

# University of Kentucky Police Department

## Division of Crisis Management and Preparedness

# 2023 ANNUAL CAMPUS SAFETY AND SECURITY REPORT

Covering Statistics from 2020-2022

### Includes:

Main Campus

Little Research Center

North Farm

South Farm

Robinson Forest

West Kentucky Research & Education Center

Paducah Campus

Hazard Campus

Bowling Green Campus – College of Medicine

Northern Kentucky Campus – College of Medicine  
(Highland Heights)

Northern Kentucky Campus – College of Medicine  
(Edgewood)



# TABLE OF CONTENTS

<b>Introduction</b> .....	<b>1</b>
<b>Campus Security Act Legal Requirements</b> .....	<b>2</b>
Federal Law (The Clery Act): .....	2
State Law (The Minger Act):.....	2
Compliance .....	2
<b>How to Reach University of Kentucky Police Department</b> .....	<b>4</b>
How to Reach UKPD.....	4
How to Find Information in an Emergency .....	5
<b>Overview of University of Kentucky Police Department</b> .....	<b>5</b>
Mission Statement.....	5
Vision Statement .....	5
Core Values.....	5
Accreditation.....	6
Law Enforcement Authority and Jurisdiction .....	6
Working Relationship with Federal, State, and Local Police Agencies .....	7
UKPD Training .....	7
Divisions .....	8
Law Enforcement and Security at Separate Campuses.....	13
<b>University of Kentucky Campuses</b> .....	<b>13</b>
University of Kentucky – Main Campus.....	14
Little Research Center/Woodford Farm (LRC) Campus.....	14
North Farm Campus.....	15
Robinson Forest Campus.....	16
South Farm Campus (aka UK Horticulture Research Farm).....	17
West Kentucky Substation (Research and Education Center at Princeton) Campus .....	17
Paducah Campus.....	17
Hazard Campus .....	18
Bowling Green Campus – College of Medicine.....	19
Northern Kentucky Campus – College of Medicine (Highland Heights).....	20
<b>Personal Safety</b> .....	<b>21</b>
<b>Reporting a Crime or Other Emergency</b> .....	<b>23</b>
Crime Reporting for Main Campus.....	23
Contact UKPD by: .....	23
Crime Reporting for Separate Campuses .....	23
Crime Reporting to a Campus Security Authority.....	24

Response to Reports of Criminal Activity or Other Emergencies .....	25
<b>Off-Campus Crime.....</b>	<b>26</b>
<b>Voluntary Confidential Reporting .....</b>	<b>26</b>
<b>Timely Warning Notifications (Crime Bulletins) and Public Safety Notice .....</b>	<b>27</b>
Timely Warning Policy: .....	27
Crime Bulletin: .....	27
Timely Warning Procedure .....	28
Public Safety Notice: .....	29
<b>Emergency Response and Evacuation .....</b>	<b>29</b>
Emergency Response: .....	29
Evacuation:.....	31
Emergency Response Drills and Exercises: .....	34
<b>Emergency Notification System (UK Alert).....</b>	<b>36</b>
Emergency Notifications (UK Alert) Policy: .....	36
Notification to the UK Community About an Immediate Threat:.....	37
<b>Emergency Medical Response Procedures .....</b>	<b>40</b>
<b>Safe Housing Practices and Policies .....</b>	<b>41</b>
Fire Suppression Notification: .....	41
Assignment of Accessible Housing: .....	41
Safety Procedures for Those Who Require Assistance: .....	41
<b>Security of and Access to Campus Facilities (Including Separate Campuses) .....</b>	<b>41</b>
Campus Housing:.....	41
Academic and Administrative Buildings: .....	42
UK HealthCare Facilities: .....	42
Security Considerations in the Maintenance of Campus Facilities:.....	42
<b>Crime Prevention and Security Awareness Programs .....</b>	<b>44</b>
<b>Alcohol and Illegal Drugs .....</b>	<b>55</b>
Alcohol Policy .....	55
Drug Policy .....	55
Standards of Conduct.....	56
Sanctions.....	57
Notice of Drug-Related Conviction .....	58

Health Risks .....	58
Training and Counseling Resources .....	59
<b>Weapons Policy .....</b>	<b>60</b>
<b>Missing Student Policy .....</b>	<b>62</b>
<b>Information Regarding Domestic Violence, Dating Violence, Sexual Assault, and Stalking .....</b>	<b>63</b>
Definitions.....	63
Definition of Consent as it Relates to Sexual Activity.....	70
How to Be an Active Bystander.....	72
Risk Reduction .....	72
Prevention Programs.....	73
Procedures Victims Should Follow.....	74
Involvement of Law Enforcement and Campus Authorities.....	75
Pastoral and Professional Counselors .....	76
Reporting Incidents .....	77
Rights of Victims and the Institution’s Responsibilities for Orders .....	77
Procedures University of Kentucky Will Follow .....	81
Student/Faculty/Staff Disciplinary Proceedings.....	87
Assistance for Victims: Rights and Options.....	103
Confidentiality.....	108
<b>Sex Offender Registry and Access to Related Information .....</b>	<b>109</b>
<b>Notification to Victims of Crimes of Violence.....</b>	<b>110</b>
<b>Crime Log.....</b>	<b>110</b>
<b>Disclosure of Crime Statistics .....</b>	<b>110</b>
Crime Information/Statistic Sources .....	110
Law Enforcement .....	111
Campus Security Authorities (CSA) .....	111
Preparation of the Annual Safety and Security Report.....	112
<b>Crime Statistics Location Definitions.....</b>	<b>112</b>
<b>Definitions of Crimes .....</b>	<b>114</b>
Criminal Offenses.....	114
Hate Crimes .....	115
VAWA Offenses .....	116
Arrests and Disciplinary Referrals .....	116

Unfounded Crimes .....	117
<b>Rules for Counting Crimes.....</b>	<b>117</b>
<b>Appendix A: University of Kentucky Evacuation Policy (Mandatory) Fire Alarms</b>	<b>131</b>
<b>Appendix B: University of Kentucky ADA Evacuation Policy Residence Halls .....</b>	<b>131</b>
<b>Appendix C: University of Kentucky On-Campus Residential and Student Housing Fire and Life Safety Policy.....</b>	<b>132</b>
<b>Appendix D: Crime Prevention and Awareness Programs Presented in 2022.....</b>	<b>141</b>
<b>Appendix E: Resources .....</b>	<b>153</b>
<b>Appendix F: Primary Prevention and Awareness Programs .....</b>	<b>154</b>
<b>Appendix G: Ongoing Prevention and Awareness Programs .....</b>	<b>156</b>
<b>Appendix H: Programs Presented by the OIEEO in 2022.....</b>	<b>157</b>
<b>Appendix I: AR 6.2: Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and Other Forms of Sexual Misconduct.....</b>	<b>162</b>

# 2023 ANNUAL CAMPUS SAFETY AND SECURITY REPORT

## Covering Statistics from 2020-2022

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### Introduction

The University of Kentucky (University) publishes the Annual Safety and Security Report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). This report, completed and distributed each year by October 1<sup>st</sup>, is designed to disclose to the campus community the procedures, practices, and programs the University of Kentucky uses to ensure student and employee safety and facility security. This report also serves to meet the requirements of the Commonwealth of Kentucky Michael Minger Life Safety Act (Minger Act).

The report includes statistics for the previous three calendar years concerning reported crimes (arrests and citations) and referrals as specified by the Clery Act. Statistics provided are for those having occurred on Clery-defined geography (on campus, on non-campus property that is owned/controlled by the University and frequented by students, and on public property within or immediately adjacent/accessible to campus). Recorded statistics may be reported by the University of Kentucky Police Department (UKPD), other law enforcement agencies, and campus security authorities (CSAs) as defined by the Clery Act and designated by the University.

This report includes information for the University of Kentucky Main Campus and ten separate campuses: Little Research Center, North Farm, South Farm, Robinson Forest, West Kentucky Research and Education Center, Paducah Campus, Hazard Campus, Bowling Green Campus – College of Medicine, Northern Kentucky Campus – College of Medicine (Highland Heights), and Northern Kentucky Campus – College of Medicine (Edgewood). Policies and procedures outlined in this document apply to all University of Kentucky campuses, unless otherwise specified.

Be advised this document may use “victim,” “survivor,” and “complainant” interchangeably. The terms “perpetrator,” “offender,” “suspect,” and “respondent” may also be used interchangeably.

To view the Annual Safety and Security Report, visit <https://police.uky.edu/get-informed/annual-safety-security-reports>. Click on the year you wish to view. To obtain a printed copy of the Annual Safety and Security Report, please contact the Division of Crisis Management and Preparedness at (859) 257-9665 or email [CMP@uky.edu](mailto:CMP@uky.edu). The crime log is available online at <https://www.uky.edu/crimelog/>. The crime log may be filtered by the crime category and/or report date. A hard copy of the crime log is available in the lobby of UKPD at 305 Euclid Avenue, Lexington KY.

We encourage our campus community to review this report and reference back to it as needed. If you should have any questions, contact Crisis Management and Preparedness at (859) 257-9665 or [CMP@uky.edu](mailto:CMP@uky.edu).

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# Campus Security Act Legal Requirements

**Federal Law (The Clery Act):** In 1990, Congress enacted the Crime Awareness and Campus Security Act of 1990, which amended the Higher Education Act of 1965 (HEA). This act required all post-secondary institutions participating in HEA's Title IV student financial assistance programs to disclose campus crime statistics and security information. The act was most recently amended in 2013. The 1998 amendments renamed the law the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act in memory of a student who was the victim of criminal actions in her dorm room in 1986. It is generally referred to as the Clery Act.

The Clery Act contains specific campus safety and security-related requirements. Every institution must do the following:

- Collect, classify, and count crime reports and crime statistics
- Issue campus warnings and notifications
- Provide educational programs and campaigns
- Identify and train CSAs
- Disclose procedures for institutional disciplinary action in cases of dating violence, domestic violence, sexual assault, and stalking
- Publish an annual security report
- Submit crime and fire statistics to the US Department of Education
- Maintain a daily crime log of alleged criminal incidents if the institution maintains a campus police or security department
- Disclose missing student notification procedures and fire safety information if the institution maintains on-campus student housing facilities

For more information, see the Clery Act Appendix for FSA Handbook (October 2020) available at <https://www2.ed.gov/admins/lead/safety/campus.html#handbook>.

**State Law (The Minger Act):** The Michael Minger Life Safety Act (Minger Act) requires institutions of higher education in Kentucky to report campus crimes to students and employees. Additionally, the Minger Act requires institutions to maintain a daily crime log, to report a fire or threat of fire to the State Fire Marshal immediately, and to issue special reports when there is an ongoing threat to the safety of students and employees. Institutions must submit an annual report of campus safety policies, programs, and statistics to the Kentucky Council on Postsecondary Education (CPE).

## Compliance

Designated compliance offices are detailed in University Administrative Regulation (AR) 6:7 titled *Policy on Disclosure of Campus Security and Crime Statistics*. The full text is available at:

<https://regs.uky.edu/administrative-regulation/ar-67> .

## **Campus Safety and Security Compliance**

The University of Kentucky Police Department, Division of Crisis Management and Preparedness (CMP) is designated as the Clery and Minger Compliance Office and is responsible for all aspects in regard to safety and security such as:

- Ensuring that the University maintains compliance with all requirements of these Acts;
- Preparing and submitting annual reports pursuant to the Clery and Minger Acts; and
- Working with UKPD to make the daily crime log available to the public and coordinating the release of immediate notifications and timely warnings.

Each year CMP prepares the Annual Safety and Security Report in compliance with the requirements of the Clery Act and the Minger Act. This report includes safety and security-related policies and procedures as well as statistics for the three previous calendar years concerning crimes on Clery-defined geography. This report includes information for the University of Kentucky Main Campus and ten separate campuses: Little Research Center, North Farm, South Farm, Robinson Forest, West Kentucky Research and Education Center, Paducah Campus, Hazard Campus, Bowling Green Campus – College of Medicine, Northern Kentucky Campus – College of Medicine (Highland Heights), and Northern Kentucky Campus – College of Medicine (Edgewood). Policies and procedures outlined in this document apply to all University of Kentucky campuses, unless otherwise specified.

## **Fire Safety Compliance**

The University Fire Marshal, as part of the Office of Environmental Health and Safety, is responsible for all aspects in regard to fire, such as:

- Reporting fires, threats of fire, and fire alarms to the State Fire Marshal's Office pursuant to the Minger Act;
- Preparing and submitting the Annual Fire Report pursuant to the Clery Act;
- Providing the Division of Crisis Management and Preparedness with annual fire statistics; and
- Making the daily fire log available to the public.

Each year the University Fire Marshal prepares the Annual Fire Safety Report in compliance with Clery Act and Minger Act. This report includes statistics for the three previous calendar years concerning fires or threats of fire in resident halls, Greek housing, graduate housing, or at any facility designated as a place of residence for students. Statistics provided are for those having occurred on Clery-defined geography. The report includes annual fire statistics; a description of fire safety systems; yearly fire drills; policies on portable electrical appliances, furniture, decorations, bicycles/motorized scooters, open flames, evacuation procedures, fire safety education and training; and contact information. This report includes information for the University of Kentucky Main Campus and ten separate campuses: Little Research Center, North Farm, South Farm, Robinson Forest, West Kentucky Research and Education Center, Paducah Campus, Hazard Campus, Bowling Green Campus – College of Medicine, Northern Kentucky Campus – College of Medicine (Highland Heights), and Northern Kentucky Campus – College of Medicine (Edgewood). Policies and procedures outlined in this document apply to all University of Kentucky campuses, unless otherwise specified.



To view or to obtain a copy of the University of Kentucky Annual Fire Safety Report visit the University Fire Marshal website at [https://ehs.uky.edu/docs/pdf/fs\\_annual\\_fire\\_safety\\_report\\_2023\\_01.pdf](https://ehs.uky.edu/docs/pdf/fs_annual_fire_safety_report_2023_01.pdf) or contact the University Fire Marshal at (859) 257-6326.

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## How to Reach University of Kentucky Police Department

### How to Reach UKPD

Physical & Mailing Address:

305 Euclid Avenue  
Lexington, KY 40508-0023

*Located at the corner of Rose Street and Euclid Avenue,  
Lexington KY*

Emergency: 911 from a campus land line phone; #UKPD from a cell phone

Non-Emergency/Lost and Found: (859) 257-UKPD (8573)

Police Operations: (859) 218-2367

Special Victims Unit: (859) 323-3401

Records: (859) 257-8573

Crisis Management and Preparedness: (859) 257-3815

Community Services: (859) 257-5108

UK HealthCare Security: (859) 218-2312

PR/Media: (859) 230-9086

Human Resources/Employment: (859) 218-5347

WildCard ID:

General Campus:

160 Avenue of Champions, Suite A380, Gatton Student Center  
(859) 257-1378

[IDoffice@uky.edu](mailto:IDoffice@uky.edu)

UK HealthCare

1000 S. Limestone St., UK Albert B. Chandler Hospital  
(859) 323-2356

[SecurityIDbadges@uky.edu](mailto:SecurityIDbadges@uky.edu)

## How to Find Information in an Emergency

- On Social Media Like the [University of Kentucky](#) and [UKPD](#) on Facebook, and follow [@universityofky](#) and [@UKPolice](#) on Twitter.
- On Your Cell Phone Watch for texts or phone calls (through UK Alert) if there is confirmation of a significant emergency or dangerous situation occurring on campus that involves an immediate threat to the health or safety of the campus community.
- On the Web Visit [www.uky.edu](http://www.uky.edu) for updates during an emergency situation.
- By Email Check your official UK email after an emergency for additional information
- 



## Overview of University of Kentucky Police Department

UKPD is responsible for a full range of services including crime reports, investigations, medical emergencies, fire emergencies, traffic collisions, enforcement of state laws, and all other incidents requiring police assistance. UKPD received its accreditation through the Kentucky Association of Chiefs of Police (KACP). UKPD emphasizes the values of professionalism, integrity, respect, customer service, responsibility, and accountability with all employees in order to strive for excellence and continuous improvement.

### Mission Statement

UKPD's mission is to promote a safe and secure campus environment for students, employees, and visitors. UKPD will provide quality police services ethically, fairly, and equally in partnership with members of the community.

### Vision Statement

UKPD is committed to achieving the highest standards of professional ethics, performance, and excellence. UKPD is dedicated to the principles of community policing and to becoming one of the most progressive, innovative, and professional police departments in the nation.

### Core Values

UKPD emphasizes the values of professionalism, integrity, respect, customer service, responsibility, and accountability with all of our employees as we strive for excellence and continuous improvement. In doing so, we shall adhere to the core values to guide our decisions and behavior. We value:

**Professionalism:** We will be professional in our daily actions, behavior, and performance and maintain high standards of training and expertise by keeping abreast of new trends, standards, and technology in the field of public safety.

**Integrity:** We are committed to honorable and ethical behavior in our daily interaction with the department, its members, and the community that we serve.

**Respect:** We value the dignity of every individual and understand ethnic and cultural diversity. We will treat citizens and co-workers with respect, regardless of the degree of respect that we receive.

**Customer Service:** We will deliver to our community a high quality of service that is fair, courteous, responsive, and efficient. We also recognize the need to involve the community as partners in creating a secure and safe environment.

**Responsibility & Accountability:** We will make effective use of our resources and provide a spirit of open communication and be held accountable for our actions, behavior, and performance by the department and its members, to the community that we proudly serve.

## Accreditation

UKPD was first awarded accreditation by the KACP in January 1996 and received its latest re-accreditation in 2020. The accreditation program gives UKPD the tools necessary to ensure that all policies and procedures conform to the most up-to-date professional law enforcement standards and best practices. State accreditation through the KACP is not mandatory. Participation demonstrates UKPD's commitment to professional excellence to the University community. The overall goal of the accreditation program is to promote professionalism and improve the delivery of law enforcement services. Each accredited law enforcement agency must be re-evaluated every 5 years.

Accreditation Benefits to the Community:

- Provides a means of independent evaluation of the agency operations.
- Provides a basis to correct deficiencies in the agency's operations before they become public problems.
- Requires the agency to commit policy and procedures to writing and keep them updated.
- Provides a norm for agency to judge its performance.
- Reduces liability insurance costs.
- Promotes accountability among agency personnel and the evenhanded application of policies.
- Enhances the reputation of agency, thereby helping to attract the most qualified candidates for employment.
- Minimizes the agency's exposure to liability, which reduces vicarious liability suits.
- Builds stronger defense against lawsuits and citizen complaints.
- Increases community confidence in the police department.
- Recognition for meeting standards of excellence.

## Law Enforcement Authority and Jurisdiction

University police officers receive their law enforcement authority through the provisions of Kentucky Revised Statutes §164.950 – 164.980. University police officers have law enforcement authority and jurisdiction on property owned or controlled by the University and on streets that run through or adjacent to campus. They

are empowered to conduct University-related criminal investigations anywhere within the Commonwealth of Kentucky, have the authority to carry firearms, and make arrests. If a University student commits offenses involving University rules and regulations, UKPD may also refer the student to the Dean of Students Office.

UK HealthCare Security is a division of UKPD. UK HealthCare Security Officers are non-sworn, trained security officers who provide support to the UK HealthCare facilities and special events as requested. UK HealthCare Security Officers report all crimes to UKPD and are CSAs.

## **Working Relationship with Federal, State, and Local Police Agencies**

UKPD maintains a close working relationship with local, state, and federal law enforcement agencies. Officers meet with their counterparts from Lexington Police Department (LPD); Kentucky State Police (KSP); Federal Bureau of Investigation (FBI); U.S. Postal Inspectors; Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF); and the Secret Service regarding common crime problems and criminal activity on and near campus. UKPD participates in several multidisciplinary response groups to provide quality police services for the community. UKPD participates in monthly or quarterly meetings for Sexual Assault Response Team (SART), Crisis Intervention Team (CIT) State Board, Child Multidisciplinary (MDT), Fayette County Strangulation Task Force, and Domestic and Sexual Violence Prevention Coalition.

Additionally, UKPD has Memoranda of Agreement with the following Police Departments: Department of Veterans Affairs; Blue Grass Airport Police; the Cities of Versailles, Winchester, Richmond, Nicholasville, Georgetown, Frankfort, and Danville; and KSP. UKPD also has a Memorandum of Understanding with the Fayette County Sheriff's Office and the Federal Medical Center/Federal Bureau of Prisons (Security). These documents cover a variety of actions and services. For full details on each, you may contact UKPD at (859) 257-8573.

UKPD has entered into an inter-jurisdictional agreement with eighty-nine (89) other police agencies across Kentucky to allow for structured criminal investigations across jurisdictional boundaries. The Bluegrass and Central Kentucky Unified Police Protection System (BACKUPPS) establishes policies and protocols to allow UKPD to operate effectively in partner agency jurisdictions and likewise to those partner agencies, during non-routine circumstances only.

UKPD participates in monthly Regional Crime Information Exchange (RCIE) and Regional Organized Crime Information Center (ROCIC) meetings with other law enforcement agencies from Kentucky. Participating agencies routinely exchange crime-related reports and statistics. UKPD officers are also active members of the International Association of Campus Law Enforcement Administrators (IACLEA) and the Kentucky Association of University Law Enforcement Administrators (KAULEA). UKPD representatives also attend quarterly Kentucky ProTECT meetings, sponsored by the Secret Service, to discuss computer-related financial and identity crimes.

## **UKPD Training**

Each University of Kentucky Police Officer has graduated from the Department of Criminal Justice Training (or its equivalent) and met all of Kentucky's Peace Officer Professional Standards as established by the Kentucky Law Enforcement Council. In addition to the required 800-hour basic police academy training, each officer completes a minimum forty (40) hours of annual in-service training, as well as additional in-house and specialized training. In-house training includes de-escalation, Crisis Intervention (CIT), electronic control device recertification, firearms proficiency, and defensive tactics. Newly promoted supervisors are required to

attend the Department of Criminal Justice Training's Academy of Police Supervision. The leadership team is also encouraged to attend other advanced supervisor trainings such as the Criminal Justice Executive Development and the Federal Bureau of Investigations' National Academy. The UKPD Operations Captain and a designee ensure all law enforcement training requirements are met and up to date throughout the calendar year. Police training representatives also seek out unique training opportunities that could potentially benefit UKPD and the University community.

Upon successful completion of the DOCJT Training Academy, police officers return to UKPD as probationary police officers and begin an additional sixteen weeks of in-house police training under the direction of the department's Police Training Officer (PTO) program. Final appointment as a police officer with the department does not occur until the probationary police officer successfully completes the PTO program.

University of Kentucky Police Chief Joseph W. Monroe possesses a strong dedication and unending commitment to officer development. As such, Chief Monroe consistently challenges his employees to seek out additional training opportunities throughout the year, and also urges department employees to continue their education through use of the University's [Employee Education Program](#) (EEP).

## **Divisions**

### **Police Operations**

UKPD is made up of over 17 unique law enforcement units that were constructed to serve very specific needs required from within the University community. Officers that are assigned to these units are generally selected through an application process or at the direction of the Chief of Police. All specialized units at UKPD are part-time assignments, as the majority of police officers have primary duties as patrol officers.

#### **Patrol**

Our Patrol services are comprised of two patrol shifts. These shifts are staffed 365 days per year, and 24 hours per day by at least one police supervisor and a minimum of three uniformed police officers. Our police officers respond to a variety of calls for service that can range from a student in need of direction, a medical emergency, or a serious instance of alleged criminal activity.

Means of patrol include patrol vehicles, bicycles, motorcycles, golf carts, and foot patrols to cover all of the University of Kentucky's property and roads.

#### **Dignitary Protection Team**

The Dignitary Protection Team's goal is to afford professional protective, assessment and logistical services to visiting public figures and University executives. Additionally, when requested, the team coordinates with other agencies to provide mutual support for protection of public figures. Dignitary Protection Team members receive their baseline training from the U.S. Department of State Diplomatic Security Services training in Washington, D.C. As part of their ongoing professional development, the Dignitary officers have attended the Kentucky State Police dignitary protection course and the Ohio Peace Officers Academy.

The University's Dignitary Protection Team serves as liaison with many Federal and State level agencies in the planning and protection of high profile public figures to the University. Examples

include, U.S. and Foreign Heads of State, U.S. Supreme Court Justices, and Former Prime Ministers from Africa and Israel. In addition, the Dignitary Protection Team is permanently assigned, and has the sole responsibility, for the security of UK's Board of Trustees and UK's Office of the President.

### **Honor Guard**

The Honor Guard Team represents the department by honoring the colors, the nation and fallen public service heroes. This is a task that the team is proud to do and does not take lightly. The University of Kentucky Police Honor Guard was formed in 2011. All team members understand the importance to detail and the pride and honor that the team represents.

The Honor Guard Team has presented colors at several events including the International Association of Campus Law Enforcement Administrators (IACLEA), SEC Chief's Conference, Honor Guard Gala, and numerous sporting events. The Honor Guard Team has participated in ceremonies to honor fallen officers from Kentucky and surrounding states, including National Police Week in Washington, D.C.

### **Special Victims Unit**

In 2020, the University of Kentucky Police Department created a Special Victims Unit which consists of a Special Victims Unit Lieutenant, Detective, and Victims Advocate. These dedicated professionals help victims of interpersonal violence navigate through the criminal justice system with respect and integrity.

The mission of the Special Victims Unit is to provide compassionate support services to survivors of interpersonal violence while removing barriers of reporting. We are committed to holding offenders accountable within the criminal justice system by maintaining quality police services with timely, thorough, and trauma-informed investigative techniques.

Main Functions of Special Victims Unit:

<b>Outreach</b> Members of the Special Victims Unit participate in community outreach programs to help with prevention, provide self-defense training and reduce barriers to reporting.	<b>Training</b> Special Victims Unit members undergo specific training to provide a trauma-informed approach, minimize re-victimization, and treating survivors with compassion and respect.	<b>Investigations</b> SVU conducts thorough investigations of interpersonal violence incidents and helps guide survivors throughout the process and connect survivors to a variety of resources.
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The Special Victims Unit investigates incidents of sexual assault and abuse, relationship violence, stalking, and harassment that occur on University property. If you or someone you know has experienced interpersonal violence here at the University, please [click here](#) for important information regarding support services, victims' rights, and next steps.

## Law Enforcement Options:

<p><b>File a police report with UKPD.</b></p> <p>As a University police department, federal law requires us to document crimes that are reported to us. However, once a crime is reported, there is no requirement to investigate. If a survivor does not want an investigation to continue, it doesn't have to. Call (859) 257-1616 to make a report.</p>	<p><b>Receive a SAFE (Sexual Assault Forensic) Exam at UK Chandler Hospital.</b></p> <p>Survivors are encouraged to be treated for any injuries, receive prophylaxis, and collect evidence from the assault. SAFE exams are available up to 96 hours after an assault. A survivor may choose to have a SAFE done without filing a police report or interacting with law enforcement. Evidence collected from the exam will be stored for one year in case the survivor chooses to pursue an investigation.</p>	<p><b>Protective Orders</b></p> <p>Residents of Fayette County (including temporary residents like students) are able to petition for orders of protection through the court system. A protective order mandates the amount and type of contact that a respondent can have with the petitioner (i.e., physical distance, communication type and frequency, third-party contact, etc.). Find more information on protective orders <a href="#">here</a> or call (859) 246-2248.</p>
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## Advocacy Options:

<p><b>UK's Violence Intervention and Prevention Center</b> Free on campus support, advocacy, referrals, education, and anti-violence activism on campus. Contact (859) 257-3574.</p> <p><b>UK's Counseling Center</b> On campus counseling and crisis intervention services. Contact (859) 257-8701.</p>	<p><b>Title IX Office</b> On campus academic, housing, and employment accommodations and assistance for survivors of interpersonal violence, as well as independent investigations into incidents of assault, abuse, and harassment. Contact (859) 257-8927.</p>	<p><b>Ampersand Sexual Violence Resource Center</b> Free, confidential therapy, advocacy, and support services to survivors of sexual violence in Central Kentucky. Contact (859) 253-2511.</p> <p><b>Greenhouse 17</b> Provides advocacy, education, shelter, and support services for survivors of dating and interpersonal violence. Contact (800) 544-2022.</p>
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For additional resources see the section of this report titled **Assistance for Victims: Rights & Options**.

