student organization shall enter or exit from a fire escape except during a fire drill or in the case of an actual fire.
- No student or recognized student organization shall, without authorization, operate, move, tamper with or otherwise misuse any fire suppression equipment.
- No student or recognized student organization shall move, remove, tamper with or otherwise misuse any fire detection or early warning devices, emergency lighting or evacuation systems, including signage.

7.10 Harassment Policy

[JMU Policy 1302 "Equal Opportunity and Non-Discrimination"](#) addresses sexual harassment and harassment based on protected characteristics. Sexual harassment is further defined and addressed by: [JMU Policy 1340 "Sexual Misconduct"](#); Student Handbook sections [Sexual Misconduct](#) and [Sexual Misconduct Accountability Process](#); [JMU Policy 1346 "Title IX Sexual Harassment"](#); and Student Handbook sections [Title IX Sexual Harassment](#) and [Title IX Sexual Harassment Adjudication Process](#). Harassment on the basis of other protected characteristics is further defined and addressed by [JMU Policy 1324](#).

Harassment that is not on the basis of a

protected class is addressed by this policy, and is defined as unwelcome or offensive physical, verbal, or non-verbal conduct that creates a hostile environment.

A hostile environment may be created by unwelcome oral, written, graphic, or physical conduct that is sufficiently severe, pervasive, and objectively offensive such that it denies the person the ability to participate in or benefit from the institution's educational programs, services, opportunities, or activities or the individual's employment access, benefits, or opportunities. Mere subjective offensiveness is not enough to create a hostile environment. In determining whether conduct is severe, pervasive, and objectively offensive, and thus creates a hostile environment, the following factors will be considered: (a) the degree to which the conduct affected one or more individuals' education or employment; (b) the nature, scope, frequency, duration, and location of the incident(s); (c) the identity, number, and relationships of persons involved; (d) the perspective of a "reasonable person" in the same situation as the person subjected to the conduct, and (e) the nature of higher education.

Conduct is considered "unwelcome conduct" if the individual subjected to the conduct did not request, consent to, or invite it and reasonably considers the conduct to be undesirable or harmful.

This policy does not prohibit exercising rights protected under the First Amendment.

7.11 Hazing Policy

The university prohibits hazing, including recklessly or intentionally endangering the health or safety of a student or students, or inflicting bodily injury on a student or students in connection with or the purpose of initiation, admission into, or affiliation with or as a condition for continued membership in a club, organization, or association, fraternity, sorority, or student body, regardless of whether the student or students so endangered or injured participates voluntarily in the relevant activity. Students, recognized student organizations, or student groups directing, engaging in, aiding, or participating in,

actively or passively, the forcing, compelling, requiring, encouraging, or expecting, whether direct or implied, of individuals to participate in hazing activities shall be considered in violation of this policy.

It is impossible to anticipate every situation that could involve hazing. Behavior listed below does not and cannot encompass every circumstance that can be categorized as hazing, but this policy does in some circumstances prohibit activities beyond those outlined by the State Council on Higher Education in Virginia's model hazing policy. Further, this policy is not intended to prohibit customary athletic events, contests, competitions, or trainings that are sponsored by the University, the organized and supervised practices associated with such events, or activity or conduct that furthers the goals of a legitimate curriculum or program as approved by the University.

Hazing activities shall include, but not be limited to forcing, compelling, requiring, encouraging, or expecting, whether direct or implied, any individual to participate in any of the following actions or activities:

- Paddling
- Kidnapping
- All forms of physical activity which are used to harass, punish, or harm an individual
- Excursions or road trips
- Confinement
- Spraying, painting, or pelting with any substance
- Burying in any substance
- Nudity with the intent to cause embarrassment
- Servitude
- Exposure to uncomfortable elements
- Verbal abuse
- Wearing, in public, of apparel which is conspicuous and/or indecent
- Forcing consumption of alcohol or any other substance, legal or illegal

- Depriving students of sufficient sleep (six consecutive hours per day is normally considered to be a minimum)
- Burning, branding, or tattooing any part of the body

Psychological hazing, defined as conduct, statements, or actions in connection with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, association, fraternity, sorority, or student body that are intentional or reckless; extreme, outrageous and intolerable; and that directly cause severe emotional distress of another student regardless of whether the student or students participated voluntarily in the relevant activity. Examples may include, but not be limited to:

- Misleading prospective members into believing that they will be hurt during induction or initiation
- Carrying any items (shields, paddles, bricks, hammers, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier
- Blindfolding and parading individuals in public areas, blindfolding and transporting in a motor vehicle, or privately conducting blindfolding activities that serve no constructive purpose
- Binding or restricting an individual in any way that would prohibit them from moving on their own
- Requiring or suggesting that an individual obtain or possess items or complete tasks in an unlawful manner (i.e., for a scavenger hunt)

Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts.

An individual cannot consent to being hazed; a victim's voluntary or willful participation in hazing activities will not be considered evidence that a violation of this policy did not occur.

Sections 18.2-56 and 23.1-821 of the Code of Virginia:

Declares hazing illegal, establishes conditions for civil and criminal liability, and outlines the duties of the university when a student has been found guilty of hazing in civil or criminal court.

Requires OSARP, upon receipt of an alleged Hazing policy violation(s) that may have caused bodily injury, to share information regarding the alleged behavior with JMU and/or local law enforcement for the purposes of reporting it to the Commonwealth's Attorney for Harrisonburg and Rockingham County, who shall take such action as they deem appropriate.