## Victims' Rights Marsy's Law

During the 2020 General Election, the registered voters of Kentucky approved an amendment to the Constitution of Kentucky known as Marsy's Law.



Under Marsy's Law, crime victims have the following constitutional rights:

- You have the right to be treated with fairness, respect, dignity, and to be protected from intimidation or harm throughout the criminal and juvenile justice process.
- You have the right, upon request, to be informed about victims' rights, criminal proceedings, and if the accused is arrested, released, or escapes.
- To be notified, register with VINE at [www.vinelink.com](http://www.vinelink.com) or call (800) 511-1670
- If offender is in custody, click "Find an Offender"
- To be notified of court dates, click "Find an Offender Court Case"
- You have the right to have your safety, dignity, and privacy to be considered.
- You have the right to be heard at bond, bail release, pleas, or sentencing.
- You have the right to proceedings free from unreasonable delay.
- You have the right to be present at criminal proceedings.
- You have the right to consult with prosecution.
- You have standing to assert your rights, have an attorney assert your rights, or request the attorney for the Commonwealth assert your rights.
- You have the right to full restitution paid by the convicted.

### **K-9 Unit**

The University of Kentucky Police Department K-9 unit was established in 2004 and is under the direction of Police Operations. Currently there are five canine teams at the police department. Three canines are for explosive detection and are dual trained for tracking and evidence recovery. There are two critical response canine teams for response and comfort during critical incidents. All canines are non-aggressive and work hand-in-hand with University of Kentucky sporting events, dignitary protection as well as assisting outside agencies when help is needed. All canine teams have participated in numerous community service outreach programs that range from demonstrations in fraternity/sorority and residence housing as well as numerous local elementary and middle schools around central Kentucky.

### **Motorcycle Unit**

Motorcycle Unit, established in 2004, serves a variety of functions for the campus and community. The primary responsibility is that of traffic enforcement and traffic safety surveys in the campus area. The motorcycles are highly maneuverable and can respond to emergency calls in areas where a car cannot. Motor Unit performs escort duties for funeral services, parades, and other special operations on campus such as athletics events where the unit takes a prominent position to proudly lead the team into the stadium. The unit takes pride in representing the department at charity functions, visits to schools, and at community affairs events to interact with all ages of the community.

### **Administration**

UKPD's Police Administration Division is made up of Police Communications Officers, Central Security Systems, and Crisis Management & Preparedness. These units provide support services as necessary to support public safety operations.



## **Police Communications**

Police Communications Officers are non-sworn personnel who have all graduated from the Public Safety Dispatch Academy. They are well-trained and are customer-service oriented. Police Communications Officers are the first points of contact for community calls for service. When crimes or requests for services are reported, Police Communications Officers will take the vital information and dispatch an officer to take the call or direct the caller to the correct resource.

## **Records and Lost Property**

The Records Division is the official steward of all reports and other articles of official record generated by UKPD. Records is responsible for maintaining, reviewing, recording, and retrieving all official reports, evidence, and lost/found. The Records Unit further serves to release and/or respond to public information requests from other law enforcement agencies and the public. Stored evidence and lost/found items may require special treatment and/or disposal protocol. Reports, such as collision reports, are made available [online](#) or through Kentucky State Police to enable involved parties access to accident reports for their insurance companies. The Records Division also maintains records on crimes and calls for service to assist the department in analysis and strategic operations.

## **Crisis Management and Preparedness**

Crisis Management and Preparedness (CMP) is responsible for ensuring the University is able to mitigate, prepare, respond, and recover from unexpected threats to campus safety and operations.

Vision Statement: The Division of Crisis Management and Preparedness will strive to provide a disaster-resilient University community.

Mission Statement: The mission of the CMP is to coordinate and facilitate effective campus disaster preparedness, mitigation, response, and recovery activities to minimize the impacts of emergencies on the campus community, facilities, and environment.

The primary functions of CMP include:

- Mitigation and Preparedness Plan Development
- Managing the University's Emergency Notification System, UK Alert
- Response and Recovery Coordination
- Managing the Emergency Operations Center
- Training and Exercise Development
- Campus Security and Crime Statistics Reporting
- 911 Addressing

## **Auxiliary Operations**

Auxiliary operations include UK Health Care security, community services, wildcard ID operations, marketing and campus security. These units specialize in critical areas necessary to support public safety operations.

### **Community Services**

Community Services provides information, presentations, and programming to the campus community to help maintain a safe and security environment. Community Services Officers are trained to provide a host of services such as lighting surveys, Crime Prevention through Environmental Design assessments, and Workplace Violence and Active Shooter Response training.

### **UK HealthCare Security**

UKPD HealthCare Security serves as the frontline for security across the UK HealthCare enterprise and during University-sponsored events. UKPD HealthCare Security officers are certified through the International Association for Hospital Safety and Security.

### **Wildcard ID Operations**

UK Wildcard Offices work in conjunction with the Tech Division to ensure all stakeholders obtain proper access to various facilities managed by the UK Central Security System. UK Wildcard employees are responsible for ensuring all cardholders are correctly identified and verified to obtain access to specific resources and secured buildings.

## **Law Enforcement and Security at Separate Campuses**

UKPD responds for service at Main Campus, North Farm, and South Farm Campuses. Local law enforcement responds to calls for service at all other separate campuses, except for Northern Kentucky Campus – College of Medicine (Highland Heights), which is served by the resident university police department at Northern Kentucky University. Paducah Campus, Hazard Campus, and Bowling Green Campus are also serviced by contract security. Security guards are tasked with ensuring a safe environment for all as well as checking facilities to determine security during non-business hours. Local/resident law enforcement agencies have dispatchers available 24 hours a day, 7 days a week to answer all emergency calls placed through the 911 system. Officers will be dispatched to address calls and reported crimes will be documented/investigated as appropriate. Should the situation warrant, the local/resident law enforcement agency may reach out to UKPD to provide notification and/or for additional assistance. CMP will request crime statistics that fall on identified Clery geography on an annual basis from these law enforcement agencies for inclusion in the Annual Campus Safety and Security Report. Reports involving University of Kentucky students may be referred to the Office of Student Conduct where appropriate. In the event of a Violence Against Women Act (VAWA) crime (sexual assault, domestic violence, dating violence, and/or stalking), the staff at the separate campuses are trained to offer the survivor applicable resources. See the section of this report titled **Information Regarding Domestic Violence, Dating Violence, Sexual Assault, and Stalking**.

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## **University of Kentucky Campuses**

The University's main campus and all separate campus locations are detailed below. Policies and procedures outlined in this document apply to all campuses, unless otherwise specified.

## University of Kentucky – Main Campus

The University is a public land grant institution founded in 1865. The main campus sits on over eight hundred (800) acres in the heart of Lexington, Kentucky. The University has over thirty thousand (30,000) students on its enrollment (undergraduate and graduate) and supports more than two hundred (200) academic programs spread across sixteen (16) degree-granting colleges. Students may also choose from over four-hundred fifty (450) student organizations and clubs. The University also has several other campuses across the state as outlined below.

The main campus employs an armed police force dedicated to providing quality police services ethically, fairly, and equally in partnership with members of the community. The police officers are highly trained, certified, and sworn under KRS 164.950. They are granted full police authority and are responsible for the prevention of crime, detection, and apprehension of offenders. Additionally, they are charged with the preservation of public peace, the enforcement of all criminal laws and state statutes as well as compliance with the policies and regulations of the University.

University of Kentucky – Main Campus  
410 Administration Drive  
Lexington, KY 40506  
Phone: (859) 257-9000  
Website: [www.uky.edu](http://www.uky.edu)

## Little Research Center/Woodford Farm (LRC) Campus

The LRC, located in Versailles, Kentucky, is a state-of-the-art animal research facility containing modern beef, swine, and sheep research units on over 1,400 acres. The facility also provides research space for Veterinary Science, Plant and Soil Science, and Biosystems and Agricultural Engineering.

The LRC has a primary employee/public entrance into the farm off Highway 62 (Midway Road). This entrance is open during normal working hours and is card entry only with a call box for non-employee visitors outside of normal business hours. The card entry system is an AMAG System and is administered by the Martin-Gatton College of Agriculture, Food and Environment, as well as Motor Pool. There are two cameras at this gate that record entry into the farm.

There are three (3) other entry gates on the farm. These gates are used by the Veterinary Science and Animal Science Departments. Entry is by remote control on two (2) of the three (3) gates with the third gate being used by large equipment and trucks only. The remote controls and operations are administered by the respective departments.

There are three (3) student residences at LRC. The residences are individual family-style housing and each resident is responsible for locking and securing their houses.

Little Research Center Campus  
1171 Midway Road  
Versailles, KY 40383  
Phone: (859) 873-6587  
Website: <https://research.ca.uky.edu/c-oran-little-research-center>

## North Farm Campus

The North Farm Campus consists of the Eastern State Hospital Medical Complex as well as the North Farm Agricultural Center.

### **Eastern State Hospital Medical Complex**

The Eastern State Hospital Medical Complex provides recovery-focused, individualized care in a supportive environment that features the latest in treatment and technology. It is managed by UK HealthCare through a contract with the Kentucky Department of Behavioral Health, Developmental and Intellectual Disabilities. It is nationally accredited, meeting the standards of The Joint Commission, Centers for Medicare and Medicaid Services, and the Kentucky State Licensing and Regulation Division.

The Eastern State Hospital provides acute, in-patient psychiatric care to patients with severe and persistent mental illness, specialized services for acquired brain injuries, and associated ancillary services for those patients, such as laboratory, radiology, phlebotomy, and pharmacy. The hospital operates seven (7) acute care units of twenty-seven (27) to twenty-eight (28) beds in a mix of private and semi-private rooms. The Recovery Mall located on both the first and second floors offers patients a wide range of recovery and rehabilitation programs including pottery, gym/fitness, music room, resource library, chapel, reading/sensory room, space for physical and occupational therapy, etc. The Eastern State Hospital Medical complex also includes the Central Kentucky Recovery Center which consists of personal care homes (resembling units of an apartment complex) that offer a design and program dedicated to helping individuals make the transition back to the community. Buildings are in a park-like setting to allow plenty of natural light inside and feature courtyards and open-air porches.

Eastern State Hospital

1350 Bull Lea Road

Lexington, KY 40511

Phone: (859) 246-8000

Website: <https://ukhealthcare.uky.edu/eastern-state-hospital>

### **North Farm (Agricultural Center)**

North Farm, located on approximately one thousand eight hundred (1,800) acres in Fayette County, provides teaching, research, and extension opportunities for the faculty, staff, and students of the University of Kentucky College of Agriculture, Food, and Environment. Currently, the North Farm research revolves around initiatives, projects, and programs in the departments of Veterinary Science, Animal and Food Science, Plant and Soil Science, Biosystems and Agricultural Engineering, and Entomology. Also, the North Farm is an integral part of the Equine Initiative and the Equine Campus is located on the North Farm.

North Farm resulted from the merging of Maine Chance Farm, Spindletop Farm, and part of the Coldstream Farm. The Coldstream part of the farm has been transferred to the City and is no longer part of North Farm. Spindletop and Maine Chance Farms lie north of I-64/I-75. There are four (4) entrances, two (2) off of Newtown Pike (Service and Equine Entrances) and one (1) off Iron Works Pike (Agronomy Entrance). The other entrance (Yount Lane) is also on Iron Works Pike, just west of the Agronomy Entrance. This gated entrance has a padlock and only is accessible when the gate is open for Field Day traffic or moving large equipment. The Service Entrance Gate and Agronomy Entrance Gate remain open during normal working

hours and are card entry only with a call box for non-employee visitors outside of normal business hours. The Equine Entrance Gate remains closed but operates on free entry from 6 a.m. to 6 p.m. on weekdays.

The Legacy Trail, which is open to the public, crosses under I-75/I-64 through an existing tunnel. It connects what used to be the Coldstream (south) side of the interstate (Dairy & Poultry units) with the Maine Chance and Spindletop (north) side. Before the Legacy Trail, only on-farm vehicles and equipment used this trail. With the loss of Coldstream, farm traffic has approached zero usage but does share the tunnel with the Legacy Trail when used. There are gates on each side of the tunnel to allow access to the farms. The gate on the North end of the tunnel is padlocked and is opened only for specific tunnel access. The south end tunnel sliding gate is closed and power removed from the operator. The gate is openable but requires manual intervention to effect operation; the gate is too heavy to be opened by hand.

A diamond-mesh wire fence that has a black vinyl sight ribbon on top separates the Legacy Trail from the North Farm. The trail is adjacent to approximately 2.5 miles of Coldstream/Spindletop Farms on the north side of the interstate. There are also three (3) limited access (padlocked) gates between the Legacy Trail and Spindletop Farm, as well as padlocked access gates between the Spindletop Hall property and Spindletop Farm.

There are two (2) student residences on North Farm. The residences are individual family-style housing and each resident is responsible for locking and securing their houses.

North Farm  
1925 Research Farm Road  
Lexington, KY 40511  
Phone: (859) 254-1434  
Website: <https://pss.ca.uky.edu/north-farm>

## **Robinson Forest Campus**

Robinson Forest, located in Breathitt County on fourteen thousand eight hundred (14,800) acres, is one of the largest research and educational forests in the eastern United States. Robinson Forest provides space for continuous research in several forestry-related disciplines, such as wood utilization, forest ecology, silviculture, hydrology, wildlife ecology, etc.

Robinson Forest has facilities used for various programs and an on-site lodging that provides housing for students, researchers, and extension personnel. Robinson Forest has a manual gate at its entrance that is locked at 4:30 p.m. Monday through Friday and the entire weekend when guests are not present. Visitors are permitted on the Robinson Forest site by appointment only.

Robinson Forest Campus  
617 Clemons Fork Road  
Clayhole, KY 41317  
Phone: (606) 666-9995  
Website: <https://robinson-forest.ca.uky.edu/>

## **South Farm Campus (aka UK Horticulture Research Farm)**

South Farm, located at the Fayette-Jessamine County line, is a horticulture research farm on one hundred (100) acres. This location provides for research on fruits, vegetables, greenhouse and nursery production, hemp, entomology, plant pathology, and related crop sciences. It also hosts the UK-CSA (Community Supported Agriculture) production unit.

South Farm has two (2) entrances. One (1) entrance is on Waveland Museum Lane. This entrance remains padlocked except for special events, when it is opened and managed by farm personnel. The main entrance is on Man-O-War Boulevard. This entrance operates on the AMAG system and has two cameras that record entry into the farm. This gate opens at 6:30 a.m. and closes at 4 p.m. on weekdays to accommodate employee traffic. At all other times the gate is card-access only.

South Farm Campus

4321 Emmert Farm Lane

Lexington, KY 40514

Phone: (859) 948-3614

Website: <https://research.ca.uky.edu/content/SouthFarm>

## **West Kentucky Substation (Research and Education Center at Princeton) Campus**

West Kentucky Substation (Research and Education Center at Princeton), located in Caldwell County, functions as a center of agricultural activities in western Kentucky. The facility is used to conduct agricultural research, provide diagnostic testing services, and develop educational programs important to farmers, agribusinesses, and families.

The facility is an open research facility that has no access entry system. Two (2) employees reside throughout the property and are responsible, in part, for the security of the area. The Princeton Police Department regularly patrols the main campus. Additionally, West Kentucky Substation campus provides temporary graduate student housing. The housing consists of an individual family-style house that have been converted for the benefit of resident students. Each resident is responsible for locking and securing his or her room/house.

*On December 10, 2021, the UK Research and Education Center, other campus buildings, and graduate student housing took a direct hit from an EF-4 tornado and were completely destroyed. As of January 2023, two (2) temporary office structures are being used to house all UKREC employees. In early 2023, there will be three laboratory structures to support research.*

West Kentucky Substation Campus

348 University Drive

Princeton, KY 42445

Phone: (270) 365-7541

Website: <https://wkrec.ca.uky.edu/>

## **Paducah Campus**

The University, in collaboration with West Kentucky Community and Technical College (WKCTC), offers studies leading to bachelor's degrees from the University in Mechanical Engineering and Chemical Engineering. It is located on WKCTC's campus in Paducah, Kentucky.

WKCTC has a Manager of Security and Safety. The manager coordinates and works with college-employed security guards to promote a safe and secure environment for WKCTC. Campus facilities are accessible for academic, training, recreational, and administrative purposes. The general public also has access to these facilities and often uses the library, student center, recreational facilities, and other venues where sporting events and other special events are conducted. Only authorized personnel have keys to facilities. The security guard service checks facilities to determine that they are secure during non-business hours. The Maintenance and Operations Department maintains college buildings and grounds with a concern for safety and security. Maintenance and Operations Department personnel regularly inspect for and repair potential safety and security hazards as well as responding to reports of such potential hazards. A campus Safety Committee meets periodically during the academic year to review and discuss safety issues and to promote a safe campus environment.

The Maintenance and Operations Department maintains college buildings and grounds with a concern for safety and security. Maintenance and Operations Department personnel regularly inspect for and repair potential safety and security hazards as well as responding to reports of such potential hazards. Maintenance and Operations Department staff members use an automated Preventive Maintenance Work Order System to input information concerning lighting issues, hazard issues, and overall preventive maintenance issues daily to track, monitor, and correct these issues. Any security or safety issues of immediate concern are given top priority by staff members for immediate correction.

This campus does not have its own police department/force. There is an Operations Manager for Security and Safety who does not have arrest authority. The Manager for Security and Safety supervises and coordinates college-employed security guards for the College. The Operations Manager for Security and Safety works closely with local, state, and federal law investigative staff when incidents arise that require joint investigative efforts, resources, crime related reports, and exchanges of information as deemed necessary to provide services to the campus community. Additionally, the parties routinely exchange crime-related information and reports, including information related to off-campus locations owned, leased, or controlled by WKCTC.

#### Paducah Campus

4810 Alben Barkley Drive

Paducah, KY 42002

Phone: (270) 534-3304

Website: <https://www.engr.uky.edu/research-faculty/departments/paducah-campus>

#### Hazard Campus

In 1990, the University established the Center of Excellence in Rural Health (CERH) to address health disparities in rural Kentucky, including a chronic shortage of health professionals and the residents' poor health status. The CERH accomplishes this through health policy research, community engagement, and health professionals' education to include the following programs: Doctor of Physical Therapy, Bachelor of Science in Medical Laboratory Science, Bachelor of Arts in Social Work or Master of Social Work, and an East Kentucky Family Medicine Residency.



The CERH employs one (1) full-time security officer. This officer is tasked with ensuring a safe environment for all students, patients, faculty, staff, and visitors of the center. In addition to the security officer, the various sections of the building are secured with electronic access door locks that can be entered only by authorized personnel by swiping their University ID badge or by security code. Access to areas in the building is granted strictly on a need basis. This is accomplished by setting up groups in the security access system. With these groups, access to areas of the building is restricted to only those who need to be in a particular area.

Additionally, nearly all of the buildings and parking areas are visible through a security camera system. This system allows for constant monitoring and recording of all activities throughout most of the area in and around the facility.

The CERH does not have an armed police force on the campus. The CERH security team works closely with local law enforcement with investigations of crimes committed on or around the campus. Generally, this involvement is limited to providing security camera footage to the local investigators.

#### Hazard Campus

750 Morton Boulevard

Hazard, KY 41701

Phone: (606) 439-3557

Website: <https://ruralhealth.med.uky.edu/>

### **Bowling Green Campus – College of Medicine**

The University established the UK College of Medicine – Bowling Green Campus to address one of the most critical health needs confronting Kentucky, the shortage of physicians. The UK College of Medicine – Bowling Green Campus accomplishes this through partnerships with Western Kentucky University and The Medical Center at Bowling Green.

The UK College of Medicine – Bowling Green Campus is housed in a building owned by The Medical Center at Bowling Green. The Medical Center at Bowling Green campus employs sixteen (16) full-time and two (2) part-time armed security officers. These officers are tasked with ensuring a safe environment for all students, patients, faculty, staff, and visitors of the various buildings on campus. In addition to the security officers, electronic access door locks that can be entered only by authorized personnel by swiping their Medical Center ID badge secure various sections of the building. Access to areas in the building is granted strictly on a need basis and is accomplished by setting up groups in the security access system. With these groups, access to areas of the building is restricted to only those who need to be in a particular area. Additionally, nearly all of the buildings and parking areas are visible through a security camera system. This system allows for constant monitoring and recording of all activities throughout most of the areas in and around the facility. The security staff is certified by the International Association for Healthcare Security and Safety.

#### Bowling Green Campus – College of Medicine

399 US 31 W Bypass

Bowling Green, KY 42101

Phone: (270) 781-2415

Website: <https://meded.med.uky.edu/bowling-green>



## **Northern Kentucky Campus – College of Medicine (Highland Heights)**

The University established the Northern Kentucky Campus – College of Medicine (Highland Heights) to address the shortage of physicians in Kentucky. This is accomplished through partnerships with Northern Kentucky University (NKU) and St. Elizabeth Healthcare.

The Northern Kentucky Campus – College of Medicine (Highland Heights) is housed on the third floor of NKU's Albright Health Center. Facilities utilized also include the anatomy lab in the Dorothy Westerman Hermann Natural Science Center and the simulation labs on the third and fourth floor of the Health Innovation Center. This campus location serves the needs of first- and second-year medical students and occasionally third- and fourth-year students when they are not on clinical rotations. Additionally, students will spend some time in the Health Innovation Center (HIC), where they will be taught clinical skills and participate in simulations. Electronic access door locks secure two student areas continually and can be entered only by authorized personnel who swipe their NKU ID badge to both the Natural Science Center and to the HIC. The third floor of Albright is restricted to NKU badge-only access during holidays and weekends, and on weekdays, 6 p.m. to 7 a.m. The student lounge and the study room are badge access only 24/7, 365 days of the year. Access to areas in the building is granted strictly on an as-needed basis. Additionally, due to its blind entrance, the student study lounge is monitored by a security camera.

NKU Police services this satellite campus in addition to a community of more than sixteen thousand (16,000) students, faculty, staff, and visitors with a staff of twenty-four (24) people. This includes sworn and non-sworn personnel consisting of the chief of police, lieutenant (1), detective (1), compliance coordinator (1), sergeants (5), full-time police officers (10), part-time police officer (1), community resource officer (1), K-9 unit (1), emergency dispatchers (7), and student safety ambassadors (2). Officers are sworn and state-certified, responsible for the full range of law enforcement services. These include but are not limited to responding and investigating incidents and offenses, medical emergencies, fires, bomb threats, traffic accidents, enforcement of state and local laws and other incidents that require police assistance. The NKU Police is accredited through the Kentucky Association of Chiefs of Police.

Northern Kentucky Campus – College of Medicine (Highland Heights)

100 Grant Drive, Albright Health Center, Suite 303

Highland Heights, KY 41099-2201

Phone: (859) 562-1480

Website: <https://medicine.uky.edu/sites/meded/northern-kentucky-campus>

## **Northern Kentucky Campus – College of Medicine (Edgewood)**

The University also established the Northern Kentucky Campus – College of Medicine (Edgewood) to address the shortage of physicians in Kentucky. As stated above, this is accomplished through partnerships with Northern Kentucky University (NKU) and St. Elizabeth Healthcare.

The Edgewood Campus is housed on the second floor of the St. Elizabeth's Hospital Medical Office Building. This campus location serves the needs primarily of third- and fourth-year medical students.

Electronic access door locks secure the Edgewood Campus continually and can be entered only by entering a six-character code to outer doors and then to a door into the classroom or into the suite of offices and the student lounge. Access to this area is granted strictly on an as-needed basis. Although the medical office building is attached to the St. Elizabeth's Hospital via a pedway, it should be noted that the University does not own or control any space inside the hospital. No part of the hospital is considered University campus property.

The local City of Edgewood Police Department services this satellite campus in addition to a community of more than eight thousand seven hundred (8,700) residents. Seventeen (17) sworn and state-certified police officers are responsible for a full range of law enforcement services, including responding to and investigating incidents and offenses, medical emergencies, fires, bomb threats, traffic accidents, enforcement of state and local laws, and other incidents that require police assistance.

Northern Kentucky Campus – College of Medicine (Edgewood)  
Doctor's Building, Suite 200  
20 Medical Village Drive  
Edgewood, KY 41017  
Phone: (859) 218-8002  
Website: <https://medicine.uky.edu/sites/meded/northern-kentucky-campus>

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## Personal Safety

UKPD is committed to the safety of its students, faculty, staff, and visitors at the University. Therefore, UKPD offers a host of resources to help keep the community safe. Safety is a shared responsibility and prevention is key. Remember, safety is the responsibility of all community members, not just those formally charged with ensuring the safety of students, staff, and facilities.

From the moment you walk on campus to graduation day, you should always be aware of your safety and your possessions. Here are some safety tips that you should follow while on campus and elsewhere. First, know that the University is a safe place to live, learn, and work. However, please keep in mind that although the University is a friendly community, you should consider the following tips to enhance your safety and security. Similar tips and more can be found at Fort Hays State University at <https://www.fhsu.edu/university-police/Safety-Tips/>.

### PERSONAL SAFETY

#### ON CAMPUS

- Take advantage of safety services that are available to enhance your safety including SafeCats, Kentucky Wildcab, and the Bus service, etc.
- Study together and walk in groups.
- Report suspicious activity to UKPD.
- Stick to well lit, well-traveled areas, such as the Cat's Path, and avoid shortcuts.
- Know where the emergency blue phones are located on campus.
- Become familiar with your campus community; identify which buildings are usually open in the evening or open early in the morning. Avoid working or studying alone in open access areas.
- Download LiveSafe to quickly access the University of Kentucky Police for assistance or to report tips.  
<https://police.uky.edu/safety/livesafe>

## IN YOUR CAR

- Check the back seat of your car before entering.
- Keep valuables out of sight.
- Keep doors locked at all times, even when driving. This prevents anyone from entering the car when you are stopped in traffic.
- Do not be afraid to use your horn. It is an excellent tool to alert inattentive motorists and also a good deterrent to criminals.
- Park in well lighted areas.
- If your car breaks down, make sure it does not create a hazard and can easily be seen by other motorists – turn on your flashers and lift the hood. Remain inside the car with the doors locked. Call for appropriate response from local police, towing company, or a friend. If someone stops to help do not open your window or door. Never accept a ride from anyone you do not know.

## PROTECT YOUR PROPERTY

- Never lend your keys. These could be stolen or duplicated which could lead to unauthorized access.
- Keep valuable items such as gaming systems, stereos, etc., out of easy sight of windows and doors.
- Never leave your possessions unsecured or unattended. For example, do not leave your laptop or phone on the library desk when stepping away for even a moment to make a quick trip to the coffee shop.
- Keep a copy of all important information, such as your driver's license, vehicle VIN, and tag number in a secure location. This can be invaluable if anything is stolen.

## LOCK IT UP!

- Secure your bicycle with a high-quality lock at the bike rack.
- Be sure car windows are up and doors secured.
- Make sure your residence hall room or office door is appropriately secured. Never prop open building exterior doors as this allows admittance to anyone, including individuals who do not belong or who may be unsafe.

## ELEVATOR SAFETY

- Press the alarm button if the elevator malfunctions during operation. The University of Kentucky Physical Plant Division, UKPD, and Lexington Fire Department will be notified and respond to the scene. Remain inside until authorized personnel arrive.

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# Reporting a Crime or Other Emergency

## Crime Reporting for Main Campus

The University encourages students, employees, community members, and guests of Main, North Farm, and South Farm Campuses to report all crimes, emergencies, and public safety-related incidents accurately and promptly to UKPD when the victim of a crime elects to, or is unable to, make such a report. Crimes should be reported to UKPD for purposes of assessing the crime for distributing a potential timely warning notice and for disclosure in the annual crime statistics.

Contact UKPD by:

- Dialing 911 from any campus phone to report an emergency.
- Dialing (859) 257-8573 to report non-emergencies.
- Dialing #UKPD (#8573) from any mobile phone to make direct contact with UKPD. (\*\* Note: Dialing 911 from a cellular phone will connect you to the Lexington-Fayette Urban County Government Division of 911.)
- Using the LiveSafe App. Downloading this app onto a smartphone allows individuals to text information directly, in real-time, to UKPD Communications.
- Reporting in person at UKPD Headquarters, 305 Euclid Avenue (Corner of Rose Street and Euclid Avenue).

## Crime Reporting for Separate Campuses

Further, the University encourages students, employees, community members, and guests of other separate campuses to accurately and promptly report all crimes, emergencies, and public safety-related incidents to the appropriate law enforcement agency identified below when the victim of a crime elects to, or is unable to, make such a report. UKPD is unable to respond to emergency calls at Little Research Campus (Woodford County), Robinson Forest (Breathitt County), West Kentucky Research and Education Center (Caldwell County), Paducah Campus (McCracken County), Hazard Campus (Perry County), Bowling Green Campus (Warren County), Northern Kentucky Campus at Highland Heights (Campbell County), and Northern Kentucky Campus at Edgewood (Kenton County) due to geographical restrictions and encourages faculty, staff, and students to report any immediate threats to the local law enforcement agency listed below for those areas.

Survivors of sexual assault, domestic violence, dating violence, and stalking at all campuses are encouraged to contact the University's Violence Intervention and Prevention (VIP) Center for services and support (<https://www.uky.edu/vipcenter/>) as well as to report to the University's Title IX Office at (859) 257-8927. Additional resources are presented in the section on **Assistance for Victims: Rights and Options**.

Table 1: Local Law Enforcement Contact Information

CAMPUS	EMERGENCY	NON-EMERGENCY
Main Campus	911	(859) 257-8573 University of Kentucky Police Department
South Farm Campus	911	(859) 257-8573 University of Kentucky Police Department
North Farm Campus	911	(859) 257-8573 University of Kentucky Police Department
Little Research Campus	911	(859) 873-3126 Versailles Police Department
Robinson Forest Campus	911	(606) 666-3800 Breathitt County Sheriff's Office
West Kentucky Campus	911	(270) 365-2088 Caldwell County Sheriff's Office
Hazard Campus	911	(606) 436-2222 Hazard Police Department
Paducah Campus	911	(270) 444-8550 Paducah Police Department
Bowling Green Campus	911	(270) 393-2473 Bowling Green Police Department
Northern Kentucky Campus (Highland Heights)	911	(859) 572-5500 Northern Kentucky University Police Department
Northern Kentucky Campus (Edgewood)	911	(859) 356-3191 Edgewood Police Department

**Crime Reporting to a Campus Security Authority**

The University recognizes that sometimes crime victims may not wish to report to the police. Therefore, crime victims may report a crime to the following CSAs. (These CSAs are still obligated to report the crime occurrence for statistical purposes as a confidential statistic.) All campuses are welcome to report non-emergencies to the following CSAs.

**Note: These are NON-EMERGENCY contacts.**

Dean of Students  
513 Patterson Office Tower  
(859) 257-3754

Center for Support and Intervention  
513 Patterson Office Tower  
(859) 257-3755

Sex Offenses, Domestic Violence, Dating Violence, and Stalking may also be reported to:

Title IX Coordinator  
18<sup>th</sup> Floor Patterson Office Tower  
(859) 257-8927

VIP Center  
316 Gatton Student Center  
(859) 257-3574

## Response to Reports of Criminal Activity or Other Emergencies

### Main Campus

Trained and state-certified telecommunications officers staff the UKPD Telecommunications Office 24 hours a day, 7 days a week. UKPD's Telecommunications Office is equipped with a telecommunication device (TDD) for communication with hearing-impaired individuals.

Regardless of whether a written report is created, UKPD makes a record of every incident to which it responds, in any of the following situations: citizen reports of crimes, citizen complaints, and citizen requests for services. Citizen requests for service can include instances when (a) an officer is dispatched, (b) an employee is assigned to investigate, (c) an employee is assigned to take action at a later time, (d) criminal and non-criminal cases initiated by law enforcement officers, and (e) incidents involving arrests, citations, or summonses.

Comprehensive reporting is necessary to ensure that alleged events are recorded accurately and to protect the rights of officers and citizens. A record will be made of actions taken by the responding officer whether the call is a request for service or self-initiated activity. In many instances, the Communications Division will accomplish the reporting requirement through the collection of information (i.e., case numbers, disposition codes, etc.) on audiotape and Computer-Aided Dispatch (CAD). A record will be made of all dispatched calls. This in no way relieves officers from their responsibility to take written reports when the circumstances of a call or activity require one. When duplicate calls are received for a single incident, only one report will be required.

UKPD forwards any criminal incident report involving a University student, where that student is a suspect or offender, to the Dean of Students Office for review and potential action. UKPD detectives will investigate a report when deemed appropriate. The detectives will also forward any additional information obtained via the investigation to the Dean of Students Office.

The University campus is equipped with numerous outdoor emergency alert towers. These towers are equipped with phones programmed to dial UKPD when activated. (The telecommunications officer receiving the call knows exactly where the call is originating.) To use these phones, simply push the red button and the emergency call will be initiated. A campus map displaying the locations of these phones may be viewed at <http://maps.uky.edu/printablemaps/VisitorMap.pdf>.

UKPD maintains direct communications with the appropriate local police, fire, and emergency medical response agencies to facilitate their responses in an emergency. Direct communication is also maintained with the Environmental Health and Safety Division (EHS), University Fire Marshal, Physical Plant Division (PPD), Transportation Services, and UK HealthCare Security.

### Separate Campuses

The local law enforcement agencies of separate campuses will provide any needed law enforcement services, including the investigation of any criminal incidents. These investigations may be done in concert with UKPD to ensure a structured criminal investigation on University property. If UKPD becomes aware of a specific crime being worked by a local law enforcement agency that has an immediate or on-going threat to campus, the two agencies will share information to assess the crime for distributing a potential timely warning notice and for disclosure in the annual crime statistics.

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## Off-Campus Crime

### Lexington Area

If LPD is contacted about criminal activity occurring off-campus near Main Campus involving University students, they *may* notify UKPD. However, there is no official LPD policy requiring such notification. Students in these cases may be subject to arrest by LPD and University disciplinary proceedings through the Dean of Students Office. If notified, UKPD officers may assist with the investigation in cooperation with local, state, or federal law enforcement. LPD routinely works and communicates with campus officers on serious incidents occurring on campus or in the immediate neighborhoods and/or businesses surrounding campus. If LPD is contacted regarding incidents occurring in/on University-controlled property, including non-campus student housing facilities and student organizations, UKPD has requested that LPD also notify them of the incident. While LPD has primary jurisdiction in all areas off campus, UKPD officers may and will respond to student-related incidents that occur close to campus when requested by LPD.

Lexington Police Department  
150 East Main Street  
(859) 258-3600

### Off Separate Campus Geography

If local law enforcement jurisdictions are contacted about criminal activity occurring off-campus near separate campus locations involving University students, they *may* notify UKPD. However, there is no official policy or memorandum of agreement requiring such notification. Students in these cases may be subject to arrest by local law enforcement and University disciplinary proceedings through the Dean of Students Office. If notified, UKPD officers may assist with the investigation in cooperation with local, state, or federal law enforcement. While local law enforcement has primary jurisdiction in all areas off separate campus geography, UKPD officers may respond to student-related incidents that occur close to separate campus locations when requested by local law enforcement.

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## Voluntary Confidential Reporting

The University investigates all reports; it does not have a voluntary, confidential reporting policy. UKPD encourages anyone who is the victim or witness to any crime to report the incident to the police promptly. Because police reports are public records under state law, UKPD cannot hold reports of crime in confidence. When a potentially dangerous threat to the University community arises, UKPD will issue timely reports or warnings through e-mail announcements, the posting of flyers at local campuses, or other appropriate means.

It should be noted that students and staff of separate campuses are also encouraged to report criminal incidents to their local/resident police. As stated above, police reports are public records under state law, and the local law enforcement agency may not be able to hold those reports in confidence. Thus, no voluntary confidential reporting exists at separate campuses.

The University does not have a voluntary confidential reporting procedure and, therefore, pastoral and professional counselors cannot notify their clients of the existence of such a reporting type/option. However, it should be noted that these counselors are not CSAs under the Clery Act and are thus considered exempt from reporting confidential statistics. The Clery Act defines pastoral and professional counselors as follows:

- Pastoral counselor: A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.
- Professional counselor: A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification.

The Clery Act provides for this exemption to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may learn about through client care. This exemption is intended to protect the counselor-client relationship. However, even the legally-recognized privileges acknowledge some exemptions, and there may be situations in which counselors are in fact under a legal obligation to report a crime. Further, if a counselor deems it appropriate, he/she may encourage clients to report incidents of crime.

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## Timely Warning Notifications (Crime Bulletins) and Public Safety Notice

**Timely Warning Policy:** In line with UKPD mission and with the Clery Act, UKPD will provide "timely warnings" in the form of a Crime Bulletin when a crime represents a serious or continuing threat to the safety of the campus community.

**Crime Bulletin:** When an incident or crime that has occurred on University property (including separate campuses) is reported to or brought to the attention of UKPD, UKPD will determine if the incident or crime constitutes a specific Clery Act crime (see below) reported having occurred on Clery-defined geography (on campus, on non-campus property that is owned/controlled by the University and frequented by students, or on public property within or immediately adjacent/accessible to campus). UKPD is responsible for issuing a Crime Bulletin if UKPD confirms that the incident is serious and represents an ongoing threat to the safety of members of the campus community. Information for Crime Bulletins may also come from other law enforcement agencies or other offices. The Crime Bulletin may also seek information that may lead to arrest and conviction of the offender when crimes against persons or major crimes against property have been reported. It is prevention-oriented and is meant to enable members of the campus community to protect themselves and aid in the prevention of similar crimes.

Crime Bulletins will be distributed as soon as possible after the incident is reported with the intent to aid in the prevention of similar occurrences; however, the release is subject to the availability of accurate facts concerning the incident, the timeliness of the incident report, whether there is an ongoing threat to the community, and the risk of compromising law enforcement efforts. UKPD writes the Crime Bulletins and works in conjunction with UK Public Relations and/or the Office of the President to promptly disseminate the information to students and employees.



Victim names and any other identifying information are kept strictly confidential and are not included as part of the Crime Bulletin. Crime Bulletins are printed and distributed to multiple areas on campus. These areas may include residence halls, other on-campus residential facilities, libraries, UK HealthCare facilities, and any additional areas that may assist in alerting the campus community. Crime Bulletins are also distributed via the campus e-mail network and posted on the UKPD website.

Crime Bulletins may be issued for, but not limited to, any of the following Clery Act crime classifications:

- Criminal Offenses – Criminal Homicide, including Murder and Non-negligent Manslaughter, and Manslaughter by Negligence; Sexual Assault, including Rape, Fondling, Incest, and Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; and Arson;
- Hate Crimes – Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that were motivated by bias;
- Violence Against Women Act Offenses – Any incidents of Domestic Violence, Dating Violence, and Stalking (note that Sexual Assault is also a VAWA Offense but is included in the Criminal Offenses category for Clery Act reporting purposes); and
- Arrests and Referrals for Disciplinary Action – Weapons Law Violations, including Carrying, Possessing, Etc.; Drug Abuse Violations; and Liquor Law Violations.

It is important to note that institutions are not required to issue timely warnings concerning crimes reported to licensed pastoral or professional counselors. Under the Clery Act, these counselors are under no obligation to report information they learn about through client interactions.

## Timely Warning Procedure

Table 2: Timely Warning Procedure

1. The UKPD shift commander shall be responsible for notifying the on-call Commander of any crime that presents a serious and continuing threat to the campus community.
2. After the on-call Commander confers with the Chief of Police or his/her designee and the decision is made to issue a timely warning, the on-call Commander shall prepare a Crime Bulletin or Public Safety Notice and submit to the Chief of Police and on-call UK Public Relations Officer for review/revision.
3. Once the final version of the timely warning is approved, UK Public Relations will send an email to the campus-wide ListServ distribution list. Updates may be issued through an email or the University website; social media may also be used to provide updates as determined by UK Public Relations and the Chief of Police.

Crime Bulletins and Public Safety Notices may also be posted in campus buildings when deemed necessary by the UKPD Chief of Police. Postings will be in the lobby entrance of the selected buildings.

It should be noted that Crime Bulletins are not issued for the above-described crimes if:

1. UKPD apprehends the subject(s) and the threat has been quickly mitigated.
2. If UKPD was not notified of a crime in a manner that would allow the department to post a “timely” warning for the campus community (analysis of delayed reports for potential timely warning applicability will be

evaluated on a case-by-case basis);

3. A UK Alert/Immediate Notification was issued.

Table 3: Timely Warning Description

<b>Timely Warning</b>	
<b>Crimes Subject to Timely Warning Consideration</b>	<p>A timely warning is issued for all Clery Act crimes that occur on Clery Act geography that are:</p> <ul style="list-style-type: none"> <li>• reported to campus security authorities or police; and</li> <li>• considered to represent a serious or continuing threat to the campus community.</li> </ul> <p>Timely warnings are not limited to certain types of Clery Act crimes and it may include non-Clery Act crimes. Nothing in the law prohibits timely warnings of other crimes that may pose a serious or continuing threat to the campus community.</p>
<b>Distribution To</b>	Entire Campus Community
<b>When</b>	Issued as soon as pertinent information is available.
<b>Follow-up</b>	No follow-up communication is required.
<b>Exempt Disclosure</b>	Not required to provide a timely warning for non-Clery Act crimes or for crimes reported to a pastoral or professional counselor.
<b>Decision Process</b>	Decision is made on a case-by-case basis in regard to nature of the crime, continuing danger to the community, and possible risk of compromising law enforcement efforts.
<b>Content</b>	Information that will promote safety and aid in the prevention of similar crimes.

**Public Safety Notice:** A Public Safety Notice may be issued when the crime or suspicious activity does not fall under the notification requirements set forth by the Clery Act. Public Safety Notices are intended to provide the campus community with information about incidents that occur on campus, though the incidents may not be classified as a Clery Act crime but have been deemed by officials to pose a continuing threat to the campus community. Public Safety Notices may also be issued for any reported crime that may have occurred off-campus and has been deemed by officials to pose a continuing threat to the campus community and for which sufficient credible information has been received. Public Safety Notices may also be issued via the campus email network.

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## Emergency Response and Evacuation

**Emergency Response:** The University has adopted an Emergency Operations Plan (EOP) that is designed to mobilize rapidly and efficiently the University’s resources, personnel, and equipment to emergencies which may confront the University. The EOP provides responders with a framework and guidance to assist in the protection of life and property through effective use of resources. It defines roles and establishes key responsibilities for departments and personnel to implement before, during, and immediately following an

emergency. The EOP is designed as an “all hazards” document, not to address unique conditions that result from a particular hazard or event, but instead provides a framework to develop and maintain hazard-specific annexes. This means it contains concepts, policies, and procedures that apply regardless of the nature or origin of an emergency or disaster. Because this plan is designed to be flexible, part or all of it may be activated as the situation necessitates. Although planning is based on a worst-case scenario, general procedures for the management of information, activities and operations, and roles and responsibilities can be applied as needed during any level of emergency.

The University consists of ten (10) campuses. This plan provides guidance for the Lexington, KY campuses only – Main Campus, North Farm, and South Farm. The remaining campuses operate under the guidance of the local city/county EOP and the individual building emergency action plans.

Each department is responsible for maintaining its own emergency operations plans that coincides with the University’s overall EOP. The EOP can be used as a reference, but does not replace the departments’ responsibilities to develop and test their own emergency plans. These departmental plans are called Building Emergency Action Plans (BEAP) and are designed to provide for students, employees, and visitors during an emergency. The development and use of a BEAP is an integral part of the University’s strategy for responding to and recovering from emergencies. To ensure relevance and utility, the BEAP must be kept current with changes in facilities, personnel, and equipment. Once a plan is completed and/or updated annually it is reviewed and approved by CMP and released for implementation.

Types of emergencies covered under a BEAP may include (but are not limited to) the following:

- Fire
- Utility Outage
- Medical Emergency
- Written and Verbal Threats
- Severe Weather
- Acts of Violence
- Hazardous Materials Release
- Non-Violent Behavior/Civil Disturbance
- Earthquake
- Bomb Threat
- Medical Emergency

Further, Event Operations Plans are designed to ensure building occupants and event participants know the needed actions to take during an emergency or crisis, such as how to evacuate from a specific building. These plans may assist in enacting required emergency procedures should the need arise.

Types of emergencies covered under an Event Operations Plan may include (but are not limited to) the following:

- Fire and/or Explosion
- Bomb Threat
- Civil Disturbances
- Pandemic Flu Plan
- Power Failure
- Water Contamination
- Response to Major Crime on Campus
- Response to Active Aggressor
- Accidents, Injuries, and Serious Illness
- Earthquake
- Response to Hostage Situations
- Chemical, Biological, Radiological Problems
- Terrorism Threats/Incidents, Suspicious Material
- Tornadoes
- Ice/Snow Storms
- Rumor Control
- Flooding

In 2003 all federal, state, tribal, and local organizations were required to implement the National Incident Management System (NIMS) during any domestic incident management, and emergency prevention, preparedness, response, recovery, and mitigation programs or activities. One component of NIMS is the Incident Command System (ICS). ICS is a standardized, on-scene, all hazards incident management concept that is utilized for all domestic emergency incidents. This system allows first responders throughout the country to work seamlessly in a standardized organizational structure. The University will utilize ICS when responding to emergencies on campus.

Each emergency shall be led by an Incident Commander (IC), who is responsible for all aspects of the incident. The IC is selected based upon his/her qualifications and expertise, not necessarily rank, position or seniority. Typically, the first responding officer or Fire Major/Chief will assume the role of IC, until a more qualified person arrives and formally assumes command. The IC is responsible for all activities with the incident, to include the final authority on all aspects of operations, planning, logistics, finance, safety, liaison, and public information until he/she delegates that authority to another person. When the responsibility of Incident Command is transferred from one person to another a transfer command briefing is held face to face and a written summary of circumstances is provided to the incoming IC. The change in command is announced to all incident personnel.

**Emergency Response and Evacuation Procedures at Separate Campuses:** Due to the distance from Main Campus, UKPD trains and authorizes certain administrators at the Little Research Campus (Woodford County), Robinson Forest (Breathitt County), West Kentucky Research and Education Center (Caldwell County), Paducah Campus (McCracken County), Hazard Campus (Perry County), Bowling Green Campus (Warren County), Northern Kentucky Campus – Highland Heights (Campbell County) and Northern Kentucky Campus – Edgewood (Kenton County) to send alerts to their respective campuses. The individuals associated with these locations know how to join the separate campus emergency notification lists. These administrators monitor the weather, send tornado warnings via UK Alert to their respective campus lists, and call 911 and/or the local first responders to provide emergency services. The administrators also call/notify UKPD.

Separate campus senior administrators present may work with local law enforcement to initiate evacuations as necessary. Should the incident permit (given type of hazard/threat, area of campus in danger, ability to contain the threat), full coordination of any evacuations will be executed with the assistance of UKPD and CMP.

**Evacuation:** Per the Kentucky Fire Prevention Code, it is the University's policy to immediately evacuate a building upon the activation of the fire alarm system. The only exceptions are in certain UK HealthCare facilities where procedures are being performed and alternate plans are in place and the Singletary Center during performances. To view the policy in its entirety, visit <http://ehs.uky.edu/fire/evacuation.html> (Appendix A). The University's evacuation policy makes exceptions for persons with disabilities that may require assistance during an emergency. To view the policy in its entirety, visit [http://ehs.uky.edu/fire/ada\\_evac.html](http://ehs.uky.edu/fire/ada_evac.html) (Appendix B). The University reviews and tests emergency evacuation plans throughout campus on at least an annual basis. All residence halls conduct drills at least once per semester and all other buildings on campus conduct drills based on their individual Building Emergency Action Plans.

### **General Building Evacuation Procedures**

Various emergencies may require a full evacuation of a building. All persons should evacuate the building upon activation of the fire alarm (as discussed in the above section on Fire Drills), the direction of emergency

services personnel, or the direction of any person holding a role in emergency responsibilities for the department or building. When directed to evacuate, follow the posted evacuation routes in the building. If a specified evacuation route is blocked or otherwise unusable, use your own best judgement to identify an alternate route.

When evacuating:

- Remain calm
- Collect valuables (e.g., purse, coat) only if time permits
- If you are the last one out of a room, close the door
- If you encounter a student or visitor, direct them to evacuate
- If you encounter a physically disabled individual, assist that person out of the building or to the nearest stairwell and seek further assistance from an emergency responder outside the building
- Do not use elevators, use the stairs
- If you are conducting a laboratory experiment or other process, take appropriate steps to stop the experiment or process to prevent additional accidents while it is unattended. If you are unable to render the situation safe, evacuate and notify emergency responders of the potential hazard

Upon exiting the building, go to the designated emergency assembly area as identified by your department's BEAP. If the emergency assembly area is inaccessible or exposed to an ongoing threat, go to the alternate assembly area. Do not leave the assembly area or re-enter the affected building or area until you hear a re-entry order from emergency officials. Hazards may be present even if alarms are no longer actively sounding. Prematurely re-entering a dangerous area risks not only your own safety but that of emergency responders who may have to rescue you.

### **Fire Drills**

Each on-campus housing facility is required to have fire drills per the Fire/Life Safety Policy for On-Campus Student Housing, viewable at [https://ehs.uky.edu/fire/fs\\_life\\_safety\\_policy.pdf](https://ehs.uky.edu/fire/fs_life_safety_policy.pdf) (Appendix C). Part II – Residence Halls, Paragraph 5, of the policy states:

- (1) Two fire drills shall be conducted during the Fall Semester. The first drill shall be an announced walk-through drill. The second drill shall be unannounced.
- (2) One unannounced drill shall be conducted during the Spring Semester.
- (3) All fire drills shall be reported to the University Fire Marshal via the on-line fire drill report within forty-eight (48) hours of the event.
- (4) The fire alarm shall be utilized for each drill.
- (5) The University of Kentucky Office of Residence Life shall schedule fire drills.

Part II – Greek Housing, Paragraph 3, has all the same requirements as stated in Part II – Residence Halls, Paragraph 5.

The University Fire Marshal keeps a record of each drill on file.

The University Fire Marshal coordinates evacuation (fire) drills each semester for all residential facilities including the University of Kentucky Main Campus and ten separate campuses: Little Research Center, North

Farm, South Farm, Robinson Forest, West Kentucky Research and Education Center, Paducah Campus, Hazard Campus, Bowling Green Campus – College of Medicine, Northern Kentucky Campus – College of Medicine (Highland Heights), and Northern Kentucky Campus – College of Medicine (Edgewood) (if applicable). Students learn the locations of the emergency exits in the buildings and are guided in the direction they should travel when exiting each facility for short-term building evacuations. The University Fire Marshal does not notify residents in advance about the designated locations for long-term evacuations because those decisions are affected by the 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 short-term and long-term building evacuations, UKPD, the University Fire Marshal, and Housing 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 the case of a fire or other emergency. At the University, evacuation drills are used to educate and train occupants on fire safety issues specific to their building. During the drill, occupants practice procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of fire alarm system components. The University Fire Marshal monitors evacuation drills to evaluate egress and behavioral patterns. Participating departments prepare reports that identify deficient equipment so repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration. Students receive information about evacuation and shelter-in-place procedures during their initial floor meetings and during other educational sessions offered throughout the year. Housing staff members are annually trained in these procedures and act as a constant resource for the students living in residential facilities.

### **Fire Alarm Activation/Fire Discovery Procedures**

Any person who becomes aware of a fire shall immediately activate the building fire alarm system. The fire alarm system will in turn notify all building occupants that a fire emergency exists through an audible alarm and a flashing light.

The University of Kentucky Evacuation Policy (<http://ehs.uky.edu/fire/evacuation.html>) mandates that the building shall immediately be evacuated (except in hospital patient areas where alternate procedures are authorized). All persons will regard any activation of a fire alarm as a true fire emergency unless there has been previous notification of a fire alarm system test. While evacuating, the person activating the fire alarm shall contact UKPD and advise the UK Police Dispatcher of the fire situation.

Attempt to extinguish the fire only if you have been trained to operate a fire extinguisher, you are comfortable making the attempt, and the fire is very small (i.e., in its initial stages). If the fire is not contained, is spreading rapidly, is partially hidden behind a wall or ceiling, cannot be reached from a standing position, or if it becomes difficult to breathe in the room, do not attempt to extinguish the fire. Cease all attempts to extinguish the fire. Evacuate the building. Regardless of the fire's size or the success of your attempt to extinguish it, always call 911.

The Building Emergency Coordinator will provide information to UKPD, the UK Fire Marshal, Lexington Fire Department, or any other emergency response agencies on the scene. This information may include, but is not limited to:

- Location of the fire;
- Names and locations of disabled individuals requiring evacuation assistance;
- Status of the evacuation, including personnel missing who may still be in the building, and special hazards associated with the building.

It is important to note in regard to all evacuations that the scope may range from a single building to multiple buildings or even to a larger area depending on the hazard. The size and scope of an evacuation must always be taken into account by emergency officials coordinating the incident response.

### **Campus-Wide Evacuation Procedures**

The University maintains an Incident Specific Response Guideline as part of the larger Emergency Operations Plan which addresses procedures to be utilized during a campus-wide evacuation. This plan directs the removal of all persons from campus, who are not performing safety protocols, in a timely manner. The University will continue to use its Emergency Notification System and other methods of notification to disseminate information concerning the incident and the evacuation.

**Emergency Response Drills and Exercises:** Exercises establish opportunities to evaluate the University's emergency response procedures while providing CMP the ability to identify areas for improvement within plans, policies, equipment, and trainings. The University will test and publicize emergency and evacuation procedures at least annually (most tests are performed more frequently). Emergency response systems are tested each spring in conjunction with Kentucky's Severe Weather drill and the fall in conjunction with the national Great American Shake-Out. These tests are publicized to the campus community. These tests evaluate the performance of the following critical systems: UK Alert, outdoor emergency notification towers, mass email to the University community, mass landline phone alerts to all VOIP phones on campus, etc. Additionally, UKPD tests all emergency notification towers every month.

Further, the CMP team maintains a robust training and exercise program that includes workshops, conferences, functional/full-scale exercises, tabletops, etc., throughout the year as they are dedicated to regularly testing the knowledge, skills, and abilities of emergency personnel as well as the plans, policies, procedures, facilities, and equipment of the University. Training helps emergency personnel become familiar with their responsibilities and acquire the skills necessary to perform assigned tasks. Exercises provide a means to validate plans, checklists, and response procedures and to evaluate the skills of personnel. These activities may be announced or unannounced depending on the specific activity.