Requires JMU to include as part of its policy, code, rules, or set of standards governing hazing a provision for immunity from individual disciplinary action based on hazing or personal consumption of drugs or alcohol where such disclosure is made by a bystander not involved in such acts in conjunction with a good faith report of an act of hazing in advance of or during an incident of hazing that causes injury or is likely to cause injury to a person.



contact that causes harm, pain, or discomfort.

- No student or recognized student organization shall communicate a serious expression of the intent to commit an act of unlawful violence against another person or group of people made directly to that person or group of individuals, or to someone the speaker intended would communicate the threat to that person or group of individuals. Additionally, no student or recognized student organization should make a threat which is identified as prohibited within Code of Virginia §18.2-60.
- No student or recognized student organization shall utilize an object or objects in a manner that causes harm, pain, or discomfort to another.
- No student or recognized student organization shall physically force or attempt to physically force another person to consume a substance against their will.

Using physical force as a response to physical force that continues and/or escalates an altercation may also be addressed by this policy. In addition, acts committed against persons while in the performance of their duties (e.g., university official, law enforcement officer, court official, or medical expert) are considered more serious.

A university official includes but is not limited to members of the faculty, administrative staff, classified staff, Office of Residence Life staff (including house managers), Office of Student Life staff, CMSS staff, UREC staff, event/program staff, or other professional or student staff of university departments/offices.

7.12 Physical Force or Attempted Physical Force

- No student or recognized student organization shall use physical force or attempt to use physical force against another person or group of people. Examples of physical force include but are not limited to, spitting, pushing, shoving, hitting, kicking, or other physical

Sexual Misconduct

JMU prohibits sexual misconduct. Sexual misconduct encompasses sexual assault, sexual violence, sexual harassment, sexual exploitation, stalking, dating violence, domestic violence, and non-consensual relationships. Sexual Misconduct can involve persons of the same or different sex, sexual orientation, gender, or gender identity.

All acts of Sexual Misconduct are covered by the terms of this policy, provided that the Reporting Party reasonably believes they have been subjected to sexual misconduct by a current student, as defined by the Student Handbook, the behavior is not covered by [JMU Policy 1346](#), and any limitations set forth by [JMU Policy 1340](#).

If there is evidence included in the investigation materials received from the Title IX Office at the conclusion of the Title IX Formal Complaint Investigation Process regarding the personal consumption of drugs or alcohol, where such disclosure is made in conjunction with a good faith report made to the Title IX Office by the Reporting Party, a Reporting Party Witness, or a Responding Party Witness, OSARP will not initiate the Accountability Process and pursue alleged violations of these policies against these parties. Reporting Parties and Responding Parties should review JMU Policy 1340 for their roles in the investigation of an allegation and the OSARP Sexual Misconduct Accountability Process for their roles in the adjudication of an allegation. Both parties will be assigned a Guide in OSARP to explain the Sexual Misconduct Accountability Process.

The following behavior is prohibited at JMU:

- **Sexual Assault:** A sexual act committed against another person without consent. For purposes of this policy, sexual assault includes any of the following offenses:
- **Rape:** 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. Attempts to commit rape are included.

- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent. The statutory age of consent in the Commonwealth of Virginia is 18 years old.

For the purposes of this policy, sexual assault also includes any nonconsensual physical contact of a sexual nature that is forced on another person, including unwelcome sexual touching of any kind. This includes engaging, attempting to engage, or completing any kissing; intentional touching of another person's body part in a sexual manner, directly or through clothing; or forcing a person to touch oneself or another person's body part in a sexual manner, directly or through clothing.

Sexual Exploitation

Sexual exploitation is taking sexual advantage of another person without that individual's consent. Examples include, but are not limited to, prostituting another person; causing or attempting to cause the incapacitation of another person for a sexual purpose; recording, photographing, creating, or transmitting sexual utterances, sounds, or images, whether real or fake, of another person without that person's consent; allowing a Third Party to observe sexual activity without the consent of the participants; knowingly transmitting sexually transmitted infections or other diseases without the knowledge of the person's sexual partner; inducing another to expose his/her body for sexual purposes; intentionally altering, removing, or sabotaging contraceptive or prophylactic measures without the knowledge of the other party, including but not limited to condoms and/or birth control measures; and 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 consent.

Sexual Harassment

Sexual harassment conduct consisting of unwelcome or offensive sexual advances, requests for sexual favors, or other conduct of a sexual nature that can be verbal (e.g., specific demands for sexual favors, sexually suggestive comments, sexual propositions, or sexual threats); non-verbal (e.g., sexually suggestive emails or other writings; objects or pictures; suggestive, obscene or insulting sounds or gestures); or physical (e.g., unwanted touching or other physical contact; or any unwelcome or coerced sexual activity), and that meets at least one of the following definitions:

Term or Condition of Employment or Education ("quid pro quo").

This type of sexual harassment occurs when the terms or conditions of employment, educational benefits, academic grades or opportunities, living environment, or participation in a university activity are conditioned upon, either explicitly or implicitly, submission to or rejection of unwelcome sexual advances or requests for sexual activities, or such submission or rejection is a factor in decisions affecting that individual's employment, education, living environment, or participation in a university education program or activity.

- Hostile environment. Acts of sexual harassment that create a hostile environment, as defined here: A hostile environment may be created by oral, written, graphic, or physical conduct that is sufficiently severe, persistent, or pervasive, and objectively offensive in a manner that interferes with, limits, or denies the person the ability to participate in or benefit from the institution's education programs or activities, including employment access, benefits or opportunities. Mere subjective offensiveness is not enough to create a

hostile environment. In determining whether conduct is severe, persistent, or pervasive, and objectively offensive, and thus creates a hostile environment, the following factors will be considered: (a) the degree to which the conduct affected one or more individuals' education or employment; (b) the nature, scope, frequency, duration, and location of the incident(s); (c) the identity, number, and relationships of persons involved; (d) the perspective of a "reasonable person" in the same situation as the person subjected to the conduct; and (e) the nature of higher education.

Dating Violence

Dating violence is form of sexual violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with another person, 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.

Domestic Violence

Domestic violence consists of crimes of violence committed by any of the following:

- A current or former spouse or intimate partner of the victim.
- A person with whom the victim shares a child in common.
- A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner.
- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the Commonwealth of Virginia.

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 Commonwealth of Virginia.



Stalking

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

Non-Consensual Relationship

A sexual relationship between members of the university community is prohibited if it is influenced by any form of fear or coercion, such that it causes one party to believe that they must submit to unwelcome sexual conduct in order to accept or continue employment, achieve an employment or educational benefit, or participate in a program or activity. A sexual relationship is

prohibited between individuals where a power differential would imply or raise the inference of exploitation or raise the inference that an educational or employment decision will be based on whether or not there is submission to coerced sexual conduct.



2.13 JMU Police Policies

Law Enforcement Authority of Campus Police Personnel, Written Memorandums of Understanding (Mutual Aid and Concurrent Jurisdiction Agreements) and Investigation of Alleged Criminal Offenses

JMU Police have the authority to enforce all regulations and laws, both of the University and of the Commonwealth of Virginia along with federal statutes, within their primary jurisdiction that includes all university owned/controlled property of the core campus, and the adjacent streets and sidewalks. The JMU Police Department has entered into a Memorandum of Understanding with the Harrisonburg Police Department that allows duly sworn, on-duty officers employed by the JMU PD, jurisdiction to enforce city ordinances along with laws within the city limits of Harrisonburg.

The JMU/Harrisonburg Joint Patrol Task Force augments the Harrisonburg Police Department primarily in the surrounding off-campus student housing areas adjacent to campus in the city of Harrisonburg. The JMU Police work closely and maintain a close working relationship with state and local police including but not limited to the Harrisonburg Police Department, the

Rockingham County Sheriff's Department and the local contingent of the Virginia State Police on incidents that occur on and off campus.

A Mutual Aid agreement with law enforcement and criminal justice agencies within and bordering Rockingham County is a reciprocal agreement for cooperation in furnishing police services and for the use of their joint police forces, their equipment and materials for their mutual protection, defense and maintenance of peace and good order. This agreement was amended in accordance with Virginia Code § 23.1-815 which can be found at <https://law.lis.virginia.gov/vacode/title23.1/chapter8/section23.1-815/>.

In the event that any law enforcement agency covered by this agreement conducts an investigation that involves a felony criminal sexual assault occurring on campus, in or on a noncampus building or property, or on adjacent public property, that agency shall notify the local attorney for the Commonwealth of such investigation within 48 hours of beginning such investigation. This enables cooperation with the Harrisonburg Police Department, the Rockingham County Sheriff's Department and the local contingent of the Virginia State Police on incidents that occur on and off campus.

Additionally, there is a Mutual Aid agreement has been enacted with the Department of State Police, for the use of their joint forces, both regular and auxiliary equipment, and materials when needed in the investigation of any felony criminal sexual assault or medically unattended death occurring on property owned/controlled by the institution of higher education or any death resulting from an incident occurring on such property.

James Madison University, as an agency of the Commonwealth of Virginia, may request resources and assistance from the Virginia State Police in the emergency response to, investigation of, or prevention of any other crime occurring at JMU dependent on availability of resources. When a James Madison University student is involved in an offense located at an off campus location, the primary investigation will be conducted by police agency with primary jurisdictional control for documentation and investigation.

JMU police officers may assist in the investigation in cooperation with local, county, state or federal law enforcement. The Harrisonburg Police Department and the JMU Police Department communicate on serious incidents occurring on-campus and/or in the immediate neighborhoods and business areas surrounding campus as many JMU students live in apartment complexes and neighborhoods surrounding the university. While the Harrisonburg Police Department exercises primary jurisdiction in areas off campus within the city of Harrisonburg, JMU police officers, primarily the JMU/HPD Joint Patrol Task Force, serve as force multipliers and can respond as first or primarily as secondary responders to student and non student related incidents that occur in close proximity to campus at the request of the Harrisonburg Police Department.

JMU officers have direct radio communication with the Harrisonburg Police Department and fire and rescue services to facilitate rapid response in any emergency.

JMU students do not have recognized student organizations (fraternity or sorority) off campus. The JMU Police Department, the Harrisonburg Police Department along with area fire departments and rescue squads train annually in active shooter/mass causality exercises to facilitate responses to incidents.

Stalking

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

Non-Consensual Relationship

A sexual relationship between members of the university community is prohibited if it is influenced by any form of fear or coercion, such that it causes one party to believe that they must submit to unwelcome sexual conduct in order to accept or continue employment, achieve an employment or educational benefit, or participate in a program or activity. A sexual relationship is prohibited between individuals where a power differential would imply or raise the inference of exploitation or raise the inference that an educational or employment decision will be based on whether or not there is submission to coerced sexual conduct.



Theft, Attempted Theft, or Possession of Stolen Items

No student or recognized student organization shall steal, attempt to steal or assist in the theft of any money, property or item of value from the university or another person or entity.