There are five types of emergency management exercises. A variety of types may be completed each year. Types of exercises include:

- **Orientation Seminars:** These sessions allow participants to evaluate plans and procedures before beginning a drill or exercise. They provide a low stress environment to resolve questions of coordination and assignment of responsibilities.
- **Drills:** Drills are used to demonstrate, build, or refresh skills learned in training. They are focused on organizational SOP.

- **Tabletop exercises:** A scenario-driven exercise that focuses on the roles, responsibilities, and policy implementation of the incident management team members. Emergency response personnel participate in a written scenario activity to test internal practices. Further, provides the opportunity to practice personal skills and identify organizational or operational shortfalls.
- **Functional exercises:** A scenario-driven, real-time exercise used to practice specific parts of the EOP. A functional exercise is a management- or activity-oriented exercise used to practice skills, build coordination, and develop teamwork. It is similar to a full-scale exercise but does not include equipment or deploy actual field resources.
- **Full-scale exercises:** These exercises simulate an actual disaster in real time. Depending on the level of the exercise, it may include the use of props, specialized equipment, and special effects in some instances. A full-scale exercise requires a high degree of training, organization, and planning, yet it allows the university to practice all aspects of the EOP and develop its relationships with external support agencies.

Each year CMP will conduct exercises for various department/units on campus and with community partners. These exercises are considered an opportunity for specialized training related to the threats confronting campus. All exercises will include an after-action report (detailed below).

Table 4: 2022 CMP Training

TYPE OF PROGRAM	DATE HELD	LOCATION HELD	AUDIENCE	TOPIC COVERED
Emergency Alerts Test	03/02/2022	Campus Wide	Campus Community	Tornado Drill and Blue Emergency Towers Test
Table Top Exercise	08/03/2022	Kroger Field	UK Athletics, UKPD	Athletic Event Physical Security – Game Day Violence
Table Top Exercise	08/17/2022	UK Chandler Hospital	UK HealthCare	Radiation Injury
Full-Scale Exercise	09/14/2022	UK Chandler and Good Samaritan Hospitals	UK HealthCare and Regional Community	Chemical Stockpile Emergency Preparedness Program (CSEPP) – Medical Surge and Chemical Exposure
Emergency Alerts Test	10/20/2022	Campus Wide	Campus Community	Earthquake Drill – 2022 Great ShakeOut

Further, it should be noted that following each major exercise or activation of the Crisis Management Team, an After Action Report (AAR) is completed to evaluate the event against measurable goals. This document may include purpose, date/time, announced/unannounced, participants, scope and incident summary, major strengths, and areas for improvements. The AAR is designed to assess emergency plans and core



capabilities. The AAR may be distributed to the participants for review and to address action items for the improvement of the plan.

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## Emergency Notification System (UK Alert)

**Emergency Notifications (UK Alert) Policy:** The University operates an emergency message notification system for the purpose of delivering subscription-based, along with mandatory uky.edu email addresses, emergency messages to the campus community. The system, known as UK Alert, delivers emergency messages via telephone (cellular and/or VOIP landline), text messaging, email, pager, various social media sites, and indoor/outdoor Common Alerting Protocol-compliant (CAP) notification systems to subscribers and the campus community. The objective is to employ a multi-layered approach to deliver emergency messages. The University may use all methods of the emergency notification system or a combination of the methods, depending on the situation.

The design goal of UK Alert is to assist in promoting a safe environment for students, faculty, staff, and visitors. The recipient only receives an alert during emergencies that require immediate action. Emergencies are unplanned events that can cause physical injury to the community, that can cause physical or environmental damage or that can disrupt and/or damage research or educational operations. Examples include but are not limited to dangerous situations such as active aggressor, civil disturbance, hostage situation, fire, gas leak, hazardous material leak/spill, and or tornado warning.

All University students, faculty, and staff are automatically registered in UK Alert with their official University email address. The University encourages students, faculty, and staff to provide additional contact information such as mobile phone numbers and personal e-mail addresses to their UK Alert accounts. Parents, media, visitors, and other interested parties may register for UK Alert on a voluntary self-subscription basis. For further information or to subscribe, go to [www.uky.edu/ukalert](http://www.uky.edu/ukalert).

If a serious crime, a natural disaster, or a manmade emergency occurs that poses an immediate threat to the health and safety of the University of Kentucky community, federal law requires that the institution immediately notify the campus community. If the University initiates a UK Alert (immediate notification), the institution is not obligated to issue a timely warning notice (crime bulletin).

Table 5: Immediate Notification (UK Alert) Procedure

1. Authorization to initiate a UK Alert immediate notification should be based on two factors – threat to life safety and time
2. The decision to initiate a UK Alert will be based on the emergency incident and timely action required
3. An emergency incident is a natural or manmade event having significant impact to the campus community

Table 5 (continued)

4. Activation of the UK Alert immediate notification system shall be activated under the following circumstances:
  - Emergencies requiring immediate action
  - If a phone or radio call is received by Communications and the Communication Officer can reasonably confirm shots fired or an explosion, the Communications Officer shall initiate a UK Alert message immediately
  - Communications shall issue an immediate UK Alert during a Tornado Warning for Fayette County. Once the warning has passed, the Communications Officer shall send an “all clear” message.
  - Disruptions to normal campus operations

**Notification to the UK Community About an Immediate Threat:** UKPD will immediately notify the University community if, with the help of the appropriate University officials, National Weather Service, and local first responders, they confirm there is an emergency or dangerous situation that poses an immediate threat to the health or safety of the University community. UKPD will determine the content of the message, determine the appropriate segment or segments of the campus community to receive a notification, and will use the appropriate method to communicate the threat. UKPD will immediately, 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 professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. UKPD will collaborate with LPD and LFUCG Division of Fire and Emergency Medical Services, when appropriate, to determine whether they should delay issuing a notification. UKPD is the primary authorized initiator to send campus emergency messages to Main Campus, South Farm Campus, and North Farm Campus. (See Emergency Response and Evacuation Procedures at Separate Campuses for information on separate campuses.) There may be circumstances where UK Public Relations is authorized to send UK Alerts as requested by the Chief of Police or his/her designee.

In the event of a serious incident that poses an immediate threat to members of the University community, the methods provided below may be used together, individually, or in any combination, during an emergency notification:

- Network email
- Text messages
- Voice messages
- Twitter posts
- Facebook posts
- VOIP office phones (text and voice)
- Wide area notification through the Talk-A-Phones (Main Campus only)

If there is an immediate threat to the health or safety of students or employees, the University will follow its emergency notification procedures. Having done so, the University is not required to issue a timely warning (crime bulletin) based on the same circumstances; however, the University will provide follow-up information to the community as needed. During a critical incident, the University will provide additional information through the University home page (<http://www.uky.edu/>) and the Infoline (859) 257-5684, as well as local media. Individuals outside the University community may remain informed by visiting the University website and signing up for UK Alert at <https://police.uky.edu/get-notified/uk-alert>.

All members of the local community are encouraged to notify UKPD of any emergency that may pose a risk to the health and safety of the students, faculty, staff, or visitors on campus. UKPD has the responsibility to mitigate, respond, and investigate all emergency/dangerous incidents. Additionally, UKPD has a responsibility to respond to such incidents to determine if the situation does pose a threat to the community. If so, federal law requires notification to the University community or the appropriate segments of the community that may be affected by the situation. In such an event, UKPD will work with the appropriate parties (University officials, National Weather Service, local first responders, LPD, LFUCG Division of Fire and Emergency Medical Services, etc.) to ensure the local community is appropriately informed.

Table 6: Emergency Notification (UK Alert) Description

<b>Emergency Notification</b>	
<b>Incidents Subject to Emergency Notification Consideration</b>	Campus community will be immediately notified upon confirmation of a significant emergency or dangerous situation occurring on campus that involves an immediate threat to health or safety.
<b>Distribution To</b>	May alert only the segment of campus population that is determined to be at risk.
<b>When</b>	Issued immediately upon confirmation that a dangerous situation or emergency exists or threatens.
<b>Follow-up</b>	Follow-up communication is required.
<b>Decision Process</b>	The University will immediately notify the campus community upon confirmation (verified by University officials) of an emergency or dangerous situation.
<b>Content</b>	UKPD will immediately, 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 professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Further, emergency notification information *may* be distributed to the broader campus community using some or all of the following methods, depending on situational awareness, circumstances, conditions, and/or availability.

Table 7: Other Emergency Notification Methods

Notification Method	Message Type	Distribution	Type of Action or Information	Administrator
<p><b>Text Message – UK Alert</b></p> <p>UK Alert is distributed as text messages to subscribed patrons, which is mandatory for all students and employees. Others may register on a voluntary self-subscription basis.</p>	Text Message	Entire Campus Community – Students, Employees, and Subscribers	Immediate Action	UKPD
<p><b>Voice Call – UK Alert</b></p> <p>UK Alert is distributed as a voice call to subscribed patrons, which is mandatory for all students and employees. Others may register on a voluntary self-subscription basis.</p>	Phone Call	Entire Campus Community – Students, Employees, and Subscribers	Immediate Action	UKPD
<p><b>Email – UK Alert</b></p> <p>UK Alert is distributed as an email to all students and employees who have an official University of Kentucky email address. Others who registered on a voluntary self-subscription basis may also receive an email notification.</p>	Email Message	Entire Campus Community – Students, Employees, and Subscribers	Immediate Action	UKPD
<p><b>Voice Over Internet Protocol (VOIP) Phones – UK Alert</b></p> <p>VOIP Phones can be employed to relay UK Alert messages via voice to University desk phones.</p>	Desk Phone Message	UK Employees with a VOIP Phone	Immediate Action	UKPD
<p><b>Blue Towers</b></p> <p>Blue Towers are strategically placed across campus to provide outdoor alert tones and broadcast emergency messages.</p>	PA System	Main Campus	Immediate Action	UKPD
<p><b>Fire Alarms with Digital Voice Command</b></p> <p>Fire Alarms with digital voice command can be employed to broadcast emergency messages.</p>	PA System	Select Buildings on Main Campus	Immediate Action ADA Information Additional Information	UKPD
<p><b>UK Website Homepage</b></p> <p>The UK Homepage (<a href="http://www.uky.edu">www.uky.edu</a>) may provide primary and additional information during an emergency. UK Alert may direct the campus community to this site for further details.</p>	Emergency Message on Social Media	Accessible by Entire Campus Community	Immediate Action Additional Information	UK Public Relations

Table 7 (continued)

<p><b>UK Social Media</b></p> <p>UK PR may repost UK Alerts to UK Social Media outlets and monitor for any responses needed.</p> <p><b>UKPD Social Media</b></p> <p>UKPD may repost UK Alerts to UKPD Social Media and assist UK PR as needed.</p>	<p><b>Emergency Message on Social Media</b></p>	<p><b>Accessible by Entire Campus Community</b></p>	<p><b>Immediate Action</b></p> <p><b>Additional Information</b></p>	<p><b>UK Public Relations</b></p> <p><b>UKPD</b></p>
<p><b>Press Release to Local Media</b></p> <p>UK PR may distribute necessary press releases to local media outlets in order to further spread the emergency message to the wider community.</p>	<p><b>Emergency Message</b></p>	<p><b>Accessible by Entire Campus Community</b></p>	<p><b>Immediate Action</b></p> <p><b>Additional Information</b></p>	<p><b>UK Public Relations</b></p>

## Emergency Medical Response Procedures

Students, staff, and guests at all campuses should report all medical emergencies immediately by calling 911 to connect with their local emergency services.

Individuals on Main Campus, South Farm, and North Farm may also dial #UKPD from a cell phone to connect with UKPD dispatchers directly who can dispatch an ambulance and/or police to their location.

All UKPD certified officers are trained in the following medical areas:

<p>Basic First Aid</p>	<p>Immediate care of individuals ill/injured until full medical treatment may be obtained</p>
<p>Cardiopulmonary Resuscitation (CPR)</p>	<p>Lifesaving technique used during cardiac or breathing emergencies</p>
<p>Stop the Bleed</p>	<p>Training to address major bleeding emergencies with the use of tourniquets, direct pressure, and wound packing</p>
<p>Administration of Naloxone (Narcan)</p>	<p>Training officers with medication they carry at all times that reverses respiratory depression from opioid overdose</p>

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## Safe Housing Practices and Policies

**Fire Suppression Notification:** The University's Campus Housing Office (Campus Housing) provides all new and returning students with an online notification that lists the University residential facilities and the buildings' level of fire suppression as part of their pre-move-in paperwork. Residents are required to acknowledge receipt of this notice online after receiving their housing assignment. For further information or questions regarding this notification, please contact Campus Housing at (859) 257-1866.

**Assignment of Accessible Housing:** Residence hall rooms and University apartments are available for students who need accessible or unique accommodations due to disability or chronic health problems. Due to the high demand for housing, students should apply for housing on time. Additionally, students should request the accommodation at the time of application and provide documentation to the Disability Resource Center (DRC) at (859) 257-2754. The DRC evaluates the information and determines the appropriate housing assignments in consultation with Campus Housing.

### Safety Procedures for Those Who Require Assistance:

**Housing Evacuation List** – Safety is a primary concern for students in University housing and requires the cooperative effort of those who live and work in the halls plus security and fire protection personnel. The University provides numerous measures to increase the safety of all students living on campus. The University compiles a housing evacuation list for the police and fire safety officials to use for priority evacuation and safety verification for students, faculty, or staff that self-identify. Students should contact the DRC at (859) 257-2754, to be placed on either of these lists should they need assistance with evacuation during an emergency.

**Emergency Assistance Card Program** – The University has developed a voluntary Emergency Assistance Card program that is available upon request. Individuals with disabilities can carry this card and present it to a co-worker, friend, or faculty member, who in turn will give it to the emergency team on site. The card identifies the individual who needs assistance during an emergency (e.g., assistance with evacuation) as well as his/her current location and the reason that assistance is required. For more information about the card or to receive a card, contact the DRC at (859) 257-2754. Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and authorized guests. The University encourages an open environment with limited constraints to ensure the reasonable accessibility of all members of the community.

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## Security of and Access to Campus Facilities (Including Separate Campuses)

**Campus Housing:** The security of all student residences is a responsibility shared by Campus Housing, Residence Life, UKPD, and the students who reside in the buildings. The University requires that all residential facilities remain secured 24 hours a day, 7 days a week. Residents of each facility gain access via

their student identification cards. Guests must provide a UK ID or a government-issued ID and be checked in at the front desk of each residential facility (except University Flats and Boyd Hall). Campus Housing and Residence Life employees perform preventive maintenance throughout the residential facilities as well as respond to reported issues. Students are encouraged to keep their room and apartment doors locked at all times, are expected to ensure that doors latch behind them when they enter or leave a building, and shall not prop doors open. Residents should stop and question any stranger in the building (e.g., who are you here to see?) and notify campus police immediately of any suspicious activity. All security failures must be reported, as soon as they are discovered, to Residence Life staff (at the front desk) or UKPD.

**Academic and Administrative Buildings:** Most academic and administrative buildings on the University's campus are open during weekday business hours. Some buildings or labs are open for longer periods to accommodate evening classes, research, or other special program needs. Individuals who wish to access these buildings during non-business hours or special events should contact the appropriate department head. Officers regularly patrol the academic/administrative building areas on campus and perform extra patrols as requested.

**UK HealthCare Facilities:** The University's Chandler and Good Samaritan Hospitals are open for operation 24 hours a day, 7 days a week. Access to portions of these healthcare facilities is limited based on time of day and/or work performed in the area. Persons needing access to secured areas should contact UK HealthCare Security and/or the appropriate UK HealthCare department authority.

UK HealthCare manages Eastern State Hospital, an inpatient psychiatric facility that is in operation 24 hours a day, 7 days a week. Access to the facility is limited to staff or individuals who have been granted access privileges. Access levels are determined based on an individual's position. Visitors or family members have limited access to the facility and require staff escort within the facility.

**Security Considerations in the Maintenance of Campus Facilities:** The University is committed to campus safety and security. The University centralized physical security systems in 2013. This included all access control points, interior and exterior notification systems, security cameras, alarm systems, panic alarms, and emergency phones. All systems are centrally controlled by UKPD and are monitored by Police Communications. This allows the University to notify the community and lockdown University facilities in the event of an emergency. The University has developed design standards that ensure all future construction and renovation projects incorporate physical security components.

Exterior lighting and landscape control is a critical part of the commitment to campus safety and security. UKPD employs the concept of CPTED (Crime Prevention Through Environmental Design) and continually conducts security surveys and safety walks to ensure campus lighting is adequate and that the landscape is appropriately controlled, such as maintaining shrubbery in a manner that minimizes hazardous conditions. The University encourages community members to report any deficiency in lighting to the appropriate PPD office. Anyone who has a concern about physical security should contact UKPD at (859) 257-8573. UKPD also allows for any user of the LiveSafe safety app to submit physical security or maintenance issues through its platform.

UKPD and PPD work together to identify inoperative locking mechanisms. The University encourages community members to report any locking mechanism deficiency to the appropriate PPD office promptly.



Additionally, PPD is available to respond to calls for service regarding unsafe facility conditions. These conditions may include, but are not limited to, unsafe steps or handrails, unsafe roadways on campus, and unsecured equipment.

The Martin-Gatton College of Agriculture, Food and Environment, is committed to the security and safety of research activities, research animals in residence, employees, and students in residence on all of its research centers across the state. Access to the Research Centers in Fayette County (North Farm and South Farm) and Woodford County (Little Research Center) is through access control and a video management system. Depending on the needs of the location, the gates are scheduled to open and close at certain times. If a location needs to be accessed after hours, it is done by using an access card. Closed-circuit video monitors entrance gates.

Submit work orders for repairs to Facilities Management, Engineering Division for any gate malfunction, building doors, area security lighting, or any other needed facility repair. The Martin-Gatton College of Agriculture, Food and Environment employees or third-party contractors perform the work.

The security and maintenance of separate campuses also ensure a comfortable, functional, and safe environment. Students and staff are encouraged to report any maintenance or unsafe physical conditions related to facilities and/or grounds to the campus director or main office.

Table 8: Campus Maintenance Contact Information

CAMPUS	CONTACT	PHONE NUMBER
Main Campus	Physical Plant Division (General Campus)	(859) 257-3875
	UK Medical Center Physical Plant Division	(859) 323-6285
South Farm Campus	Farm Superintendent	(859) 948-3614
	Horticulture Department Chair, Interim	(859) 257-1758
North Farm Campus	Farm Superintendent	(859) 254-1434 x239
	Farm Manager	(859) 254-1434 x238
	Farm Operations Director for Central KY Farms	(859) 576-3310
Little Research Campus	Farm Superintendent	(859) 873-6587
	Farm Manager	(859) 873-6587
	Farm Operations Director for Central KY Farms	(859) 576-3310
Robinson Forest Campus	Director	(606) 666-2438 x227
	Business Manager	(606) 666-2438 x291
West Kentucky Campus	Operations Superintendent	(270) 365 7541 x21333
	Farm Manager	(270) 365-7541 x21330
	Director	(270) 365-7541 x21320
Hazard Campus	Maintenance	(606) 439-3557
Paducah Campus	Business Office Manager	(270) 534-3129

Table 8 (continued)

Bowling Green Campus	Administrative Staff Officer	(859) 562-1274
Northern Kentucky Campus – Highland Heights	NKU Work Control	(859) 572-5660
Northern Kentucky Campus – Edgewood	Maintenance	(859) 653-1231

## Crime Prevention and Security Awareness Programs

The following is a list of crime prevention and security awareness programs and projects available to the University community. Most programs are provided free of charge. The campus community is encouraged to be responsible for their security and the security of others. A list of programs delivered can be found in Appendix D.

**Alcohol Awareness and Education:** Before arrival, all incoming students and transfer students under the age of twenty-one (21) years are required to complete the online education alcohol and other substances prevention and intervention course, Vector Solution’s AlcoholEdu. Those who fail to complete AlcoholEdu have a hold placed on their academic account, restricting them from enrolling in classes the following term, thus allowing us a high completion rate and the opportunity to provide valuable information to students throughout their transition to college.

At various times through the year, our new unit Prevention, Outreach, and Wellness Education Resources (POWER), which employs student wellness ambassadors to assist with health promotion programming, provides educational events and programs to University students, University student organizations, and University staff. This past year the student wellness ambassadors participated in more than four hundred (400) events reaching approximately ten thousand (10,000) students with messages focused on resource advocacy, prevention, and intervention. One very popular program continues to be the in-person, interactive program referred to as the Learning Bar in which students visit a real bar environment to learn more than sixteen (16) lessons about how substances impact various parts of wellbeing and health. Many UK101 courses require sessions at the Learning Bar, and over one thousand (1,000) students participate each semester.

In addition to the student wellness ambassadors, POWER leads two co-sponsored events, Wellapalooza (Fall) and Spring Break Bash (Spring), which coincides with Alcohol Awareness Week as well as Spring Break Safety Week. Both annual events include more than twenty (20) campus partners and reach more than five hundred (500) students. POWER also works closely with the Office of Student Conduct to provide ongoing restorative actions for students in violation of the Code of Student Conduct. This past year the department supported over four hundred (400) Restorative Actions ranging from online intervention, in-person group interventions, and individualized intervention sessions.

As a new unit to campus, POWER provides wellness coaching, recovery coaching, and mindfulness and meditation classes working to promote positive behaviors and coping skills to reduce harm. POWER is also home to the Collegiate Recovery Community (CRC). This is a program for students in recovery from substance use disorders and other addictive behaviors. Open recovery meetings are held every week on campus and

are open to students, faculty, staff, and community members. Additionally, the CRC also hosts weekly friends and family support meetings and ongoing prevention and social events throughout the semester that are substance-free and conducive to students' recovery.

**Kentucky Wildcab:** Kentucky Wildcab is a free, late night on-demand transportation option for UK students. This free service is primarily designed to provide a ride home to students and their guests while promoting responsible and safe late-night transportation decisions. Kentucky Wildcab service runs from 10 p.m. to 2 a.m. Thursday through Saturday, when fall and spring semester classes are in session.

Average wait times for a Wildcab are between ten (10) to fifteen (15) minutes; however, riders may experience shorter waits when demand is low and longer waits during peak demand. Upon arrival, the Kentucky Wildcab driver will wait for three (3) minutes before cancelling the ride and moving on to pick up other passengers. Once a ride is requested, users will receive an alert notifying them when the cab is on the way and when their ride has arrived at the scheduled pick-up point.

Students may be asked to show a valid UK ID. Kentucky Wildcab service is limited to the general campus vicinity, with a pre-established travel zone designed to accommodate the majority of areas adjacent to campus and frequented by students. This service area is generally bounded by Versailles Road to the west, Sixth Street to the north, Tates Creek to the east, and Southland Drive to the south.

Kentucky Wildcab is funded by the UK Student Government Association and Student Transportation Fee and operated by student drivers employed through UK Transportation Services. For more information on how to access this free service, visit [www.uky.edu/kentuckywildcab](http://www.uky.edu/kentuckywildcab).

**Cat's Path:** The Cat's Path is comprised of a series of recommended walking routes that span central campus and provide the University community with a convenient method of navigating campus on a network of popular paths. The routes were specifically chosen due to their frequent use and accessibility to major campus destinations. Marked with highly visible signage and paw print ground logos, UKPD frequently patrols the Cat's Path, on foot or bike patrol. Students, faculty, staff, and guests are encouraged to choose these routes to heighten their visibility, particularly during hours of limited light. The paths are not designed to replace current personal safety efforts, such as traveling in groups and remaining alert; however, the increased police presence and path improvements will provide one more tool in your personal safety arsenal. This Cat's Path map shows recommended walking routes. For a copy of the Cat's Path map, please visit <https://maps.uky.edu/printablemaps/VisitorMap.pdf>.



**Coffee with the Chief:** This program allows for a one-on-one conversation between the UKPD Chief and any member of the University community to promote stronger relationships with the UKPD and those it serves. The intent is to create a relaxed atmosphere to discuss casually any areas of concern or suggestions for improvements that would aid UKPD in its mission to build stronger relationships with the University community. Coffee with the Chief is scheduled as requested throughout the year. Chief Monroe held one (1) Coffee with the Chief conversation in 2022.

**LGBTQ\* Liaison Program:** Safety and security are at the forefront of the mission of the UKPD, but so is building trust among its community members. Furthering the University's commitment to creating a community of belonging for everyone on campus, Chief Monroe has created a liaison program dedicated to fostering relationships within the LGBTQ\* community. UK's Police Department LGBTQ\* Liaisons work closely with the

Office of LGBTQ\* Resources to help build mutual trust, respect, and understanding between LGBTQ\* members and the UKPD. Historically, members of the LGBTQ\* community in places across the country have had negative experiences with law enforcement. As a result, although a significant percentage of the LGBTQ\* population have experienced harassment and discrimination, there often is a reluctance to turn to the police. Having police officers who identify with diverse sexual orientations is one important effort to change that mindset. Building strong relationships is key to public safety and the well-being of the University's community. In addition to having liaisons, UKPD participates in 101 SafeZone training to give its officers a stronger knowledge base of strategies to demonstrate support. They will also act as the host for several STARR self-defense classes for members who identify as LGBTQ\* and are open to finding new ways to enhance sensitivity and support within the community.

For more information about upcoming events with members of the LGBTQ\* community, visit <https://www.uky.edu/lgbtq/calendar-events>.

**Special Victims Unit (A Unit of UKPD):** In 2020, UKPD created a Special Victims Unit which consists of a Special Victims Unit Lieutenant, Detective, and Victims Advocate. These dedicated professionals help victims of interpersonal violence navigate through the criminal justice system with respect and integrity.

The mission of the Special Victims Unit is to provide compassionate support services to survivors of interpersonal violence while removing barriers of reporting. They are committed to holding offenders accountable within the criminal justice system by maintaining quality police services with timely, thorough, and trauma-informed investigative techniques.

The main functions of the Special Victims Unit are outreach, training, and investigations. Members of the Special Victims Unit participate in community outreach programs to help with prevention, provide education, and reduce barriers to reporting. Special Victims Unit members undergo specific training to provide a trauma-informed approach, minimize re-victimization, and treat survivors with compassion and respect. The Special Victims Unit conducts thorough investigations of interpersonal violence incidents and helps guide survivors throughout the process and connect survivors to a variety of resources.

For additional information, visit <https://police.uky.edu/police-operations>.

Contact Information:

Lieutenant	(859) 323-3401
Detective	(859) 562-2223
Special Victims Advocate	(859) 218-2370

**Center for Support and Intervention (CSI):** Several University offices have collaborated to provide training to faculty and staff on the topic of "Working with Distressed and/or Distressing Students." Using information from a University Counseling Center (UKCC) handout, information for effective interventions and referral processes (to various campus/community services) was incorporated for various levels of intervention. Referrals based on perceived situational threat – emergencies/threats go to UKPD/911; psychological crises or consultations go to UKCC; broader concerns regarding student behavior/well-being/ability to be successful at the University go to the Center for Support and Intervention (CSI) – which now also addresses employees of concern. Incident reports to the CSI may be referred on to the Office of Student Conduct or the Office of Institutional Equity and Equal Opportunity for a separate process in cases where the Code of Student Conduct or Administrative Regulations 6:1 or 6:2 may have been violated.

**Mission:** The Center for Support and Intervention (CSI) promotes student well-being and success by providing holistic and collaborative support to students in distress, through assessment of needs, identifying barriers to access, and connection to campus and community resources.

**Vision:** Through campus collaboration, engagement and support, CSI strives to build the University's capacity to respond to a crisis, with care, while balancing the needs of our students with the need for a safe and caring campus community.