- No student or recognized student organization shall use, appropriate, or possess any property not belonging to them without permission of its owner or the right of sale. This includes possession of any university or road signage without proof of ownership or sale.
- No student or recognized student organization shall use or possess any equipment that falls under the state of Virginia's laws as illegal, as it relates to theft. (Refer to Virginia Code § 18.2-94)

Please refer to JMU Policy 1603: Fraud, Waste and Abuse Reporting for information about procedures for reporting fraud, waste and abuse involving university property or resources.

Title IX Sexual Assault

JMU prohibits Title IX Sexual Harassment, which is a type of discrimination on the basis of sex. Title IX Sexual Harassment applies to persons of the same or different sex, sexual orientation, gender, or gender identity.

All acts covered by Title IX Sexual Harassment are covered by this policy, provided that the Complainant reasonably believes they have been subjected to prohibited Title IX Sexual Harassment by a current student, as defined by the Student Handbook, and any limitations set forth by JMU Policy 1346.

Complainants and Respondents should review JMU Policy 1346 for their roles in the investigation of a formal complaint and the Title IX Sexual Harassment Adjudication Process for their roles in the adjudication of a formal complaint. Both parties will be assigned an OSARP Guide to help them understand the Title IX Sexual Harassment Adjudication Process. Sexual assault, dating violence, domestic violence, or stalking.



7.14 Title IX Harassment Policy

JMU prohibits Title IX Sexual Harassment, which is a type of discrimination on the basis of sex. Title IX Sexual Harassment applies to persons of the same or different sex, sexual orientation, gender, or gender identity. See the online student handbook for more information.

Sexual Misconduct Policy

JMU prohibits sexual misconduct. Sexual misconduct encompasses sexual assault, sexual violence, sexual harassment, sexual exploitation, stalking, dating violence, domestic violence, and non-consensual relationships. Sexual misconduct can involve persons of the same or different sex, sexual orientation, gender, or gender identity. See online student handbook for more information.

Title IX of the Education Amendments of 1972

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.) prohibits discrimination on the basis of sex in educational programs and activities receiving federal financial assistance in the United States. Title IX Regulations (34 CFR Part 106) specify the procedures educational institutions such as colleges and universities must follow to address prohibited conduct, mitigate the effects, and prevent future occurrences. Title IX also protects students who are pregnant from harassment and discrimination.

7.15 The Violence Against Women Act (VAWA)

On March 7th, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA) (Pub. L. 113-4), which, among other provisions, amended section 485(f) of the HEA, otherwise known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). VAWA amended the Clery Act to require institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking. The Violence Against Women Act (42 U.S.C. § 13701), creates and supports comprehensive, cost-effective responses to domestic violence, sexual assault, dating violence, and stalking.

JMU prohibits the offenses of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, JMU issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a University official.

Crime Statistics & Definitions



8.0 Crime Statistics & Definitions

8.1 Disclosure of Crime Statistics

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC §1092(f)) requires colleges and universities across the United States to disclose information about crime on and around their campuses that occurred on Clery geography. The UPD maintains a close relationship with all police departments where the James Madison University owns or controls property. These relationships help JMU PD maintain awareness of crimes reported in other police jurisdictions that involve the University.

The Clery Compliance Officer collects crime statistics disclosed in charts in the Annual Security and Fire Safety Report through a number of methods. Police dispatchers and officers enter all reports of crime incidents made directly to the JMU PD through an integrated computer-aided dispatch and records management system. After an officer enters the report in the system, a department administrator verifies the report is appropriately classified in the correct crime category. The department periodically examines the data to ensure accurate recording according to the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook. In addition to the crime data the Clery Compliance Officer maintains, the statistics below also include crimes that were reported to various campus security authorities, as defined in this report. The statistics reported here generally reflect the number of criminal incidents reported to the various authorities. The statistics reported for the subcategories on liquor laws, drug laws and weapons offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented

For purposes of the Clery Act, the locations

on the crime statistics charts in this report are defined as:

1. On Grounds/On-Campus (with a subset category of Student Housing);
2. Non-Grounds/ Non-Campus Building or Property; and
3. Public Property.

On Grounds includes (i) any building or property owned or controlled by the University within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (ii) any building or property that is within or reasonably contiguous to the area described in clause (i) that is owned by the University but controlled by another person, is frequently used by students, and supports institutional purposes, such as a food or other retail vendor.

On-Grounds Student Housing includes any student housing facility that is owned or controlled by the University, or is located on property that is owned or controlled by the University, and is within the reasonably contiguous geographic area that makes up the Grounds. N

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

Public Property includes all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the Grounds, or immediately adjacent to and accessible from the Grounds

8.2 Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

Domestic Violence

- i. A Felony or misdemeanor crime of violence committed—
 - a) By a current or former spouse or intimate partner of the victim;
 - b) By a person with whom the victim shares a child in common;
 - c) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - d) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - e) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- f) For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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.

- i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- ii. For the purposes of this definition—
 - a) Dating Violence includes, but is not limited

to, sexual or physical abuse or the threat of such abuse.

- b) Dating violence does not include acts covered under the definition of domestic violence.
 - iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

- **Rape** is defined as 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** is defined as the touching of the private parts of another person for the purposes 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** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.

Stalking

- i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - a) Fear for the person’s safety or the safety of others; or
 - b) Suffer substantial emotional distress.
- ii. For the purposes of this definition—
 - Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
 - Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
 - **Domestic Violence:** The state of (STATE) defines domestic violence as follows: (OR) The state of (STATE) does not have a definition of domestic violence.
 - **Dating Violence:** The state of (STATE) defines dating violence as follows: (OR) The state of (STATE) does not have a definition of dating violence.
 - **Sexual Assault:** The state of (STATE) defines sexual assault as follows: (OR) The state of (STATE)

does not have a definition of sexual assault.

- **Stalking** The state of (STATE) defines stalking as follows: (OR) The state of (STATE) does not have a definition of stalking.
- **Consent:** The state of (STATE) defines consent, in relation to sexual activity, as follows: (OR) The state of (STATE) does not have a definition of consent, in relation to sexual activity.

Hate Crimes

Involving crimes or incidents of homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, vandalism, and intimidation against persons characterized as and motivated by the actual or perceived bias, against race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, and/or disability.

Unfounded Crimes

A crime is considered unfounded for Clery Act purposes only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless. Crime reports can be properly determined to be false only if the evidence from a complete and thorough investigation establishes that the crime reported was not, in fact, completed or attempted in any manner. Crime reports can be determined to be baseless only if the allegations reported did not meet the elements of the offense or were improperly classified as crimes in the first place. A reported crime cannot be designated “unfounded” if no investigation was conducted or the investigation was not completed. Nor can a crime report be designated unfounded merely because the investigation failed to prove that the crime occurred; this would be an inconclusive or unsubstantiated investigation. As such, for Clery Act purposes, the determination to unfound a crime can be made only when the totality of available information specific indicates that the report was false or baseless.

Quick Guide to Definitions of Reportable Offenses and Terms Used in the Report for Clery Reporting Purposes

Aggravated Assault	An unlawful attack by one person upon another wherein the offender uses a weapon or displays it in a threatening manner, or the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. This also includes assault with disease (as in cases when the offender is aware he/she is infected by a deadly disease and deliberately attempts to inflict the disease by biting, spitting, etc.).
Arson	To unlawfully and intentionally damage, or attempt to damage, any real or personal property by fire or incendiary device.
Burglary	The unlawful entry of a structure to commit a felony or theft.
Dating Violence	Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of the relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include the definition of domestic violence.
Domestic Violence	Felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim, a spouse, or intimate partner; by a person similarly situated to a spouse of the victim under the applicable domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the applicable domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
Drug & Narcotic Violations	The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. (The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).
FBI Uniform Crime Reporting (UCR)	The National Incident-Based Reporting System (NIBRS) program serves as the basis for the definitions of crimes that are reportable under the Clery Act.
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.
Hate Crimes	Any crime that manifests evidence that the victim was intentionally selected because of the victim's actual or perceived race, religion, gender, sexual orientation, national origin, ethnicity, gender identity, or disability. This includes murder and nonnegligent manslaughter; manslaughter by negligence; rape; statutory rape; incest; fondling; robbery; aggravated assault; burglary; motor vehicle theft; arson; and also larceny-theft, simple assault, intimidation, and destruction/damage/vandalism. from the Grounds
Hierarchy Rule	The requirement in the FBI UCR Program that, for purposes of reporting crimes in that system, when more than one criminal offense is committed during a single incident, only the most serious offense is to be included in the institution's Clery Act statistics. Exceptions to this rule would apply when a sexual assault and a murder occur in the same incident, or when a Clery reportable crime also involves a hate crime or stalking, domestic violence, or dating violence crime.

Incest	Nonforcible sexual intercourse between persons who are related to each other within the degrees where-in marriage is prohibited by law.
Liquor Law Violations	The violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; 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.)
Manslaughter by Negligence	The killing of another person through gross negligence.
Burglary	The unlawful entry of a structure to commit a felony or theft.
Motor Vehicle Theft	The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.)
Murder and Nonnegligent Manslaughter	The willful (nonnegligent) killing of one human being by another
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.
Referred for Campus Disciplinary Action	The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction (liquor laws, drugs and weapons violations).
Robbery	The taking or attempting to take anything of value under confrontational circumstances from the control, custody, or care of another person by force or threat of force or violence and/or by putting the victim in fear of immediate harm.
Sexual Offense	Any sexual act including rape, sodomy, sexual assault with an object, fondling, incest, or statutory rape. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
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.
Statutory Rape	Nonforcible sexual intercourse with a person who is under the statutory age of consent
Weapon Law Violations	The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Quick Guide to Clery Hate Crime Definitions

In addition to any of the crimes above, the following acts are now reportable as Hate Crimes under the Clery Act, when the evidence suggests the victim was intentionally selected because of the victim's actual or perceived race, religion, gender, sexual orientation, national origin, ethnicity, gender identity, or disability.

Larceny-Theft	The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another person
Simple Assault	An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
Intimidation	To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct; but without displaying a weapon/subjecting the victim to actual physical attack
Destruction/ Damage/Vandalism of Property	To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it (except "Arson").
Domestic Violence	Felony or misdemeanor crimes of violence committed by a current /former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim, a spouse, or intimate partner; by a person similarly situated to a spouse of the victim under the applicable domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the applicable domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Quick Guide to Hate Crime Categories of Bias

Race	A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent heredity which distinguish them as a distinct division, e.g., Asians, blacks or African Americans, whites.
Religion	A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
Sexual Orientation	A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual and heterosexual (straight) individuals.
Gender	A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.
Gender Identity	A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.
Ethnicity	A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
National Origin	A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
Disability	A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

8.3 Clery Geography

Universities must disclose statistics for reported Clery Act crimes that occur (1) on campus, (2) on public property within or immediately adjacent to the campus, and (3) in or on noncampus buildings or property that an institution owns or controls. The definitions for these geographic categories are Clery Act-specific and are the same for every institution regardless of its physical size or configuration. It doesn't matter whether a campus consists of leased space in a strip mall, occupies 10 city blocks or consists of a couple of buildings on another school's campus. "Clery Act geography" is defined the same way.