**Contact:**

Phone: (859) 257-3755

[csi@uky.edu](mailto:csi@uky.edu)

**TRACS (Triage, Referral, Assistance and Crisis Support):** The TRACS (Triage, Referral, Assistance, and Crisis Support) is a physical and virtual one-stop shop where students can come for a quick referral to support services or receive direct clinical support for a range of mental health needs, basic needs, and crises. A referral can be made by anyone who believes they or a student could benefit from talking to a campus mental health professional. Once TRACS receives a referral, we will reach out to the student and work to engage with them. Additionally, our basic needs program works to support students who are in an urgent need situation and experiencing housing and food insecurity. Since the opening of the new TRACS program in August of 2022, the program has received over 550 referrals.

**Contact:**

Show up in person to 3<sup>rd</sup> Floor, East Wing of the Gatton Student Center

Phone: (859) 21-TRACS (859-218-7227)

[Complete Form for Assistance or to Report a Concern](#)

**Electronic Alarm System:** The majority of electronic alarm systems on campus are monitored by Police Communications. Those not on the University system are on Simplex, a computer-based electronic system, monitored by an off-campus alarm company. Simplex immediately notifies UKPD dispatch upon alarm activation year-round. Alarm systems are configured to denote duress, intrusion, fire, and other activations. In the instance of fire alarms, the Lexington Division of Fire and Emergency Services is notified immediately, followed by UKPD.

**Emergency Telephones:** The University campus is equipped with fifty (50) strategically placed emergency telephones. These phones are illuminated at all times, flash when activated, have 360-degree cameras, possess wide area notification speakers, and are programmed to automatically dial UKPD when activated. The telecommunications officer receiving the call knows exactly where the call is originating and can view the immediate surroundings with the 360-degree camera. To use these phones, simply push the red button and the emergency call will be initiated. Phones are tested monthly by UKPD to ensure proper function. A campus map displaying the locations of these phones is available at <http://maps.uky.edu/printablemaps/VisitorMap.pdf>.

**257-SAFE (7233):** In 2009, the University created one number for a variety of safety-related student services. This number serves as a centralized contact point to connect students to their desired service without them having to memorize or pre-program several phone numbers. A functioning auto-attendant directs people to five (5) safety-related services from the single (859) 257-SAFE number, twenty-four (24) hours a day, seven (7) days a week.

257-SAFE can connect you to the following services:

#### SAFECATS Student Safety Escort Service

- This is a free safety escort service sponsored by UKPD and operated by the Flying Wildcats Booster Club, a student organization comprised of Air Force ROTC cadets. Escorts have undergone UKPD training and criminal background checks.

#### After-Hours On-Demand CATS Bus Service

- Transportation provides on-call bus services at varying hours on Sunday-Thursday during the fall and spring semesters when class is in official session.

#### UK Violence Intervention and Prevention (VIP) Center

- The VIP Center works with faculty, staff, students and community partners toward the mission of eliminating the perpetration of power-based personal violence including sexual assault, partner violence and stalking.

#### UK-Resource and Referral Line

- The Counseling and Testing Center provides information regarding suicide prevention services on campus through the UK Resource and Referral Line.

**SAFECATS (Safe and Free Escort for Campus Area Traveling Students):** This is a free safety escort service sponsored by UKPD and operated by the Flying Wildcats Booster Club, a student organization composed of Air Force ROTC cadets. Escorts have undergone UKPD training and criminal background checks.

Escorts provide walking and golf cart escorts for students to and from any destination on campus. This free service is provided Sunday through Thursday, 8:30 p.m. to 1:30 a.m. (except during University holidays or the summer), with extended hours during final exam weeks. To contact SAFECATS, call (859) 257-SAFE (7233). Hearing impaired students may request a SAFECATS escort by emailing SAFECATS at [uksafecats@uky.edu](mailto:uksafecats@uky.edu). For additional information visit <https://police.uky.edu/safety/safecats>.

**Student Newspaper:** The University's student newspaper, the Kentucky Kernel, has access to all information contained in the crime log. The editor of the paper determines whether to publish a campus crime report. The Kentucky Kernel publishes a print edition on Thursday during the fall and spring semesters. The Kernel updates its online site daily at [www.kykernel.com](http://www.kykernel.com).

**Campus Community Emergency Response Team:** CMP offers Campus Community Emergency Response Team (C-CERT) training to University faculty and staff on an annual basis. The primary purpose of C-CERT is to apply the established CERT curriculum, adopted by the U.S. Department of Homeland Security, to our University environment. C-CERT members receive hands-on training in basic response skills, such as fire safety and suppression, light search and rescue, disaster medical operations, team organization, disaster psychology, and terrorism. Utilizing the training learned in the classroom and during exercises, C-CERT members can assist others in their neighborhood or workplace following an event when professional responders are not immediately available to help. C-CERT serves to complement UKPD's response to serious



events. For more information on C-CERT, visit <https://police.uky.edu/campus-community-emergency-response-team-ccert>.

**Building Emergency Action Plan (BEAP) Program:** The University's Building Emergency Action Plan (BEAP) program establishes emergency action plans for each building on campus. These plans provide basic direction to all building occupants on actions they should take to protect themselves during various types of emergencies. Each BEAP identifies the building and floor coordinators who are responsible for maintaining and disseminating their building's plan, and who provide immediate leadership to their fellow staff, faculty, and students during an emergency. For more information on BEAPs, visit <https://police.uky.edu/building-emergency-action-plan>

### **Timely Reports via Crime Bulletins and UK Alert:**

**Crime Bulletins** – If circumstances warrant, UKPD, in cooperation with CMP and designated CSAs, will issue special timely warnings and distribute them throughout campus. Crimes that have already occurred and/or represent an ongoing threat to students and employees can trigger timely warnings.

**UK Alert** – UK Alert is the University's emergency notification system and may be used to communicate official information during an emergency or crisis that disrupts normal campus operation or threatens the immediate health or safety of the campus community. This system is only used when immediate action is required by the recipient. All University students, staff, and faculty are automatically registered in UK Alert with their official University email address. The University encourages students, staff, and faculty to provide additional contact information such as mobile phone numbers and personal email addresses to their UK Alert accounts. Parents, media, visitors, and other interested parties may register for UK Alert on a voluntary self-subscription basis. UK Alert provides immediate notifications to the University community through text messages, phone calls, email, and outdoor sirens. The outdoor sirens (blue notification towers) are strategically placed across campus to provide outdoor alert tones and broadcast emergency messages. These emergency notification towers are illuminated at all times and flash when activated. For further information or to sign up for UK Alert, visit <https://police.uky.edu/get-notified/uk-alert>.

**Violence Intervention and Prevention (VIP) Center:** This resource center is geared toward the primary prevention of interpersonal violence (dating violence, domestic violence, sexual assault, or stalking), including sexual violence, dating violence, domestic violence, or stalking. VIP is home of the Green Dot, a nationally recognized violence prevention strategy focusing on increasing safety by recognizing individual safety as a community responsibility.

While the University's goal is to shape a violence-free campus, the University recognizes the importance of support and advocacy for any university student, staff, or faculty member who has been impacted by an act of dating violence, domestic violence, sexual assault, or stalking. VIP provides survivors with the tools, information, and options to make well-informed decisions that best meet their needs. VIP works using an intersectional and equitable lens and recognizes that a person's identity is connected to their experience or lack of experience with dating violence, domestic violence, sexual assault, or stalking.

VIP is a safe, welcoming, and affirming space for anyone no matter their race, ethnicity, sex, sexual orientation, gender identity, gender expression, socioeconomic status, or any other identity. VIP is located on



the 3<sup>rd</sup> floor of the Gatton Student Center in suite 300A. VIP is open Monday through Friday from 9:00am until 5:00 pm. VIP staff can be reached by calling (859) 257-3574 or emailing [vipcenter@uky.edu](mailto:vipcenter@uky.edu).

The University encourages individuals who make a report or file a formal complaint of sexual assault, stalking, or relationship violence, regardless of where the report is made, to also contact the VIP Center ([www.uky.edu/vipcenter](http://www.uky.edu/vipcenter)) for assistance in accessing and navigating services, resources, and referrals both on- and off-campus. All University personnel who receive a report or complaint of sexual assault, stalking, or relationship violence should immediately refer the complainant to VIP for support and information about their options.

VIP provides a variety of programs for the campus community, including the following:

### **Green Dot Training**

Green Dot Overview – An inspiring summary of the Green Dot strategy at the University offered to classes, residence halls, and student organization/departmental meetings. As the “Home of the Green Dot,” VIP is proud to highlight the basic concepts behind this strategy and how each community member can use their influence to reduce violence on campus (45 min).

Green Dot Training – Our Green Dot trainings are based on two fundamental concepts:

1. The choices of bystanders can make the difference between an act of violence being committed and an act of violence being stopped.
2. Those community members trained as active bystanders are more likely to intervene and be proactive, ultimately creating a critical shift from inaction to action on our campus when it comes to dating violence, domestic violence, sexual assault, or stalking. The Green Dot strategy began at the University and is now being implemented on campuses and in communities across the globe (2-6 hours).

### **Sexual Assault Prevention for Undergraduate Students (SAPU) and Sexual Assault Prevention for Graduate and Professional Students (SAPG)**

All incoming students are required to take SAPU or SAPG, a premier online program addressing the critical issues of dating violence, domestic violence, sexual assault, or stalking. Created in collaboration with leading campus practitioners and researchers and national thought leaders, including renowned expert Dr. Alan Berkowitz, these programs reach 700,000 individuals at over 650 institutions across the country. Because all students are required to complete this program, this provides a foundation of primary prevention knowledge upon which to build future prevention programming. This program also meets federal requirements by informing all students of their rights, resources, options, and relevant university policies if they have been impacted by dating violence, domestic violence, sexual assault, or stalking. This program includes positive options for bystander intervention and information on risk reduction but clearly discourages any victim blaming.

### **Consent Campaign**

In the fall of 2015, VIP launched a campus wide Consent Campaign in partnership with the office of the Dean of Students. This is a comprehensive, ongoing campaign that utilizes in-person programming, social media, printed and electronic materials, awareness events and campus partnerships to educate and engage the campus, promoting a deeper understanding of consent and boundaries and how both are communicated and understood. It now includes an in-person, peer-led training called

#ConsentCulture, in which student leaders facilitate discussions and activities around understanding consent with their peers.

### **New Employee Orientation**

As a required part of orientation for any new employee at the University of Kentucky, VIP has a module educating employees on: VIP services; how to support students who have experienced dating violence, domestic violence, sexual assault, or stalking; and how to support the prevention of such violence amongst students.

### **Additional Educational Activities**

VIP offers a wide range of presentations related to dating violence, domestic violence, sexual assault, or stalking; dating violence, domestic violence, sexual assault, and stalking - related issues, and other relevant topics. VIP staff welcome additional topic ideas from students, staff, and faculty and opportunities to collaborate with other University departments and divisions.

### **Internship Opportunities**

VIP offers a number of experiential learning and community service opportunities to those who want to contribute to violence prevention efforts. The VIP Center offers competitive internship opportunities for undergraduate students rooted in prevention-based programming development, distribution, and assessment. Please contact our office for details and application requirements.

### **Resource Center**

VIP encourages all students, staff, and faculty to explore their connection to this issue and their areas of influence to shape a violence-free campus. The resource center is open to the campus community during normal business hours and offers VIP services, resource materials, and activities to engage all University community members.

### **Support Services for Students, Staff, and Faculty Affected by Dating Violence, Domestic Violence, Sexual Assault, and Stalking**

VIP offers support for students, staff, and faculty impacted by dating violence, domestic violence, sexual assault, or stalking including crisis counseling, a safe and affirming space, information and options, safety planning, academic advocacy, accessing medical and legal accompaniments, housing advocacy, emergency financial assistance, referrals to campus and community organizations, healing and self-care activities, and additional resources.

**World Wide Website:** UKPD maintains a website ([www.uky.edu/Police](http://www.uky.edu/Police)) for quick and up-to-date information on the police department and services it provides in addition to crime statistics, crime prevention information, emergency procedures, and online registration for STARR. UKPD also posts special alerts, timely reports, and a daily crime log to this site.

**The Office of Student Conduct:** The Office of Student Conduct ([www.uky.edu/studentconduct](http://www.uky.edu/studentconduct)) is committed to promoting a safe, healthy, student-centered, and inclusive community where students can learn, grow, and develop as they pursue their academic endeavors at the University. The goals of the student conduct system are to: promote personal responsibility and peer accountability; encourage students to consider the impact of their actions on themselves their peers, and the greater community; empower students to address any conflict

that may arise in a safe, respectful, and socially conscious manner; collaborate with faculty, staff, students, and the campus community concerning student conduct matters; and educate the campus community about student rights and responsibilities related to the Code of Student Conduct. Any individual can report potential misconduct through the public reporting form on the Office of Student Conduct website.

The Office of Student Conduct supports this mission by providing programs and services that:

- Provide a fair, educational, consistent student conduct process for resolving alleged violations of the Code of Student Conduct.
- Teach students about appropriate behavior and community responsibility that respects the dignity and humanity of others.
- Intervene when student behaviors violate the Code of Student Conduct in an educative manner and provide opportunities for students to learn from their actions.
- Offer training opportunities for faculty and staff who participate in the facilitation of the student conduct process.

#### [Administrative Regulation 4:10, Code of Student Conduct](#)

#### **The University of Kentucky Counseling Center: Consultation and Psychological Services (UKCC):**

UKCC provides individual, group, and crisis mental health services to enrolled students. From a safety and security perspective, UKCC specifically provides services to students who are survivors of assault or abuse, survivors of oppression or identity based bias incidents, and individuals with thoughts of harming themselves or others, as well as providing support to the campus community around traumatic events. UKCC also provides free consultation to the broader community regarding students who have experienced abuse, harassment, or bias as well as students who are struggling with serious mental health concerns including contemplating suicide. UKCC continues to see significant increases in utilization each year. For more information about UKCC, visit <https://www.uky.edu/counselingcenter/>.

UKCC staff members provide numerous programs and workshops to students, faculty, and staff on topics promoting wellbeing and safety. A primary example is QPR (Question, Persuade, Refer), a suicide prevention training program which, as with CPR, teaches people early recognition, intervention, and referral to more highly-trained caregivers. UKCC also provides programming to support the UK community in the face of oppression trauma. Additional programs focusing on safety and well-being include working with distressed students, conflict management, stress and anxiety management, peer counseling and support, student death or injury debriefings, diversity and inclusion, and depression, alcohol, and eating disorder screenings. As part of the effort to create an inclusive campus environment, UKCC reaches out to marginalized or minoritized students for programming needs as well as collaborates with other departments and organizations that support marginalized or minoritized students. UKCC conducts and participates in numerous racial justice programs. During the pandemic, UKCC has provided both virtual and in-person programming through the rest of the year. UKCC is open Monday and Friday, 8 a.m. to 4:30 p.m, with evening clinical services Tuesday through Thursday and phones answered twenty-four (24) hours a day. UKCC services are free to University students enrolled and paying for at least six (6) credit-bearing hours (this does not include employees taking free courses as a benefit). UKCC also is a member of the Community of Concern (see the Center for Support and Intervention for more information).

**The Office of LGBTQ\* Resources:** Located in the Dinkle-Mas Suite for LGBTQ\* Resources in the heart of the Gatton Student Center, the Office of LGBTQ\* Resources is the central hub for accessing information, groups, and services related to diverse sexual and gender identities. The office works to make sure the University community is a welcoming, safe, and supportive place for all students, faculty, staff, and alumni. The mission of the office focuses on the three core pillars of education, advocacy, and community building and staff are actively engaged in supporting student organizations, offering professional development opportunities for campus groups, and advocating for lesbian, gay, bisexual, transgender, and queer individuals from many walks of life. The ultimate goal is to highlight the wonderfully diverse experiences of LGBTQ\* Wildcats while working to decrease marginalization in all forms. For more information on the UK Office of LGBTQ\* Resources email [lgbtq@uky.edu](mailto:lgbtq@uky.edu) or visit <https://www.uky.edu/lgbtq/>.

### **Safety and Security Training Offered by UKPD, Community Services Division to Address Crime Prevention Education:**

**Crime Prevention Presentations:** Periodically throughout the year, UKPD works with the University community to present information regarding the protection of themselves and their personal property, crime awareness, emergency procedures, and police resources. Additionally, the Specialists conduct crime prevention presentations on methods related to self-protection and protection of property. For additional information, contact UKPD Community Services at (859) 257-5108.

**Orientation to the Campus Community:** Throughout the year, UKPD participates in orientation sessions including those for new students, parents, faculty, and staff. During these orientations, specialists provide information regarding the campus community, including personal security, how UKPD works, and services that are available to the campus community regarding personal safety and security.

**Community Awareness Programs:** Members of UKPD actively participate throughout the year in University-sponsored awareness programs, such as resource fairs, community presentations, etc. The purpose of these programs is to provide the University community with a wide range of information concerning the resources available to them through the different University departments.

**Community Policing Program:** UKPD officers attend meetings throughout the year of many departments and campus associations to provide up-to-date crime prevention information and to hear the concerns of members of the University community about crime and security issues.

**Active Attack, A Civilian Response Program:** This program is for civilians who could find themselves involved in such an event and prepares them to take immediate action to save their lives. UKPD's mission is to provide the best research-based active attack response training in the nation. UKPD also trains the community in how law enforcement will respond to an active attack situation.

**Citizens Police Academy:** UKPD Citizens Police Academy (Academy) has helped foster a more cohesive relationship between University police officers, campus, and the Lexington community by making graduates more familiar with police practices. The Academy, offered in spring and fall, is comprised of a series of 2-hour courses offered over 10 weeks. Topics covered are: University Policing Overview, Criminal Procedure, K-9 Operations, Firearms and Use of Force, Driving Under the Influence, Dignitary Protection, Joint Terrorism Task Force, Traffic Stops, and Crisis Management and

Preparedness. Course material is presented through lecture, audio-visual aids, and interactive scenarios. There is no charge for taking part in the Academy. Participants must be eighteen (18) years or older. Prospective participants must complete a course application and submit to an electronic background check.

**De-Escalation Training:** UKPD has specialized instructors that teach students, faculty, and staff how to be readily equipped to handle individuals under stress or extreme anxiety. They are provided a creative look at conflict that will help them defuse confrontations and generate cooperation both at work and at home.

**S.T.A.R.R. (Self-Defense Tactics and Risk Reduction):** The Self Defense Tactics and Risk Reduction (S.T.A.R.R.) program is vital to the UKPD's mission to provide a sense of security and empowerment to female faculty, staff, and students. The program is a self-defense class for women only and free of charge. The program builds confidence and teaches women how to defend themselves in the event of an attack. S.T.A.R.R. is offered through fall and spring semesters for a total of eight (8) courses with a maximum of eighteen (18) participants for each course. Classes meet at varied scheduled times. In addition to the scheduled classes, UKPD offers special arrangements for parties of eight (8) or more. Demonstrations are performed throughout the school year at residence halls and sorority housing. Women under the age of eighteen (18) who wish to attend the course will be required to get parent or guardian approval. If you have any questions about the STARR program, you are encouraged to contact the coordinator by email at [STARR@uky.edu](mailto:STARR@uky.edu). For course availability visit <https://police.uky.edu/starr>.

**LiveSafe Mobile App:** LiveSafe is a free mobile application that provides an extra layer of safety for all users. LiveSafe crowdsources intelligence regarding suspicious activity and safety concerns directly to UKPD through GPS-enabled audio, video, photos and text with the ability to do so anonymously. Utilizing the SafeWalk feature, users can virtually walk their friends home and quickly request help in the event of an emergency. Walking directions to any building on or off-campus, emergency operations guidelines, and extensive community resources are all contained within the LiveSafe app. You can download the LiveSafe App on any Android or Apple smartphone. For more information on the LiveSafe App, visit <https://police.uky.edu/safety/livesafe>.

**Security Surveys:** Security surveys/audits, including formal and informal, may be conducted, throughout the year, upon request, for various departments, organizations and individuals throughout the Commonwealth of Kentucky. To request the results of surveys or to request a new survey, contact the UKPD Community Affairs staff at (859) 257-5108.

**Crime Prevention Specialist:** UKPD employs two (2) full-time police officers who are professionally certified Crime Prevention Specialists (Specialists) who analyze, review, and survey the effectiveness of building security and design and procedures throughout the year. These Specialists recommend security improvements, based on the latest consensual crime prevention standards, to the University community and administration. Additionally, the Specialists conduct crime prevention presentations on methods related to self-protection and protection of property.

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## Alcohol and Illegal Drugs

The University is committed to the safety, health, and well-being of its students, faculty, and staff. As part of that commitment, the university works to prevent drug and alcohol abuse among its community through a number of measures, including university policies and regulations, education and counseling and treatment resources.

As part of our efforts to ensure greater trust, transparency and accountability, and in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989, the university provides this notice to inform you of standards of conduct, sanctions, associated health risks and available counseling, treatment and prevention resources.

University policy prohibits the unlawful possession, use or distribution of alcohol and controlled/illegal drugs by any member of the University community. All University community members are expected to fulfill their obligations and responsibilities according to University policy as well as federal, state, and local laws. Disciplinary action imposed by the University may be in addition to criminal penalties. Both students and employees are subject to the applicable state and federal laws.

**Alcohol Policy:** The University expects its students and employees to be acquainted with and abide by state laws and University regulations regarding alcohol and drugs and to be aware of the social, physiological, and psychological consequences of excessive drinking to make responsible and informed decisions about the serving and consumption of alcohol. The University provides regular educational programs on alcohol and drug abuse as well as counseling services. The University alcoholic beverage policy is consistent with the laws of the Commonwealth of Kentucky, which, in general, prohibit the possession, consumption, and serving of alcoholic beverages by and to persons less than twenty-one (21) years of age.

The University does not permit alcoholic beverages in classrooms, laboratories, offices, the undergraduate sections of University apartments or in the individual rooms of residence halls and fraternity and sorority houses. However, new policy dictates that alcohol can be consumed in common areas of residence halls and fraternity/sorority houses during registered student organization-sponsored events that meet certain requirements (e.g., security, third-party server, number of guests of legal age to drink, etc.). The University permits alcoholic beverages in graduate student apartments and houses, married student housing, and non-student residential housing, provided such use does not violate any law or University regulation. Alcoholic beverages are also permitted in University facilities for private events with permission of the Provost or appropriate executive vice president, provided such use does not violate any law or University regulation.

The full text of the University's Alcohol Policy is available at

<https://regs.uky.edu/administrative-regulation/ar-64>

**Drug Policy:** The University is committed to providing a healthy and safe environment for its students, faculty, and staff. The University has defined conduct concerning the unlawful possession, use, dispensation, distribution or manufacture of alcohol or illicit drugs. Conduct that violates this definition poses unacceptable risks and disregard for the health, safety, and welfare of members of the University community and shall result in disciplinary action up to and including suspension or termination.



As a recipient of federal grants and contracts, the University gives this notice to students, faculty, and staff that it is in compliance with and shall remain in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989. This notice informs students, faculty, and staff of the standards of conduct which shall be applicable while on University property, on University business, and/or at University-sponsored activities.

## Standards of Conduct

By University regulations, federal law, state law, and, in some instances, local ordinance, students, faculty, and staff are prohibited from the **unlawful** possession, use, dispensation, distribution, or manufacture of illicit drugs on University property, on University business, and/or at University-sponsored activities.

Under University regulations students, faculty, and staff are required to abide by state laws concerning alcoholic beverages. Kentucky laws state that if one is under the age of twenty-one (21), it is unlawful to:

1. possess or consume alcoholic beverages
2. misrepresent one's age for the purpose of purchasing alcoholic beverages
3. use a fake ID in an attempt to purchase alcoholic beverages

No matter what one's age, Kentucky law states that it is unlawful to:

1. procure any alcoholic beverages for anyone under twenty-one (21) years of age
2. drink or to be drunk in a public place.

University campuses and buildings are considered public places for purposes of these laws, except for facilities licensed to serve alcoholic beverages and facilities used as a private residence, unless University regulations state otherwise.

The University of Kentucky is committed to the safety, health and well-being of its students, faculty and staff. As part of that commitment, the university works to prevent drug and alcohol abuse among its community through a number of measures, including university policies and regulations, education and counseling and treatment resources.

As part of our efforts to ensure greater trust, transparency and accountability, and in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989, the university provides this notice to inform you of standards of conduct, sanctions, associated health risks and available counseling, treatment and prevention resources.

Ordinances of the Lexington-Fayette Urban County Government parallel state law.

Any member of the University student body, faculty, or staff who violates these defined standards of conduct shall be subject to appropriate disciplinary action up to and including suspension and/or termination. The specifically-defined standards of conduct, the disciplinary procedures, and the appropriate sanctions are detailed in the Code of Student Conduct (<http://www.uky.edu/studentconduct/code-student-conduct>) and in AR 6:4 (titled "UNIVERSITY ALCOHOL POLICY") and Human Resource Policy and Procedures (HR P & P) Numbers 13.0 and 14.0 (titled "DRUG ABUSE" and "ALCOHOL ABUSE," respectively).

Additionally, it is a violation of state law to operate a motor vehicle while under the influence of any substance which may impair one's driving ability (drugs or alcoholic beverages).



## University Drug and Alcohol Policies and Regulations:

- [Administration Regulation 6:4: Alcohol Policy](#)
- [Administrative Regulation II-1.1-11: Alcohol Abuse Policy and Procedures](#)
- [Human Resources Policy and Procedure 14: Alcohol Abuse](#)
- [Administration Regulation II-1.1-10: Drug Abuse Policy and Procedures](#)
- [Human Resources Policy and Procedure #13: Drug Abuse](#)
- [Code of Student Conduct](#)
- [Drug-Free Policy Statement](#)
- UKHC Policy# A09-005: Fitness for Duty Evaluations
- UKHC Policy# A08-025: Behavioral Standards in Patient Care

A job offer for [certain positions](#) is contingent on the successful completion of the pre-employment drug screen process. This includes:

1. All UK HealthCare employees regardless of their position type.
2. All regular employees (staff and faculty positions) hired within the colleges of Nursing, Public Health, Pharmacy, Medicine, Dentistry and Health Sciences.
3. All employees (regular and non-regular/temporary) hired in Medical Physical Plan (department #3CMXX).
4. All security officers hired into UKPD (department #3HL00).
5. All individuals seeking to be a hospital volunteer

## Sanctions

Under University regulation, students who violate this standard of conduct are subject to disciplinary action from a minimum of a warning to a maximum of suspension from the University. Students who reside in University Housing are subject to further disciplinary action which may vary from a warning to termination of their housing contract.

Faculty and staff are subject to disciplinary action from a minimum of a warning to a maximum of termination from University employment.

Under state and federal drug laws, the gravity of the sanction depends on the classification of the controlled substance, the particular activity involved (possession or trafficking which includes manufacture, sale, and possession with intent to sell), and whether or not multiple convictions are involved.

Under Kentucky law, the most severe penalty for a drug law violation involves trafficking. On a first offense conviction, one may receive a fine of up to ten thousand dollars (\$10,000) and/or a sentence of up to ten (10) years in the penitentiary; for subsequent offenses, the penalties may be doubled.

Under federal laws for simple possession of a controlled substance, one may be imprisoned for up to one (1) year and/or fined up to one thousand dollars (\$1,000). For subsequent offenses, one may be imprisoned for up to three (3) years and/or fined up to five thousand dollars (\$5,000). Under federal law, one may be fined up to eight million dollars (\$8,000,000) and/or may be sentenced from not less than ten (10) years up to life in prison for trafficking in drugs. For violations of other federal drug laws, one may receive life in prison or the death penalty.

Under both state and federal laws, one may suffer the loss of whatever property (house, farm) or possessions (vehicle) which one may have used in the drug trade.

Sanctions for violation of state alcohol laws vary from a fine of ten dollars (\$10) to two thousand dollars

(\$2,000), a sentence of forty-eight (48) hours to twelve (12) months in jail, and/or suspension of one's operator license.