Clery Geography Definitions:

Campus

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls.

Any building or property that is within or reasonably contiguous to campus that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Non-Campus /Affiliated

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

Public Property

"Public property" is defined by the Clery Act regulations as all public property including thoroughfares, streets, sidewalks, and parking facilities that is within the campus, or immediately adjacent to and accessible from the campus. Including the sidewalk across the street from campus, but not including public property beyond sidewalk.

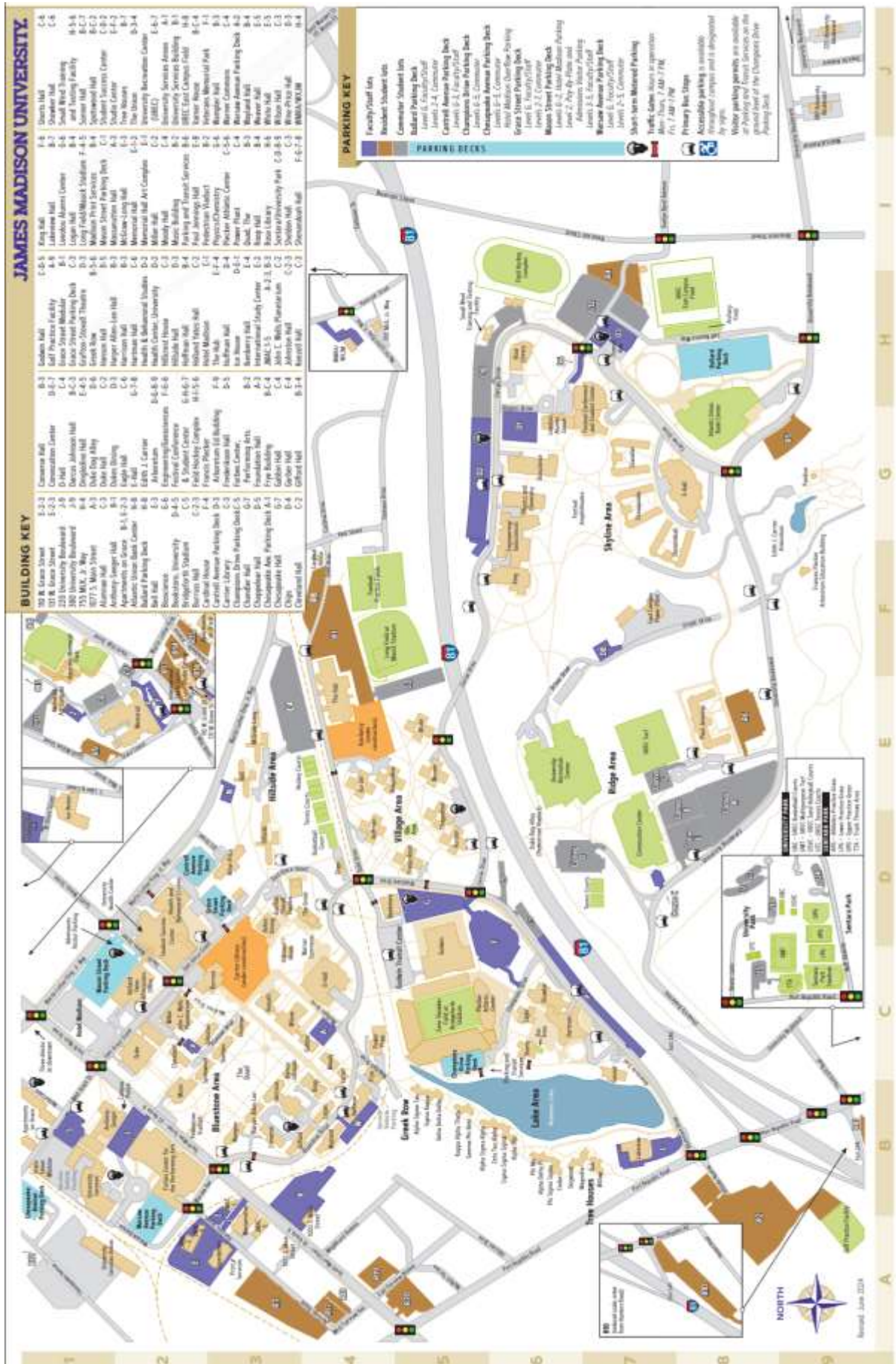
"Controlled By"

Controlled by is defined as an institution (or an institution-associated entity) that directly or indirectly rents, leases or has some other type of written agreement (including an informal one, such as a letter or an e-mail) for use of a building or property, or a portion of a building or property. Even if there is no payment involved in the transaction, for Clery Act purposes, a written agreement for the use of space gives an institution control of that space for the time period specified in the agreement.