## **Notice of Drug-Related Conviction**

In compliance with the Federal Drug-Free Workplace Act of 1988, any employee shall notify the immediate supervisor if the employee is convicted of a criminal drug offense occurring in the workplace or while on University business within five (5) days of the conviction. The University shall take appropriate sanctions and remedies according to its policies. The provisions of this section apply to students who are employees of the University. If the employee is under a federal contract or grant, the University shall notify the contracting or granting agency of the conviction and its actions. This section of this policy is also applicable to students who receive a Pell grant (federal grant).

## **Health Risks**

The scope and impact of health risks from alcohol and drug abuse are both alarming and well-documented, ranging from mood-altering to life-threatening, with consequences that extend beyond the individual to family, organizations and society at large. The University, therefore, conducts regular programs to educate its students, faculty and staff that consumption and use of drugs may alter behavior, distort perception, impair thinking, impede judgment, and lead to physical or psychological dependence.

Alcohol and/or drugs and/or drug abuse may lead to the deterioration of physical health by causing or contributing to various health conditions including but not limited to fatigue, nausea, personal injury, insomnia, pathological organ damage, some forms of cancer, pancreatitis, heart attack, respiratory depression, birth defects, convulsions, coma, and even death. Alcohol and drug abuse may also result in deterioration of mental health by causing or contributing to various conditions such as increased aggression, hallucinations, depression, disorientation, and psychosis.

A detailed list of the effects and health risks associated with the use of many specific drugs appears as Appendix B to the University's Policy Statement as a Drug-Free Institution (link provided below). Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident.

Low to moderate doses of alcohol also increases the incident of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and intellectual disabilities. In addition, research indicates that children of alcoholic parents are at greater risk of becoming alcoholics than other youngsters.

## Training and Counseling Resources

Continuous efforts are made to make students, faculty, and staff aware of the on-campus and off-campus programs which provide information and professional services on matters related to the abuse of alcohol and drugs.

The Kentucky Kernel regularly lists sources for information and counseling. Students are encouraged to contact the Dean of Students and/or the Office of Residence Life for information and appropriate referral.

Counseling is provided by such areas as University Health Services; the Counseling Center; Educational, School, and Counseling Psychology; the UK College of Medicine Office of Medical Education-Wellness; and On-Call Counselors are available in the residence halls system.

For faculty and staff, the Human Resources' Work-Life and Well-Being website provides information as to resources available to employees.

Other counseling, treatment, and rehabilitation services are available in the Lexington community as well as communities throughout the state in which Kentucky Community and Technical College and Martin-Gatton College of Agriculture, Food and Environment employees are located.

- New Vista offers both counseling and treatment. (859) 253-1686. (Visit [newvista.org](http://newvista.org) for locations and contact information.)
- In the Lexington area, the number for Alcoholics Anonymous (AA) is (859) 559-5368. (Visit [www.aa.org](http://www.aa.org) for other locations.)
- The Chrysalis House Inc. offers long term, half-way house residential treatment for recovering chemically dependent women (859) 977-2501. (Visit [www.chrysalishouse.org](http://www.chrysalishouse.org) for more information.)
- University of Kentucky Family Center (859) 257-7755.

## All UK Community Members

- [UK HealthCare SMART Clinic](#): Comprehensive, innovative addiction treatment for alcohol and/or drug use disorders.
- [FindHelpNowKy.org](#): Near-real-time availability of treatment openings for substance use disorder facilities across Kentucky.
- [FindRecoveryHousingNowKY.org](#): Statewide recovery housing locator tool with near-real-time availability and an educational resources section.
- [Mental Health Screening Tool](#): Need help in determining whether you are experiencing symptoms of a mental health condition? Use this online screening tool from Mental Health America

## UK Students

- [Behavioral Health at University Health Service](#): Evaluation, brief crisis intervention, and medication management for a variety of difficulties, including drug and alcohol abuse.
- [TRACS](#) (Triage, Referral, Assistance and Crisis Support): One-stop shop where students can find support services or receive direct clinical support for a range of mental health needs and crises. Open 8 a.m.-5 p.m. weekdays.
- [218-YouK](#): Helpline for student questions — no matter how big or small. Available 8:30 a.m.-5 p.m. weekdays.

- [Talkspace](#): Access mental health clinicians through this confidential and secure online text and video chat therapy platform. All currently enrolled UK students have access free of charge.
- [UK Counseling Center and After-Hours Support](#): Talk with a mental health clinician after business hours or on the weekend, during holidays, or during university closings by calling (859) 257-8701 and select option #1.
- [Collegiate Recovery Community](#): No-cost support system to students who are working to improve their addictive behavior, who are curious about making changes, and those who are impacted by their friend or family member's addictive behavior.

## UK Employees

- [Work + Life Connections](#): Counseling with a therapist – up to five in-person or virtual therapy sessions each year for employees or dependents at no cost. Specific to substance abuse, a therapist may:
  - Discuss substance use and offer support for those wanting to cut down on use without further intervention. A therapist may screen and/or assess individuals seeking therapy for substance or drug use on an individual level.
  - Perform a basic screening at intake that can lead to a more formalized screening tool and review with the client.
  - Refer to intensive outpatient programs, individual therapy with a drug/alcohol certified counselor, a 12-step program, or other recovery programs.
- [LiveHealth Online](#): Virtual behavioral health sessions for UK employees and family members covered on a UK health insurance plan at no cost.
- Behavioral health in-person sessions as well as additional mental health and substance abuse services for UK employees and family members covered on a [UK health](#) insurance plan.

## Other Resources

### [Family Handbook for Talking to College Students About Alcohol](#)

Many other services are available and may be located by looking in the local telephone directory yellow pages under “Social Services” or “Alcohol Abuse and Addiction – Information and Treatment” or in the section at the front of the telephone directory.

The full text of the University’s Policy Statement as a Drug-Free Institution (compliance with the Drug-Free Workplace Act and the Drug-Free School and Communities Act) is available at: <https://www.uky.edu/hr/sites/www.uky.edu.hr/files/drug-free-policy-0822.pdf>.

## Weapons Policy

In Kentucky Revised Statute 237.115, the Kentucky General Assembly explicitly recognizes the authority of the University to control the possession of deadly weapons on any property owned, leased, or controlled by the University, including the right to prohibit possession of such weapons by any person or entity using University property or premises. Administrative Regulation 6:6 (<https://regs.uky.edu/administrative-regulation/ar-66>) establishes the University’s deadly weapons policy. This Administrative Regulation applies to all members of the University community, including faculty, staff, students, and visitors.

For purposes of this regulation, “deadly weapon” means:

- A weapon of mass destruction;
- Any weapon from which a shot, readily capable of producing death or other serious physical injury, may be discharged;
- Any knife other than an ordinary pocket knife or hunting knife;
- Billy, nightstick, or club;
- Blackjack or slapjack;
- Nunchaku karate sticks;
- Shuriken or death star; and
- Artificial knuckles made from metal, plastic or other similar hard material.

Except as provided in the exceptions of the regulation, deadly weapons are prohibited on any property owned, leased, or controlled by the University, including but not limited to the following: classrooms, laboratories, residence halls, hospitals and clinics, office buildings, performance halls, museums, athletics and recreation facilities, farms and forests, parking lots and structures, University-owned vehicles, and all outdoor areas of the campus of any unit of the University.

The following are exceptions to this policy:

- Possession of deadly weapons by peace officers acting in the course of official duties;
- Possession of deadly weapons as a part of legitimate academic, athletic, or work-related activities (e.g., historical preservation, law enforcement training, ROTC activities, 4-H marksmanship training, rifle team, etc.);
- Possession of deadly weapons by persons holding valid permits issued by the Kentucky Department of Fish and Wildlife Resources for use in the Robinson Forest Wildlife Management Area;
- Possession of a deadly weapon by a person licensed to carry a concealed deadly weapon pursuant to KRS 237.110, if the firearm or other deadly weapon is contained in a motor vehicle (private or University-owned) and is not removed from the vehicle (KRS 527.020(4) and 237.110(17));
- Possession of a deadly weapon if it is located in a non-University motor vehicle and in an enclosed container, compartment, or storage space installed as original equipment in the motor vehicle by its manufacturer, including but not limited to a glove compartment, center console, or seat pocket, regardless of whether said enclosed container, storage space, or compartment is locked, unlocked, or does not have a locking mechanism (KRS 527.020(8));
- Possession of a deadly weapon by persons who are specifically authorized\* by KRS 527.020 to carry concealed deadly weapons on or about their persons at all times and at all locations within the Commonwealth. Such persons include but are not limited to: Commonwealth’s attorneys, judges of the Court of Justice, conservations officers of the Department of Fish and Wildlife, elected sheriffs, and peace officers from other jurisdictions.

\* For a complete listing of persons authorized to carry concealed deadly weapons within the Commonwealth of Kentucky and the conditions for which the carrying of the deadly weapon is authorized, see KRS 527.020.

- Possession of deadly weapons by a person specifically authorized to have such possession by the President, or his or her designee, but only if such person fully complies with any and all restrictions imposed upon such possession by the President, or his or her designee.

Students who possess deadly weapons in violation of this prohibition are guilty of violations of the Code of Student Conduct and are subject to disciplinary action under that Code, including expulsion from the University and all other appropriate legal actions. Faculty and staff employees who possess deadly weapons in violation of this prohibition are guilty of misconduct and subject to corrective action under Governing and Administrative Regulations, including termination of employment and all other appropriate legal actions. All others who possess deadly weapons in violation of this prohibition will be directed to remove their weapons or themselves from the University's property or premises and will be subject to all other appropriate legal actions.

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## Missing Student Policy

Any student who has been missing for twenty-four (24) hours should be reported to UKPD, regardless of residency.

If a member of the University community has reason to believe that a student who resides in on-campus housing is missing, or receives a report of a missing student, he or she shall immediately notify UKPD at: (859) 257-UKPD (257-8573). Upon receipt of a notification of a missing student, UKPD shall initiate an investigation to determine whether the student is missing. UKPD shall notify all necessary law enforcement and fire/EMS agencies to assist in the location of the missing student.

It is the policy of the University to provide all students residing in on-campus housing the option of providing a contact person to be notified by the University if the student is determined to be missing for more than twenty-four (24) hours by providing an opportunity to register confidential contact information.

A student who wishes to identify a confidential contact may do so through the Office of Residence Life, University Housing, the Fraternity and Sorority Life Office, or Real Estate Services (whichever is applicable). Students shall be allowed to register confidential contact information at the beginning of each academic year or before moving into University housing. A student's confidential contact information shall be accessible only by authorized campus officials and law enforcement as appropriate and will not be disclosed outside of a missing person investigation.

Students under the age of eighteen (18), who are not emancipated individuals, shall be advised that the University is required to notify the student's custodial parent or legal guardian within twenty-four (24) hours after UKPD or another law enforcement agency determines that the student has been missing for more than twenty-four (24) hours, in addition to notifying any contact person designated by the student.

If, after investigation, UKPD determines that the student has been missing for more than twenty-four (24) hours, the University shall notify the student's emergency contact no later than twenty-four (24) hours after the student is determined to be missing. If the missing student is under the age of eighteen (18), and is not an emancipated individual, the University shall also notify the student's parent or legal guardian no later than twenty-four (24) hours after the student is determined to be missing.

Regardless of whether the student has identified a contact person, is above the age of eighteen (18) or is an

emancipated minor, UKPD will notify the appropriate local law enforcement agency that has jurisdiction in the area that the student is missing within twenty-four (24) hours.

Upon a determination that a student has been missing for more than twenty-four (24) hours, UKPD shall notify the appropriate University officials. Nothing in this policy is intended to preclude the University from determining that a student is missing before the student has been missing for a full twenty-four (24) hours or initiating notification procedures as soon as it determines that the student is missing.

This policy contains the official notification procedures of the University for missing students who reside in on-campus housing, per the requirements of the Higher Education Opportunity Act (HEOA).

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## Information Regarding Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The University is committed to providing a safe learning, living, and working environment for all members of the University community. The University prohibits sexual assault, stalking, domestic violence, dating violence, sexual exploitation, complicity in the commission of any act prohibited by the Sexual Misconduct Policy, and retaliation against any person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under the Sexual Misconduct Policy (collectively, “prohibited conduct”). These forms of prohibited conduct are unlawful, undermine the character and purpose of the University, and will not be tolerated.

### Definitions

#### 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.
  - ii. 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:
  - a. *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.

b. *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.

c. *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.

## **Jurisdictional (Commonwealth of Kentucky) Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking**

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

### **Domestic Violence/Abuse – The Commonwealth of Kentucky defines domestic violence as follows:**

In the Commonwealth of Kentucky, there is no stand-alone definition of domestic violence. Instead, domestic violence is a modifier to other crimes of violence. The following pertinent definitions are laid out in the Kentucky Revised Statutes regarding domestic violence.

- “Domestic violence and abuse” means physical injury, serious physical injury, stalking, sexual abuse, assault, or the infliction of fear of imminent physical injury, serious physical injury, or sexual abuse or assault between family members or members of an unmarried couple.
- “Family member” means a spouse, including a former spouse, a grandparent, a grandchild, a parent, a child, stepchild, or any other person living in the same household as a child if the child is the alleged victim.
- “Member of an unmarried couple” means each member of an unmarried couple which allegedly has a child in common, any children of that couple, or a member of an unmarried couple who are living together or have formerly lived together.

### **Dating Violence/Abuse – The Commonwealth of Kentucky defines dating violence as follows:**

In the Commonwealth of Kentucky, dating violence is a modifier to other crimes of violence. The following pertinent definitions are laid out in the Kentucky Revised Statutes regarding dating violence.

- "Dating relationship" means a relationship between individuals who have or have had a relationship of a romantic or intimate nature. It does not include a casual acquaintanceship or ordinary fraternization in a business or social context. The following factors may be considered in addition to any other relevant factors in determining whether the relationship is or was of a romantic or intimate nature:
  - (a) Declarations of romantic interest;
  - (b) The relationship was characterized by the expectation of affection;
  - (c) Attendance at social outings together as a couple;
  - (d) The frequency and type of interaction between the persons, including whether the persons have been involved together over time and on a continuous basis during the course of the relationship;
  - (e) The length and recency of the relationship; and

(f) Other indications of a substantial connection that would lead a reasonable person to understand that a dating relationship existed.

- "Dating violence and abuse" means physical injury, serious physical injury, stalking, sexual assault, or the infliction of fear of imminent physical injury, serious physical injury, sexual abuse or assault occurring between persons who are or have been in a dating relationship.

**Sexual Assault – The Commonwealth of Kentucky defines sexual assault as follows:**

"Sexual assault" refers to conduct prohibited as any degree of rape, sodomy, or sexual abuse under KRS Chapter 510 or incest under KRS 530.020.

**510.110 Sexual abuse in the first degree.**

(1) A person is guilty of sexual abuse in the first degree when:

(a) He or she subjects another person to sexual contact by forcible compulsion; or

(b) He or she subjects another person to sexual contact who is incapable of consent because he or she:

1. Is physically helpless;
2. Is less than twelve (12) years old; or
3. Is mentally incapacitated
4. Is an individual with an intellectual disability; or

(c) Being twenty-one (21) years old or more, he or she:

1. Subjects another person who is less than sixteen (16) years old to sexual contact;
2. Engages in masturbation in the presence of another person who is less than sixteen (16) years old and knows or has reason to know the other person is present; or
3. Engages in masturbation while using the Internet, telephone or other electronic communication device while communicating with a minor who the person knows is less than sixteen (16) years old, and the minor can see or hear the person masturbate; or

(d) Being a person in a position of authority or position of special trust, as defined in KRS 532.045, he or she, regardless of his or her age, subjects a minor who is less than eighteen (18) years old, with whom he or she comes into contact as a result of that position, to sexual contact or engages in masturbation in the presence of the minor and knows or has reason to know the minor is present or engages in masturbation while using the Internet, telephone or other electronic communication device while communicating with a minor who the person knows is less than sixteen (16) years old, and the minor can see or hear the person masturbate.

(2) Sexual abuse in the first degree is a Class D felony, unless the victim is less than twelve (12) years old, in which case the offense shall be a Class C felony

**510.120 Sexual abuse in the second degree.**

(1) A person is guilty of sexual abuse in the second degree when:

(a) He or she is at least eighteen (18) years old but less than twenty-one (21) years old and subjects another person who is less than sixteen (16) years old to sexual contact; or

(b) Being a jailer, or an employee, contractor, vendor or volunteer of the Department of Corrections, Department of Juvenile Justice, or a detention facility as defined in KRS 520.010, or of an entity under contract with either department or a detention facility for the custody, supervision, evaluation or treatment of offenders, he or she subjects a person who is at least eighteen (18) years old and who he

or she knows is incarcerated, supervised, evaluated, or treated by the Department of Corrections, Department of Juvenile Justice, detention facility or contracting entity, to sexual contact.

(c) Being a peace officer, while serving in his or her official capacity, he or she subjects a person who the officer:

1. Arrested, held in custody, or investigated for commission of a traffic or criminal offense; or
2. Knew or should have known was under arrest, held in custody, or being investigated for commission of a traffic or criminal offense; to sexual contact.

(2) In any prosecution under subsection (1)(a) of this section, it is a defense that:

- (a) The other person's lack of consent was due solely to incapacity to consent by reason of being less than sixteen (16) years old; and
- (b) The other person was at least fourteen (14) years old; and
- (c) The actor was less than five (5) years older than the other person.

(3) Sexual abuse in the second degree is a Class A misdemeanor.

#### **510.130 Sexual abuse in the third degree.**

(1) A person is guilty of sexual abuse in the third degree when he or she subjects another person to sexual contact without the latter's consent.

(2) In any prosecution under this section, it is a defense that:

- (a) The other person's lack of consent was due solely to incapacity to consent by reason of being less than sixteen (16) years old; and
- (b) The other person was at least fourteen (14) years old; and
- (c) The actor was less than eighteen (18) years old.

(3) Sexual abuse in the third degree is a Class B misdemeanor.

#### **510.140 Sexual misconduct.**

(1) A person is guilty of sexual misconduct when he engages in sexual intercourse or deviate sexual intercourse with another person without the latter's consent.

(2) Sexual misconduct is a Class A misdemeanor.

#### **510.040 Rape in the first degree.**

(1) A person is guilty of rape in the first degree when:

- (a) He engages in sexual intercourse with another person by forcible compulsion; or
- (b) He engages in sexual intercourse with another person who is incapable of consent because he:
  1. Is physically helpless; or
  2. Is less than twelve (12) years old.

(2) Rape in the first degree is a Class B felony unless the victim is under twelve (12) years old or receives a serious physical injury in which case it is a Class A felony.

#### **510.050 Rape in the second degree.**

(1) A person is guilty of rape in the second degree when:

- (a) Being eighteen (18) years old or more, he engages in sexual intercourse with another person less than fourteen (14) years old; or

(b) He engages in sexual intercourse with another person who is mentally incapacitated or who is incapable of consent because he or she is an individual with an intellectual disability.

(2) Rape in the second degree is a Class C felony.

**510.060 Rape in the third degree.**

(1) A person is guilty of rape in the third degree when:

(a) Being twenty-one (21) years old or more, he or she engages in sexual intercourse with another person less than sixteen (16) years old;

(b) Being at least ten (10) years older than a person who is sixteen (16) or seventeen (17) years old at the time of sexual intercourse, he or she engages in sexual intercourse with the person;

(c) Being twenty-one (21) years old or more, he or she engages in sexual intercourse with another person less than eighteen (18) years old and for whom he or she provides a foster family home as defined in KRS 600.020;

(d) Being a person in a position of authority or position of special trust, as defined in KRS 532.045, he or she engages in sexual intercourse with a minor under eighteen (18) years old with whom he or she comes into contact as a result of that position;

(e) Being a jailer, or an employee, contractor, vendor, or volunteer of the Department of Corrections, Department of Juvenile Justice, or a detention facility as defined in KRS 520.010, or of an entity under contract with either department or a detention facility for the custody, supervision, evaluation, or treatment of offenders, he or she subjects a person who he or she knows is incarcerated, supervised, evaluated, or treated by the Department of Corrections, Department of Juvenile Justice, detention facility or contracting entity, to sexual intercourse; or

(f) Being a peace officer, while serving in his or her official capacity, he or she subjects a person who the officer:

1. Arrested, held in custody, or investigated for commission of a traffic or criminal offense; or

2. Knew or should have known was under arrest, held in custody, or being investigated for commission of a traffic or criminal offense;

to sexual intercourse.

(2) Rape in the third degree is a Class D felony.

**510.070 Sodomy in the first degree.**

(1) A person is guilty of sodomy in the first degree when:

(a) He engages in deviate sexual intercourse with another person by forcible compulsion; or

(b) He engages in deviate sexual intercourse with another person who is incapable of consent because he:

1. Is physically helpless; or

2. Is less than twelve (12) years old.

(2) Sodomy in the first degree is a Class B felony unless the victim is under twelve (12) years old or receives a serious physical injury in which case it is a Class A felony.

**510.080 Sodomy in the second degree.**

(1) A person is guilty of sodomy in the second degree when:

(a) Being eighteen (18) years old or more, he engages in deviate sexual intercourse with another person less than fourteen (14) years old; or

(b) He engages in deviate sexual intercourse with another person who is mentally incapacitated or who is incapable of consent because he or she is an individual with an intellectual disability.

(2) Sodomy in the second degree is a Class C felony.

**510.090 Sodomy in the third degree.**

(1) A person is guilty of sodomy in the third degree when:

- (a) Being twenty-one (21) years old or more, he or she engages in deviate sexual intercourse with another person less than sixteen (16) years old;
- (b) Being at least ten (10) years older than a person who is sixteen (16) or seventeen (17) years old at the time of deviate sexual intercourse, he or she engages in deviate sexual intercourse with the person;
- (c) Being twenty-one (21) years old or more, he or she engages in deviate sexual intercourse with another person less than eighteen (18) years old and for whom he or she provides a foster family home as defined in KRS 600.020;
- (d) Being a person in a position of authority or position of special trust, as defined in KRS 532.045, he or she engages in deviate sexual intercourse with a minor less than eighteen (18) years old with whom he or she comes into contact as a result of that position;
- (e) Being a jailer, or an employee, contractor, vendor, or volunteer of the Department of Corrections, Department of Juvenile Justice, or a detention facility as defined in KRS 520.010, or of an entity under contract with either department or a detention facility for the custody, supervision, evaluation, or treatment of offenders, he or she subjects a person who he or she knows is incarcerated, supervised, evaluated, or treated by the Department of Corrections, Department of Juvenile Justice, detention facility, or contracting entity, to deviate sexual intercourse; or
- (f) Being a peace officer, while serving in his or her official capacity, he or she subjects a person who the officer:

- 1. Arrested, held in custody, or investigated for commission of a traffic or criminal offense; or
- 2. Knew or should have known was under arrest, held in custody, or being investigated for commission of a traffic or criminal offense;

to sexual intercourse.

(2) Sodomy in the third degree is a Class D felony.

**530.020 Incest.**

(1) A person is guilty of incest when he or she has sexual intercourse or deviate sexual intercourse, as defined in KRS 510.010, with a person whom he or she knows to be an ancestor, descendant, uncle, aunt, brother, or sister. The relationships referred to herein include blood relationships of either the whole or half-blood without regard to legitimacy, relationship of parent and child by adoption, relationship of stepparent and stepchild, and relationship of step grandparent and step grandchild.

(2) (a) Incest is a Class C felony if the act is committed by consenting adults.

(b) Incest is a Class B felony if committed:

- 1. By forcible compulsion as defined in KRS 510.010(2); or
- 2. On a victim who is:
  - a. Less than eighteen (18) years of age; or
  - b. Incapable of consent because he or she is physically helpless or mentally incapacitated.

(c) Incest is a Class A felony if:

1. Committed on a victim less than twelve (12) years of age; or
2. The victim receives serious physical injury.

**Stalking – The Commonwealth of Kentucky defines stalking as follows:**

**508.140 Stalking in the first degree.**

(1) A person is guilty of stalking in the first degree,

(a) When he intentionally:

1. Stalks another person; and
2. Makes an explicit or implicit threat with the intent to place that person in reasonable fear of:
  - a. Sexual contact as defined in KRS 510.010;
  - b. Serious physical injury; or
  - c. Death; and

- (b)
1. A protective order has been issued by the court to protect the same victim or victims and the defendant has been served with the summons or order or has been given actual notice; or
  2. A criminal complaint is currently pending with a court, law enforcement agency or prosecutor by the same victim or victims and the defendant has been served with a summons or warrant or has been given actual notice; or
  3. The defendant has been convicted of or pled guilty within the previous five (5) years to a felony or to a Class A misdemeanor against the same victim or victims; or
  4. The act or acts were committed while the defendant had a deadly weapon on or about his person.

(2) Stalking in the first degree is a Class D felony.

**508.150 Stalking in the second degree.**

(1) A person is guilty of stalking in the second degree when he intentionally:

(a) Stalks another person; and

(b) Makes an explicit or implicit threat with the intent to place that person in reasonable fear of:

1. Sexual contact as defined in KRS 510.010;
2. Physical injury; or
3. Death.

(2) Stalking in the second degree is a Class A misdemeanor.

**Definition of Consent as it Relates to Sexual Activity**

Commonwealth of Kentucky Definition of Consent as it Relates to Sexual Activity

KRS Chapter 510 Statutes for Sex Offense

**510.020 Lack of consent.**



(1) Whether or not specifically stated, it is an element of every offense defined in this chapter that the sexual act was committed without consent of the victim.

(2) Lack of consent results from:

(a) Forcible compulsion;

(b) Incapacity to consent; or

(c) If the offense charged is sexual abuse, any circumstances in addition to forcible compulsion or incapacity to consent in which the victim does not expressly or impliedly acquiesce in the actor's conduct.

(3) A person is deemed incapable of consent when he or she is:

(a) Less than sixteen (16) years old;

(b) Sixteen (16) or seventeen (17) years old and the actor is at least ten (10) years older than the victim at the time of the sexual act;

(c) An individual unable to communicate consent or lack of consent, or unable to understand the nature of the act or its consequences, due to an intellectual disability or a mental illness;

(d) Mentally incapacitated;

(e) Physically helpless; or

(f) Under the care or custody of a state or local agency pursuant to court order and the actor is employed by or working on behalf of the state or local agency.

(4) The provisions of subsection (3)(f) of this section shall not apply to persons who are lawfully married to each other and no court order is in effect prohibiting contact between the parties.

#### University of Kentucky Definition of Consent as it Relates to Sexual Activity

This definition of consent is provided by Administrative Regulation 6:2 and is utilized by the Institutional Equity and Equal Opportunity Office for the purpose of assessment/investigation and adjudication of violations.

“Affirmative consent” means a voluntary expression of willingness, permission, or agreement to engage in specific sexual activity throughout a sexual encounter. It is the responsibility of each person involved in the sexual activity to ensure that he or she has the affirmative consent of the other to engage in the sexual activity.

Consent cannot be inferred from the absence of a "no"; consent, verbal or otherwise, must be obtained.

Consent cannot be granted by an individual who:

1. Is incapacitated as defined by this Regulation (see “Incapacitated” definition below);

2. Has been compelled by force or threat of force;

3. Is coerced by supervisory or disciplinary authority.

“Incapacitated” means a person is impaired to such a level that they lack the physical and/or mental ability to make informed, rational judgments and/or cannot appraise or control their own conduct or make decisions with the degree of understanding they typically possess. A person may be impaired by an intoxicant, by mental illness or deficiency, or by physical illness or disability to the extent that personal decision-making is impossible. A person can be intoxicated without being incapacitated. A person who is below the statutory age of consent is incapacitated.

## How to Be an Active Bystander

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures, and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

In recognition that bystanders can play a role in the prevention of sexual and relationship violence, the University offers Green Dot Active Bystander training. This is a training strategy that teaches bystanders to be active bystanders through safely and effectively intervening whenever they observe a potentially concerning situation. The Green Dot strategy is offered as training on an ongoing basis for students, faculty, and staff. Participants are taught both proactive and reactive strategies for making a difference through using their words, behaviors, and actions to prevent or mitigate the impact of harm.

Proactive Green Dot strategies include regular actions one can take to contribute to shaping a violence-free campus. Through participating in training and programs from VIP, wearing a Green Dot shirt, or sporting a button from the center, you can let others know interpersonal violence will not be tolerated and that survivors will be believed.

Reactive Green Dots include action steps to be taken while being an active bystander. Be an active bystander by directly asking someone, "How are you?" "Is there anything I can do for you?" Another way we can intervene is by causing a distraction to divert the attention of the aggressor and create a moment where the recipient of the harmful behavior can step away or find support. Delegating intervention to another party or entity is another effective way to be an active bystander if you do not feel comfortable intervening in a direct or distracting way.

No matter how you practice being an active bystander, #FindYourGreenDot to help make the University a violence-free campus.

To schedule a Green Dot training for your team, request a program here:

<https://www.uky.edu/vipcenter/content/request-programinterview>

## Risk Reduction

The following are a few risk reduction strategies suggested by the Rape, Abuse, and Incest National Network (RAINN). Many more tips are available on their website, [www.rainn.org](http://www.rainn.org). The strategies offered here are with no intent to blame victims. Only abusers are responsible for the abuse. To learn more about primary prevention of sexual and gender-based violence, please review the following section titled Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault, and Stalking. You may also contact VIP at [vipcenter@uky.edu](mailto:vipcenter@uky.edu) or (859) 257-3574.

RAINN.org Strategies for Staying Safe on Campus:

- **Know your resources.** Locate your university health care center, campus police station, and VIP. Identify the location of Talk-A-Phone (emergency phones) on campus. Download the LiveSafe App.
- **Stay alert.** Be aware of your surrounding at all times, whether you are simply walking to class or enjoying an outing in a surrounding neighborhood.

- **Make others earn your trust.** Someone you just met may seem like a friend but give it time before placing your faith in them.
- **Have a backup plan.** Always have a plan B. Do you have cash in case your debit/credit card doesn't work? Do you have a reliable friend you can call if your car won't start? If your phone battery dies or if you have lost your phone, do you have some important phone numbers memorized?
- **Be secure.** Always sleep with your doors and windows locked. Make sure locking mechanisms are engaged when you leave.
- **Trust your instincts.** If a situation, location, or person feels unsafe take measures to remedy the situation immediately. If something doesn't feel right, it probably isn't.
- **When you attend a social event, go with a group of friends.** Make plans with your group ahead of time to watch out/care for each other for the duration of the event. Everyone should get home safely.
- **Never leave your drink unattended.** If you have left your drink unattended during a conversation, bathroom break, or while out dancing, get a fresh/new drink.
- **Exit uncomfortable/scary situations**
  - **Always remember being in the situation is not your fault.**
  - **Never feel obligated to do anything you don't want to do.**
  - **Have a code word to use with family/friends** so you can relay to them your discomfort in a situation without the present party knowing.
  - **Lie.** Make up any excuse to exit uncomfortable situations – you need to leave due to an ill family member, a friend just called, feeling unwell, etc.

## Prevention Programs

Regular and ongoing education regarding domestic violence, dating violence, sexual assault, and stalking is available for all members of the University community. The VIP Center offers both online and interactive training sessions for students and conducts Green Dot bystander intervention training for faculty and staff. The Title IX Coordinator, or designee, offers training on Discrimination and Harassment, including Title IX, regularly for new employees, in the Supervision curriculum, and for employees and any units upon request.

The programs offered are comprehensive, intentional, and integrated initiative strategies and campaigns intended to end domestic violence, dating violence, sexual assault, and stalking. These programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome. The programs also consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees as well as ongoing prevention and awareness campaigns directed at returning students and current employees. Primary prevention and awareness programs presented include presentations to new students and employee orientations, resource fairs, programs presented by special invitation to classes and clubs, and annually required online sexual assault prevention training for undergraduates/graduate students. This online training utilizes EverFi's Sexual Assault Prevention program for both undergraduate and graduate students who are new to campus. The program educates students on relevant terms and concepts, such as consent and bystander intervention, and has multiple scenarios through which a student may showcase their understanding of the content. It also ensures all incoming students have access to the University's Title IX policies. New

employees also go through an online program as part of New Employee Orientation which includes a video training new employees about the VIP Center, their work on campus, and how they may utilize or recommend VIP services.

Annual, ongoing prevention and awareness campaigns are designed to offer continuing education regarding sexual violence and include programs such as Safer Sex Week, Take Back the Night, Supporting Survivors with Title IX, etc.

Primary prevention and awareness programs as well as ongoing prevention and awareness programs delivered by VIP can be viewed in Appendix F and G.

The Office of Institutional Equity and Equal Opportunity (OIEEO) offers additional training programs. Training is part of a comprehensive program designed to protect members of the University community from discrimination based on sex or gender, which includes sexual misconduct as defined by Administrative Regulation 6:2, Policy and Procedures for Addressing and Resolving Allegations of Sexual Assault, Stalking, Dating Violence, Domestic Violence, and Sexual Exploitation. Programs presented by the OIEEO can be explored by reviewing Appendix H.

## **Procedures Victims Should Follow**

After an incident of domestic violence, dating violence, or sexual assault, survivors are encouraged to consider seeking hospital care immediately. Students/staff should call 911 to connect with their local emergency services. Survivors located on Main Campus may also dial #UKPD from a cell phone to directly connect with UKPD dispatchers. The survivor may choose to make a report over the phone or if needed an ambulance or officer will be dispatched to the survivor's location.

Survivors who feel they may have been drugged are encouraged to communicate this to hospital staff and to ask the hospital to take appropriate samples for testing purposes. To ensure proper evidence is collected, sexual assault survivors may choose to have a Sexual Assault Forensic Exam (SAFE) performed at the hospital by a registered Sexual Assault Nurse Examiner (SANE). SAFE exams are free in the Commonwealth of Kentucky, so there is never any cost to the survivor. In order to preserve evidence (semen, saliva, hairs, blood), survivors are encouraged not to eat/drink, use the restroom, change clothing, or clean/groom their body by bathing, douching, brushing teeth, or combing/spraying hair before the exam. However, a victim can still choose to have the exam even if some or all of these activities have occurred. Additionally, the scene of the assault should be preserved if possible – do not wash clothes, bed linen or any other items associated with the assault. If a survivor has questions about what might constitute evidence or what behaviors might impede evidence collection, they may call the Violence Intervention and Prevention Center at (859) 257-3574 between the hours of 9 a.m. – 5 p.m. or Ampersand Sexual Violence Resource Center's 24-hour support line at (859) 253-2511.

If the survivor chooses to complete a SAFE exam, he/she retains the right to determine whether a report or other notification is made to law enforcement. This excludes cases where reporting of abuse and neglect of a child, spouse, or another vulnerable adult is required. No survivor will be denied an examination due to his/her choice not to file a police report or otherwise cooperate with law enforcement. During a SAFE exam medical professionals will provide any needed immediate care for injuries, record the survivor's medical history, provide a comprehensive medical examination, advise of any mandatory reporting requirements (such as for a minor), and provide any required follow-up care. Senate Bill 63 advises that upon completion of the exam, and with

survivor approval to proceed with law enforcement action, law enforcement has five (5) days from the date of notification by the collecting facility to take custody of the evidence, and a subsequent period of thirty (30) days to transmit evidence to the Department of Kentucky State Police Forensic Laboratory.

In 2010, the Kentucky General Assembly enacted House Bill 500, which requires in-state hospitals and other sexual assault examination facilities to provide SAFE exams, regardless of the law enforcement reporting choice of the survivor. If the survivor opts not to complete a SAFE exam or report the assault, emergency medical care professionals can still treat injuries and address any other medical related concerns the survivor may have (e.g., unwanted pregnancy, sexually transmitted disease, etc.). The survivor may also access support services such as counseling and advocacy through VIP.

Physical evidence is important because it helps others understand what the survivor has experienced, can help prove their case in court, and can help secure a protection order if need be. In addition to the SAFE exam, survivors of sexual assault, domestic violence, dating violence, and stalking should be advised to preserve the following types of evidence, if possible:

- Have photos taken of visible physical injuries (e.g., abrasions, cuts, bruises, etc.)
- Keep a stalking log to record number and type of unwanted contact
- Keep all documentation related to the abuse or threat of abuse
  - Text/phone/email messages
  - Social networking pages
  - Other communications, such as handwritten letters/notes/cards
  - Photos
  - Contact information of any witness(es)
  - Detailed record of dates/times harassment and/or threatening behavior occurred.

If a survivor has reported their experience to law enforcement, they should inform the police of the type(s) of evidence they have so law enforcement may assist them in properly securing and storing the information.

## **Involvement of Law Enforcement and Campus Authorities**

Members of the University community are always strongly encouraged to report domestic violence, dating violence, sexual assault, or stalking crimes they may know about. However, it is important to note that survivors have a choice in whether or not to report. Survivors have the right to decline to report their incidents to law enforcement. When the survivor is ready the crime should be reported to the appropriate law enforcement jurisdiction.

Table 9: Law Enforcement Contact Information

INCIDENT LOCATION	REPORT TO	CONTACT INFORMATION
Main Campus, South Farm, North Farm	UKPD	(859) 257-1616
Off-Campus in the Surrounding Community (Fayette County)	Lexington Police Department	(859) 258-3600
Other Separate Campuses	Report to the Local Law Enforcement Authority	See Contact Numbers in the Crime Reporting Section for Each Separate Campus

Additionally, incidents of this nature involving a University student, regardless of location, should be reported to the Title IX Office, (859) 257-8927. Should the survivor choose, the Title IX Office can assist in reporting the incident to law enforcement.

For additional information, please visit:

UKPD <http://www.uky.edu/police/ukpd-home>

UKPD Special Victims Unit <https://police.uky.edu/special-victims-unit>

University of Kentucky Title IX Office <https://ieeo.uky.edu/key-priorities/title-ix-compliance>

Lexington Police Department <https://www.lexingtonky.gov/departments/police>

Lexington Police Department Survivor’s Handbook

<https://www.lexingtonky.gov/sites/default/files/organization-page/2018-03/A%20Survivors%20Handbook%202018.pdf>

## Pastoral and Professional Counselors

Pastoral and professional counselors, while acting in their professional capacity, are not CSAs under the Clery Act and are thus considered exempt from reporting confidential statistics. The Clery Act defines pastoral and professional counselors as follows:

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

The Clery Act provides for this exemption to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may learn about through client care. This exemption is intended to protect the counselor-client relationship. However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are in fact under a legal obligation to report a crime.

## Reporting Incidents

If you are a survivor of domestic violence, dating violence, sexual assault, or stalking you should report the incident promptly to the University of Kentucky Title IX Office.

Walk-in Report	Title IX Office at 18 <sup>th</sup> Floor Patterson Office Tower
Phone	(859) 257-8927
Email	<a href="mailto:meredith.reeves@uky.edu">meredith.reeves@uky.edu</a> or
On-line	<a href="https://cm.maxient.com/reportingform.php?UnivofKentucky&amp;layout_id=30">https://cm.maxient.com/reportingform.php?UnivofKentucky&amp;layout_id=30</a>

All complaints related to alleged violations of Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and Other Forms of Sexual Misconduct (AR 6:2), regardless of where the complaint is initially received, are referred to the Title IX Office for investigation. For example, any complaint of domestic violence, dating violence, sexual assault, or stalking made to UKPD will be referred to the Title IX Office.

Anonymous reports may be made to UKPD; however, because police reports are public records under state law, UKPD cannot hold reports of sexual assault, stalking, dating violence, domestic violence, or sexual exploitation in confidence. Title IX considers all requests for anonymity but may not be able to honor all requests while meeting the complaining party's needs and complying with the University's duties according to federal law. Further, the Title IX Coordinator is required to report criminal incidents to UKPD.

Dual Reporting: Violations of AR 6:2 may be both a violation of University policy and law, and as such, the University encourages Complaining Witnesses to make reports to both local law enforcement agencies (LPD, UKPD, or other appropriate local law enforcement agencies) and a University official. The result of an external criminal investigation does not affect whether a violation of University policy has occurred. An external criminal investigation will not take the place of a University investigation. The University will not wait for the conclusion of a criminal investigation to begin conducting its independent investigation, take interim measures to protect the University or any member of the University community or, when necessary, initiate hearing procedures.

## Rights of Victims and the Institution's Responsibilities for Orders

The University complies with Commonwealth of Kentucky law regarding orders of protection. Orders of protection in Kentucky serve to protect the survivor from future abuse by setting limits on offender behavior. For example, the court may order the offender to maintain a certain safe distance from the survivor.

The VIP Center provides the following guidance:

Kentucky courts may issue a short-term Emergency Protective Order (EPO) or Interpersonal Protective Order (IPO) when you are concerned for your safety. The following is information provided by the Administrative



Office of the Courts and describes the process of obtaining available protections. Advocates at the VIP Center are here to help you navigate these options and answer any questions you may have about the process. Additionally, the VIP Center can help you to obtain a campus No Contact Order (NCO), which comes from the University directly and does not require court involvement. The VIP is open Monday through Friday, 9 a.m. to 5 p.m. and can be reached at (859) 257-3574.

Why file for an EPO or IPO?

To be eligible for an EPO or an IPO, the respondent must have either:

- Physically injured or assaulted you.
- Sexually abused or sexually assaulted you.
- Threatened to physically injure or assault you.
- Stalked you.
- Done something to place you in fear of imminent physical injury, serious physical injury, or sexual abuse or assault.

## Types of Protective Orders

The court may order protection for a survivor of domestic violence, dating violence and abuse, stalking, and/or sexual assault. Protective order cases are different from criminal cases. Protective orders are intended to prevent future acts of violence or abuse. A criminal case is usually handled by the county attorney, who prosecutes the respondent for acts of violence or abuse that have already taken place.

### Temporary Protective Orders

The court may issue an *emergency protective order* (EPO) in domestic violence cases or a *temporary interpersonal protective order* (TIPO) in dating violence and stalking/sexual assault cases. These are short-term orders intended to stop violence and abuse by placing restrictions on the respondent's actions until a hearing may be held by the court, usually within fourteen (14) days.

### Long-Term Protective Orders

Domestic violence orders (DVO) and interpersonal protective orders (IPO) can last up to three (3) years. These orders are intended to stop violence and abuse by placing restrictions on a respondent after a court hearing.

Who can obtain a protective order?

To get a protective order, the parties must have a qualifying relationship. Qualifying relationships include:

- Family members. This includes a spouse, a former spouse, a parent, a child, a stepchild, a grandparent, a grandchild, or any other person living in the same household as a child if the child is the alleged victim.
- Members of an unmarried couple. This includes members of an unmarried couple who allegedly have a child in common, any children of that couple, or members of an unmarried couple who are living together or have formerly lived together.
- A dating relationship between two individuals who have or have had a relationship of a romantic or intimate nature.
- A victim of stalking or sexual assault.

## Who can be protected?

- You can request protection for yourself, your children, and/or other persons who you believe may need protection.
- If you are an adult and believe a child needs protection but you do not, you may file a petition on behalf of that child.
- If you are under the age of eighteen (18), an adult may file a petition for you.

## Where do I file a petition for a protective order?

To file a petition for a protective order, visit the Office of Circuit Court Clerk in your county of residence or in the county where you are currently residing if you left your home to get away from the abuse. There is an Office of Circuit Court Clerk in every Kentucky county. For contact information for all 120 Offices of Circuit Court Clerk, visit <https://kycourts.gov/Courts/County-Information/Pages/default.aspx> and select a county.

- You can obtain a protective order twenty-four (24) hours a day.
- There are no fees or costs for filing a petition.
- After business hours, you should contact your local law enforcement for assistance in obtaining a protective order.

## How do I fill out the petition?

You will be asked to provide information about you and the respondent. It is important to provide as much information about the respondent as possible – such as date of birth, Social Security number, and address – so that he or she may be served with any order that may be issued. Your address and date of birth will be kept confidential. You will be asked to list any children you and the respondent have, and you can request that these children be protected by any order that may be issued. Under “Motion for Relief,” you can request the protection that you believe is appropriate for your situation. You will be asked to swear that the information you provided is true.

## What happens after the petition is filed?

The petition will be immediately submitted to a judge or a trial commissioner for review. If a judge issues an EPO, TIPO, or a summons, a hearing will be scheduled within fourteen (14) days to determine whether a long-term order is needed. You will receive something that shows you the date and time for your hearing. If you do not know when your hearing is scheduled, check with the Office of Circuit Court Clerk. Law enforcement will then attempt to serve the protective order or summons on the respondent. A protective order does not go into effect until the respondent is served with a copy of the order or is notified about the protective order by law enforcement. You can contact the “agency assigned service” (listed on the order) to find out if the respondent has been served. A protective order (EPO/TIPO) is effective until the court holds a hearing, usually within fourteen (14) days. If the respondent has not been served with the EPO/TIPO, the order will be continued until service is made (up to six (6) months) or until the order is withdrawn by the court. Even if you believe you no longer need protection, you will need to appear at the scheduled court hearing. Only a judge can grant a new court date or change the order. Depending on the circumstances of the case, the court may excuse you from future court appearances until the respondent is served. If the EPO/TIPO remains unserved for up to six (6) months, you will receive a notice from the court at your last known address letting you know that the order is about to expire and that you will need to come to the Office of Circuit Court Clerk to fill out a new petition to continue the case.

What should I bring to the hearing?

This may be the only hearing in the case, so you will need to bring any witnesses you may have and any documents that may be evidence of what has happened, such as police reports, photos, and medical records. The circuit court clerk can give you forms for subpoenas for any witnesses. If you are asking for child support, bring pay stubs and tax returns if possible. All of this information will become part of the court record.

What can happen at the hearing?

At a full hearing, the court hears testimony from you, the respondent, and any other witnesses. The court may dismiss the case or issue a DVO or IPO (domestic violence order or interpersonal protective order), which may include any of the following terms:

1. Order the respondent to have no contact with you or other persons except as directed by the judge.
2. Order the respondent not to go near a specified residence, school, or place of employment of the petitioner. NOTE: This must be requested on the protective order petition. Any address information provided is not confidential and will be available to the respondent.
3. Order the respondent not to abuse or threaten you.
4. Order the respondent not to damage or dispose of your property.
5. Order the respondent to leave your residence.
6. Grant temporary custody of children.
7. Grant child support.
8. Order counseling.
9. Anything else needed to eliminate future acts of violence.

You should carefully read all orders you receive. If you have questions about what your order means, contact your attorney (if you have one), a local domestic violence program or the VIP Center.

What if the respondent violates the protective order?

A protective order can be enforced in any Kentucky county. Other states may enforce the order, but it should be registered in any state where you move to or plan to stay for an extended period. If the respondent violates the protective order, your options may include:

- Calling the police, who may be able to arrest the respondent.
- Going back to the court that issued the protective order to ask that the respondent be held in contempt for violating the order.
- Going to the county attorney's office to see if the respondent can be charged with a crime for violating the protective order.

How do I change or extend a protective order?

If you need to change the terms of a protective order, you must file a motion to amend with the Office of Circuit Court Clerk in the county where you obtained your protective order. Either party can file a motion to amend an order. A judge will then review the motion and make a decision. Only the judge can change some or all of the terms of an order. If you wish to have the protective order extended past its expiration date, you must file a motion with the court that gives your reason(s) for the request. The motion must be filed before the order expires.

## Procedures University of Kentucky Will Follow

In the event a crime of domestic violence, dating violence, sexual assault, or stalking occurs, the University will follow its policy governing such acts which can be found in AR 6:2, titled Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and Other Forms of Sexual Misconduct. It should be noted that the steps, anticipated timelines, decision-making process for disciplinary proceedings, steps to file a disciplinary complaint, and how the institution determines which type of proceeding to use are all informed by a single policy, AR 6:2. Also, these procedures apply in all cases involving violations of AR 6:2 regardless of whether the respondent is a faculty employee, staff employee, or student. The University resolves complaints of prohibited conduct within a period that is reasonable given the nature of the complaint. However, should the process take longer than anticipated, the University will communicate with the involved parties to ensure everyone is informed of any revised timeline, etc. The process will be conducted not only in a timely manner, but also in a prompt, fair, and impartial manner in order to provide all parties with resolution.

A copy of the policy is contained in Appendix I. A copy of the policy can also be found at <https://regs.uky.edu/administrative-regulation/ar-62> .

Administrative Regulation 6:2 establishes the University's policies and procedures for addressing and resolving allegations of Sexual Harassment under Title IX of the Education Amendments of 1972. This regulation also applies to acts of retaliation as defined in the Title IX implementing regulations and types of Sexual Misconduct not contemplated by the Title IX implementing regulations. This regulation does not include Sexual Harassment or other forms of sex or gender-based discrimination covered by Title VII or that fall within Administrative Regulation 6:1, *Policy on Discrimination and Harassment*.

The definition of Sexual Harassment under Title IX is codified in the U.S. Department of Education's Regulations implementing Title IX. Conduct that is Sexual Harassment under Title IX is not necessarily Sexual Harassment under Title VII or Kentucky law and vice versa.

The University's Title IX Coordinator and the Office of Institutional Equity and Equal Opportunity ("Institutional Equity") administer this regulation.

The Title IX Coordinator and Institutional Equity administer two (2) separate policies that address Sexual Misconduct and other forms of discrimination and harassment:

- Administrative Regulation 6:1, "Policy on Discrimination and Harassment"
- Administrative Regulation 6:2, "Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and other forms of Sexual Misconduct"

Sexual Harassment and other forms of sex or gender-based discrimination that fall outside of Title IX are prohibited by Administrative Regulation 6:1. Sexual Misconduct that falls outside of the definition of Title IX is prohibited by Administrative Regulation 6:2. The University's Title IX Coordinator has discretion to determine appropriate charge for reported behavior, including which policy applies to reported behavior. Questions about which policy applies in a specific instance should be directed to the University's Title IX Coordinator at (859) 257-8927.

### Policy

The University of Kentucky is committed to providing a safe learning, living, and working environment for all

members of the University community. Consistent with this commitment, the University prohibits Sexual Harassment under Title IX which includes quid pro quo sexual harassment, hostile environment sexual harassment, domestic violence, dating violence, sexual assault, stalking, and retaliation against any person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this regulation (collectively, "Sexual Harassment"). This regulation also prohibits sexual assault, domestic violence, dating violence, stalking, and sexual exploitation (collectively "Sexual Misconduct") that fall outside the definitions of those behaviors as defined as Sexual Harassment under Title IX. These forms of Sexual Harassment and Sexual Misconduct are unlawful, undermine the character and purpose of the University, and will not be tolerated.

Employees or students who violate this regulation may face disciplinary action up to and including termination or expulsion. The University will take prompt and equitable action to prevent Sexual Harassment and Sexual Misconduct, discipline anyone who violates this policy, prevent further prohibited behavior, and remedy the effect of any such conduct. The University conducts ongoing prevention, awareness, and training programs for faculty, staff, and students to achieve the goals of this regulation.

Every member of the University community is responsible for fostering an environment free from Sexual Harassment and Sexual Misconduct. All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop any acts of Sexual Harassment and Sexual Misconduct. The University will support and assist community members who take such actions.

### **Scope**

This Administrative Regulation applies to all members of the University community, including faculty, staff, students, authorized volunteers, and registered student organizations.

Education Program or Activity means any on campus or any other University owned, leased, controlled, or operated location, event, or circumstance over which the University exercised substantial control over both Respondent and the context in which the alleged violation occurred. This includes any activity or location off University premises if the activity is authorized, initiated, sponsored, aided, or supervised by the University or a registered student organization.

This regulation applies to any acts of Sexual Misconduct that occur on campus or any other University owned, leased, controlled, or operated location, event, or circumstance over which the University exercised substantial control over both Respondent and the context in which the alleged violation occurred. This includes any activity or location off University premises if the activity is authorized, initiated, sponsored, aided, or supervised by the University or a registered student organization.

This regulation applies to any acts of Sexual Misconduct that occur outside the context of University employment or a University education program or sponsored activity whenever the conduct has continuing adverse effects on or creates a hostile environment for students, employees, or third parties while on property owned, leased, or controlled by the University, or in any University employment or education program or activity.

University faculty, staff, and students may utilize services of the University's Violence Intervention and Prevention Center ("VIP") regardless of where the behavior they experienced occurred or regardless of the identity of the accused individual.

## **Prohibited Acts**

Every member of the University community is prohibited from:

- (1) Engaging in Sexual Harassment or Sexual Misconduct;
- (2) Being complicit in the commission of Sexual Harassment or Sexual Misconduct;
- (3) Retaliating in any manner against an individual who makes a complaint or participates in the investigation of a complaint of Sexual Harassment or Sexual Misconduct;
- (4) Interfering with procedures to investigate or redress a complaint of Sexual Harassment or Sexual Misconduct;
- (5) Making a false statement during the investigation or hearing of a complaint of Sexual Harassment or Sexual Misconduct; and
- (6) Making an intentionally false accusation of Sexual Harassment or Sexual Misconduct through the University's procedures.

Any member of the University community who engages in one of these prohibited acts against any other member of the University community may be subject to corrective action and appropriate sanctions.

## **Reporting Allegations and Filing Formal Complaints**

A report of alleged misconduct is not the same as a Formal Complaint. A Formal Complaint means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment or Sexual Misconduct against a Respondent and requesting that the University investigate the allegation of Sexual Harassment or Sexual Misconduct. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in an education program or activity of the University.

Any person may report Sexual Harassment or Sexual Misconduct, regardless of whether the person reporting is the person alleged to be the victim of conduct that could constitute Sexual Harassment or Sexual Misconduct. A report may be made in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator or to the University of Kentucky Police Department ("UKPD"), the University Violence Intervention and Prevention Center, the Dean of Students Office, a Campus Security Authority, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.

Meredith Reeves, Interim Title IX Coordinator  
18<sup>th</sup> Floor Patterson Office Tower  
(859) 257-8927  
[meredith.reeves@uky.edu](mailto:meredith.reeves@uky.edu)

An incident may be reported without filing a written complaint. Individuals who need assistance filing a report may contact the Office of Institutional Equity and Equal Opportunity at (859) 257-8927.

Reports can be made electronically at: <https://www.uky.edu/eeo/discrimination-harassment>.

There is no statute of limitation for reporting behavior that may be a violation of this regulation.

Any Responsible Employee who witnesses or is made aware of an incident of Sexual Harassment or Sexual Misconduct must report it to the Title IX Coordinator as soon as possible. Reports of behavior that constitute an immediate threat to the safety or security of the person experiencing the behavior or the campus community should be made to the UKPD. University employees who are not employed by one of the offices identified in section I, below, are Responsible Employees and are not confidential and are not permitted to hold a report in confidence. Failure of Responsible Employees to report an incident of Sexual Harassment or Sexual Misconduct in a timely manner may result in corrective action, up to and including termination of employment.

Incidents that occur abroad may be reported to the University of Kentucky International Center or directly to the Title IX Coordinator.

Individuals designated as Campus Security Authorities are required by law to report certain crimes, including alleged sex offenses, stalking, dating or domestic violence, and sexual exploitation, to the UKPD or Division of Crisis Management and Preparedness. These reports are made for statistical purposes, without the inclusion of identifying information of the parties. For reporting responsibilities of individuals designated as Campus Security Authorities, see Administrative Regulation 6:7, Policy on Disclosure of Campus Security and Crime Statistics.