James Madison University campus map link:



8.4 Clery Geography Maps





8.5 JMU Clery Crime Statistics

		2023					2022					2021				
Incident		On Campus	Non-Campus	Public Property	TOTAL	*Residential Facility	On Campus	Non-Campus	Public Property	TOTAL	*Residential Facility	On Campus	Non-Campus	Public Property	TOTAL	*Residential Facility
Primary Crimes	Murder & Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Rape	3	3	0	6	5	7	2	0	9	6	7	1	0	8	6
	Fondling	1	2	1	4	1	2	1	0	3	2	4	0	0	4	4
	Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Robbery	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
	Aggravated Assault	0	4	3	7	0	1	1	0	2	0	1	0	0	1	0
	Burglary	2	1	0	3	1	1	0	0	1	1	3	0	0	3	3
	Motor Vehicle Theft**	10	1	0	11	0	1	1	0	2	0	0	0	0	0	0
	Arson	4	0	0	4	2	1	0	0	1	0	0	0	0	0	0
																0
VAWA Offenses	Domestic Violence	3	4	2	9	0	2	0	0	2	1	1	0	2	3	1
	Dating Violence	5	0	1	6	1	5	0	0	5	5	4	0	0	4	4
	Stalking	7	4	2	13	2	12	0	0	12	3	8	0	0	8	3
															0	
Arrests	Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Drug Law Violations	3	1	13	17	0	7	0	6	13	1	13	0	0	13	1
	Liquor Law Violations	17	8	27	52	0	14	0	0	14	10	20	0	0	20	6
Referrals to Campus Judicial Office	Weapon Law Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Drug Law Referrals	52	4	0	56	48	55	5	0	60	47	16	0	3	19	10
	Liquor Law Referrals	526	0	0	526	388	533	5	0	538	211	403	3	0	406	403
	Hate Crimes	3	3	0	6	2	0	0	0	0	0	0	0	0	0	0

2022 – There were no reported bias motivated incidents
 2021 – There were no reported bias motivated incidents.

There were 0 unfounded crimes in 2023, 2022, and 2021

8.6 Fire Report—Residential Halls

2023						
On-Campus Residence						
Hall	Address	# of Fires	Date of Fire	Cause of Fire	# of Injuries	Value of Damages
Bell Hall	401 Martin Luther King, Jr. Way	0	n/a	n/a	n/a	n/a
Chandler Hall	1621 Carrier Dr.	0	n/a	n/a	n/a	n/a
Chappelear Hall	360 Carrier Dr.	0	n/a	n/a	n/a	n/a
Chesapeake Hall	1651 Carrier Dr.	0	n/a	n/a	n/a	n/a
Converse Hall	30 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Dingledine Hall	221 Ikenberry Service Dr.	0	n/a	n/a	n/a	n/a
Eagle Hall	231 Champions Dr.	1	3/5/2022	Extension Cord	0	\$15
Frederikson Hall	980 Frederikson Service Dr.	0	n/a	n/a	n/a	n/a
Garber Hall	201 Ikenberry Service Dr.	0	n/a	n/a	n/a	n/a
Gifford Hall	20 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Grace Street Apt Complex	42 West Grace Street	0	n/a	n/a	n/a	n/a
Hanson Hall	350 Carrier Dr.	0	n/a	n/a	n/a	n/a
Harper Allen-Lee Hall	50 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Hillside Hall	290 East Grace St.	0	n/a	n/a	n/a	n/a
Hoffman Hall	71 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Huffman Hall	200 Huffman Service Dr.	1	12/7/2022	Cardboard Box	0	\$1
Ikenberry Hall	210 Ikenberry Service Dr.	0	n/a	n/a	n/a	n/a
Lake Cluster A (A, B, C, D)	1201 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster B (E, F, G, H)	1190 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster C (J, K)	1150 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster D (L, M, N)	1100 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster E (P, R)	1291 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster F (S, T)	1251 Donna Harper Lane	0	n/a	n/a	n/a	n/a

2023						
On-Campus Residence						Value of Prop-
Hall	Address	# of Fires	Date of Fire	Cause of Fire	# of Injuries	erty Damaged
Logan Hall	70 Bluestone Dr.	0	n/a	n/a	n/a	n/a
McGraw-Long Hall	421 Martin Luther King Jr.	0	n/a	n/a	n/a	n/a
Paul Jennings Hall	831 University	0	n/a	n/a	n/a	n/a
Shenandoah Hall	1671 Carrier Dr.	0	n/a	n/a	n/a	n/a
Shorts Hall	40 Lakeside	0	n/a	n/a	n/a	n/a
Spotswood Hall	51 Alumnae Dr.	0	n/a	n/a	n/a	n/a
Wampler Hall	10 Bluestone	0	n/a	n/a	n/a	n/a
Wayland Hall	51 Bluestone	0	n/a	n/a	n/a	n/a
Weaver Hall	400 Carrier Dr.	0	n/a	n/a	n/a	n/a
White Hall	480 Carrier Dr.	0	n/a	n/a	n/a	n/a

2022						
On-Campus Residence						
Hall	Address	# of Fires	Date of Fire	Cause of Fire	# of Injuries	Value of Damages
Bell Hall	401 Martin Luther King, Jr. Way	0	n/a	n/a	n/a	n/a
Chandler Hall	1621 Carrier Dr.	0	n/a	n/a	n/a	n/a
Chappelear Hall	360 Carrier Dr.	0	n/a	n/a	n/a	n/a
Chesapeake Hall	1651 Carrier Dr.	0	n/a	n/a	n/a	n/a
Converse Hall	30 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Dingledine Hall	221 Ikenberry Service Dr.	0	n/a	n/a	n/a	n/a
Eagle Hall	231 Champions Dr.	1	3/5/2022	Extension Cord	0	\$15
Frederikson Hall	980 Frederikson Service Dr.	0	n/a	n/a	n/a	n/a
Garber Hall	201 Ikenberry Service Dr.	0	n/a	n/a	n/a	n/a
Gifford Hall	20 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Grace Street Apt Complex	42 West Grace Street	0	n/a	n/a	n/a	n/a
Hanson Hall	350 Carrier Dr.	0	n/a	n/a	n/a	n/a
Harper Allen-Lee Hall	50 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Hillside Hall	290 East Grace St.	0	n/a	n/a	n/a	n/a
Hoffman Hall	71 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Huffman Hall	200 Huffman Service Dr.	1	12/7/2022	Cardboard Box	0	\$1
Ikenberry Hall	210 Ikenberry Service Dr.	0	n/a	n/a	n/a	n/a
Lake Cluster A (A, B, C, D)	1201 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster B (E, F, G, H)	1190 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster C (J, K)	1150 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster D (L, M, N)	1100 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster E (P, R)	1291 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Lake Cluster F (S, T)	1251 Donna Harper Lane	0	n/a	n/a	n/a	n/a

2022						
On-Campus Residence Hall	Address	# of Fires	Date of Fire	Cause of Fire	# of Injuries	Value of Property Damaged
Logan Hall	70 Bluestone Dr.	0	n/a	n/a	n/a	n/a
McGraw-Long Hall	421 Martin Luther King Jr.	0	n/a	n/a	n/a	n/a
Paul Jennings Hall	831 University Blvd.	0	n/a	n/a	n/a	n/a
Shenandoah Hall	1671 Carrier Dr.	0	n/a	n/a	n/a	n/a
Shorts Hall	40 Lakeside Service Dr.	0	n/a	n/a	n/a	n/a
Spotswood Hall	51 Alumnae Dr.	0	n/a	n/a	n/a	n/a
Wampler Hall	10 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Wayland Hall	51 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Weaver Hall	400 Carrier Dr.	0	n/a	n/a	n/a	n/a
White Hall	480 Carrier Dr.	0	n/a	n/a	n/a	n/a

2021

						Value of Prop- erty Damaged
On-Campus Residence Hall Address	# of Fires	Date of Fire	Cause of Fire	# of Injuries		
Bell Hall	401 Martin Luther King, Jr.	0	n/a	n/a	n/a	n/a
Chandler Hall	1621 Carrier Dr.	0	n/a	n/a	n/a	n/a
Chappelear Hall	360 Carrier Dr.	1	2/19/2023	Microwave fire	0	\$75
Chesapeake Hall	1651 Carrier Dr.	0	n/a	n/a	n/a	n/a
Converse Hall	30 Bluestone	0	n/a	n/a	n/a	n/a
Dingledine Hall	221 Ikenberry	0	n/a	n/a	n/a	n/a
Eagle Hall	231 Champions	0	n/a	n/a	n/a	n/a
Frederikson Hall	980 Frederikson	0	n/a	n/a	n/a	n/a
Garber Hall	201 Ikenberry	0	n/a	n/a	n/a	n/a
Gifford Hall	20 Bluestone	1	5/28/2023	Mulch fire	n/a	unknown
Grace Street Apt Complex	42 West Grace	0	n/a	n/a	n/a	n/a
Hanson Hall	350 Carrier Dr.	0	n/a	n/a	n/a	n/a
Harper Allen-Lee Hall	50 Bluestone	0	n/a	n/a	n/a	n/a
Hillside Hall	290 East Grace	1	8/30/2023	Computer fire	0	unknown
Hoffman Hall	71 Bluestone	0	n/a	n/a	n/a	n/a
Huffman Hall	200 Huffman	0	n/a	n/a	n/a	n/a
Ikenberry Hall	210 Ikenberry	0	n/a	n/a	n/a	n/a
Lake Cluster A (A, B, C, D)	1201 Donna	0	n/a	n/a	n/a	n/a
Lake Cluster B (E, F, G, H)	1190 Donna	0	n/a	n/a	n/a	n/a
Lake Cluster C (J, K)	1150 Donna	0	n/a	n/a	n/a	n/a
Lake Cluster D (L, M, N)	1100 Donna	0	n/a	n/a	n/a	n/a
Lake Cluster E (P, R)	1291 Donna	0	n/a	n/a	n/a	n/a

2021						
On-Campus Residence Hall	Address	# of Fires	Date of Fire	Cause of Fire	# of Injuries	Value of Property Damaged
Lake Cluster F (S, T)	1251 Donna Harper Lane	0	n/a	n/a	n/a	n/a
Logan Hall	70 Bluestone Dr.	0	n/a	n/a	n/a	n/a
McGraw-Long Hall	421 Martin Luther King Jr. Way	0	n/a	n/a	n/a	n/a
Paul Jennings Hall	831 University Blvd.	0	n/a	n/a	n/a	n/a
Shenandoah Hall	1671 Carrier Dr.	0	n/a	n/a	n/a	n/a
Shorts Hall	40 Lakeside Service Dr.	0	n/a	n/a	n/a	n/a
Spotswood Hall	51 Alumnae Dr.	0	n/a	n/a	n/a	n/a
Wampler Hall	10 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Wayland Hall	51 Bluestone Dr.	0	n/a	n/a	n/a	n/a
Weaver Hall	400 Carrier Dr.	0	n/a	n/a	n/a	n/a
White Hall	480 Carrier Dr.	0	n/a	n/a	n/a	n/a

8.7 Fire Alarm Report—Residential Halls

Call Date/Time	Incident Number	Residence Hall	Disposition
2/11/2023 14:19	2023-00002693	Ikenberry Hall	Oil Fire-Outside
2/19/2023 01:58	2023-00003391	Dingledine Hall	Microwave
3/1/23 17:11	2023-00004223	White Hall	Cleaning rag on fire