Confidential reporting is allowed to the University Violence Intervention and Prevention Center and the UK Counseling Center or Health Services when receiving counseling or medical services. The University encourages individuals who make a complaint of Sexual Harassment, or Sexual Misconduct, regardless of where the report is made, to also contact the University Violence Intervention and Prevention Center (<http://www.uky.edu/StudentAffairs/VIPCenter/>) for assistance in accessing and navigating services, resources, and referrals both on and off campus.

Anonymous reports may be made to the UKPD; however, because police reports are public records under state law, UKPD cannot hold reports of Sexual Harassment or Sexual Misconduct in confidence.

Anonymous reports may also be made to Institutional Equity. However, the University has limited ability to address anonymous reports.

The University provides information on pursuing criminal or other legal action, health care, counseling, and other support services available to students, faculty, staff, and visitors who have made an allegation of Sexual Harassment or Sexual Misconduct.



Reports made through the process described in this AR are separate from and are not dependent on the outcome of any criminal or civil process that may be occurring concurrently.

The University resolves Formal Complaints of Sexual Harassment and Sexual Misconduct within a period that is reasonable given the nature of the complaint. The University will keep the Complainant and Respondent informed of the progress of the proceedings.

Individuals who experience sexual assault, dating violence, or domestic violence are strongly encouraged to seek medical attention and be examined for physical injury, the presence of sexually transmitted diseases, or pregnancy as a result of rape.

**NOTE: An individual who is considering making a criminal complaint or taking other legal action should seek medical care as soon as possible after the assault. It is important for the individual to not bathe, douche, or change clothing before the medical examination to avoid inadvertently removing important evidence. The kind of evidence that supports a legal case against an accused should be collected as soon as possible, at maximum within ninety-six (96) hours of an assault.**

**Important University contact numbers:**

- UK Police ..... 911 from a UK phone; #UKPD from cell
- Violence Intervention and Prevention Center..... (859) 257-3574
- Office of the Dean of Students..... (859) 257-3754
- UK Counseling Center..... (859) 257-8701
- University Health Services..... (859) 323-5823
- UK HealthCare..... (859) 257-1000

The University's Title IX Coordinator can be contacted during office hours as follows:

Title IX Coordinator  
18<sup>th</sup> Floor Patterson Office Tower  
859-257-8927

**Rights of the Complainant and Respondent**

The Complainant has the right to choose whether to file a Formal Complaint with the University.

Complainant has the right to access supportive measures regardless of whether they file a Formal Complaint.

In addition to pursuing administrative penalties and remedies, the Complainant maintains the right to pursue criminal or other legal action.

Respondent has the right to be presumed innocent. It is the University's responsibility to prove that Respondent engaged in Sexual Harassment or Sexual Misconduct.

Both the Complainant and Respondent have the right:

- To have the University respect their rights provided by the United States and Kentucky Constitutions;
- To be treated with respect by University officials;
- To take advantage of campus support resources;
- To experience a safe living, educational, and work environment;
- To have up to two (2) Advisors, including attorneys, present during any investigation, pre-hearing meeting, or hearing;
- To have an attorney represent them at any hearing;
- To refuse to have an allegation resolved through conflict resolution procedures;
- To receive amnesty for certain student misconduct, such as alcohol or drug violations, that occurred ancillary to the incident;
- To be free from retaliation for reporting violations of this regulation or cooperating with an investigation;
- To have complaints heard in accordance with University procedures;
- To be informed in writing of the outcome/resolution of the complaint, any sanctions where permissible, and the rationale for the outcome where permissible;
- To have minimal interaction or contact with Respondent or Complainant; and
- To request supportive measures from the University to ensure minimal interaction or contact with Respondent or Complainant.

The University will keep confidential to the greatest extent possible the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Formal Complaint of Sexual Harassment or Sexual Misconduct, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness. The University may be required to disclose the identity of individuals when necessary to provide due process to the Respondent or to comply with federal or state law.

### **Corrective Actions and Disciplinary Procedures**

For students, faculty, and staff, the University will utilize the procedures outlined in the Appendix to address and resolve allegations of Sexual Harassment or Sexual Misconduct. The Title IX Coordinator, or designee, has the authority to determine whether allegations fall within the purview of AR 6:2 and appropriate charges.

The recommended range of sanctions for students is in accordance with the Appendix and includes disciplinary probation, counseling assessment, social restrictions, social suspension, suspension, and expulsion. Additional

sanctions also may be imposed when appropriate. Both the Complainant and Respondent will be informed of the outcome of the corrective action or disciplinary process.

The recommended range of sanctions for faculty and staff is in accordance with the Appendix and includes suspension, counseling, or termination of employment. Additional sanctions also may be imposed when appropriate. Both the Complainant and Respondent will be informed of the outcome of the corrective action or disciplinary process.

## **Education**

Regular and ongoing education regarding the issues addressed in this regulation is available for all members of the University community. The VIP Center offers both online and interactive training sessions for students and conducts Green Dot bystander intervention training for faculty and staff. Training on Discrimination and Harassment, including Title IX, is offered by the Title IX Coordinator, or designee, on a regular basis for new employees, in the SuperVision curriculum, and for employees and any units upon request.

## **Student/Faculty/Staff Disciplinary Proceedings**

In the event a crime of domestic violence, dating violence, sexual assault, or stalking occurs the University will follow its policy governing disciplinary proceedings, which can be found in the Appendix of Administrative Regulation 6:2. Note: These procedures apply in all cases involving violations of AR 6:2 regardless of whether respondent is a faculty employee, staff employee, or student.

A copy of the policy is contained in the Appendix. A copy of the policy can also be found at <https://regs.uky.edu/administrative-regulation/ar-62> .

These procedures apply in all cases (allegations, investigations, and adjudication of cases) involving violations of AR 6:2 regardless of whether Respondent is a faculty employee, staff employee or student. Although a violation of AR 6:2 is a violation of the Student Code, the Student Code explicitly provides that these procedures — not the Code's procedures — apply when a student is accused of violations of AR 6:2. Moreover, for staff employees, these procedures — not the Human Resources Policies and Procedures — apply when a staff member is accused of violations of AR 6:2. Although there are procedures for the termination of a faculty employee in Governing Regulation X, these procedures — not the termination procedures specified in Governing Regulation X — apply for the investigation and initial determination of a faculty employee's responsibility for a violation of AR 6:2. If a faculty employee is found responsible for a violation of AR 6:2, the Provost may initiate termination procedures under Governing Regulation X.

## **INITIATING A COMPLAINT**

*Distinction Between Report and Formal Complaint:* Making a report is not the same as filing a Formal Complaint. Individuals can make a report and receive supportive measures without filing a Formal Complaint.

*Filing a Formal Complaint:* An individual may file a formal complaint by providing the Office of Institutional Equity and Equal Opportunity with a signed document containing the allegations they are making and requesting an investigation. A Formal Complaint can also be initiated with the signature of the Title IX Coordinator on a written complaint.

Any individual who does not have the ability to make a complaint in writing may contact Institutional Equity for assistance in filing a Formal Complaint.

*Making a Report:* Any person may report Sexual Harassment, regardless of whether the person reporting is the person alleged to be the victim of conduct that could constitute Sexual Harassment, in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or to the University of Kentucky Police Department, the University Violence Intervention and Prevention Center, the Dean of Students Office, a Campus Security Authority, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator. Reports can be made electronically at: <https://www.uky.edu/eo/discrimination-harassment>.

*Confidential Reporting:* Individuals may make a confidential complaint or report (where individuals receiving the complaint are not required to report incidents to the Title IX Coordinator) to the University Violence Intervention and Prevention Center (VIP Center), University Counseling Center (students only) or University Health Services (students only).

*Anonymous Reporting:* Anonymous reports may be made to the University of Kentucky Police Department; however, the University of Kentucky Police Department cannot hold reports of sexual assault, stalking, dating violence, or domestic violence in confidence. In addition, certain individuals designated as Campus Security Authorities under AR 6:7 are required by law to report certain offences to the University of Kentucky Police Department or Division of Crisis Management and Preparedness. These reports are made for statistical purposes, without the inclusion of identifying information of the parties. (see AR 6:7, Policy on Disclosure of Campus Security and Crime Statistics).

Anonymous reports may also be made to Institutional Equity. However, the University has limited ability to respond to anonymous reports.

*Dual Reporting:* Sexual Harassment and Sexual Misconduct are both violations of University policy, federal law, and, in some cases, state or criminal law. The University encourages Complainants to make reports to both local law enforcement agencies (Lexington Police Department, University of Kentucky Police Department, or other appropriate local law enforcement agencies) and a University official. The result of an external criminal investigation does not affect whether a violation of University policy has occurred. An external criminal investigation will not take the place of a University investigation, although a criminal investigation may supplement a University investigation. The University will not wait for the conclusion of a criminal investigation to begin conducting its own independent investigation, to take interim measures to protect the University or any member of the University community, or when necessary, initiate hearing procedures as outlined below.

## **INVESTIGATION PROCESS**

*Notice:* Upon receipt of a Formal Complaint, the University will provide the following to both the Complainant and Respondent:

Notice, which will include:

Notice of these procedures;

Notice of the allegations potentially constituting Sexual Harassment or Sexual Misconduct, including the following information if known at the time:

The identity of the parties involved in the incident;  
The conduct allegedly constituting Sexual Harassment or Sexual Misconduct; and  
The date and location of the alleged incident, if known.

A statement that Respondent is presumed not responsible for the alleged conduct;

A statement that a determination for responsibility is made at the conclusion of the process outlined in these procedures;

A statement that the Parties may have two (2) Advisors of their choice, who may be an Attorney;

A statement that the Parties may inspect and review evidence prior to a determination of responsibility being made;

A statement that knowingly submitting false statements or knowingly submitting false information is grounds for University discipline;

A statement that if, in the course of the investigation, the University discovers any additional allegations about Complainant or Respondent that are not included in the original notice, the University must provide notice of the additional allegations to the parties; and

A statement that Respondents will have two (2) business days prior to their first investigative meeting to prepare a response to the allegations. Any such response may be, but is not required to be, submitted in writing.

The University will investigate all allegations in the Formal Complaint.

*Rights of Complainant and Respondent During the Investigation.* In addition to the rights enumerated above, in AR 6:2, VII (E), both Complainant and Respondent have the right to:

Present witnesses, including fact and expert witnesses and other inculpatory and exculpatory evidence;

Discuss the allegations under investigation or to gather and present relevant evidence;

Refuse to speak to the Equal Opportunity Investigator or to answer specific questions. Refusal to speak or answer questions will not result in the investigator drawing an inference of responsibility based on the refusal to answer questions; and

Be accompanied by two (2) Advisors, who may be an attorney, when meeting with the Equal Opportunity Investigator.

*Dismissal of a Formal Complaint:* Dismissal of a Formal Complaint for Sexual Harassment pursuant to Title IX does not preclude the University from bringing charges and taking disciplinary action against Respondent

pursuant to Administrative Regulation 6:2 for Sexual Misconduct or pursuant to Administrative Regulation 6:1, Policy on Discrimination and Harassment, or any other applicable University policy. If the University dismisses a Formal Complaint or any allegations in the Formal Complaint for any reason, the Complainant may appeal this decision to the AR 6:2 Appeals Board. If the Formal Complaint is not dismissed in its entirety, the dismissal is not subject to appeal until the adjudication process is complete.

The Title IX Coordinator, or their designee, must dismiss a formal complaint of Sexual Harassment if the conduct alleged in the Formal Complaint:

Would not constitute Sexual Harassment even if proven;

Did not occur in the University's education program or activity; or

Did not occur against a person in the United States.

The Title IX Coordinator, or their designee, may dismiss the Formal Complaint or any allegations in the Formal Complaint if:

At any time during the investigative process, Complainant notifies the Title IX Coordinator that Complainant would like to withdraw the Formal Complaint or any allegation in the Formal Complaint;

Respondent is no longer enrolled in or employed by the University;

Specific circumstances prevent the University from gathering evidence sufficient to make a determination as to Probable Cause; or

The information gathered in the investigation is not sufficient to make a determination of Probable Cause.

The University may consolidate multiple Formal Complaints where the allegations of Sexual Harassment or Sexual Misconduct arise out of the same facts or circumstances.

An Equal Opportunity Investigator will investigate to determine if there is Probable Cause to believe Respondent committed Sexual Harassment or Sexual Misconduct. The Equal Opportunity Investigator does not make a determination of Probable Cause.

During the Investigative Process, the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests with the University.

During the Investigative Process, the University may not access, consider, disclose, or otherwise use a party's records that are made or maintained by an attorney, physician, psychiatrist, psychologist or other recognized professional's or paraprofessional's capacity or assisting in that capacity, and which are made and maintained in connection with the provisions of treatment to the party, unless the University obtains that party's voluntary, written consent to do so.

*Disclosure of Evidence and Response:* Prior to the completion of the Final Investigative Report, the University will provide each party and their advisors with an electronic or hard copy of the Preliminary Investigative Report,

including all the evidence directly related to the allegations raised in the formal complaint. This includes evidence that the University does not intend to rely upon in reaching a determination regarding responsibility and inculpatory or exculpatory evidence. This does not include information related to supportive measures provided to individuals that do not impact the other party to a matter and does not include any investigative notes of the investigator. Within ten (10) calendar days of receiving the Preliminary Investigative Report, the Complainant and/or Respondent may submit a written Rebuttal or Supplementation to the Preliminary Investigative Report to the Equal Opportunity Investigator. The Equal Opportunity Investigator will consider the written responses before providing the Final Investigative Report and will include the written responses in the Final Investigative Report to the Title IX Coordinator, Respondent, and Complainant.

*Final Investigative Report.* An Equal Opportunity Investigator will prepare a written Final Investigative Report with a recommendation to the Title IX Coordinator as to whether Probable Cause exists. The Final Investigative Report will contain any rebuttal or supplementation provided by Complainant and Respondent.

## **INTERIM REMEDIES DURING THE INVESTIGATION PROCESS**

### **Emergency Suspension**

The Title IX Coordinator, or their designee, may impose an emergency suspension on Respondent. The terms of the Emergency Suspension may remove Respondent from University premises or the University's education program or activity. Before doing so, the Title IX Coordinator, must: (1) undertake an individualized safety and risks analysis; (2) determine that an immediate threat to the physical health or safety of any individual arising from the allegations of Sexual Harassment or Sexual Misconduct justifies removal; and (3) provide Respondent with notice of the emergency suspension and opportunity to challenge the emergency suspension. The Title IX Coordinator's analysis, determinations, and notice must be in writing.

Because the emergency suspension provisions are mandated by federal regulation, the Emergency Suspension provisions preempt the University's governing and administrative regulations for the suspension of faculty and staff Respondents.

For faculty and staff Respondents, any Emergency Suspension will be Administrative Leave with pay. Employees who are classified as non-exempt employees will be paid for hours they are regularly scheduled to work including back pay.

The individual may appeal the Emergency Suspension to the Provost (faculty employee), the Vice President for Student Success (students), or Vice President for Human Resources (staff employee) in writing within seven (7) calendar days of the notice of the Emergency Suspension. Any Emergency Suspension remains in effect during the appeal.

The Provost, Vice President for Student Success, or Vice President for Human Resources may reverse or modify the suspension. The decision of the Provost, Vice President for Student Success, or Vice President for Human Resources regarding the Emergency Suspension is final.

The possibility of an Emergency Suspension does not diminish Respondent's rights under the Americans with Disabilities Act or Section 504 of the Rehabilitation Act of 1973.



### Supportive Measures Available

Supportive Measures that may be initiated at any time and are not dependent on the outcome of the case include, but are not limited to:

Referral to on- or off-campus resources, such as the VIP Center or counseling;

Alteration of the housing (students) or workplace or workstation (employees) situation for the Complainant or Respondent;

Removing a student from residential facilities or removing an employee from the work setting or University premises (See Emergency Suspension);

Limitation on contact between parties (e.g., no-contact orders, no-trespass orders);

Referral to academic support services, such as tutoring and testing accommodations (students);  
Adjustments to course schedules and academic deadlines (students) or work schedules (employees); or

Other appropriate remedies based on each individual situation.

Supportive measures are not subject to appeal.

### **DETERMINATION OF PROBABLE CAUSE**

After reviewing the Final Investigative Report, the Title IX Coordinator, or their designee, will determine whether there is Probable Cause to believe Respondent committed Sexual Harassment or Sexual Misconduct.

If the Title IX Coordinator, or their designee, concludes there is not Probable Cause to believe Respondent committed Sexual Harassment or Sexual Misconduct, the Title IX Coordinator will state this conclusion in writing and notify both the Complainant and Respondent. The Complainant may appeal this decision to the AR 6:2 Appeals Board. If the Formal Complaint is not dismissed in its entirety, the dismissal is not subject to appeal until the adjudication process is complete.

Alternatively, if the Title IX Coordinator, or their designee, concludes there is Probable Cause, then the Title IX Coordinator, will prepare a written statement of charges and present this written statement of charges to both the Complainant and Respondent.

The written statement of charges will include a summary of the complaint, the alleged policy violation(s), the date and time of the pre-hearing meeting, and, if applicable, interim restrictions or supportive measures.

For allegations involving individuals, the statement of charges will be sent to Respondent's and Complainant's official University email addresses no less than five (5) calendar days prior to a scheduled pre-hearing meeting. Failure to read and comply with the statement of charges is not suitable grounds for an appeal.

For registered student organizations, the statement of charges will be mailed to the organization's representative, typically the organization's president, on file with the University. Failure to read and comply with the statement of charges is not suitable grounds for an appeal.

In scheduling a pre-hearing meeting, the Title IX Coordinator, or their designee, considers the availability of Respondent, Complainant, and their respective Advisors, based on Complainant and Respondent's class schedules, if students, and work schedules, if employees.

*Pre-Hearing Meetings:* The Title IX Coordinator, or their designee, will meet with Respondent and Complainant separately to: (1) discuss the hearing process; and (2) attempt to resolve the matter without conducting a live hearing. These meetings will occur separately. With the exception of Advisors, pre-hearing meetings are closed meetings. If Respondent chooses to resolve the allegation during the meeting, the case will be closed, and the appropriate unit administrator(s) will be notified. If the allegation is not resolved during the meeting, the case will be referred to the AR 6:2 Hearing Officer for resolution by an AR 6:2 Hearing Panel.

### **NOTICE OF HEARING AND ADMINISTRATIVE MEASURES**

For allegations involving individuals, Notices will be sent to Respondent's and Complainant's official University email addresses no less than five (5) calendar days prior to a scheduled pre-hearing meeting. Failure to read and comply with the Notice is not suitable grounds for an appeal.

For registered student organizations, the Notice will be emailed to the organization's representative, typically the organization's president, on file with the University no less than five (5) calendar days prior to a scheduled pre-hearing meeting. Failure to read and comply with the Notice is not suitable grounds for an appeal.

The Title IX Coordinator, or their designee, schedules hearings. In scheduling a hearing, the Title IX Coordinator, or their designee, considers the availability of Respondent, Complainant, their respective Advisors, University Counsel, the AR 6:2 Hearing Officer, and the AR 6:2 Hearing Panel.

### **MEDIATION**

If the Title IX Coordinator, or their designee, concludes there is Probable Cause, the Complainant or the Respondent may choose to pursue mediation in lieu of a formal resolution. If the Title IX Coordinator, or their designee, agrees to mediation, the Title IX Coordinator, or their designee, must obtain the voluntary written consent of both Complainant and Respondent.

The Title IX Coordinator, or their designee, may not pursue mediation in any situation where an employee is alleged to have committed Sexual Harassment or Sexual Misconduct against a student.

Under no circumstances will a Mediation Agreement involve the payment of money from the University to Respondent or Complainant or from Respondent to Complainant.

### **LIVE HEARING PROCEDURES**

*Pre-hearing Deadlines:* All deadlines below are counted in calendar days. In the event a deadline falls on a weekend or University recognized holiday, the deadline is altered to the next business day.

No later than fourteen (14) days prior to a scheduled hearing, the parties will have access to all exculpatory and inculpatory evidence.

No later than ten (10) days prior to a scheduled hearing, University Counsel, Complainant, and Respondent must submit the following to the AR 6:2 Hearing Officer or their designee:

- Challenges to any AR 6:2 Hearing Panel Member as described in IX(B)(c),
- Any information they wish to present at the hearing,
- The name(s) of their Advisor(s),
- A preliminary list of questions or topics they wish to ask of the other party, and
- A possible list of witnesses and the subject(s) on which they are expected to testify.

Except where allowed by the AR 6:2 Hearing Officer, the parties may not submit information for the hearing after this deadline. Upon the receipt of information from both parties, the AR 6:2 Hearing Officer will review the information submitted to eliminate any redundant, irrelevant or prejudicial information.

At any time prior to the hearing, University Counsel, Complainant, or Respondent may request to postpone the hearing. The AR 6:2 Hearing Officer may accept or deny the request after considering the nature of the request and the incident at issue.

No later than three (3) days prior to the hearing, the Complainant, Respondent, University Counsel and the AR 6:2 Hearing Panel will receive a copy of the hearing file.

- a. The hearing file for Complainant, Respondent, and University Counsel will include the following:
  - i. The Final Investigative Report,
  - ii. The Probable Cause determination,
  - iii. A list of witnesses,
  - iv. Preliminary questions submitted by parties, and
  - v. Any other related information.
- b. The hearing file for the AR 6:2 Hearing Panel will include the following:
  - i. Information about the parties,
  - ii. A list of possible witnesses,
  - iii. The charged policy violations,
  - iv. The date and location of the charged violation, and
  - v. Any other related information.

#### *Selection of AR 6:2 Hearing Panel*

*AR 6:2 Hearing Panel:* Three (3) randomly selected members of the AR 6:2 Hearing Board will determine responsibility for the charged policy violation. However, the AR 6:2 Hearing Officer will randomly select four (4) members from the AR 6:2 Hearing Board to hear each matter. At the conclusion of the presentation of

evidence, one of the four (4) members will be excused as an alternate.

*Conflicts of Interest:* Any member of the AR 6:2 Hearing Panel who has a conflict of interest must immediately recuse themselves by notifying the Hearing Officer and Title IX Coordinator, or their designee, of their conflict of interest and intent to recuse. Conflicts of interest include, but are not limited to, personal knowledge of the facts and circumstances of the allegations or having a family, personal, faculty/student, or professional relationship with either Complainant or Respondent.

*Challenge to AR 6:2 Hearing Panel Members:* University Counsel, Complainant or Respondent may challenge any Hearing Panel Member for Cause if there is a belief that a member of the AR 6:2 Hearing Panel has a conflict of interest. Challenges to the AR 6:2 Hearing Panel Members must be made no later than ten (10) calendar days prior to the hearing. The AR 6:2 Hearing Officer will determine if cause exists and will excuse any Panel Member where Cause exists. Under no circumstance will an AR 6:2 Hearing Panel Member be excluded for a reason that would violate the University's *Policy on Discrimination and Harassment*.

*Selection of Additional Members:* If an AR 6:2 Hearing Panel Member recuses themselves or if the AR 6:2 Hearing Officer excuses a Panel Member for Cause, the AR 6:2 Hearing Officer will randomly select additional members from the AR 6:2 Hearing Board.

*Access to Evidence:* Prior to the live hearing, Respondent, Complainant, and University Counsel will have access to all exculpatory and inculpatory evidence. Such access to evidence does not include review of the notes of the Equal Opportunity Investigator, the notes of the Title IX Coordinator, recordings of investigatory meetings or information obtained that is not relevant to the charged allegations. Such access to evidence will be given at least fourteen (14) calendar days before the live hearing.

*Investigative Report:* Unless Respondent, Complainant, and University Counsel stipulate, no portion of the Investigative Report, the Rebuttal or any Supplementation is admissible in the hearing and, absent stipulation, the AR 6:2 Hearing Panel will not see the Final Investigative Report.

*Location of Hearing:* The University may conduct the live hearing with all Parties physically present in the same geographic location or any Parties, witnesses, or other participants may appear virtually as long as all participants can simultaneously see and hear each other.

*Record of Hearing:* The University must create an audio or audiovisual recording or transcript of any live hearing. Copies of the recording or transcript must be made available upon request to University Counsel, Complainant, and Respondent.

*Live Hearings:* Live hearings will be conducted by the AR 6:2 Hearing Officer according to the following procedures:

The AR 6:2 Hearing Officer is responsible for maintaining order and determining the sequence of events during a hearing. The AR 6:2 Hearing Officer may direct any person who fails to comply with procedures during the hearing or who disrupts or obstructs the hearing to leave the hearing. All questions of law, whether substantive, evidentiary or procedural, will be addressed to and ruled upon by the AR 6:2 Hearing Officer. The AR 6:2 Hearing Officer does not have authority to dismiss allegations made pursuant to AR 6:2.

The hearing will be closed to the public. Complainant, Respondent, their respective Advisor(s), and University Counsel are allowed to attend the entire portion of the hearing, excluding AR 6:2 Hearing Panel deliberations.

Witnesses other than Complainant and Respondent will be excluded from hearings, except for the period of their own testimony.

Given the nature of these incidents, and the impact on the overall University community, the University, through University Counsel, has the burden of proving that Respondent has violated University policy. Respondent is presumed not responsible for the alleged conduct. While Complainant plays an integral part of the process and the proof of the University's case, it is the responsibility of the University — through University Counsel — to prove by a Preponderance of the Evidence that Respondent committed Sexual Harassment or Sexual Misconduct. The Complainant has no responsibility other than to appear as a witness.

The Title IX Coordinator, or their designee, will arrange the attendance of witnesses who are members of the University community, if reasonably possible. The Respondent and University Counsel are responsible for arranging the attendance of witnesses who are not members of the University community.

The Title IX Coordinator, or their designee, in consultation with the AR 6:2 Hearing Officer, will create the live hearing file.

Complainant and Respondent have the right to be assisted by up to two (2) Advisor(s), including attorneys, of their choice. Attorneys who are representing a Complainant, a Respondent, or the University may actively participate in the hearing. Non-attorney Advisor(s) are not permitted to participate directly in any hearing because participation in a live hearing may be regarded as the practice of law in Kentucky. Non-attorney advisors may communicate privately with the person they support during the hearing.

If Respondent or Complainant does not have an Attorney to represent them at the live hearing, the University will provide, without fee or charge, an Attorney of the University's choice to represent the Party.

University Counsel, Complainant, and Respondent have the right to call relevant and necessary witnesses and to present evidence.

University Counsel, Complainant's Advisor, if an Attorney, and Respondent's Advisor, if an Attorney, may ask the Complainant, Respondent, and any other witnesses all relevant questions and follow-up questions, including questions challenging credibility.

University Counsel, Complainant's Advisor, if an Attorney, and Respondent's Advisor, if an Attorney, may conduct cross-examination of all parties and all witnesses directly, orally, and in real time. Neither the Complainant nor Respondent may conduct cross-examination personally. Only the Advisors who are attorneys may conduct cross-examination.

Only relevant cross-examination and other questions may be asked of a party or witness. Before Complainant, Respondent or witness answers a question, the AR 6:2 Hearing Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

Complainant, Respondent, or any witness may refuse to appear and/or exercise their Fifth Amendment right against self-incrimination. The AR 6:2 Hearing Panel must not draw an inference about the determination regarding responsibility based solely on a Party or witnesses' absence from the live hearing or refusal to answer cross-examination or other questions.

If a Complainant, Respondent, or any witness testifies on direct examination but does not submit to cross-examination, the AR 6:2 Hearing Panel must not rely on any statement of that individual in reaching a determination regarding responsibility.

Unless a party explicitly waives the privilege in writing, the AR 6:2 Hearing Officer will not allow questions or evidence constituting or seeking the disclosure of information protected under a legally-recognized privilege. Questions and evidence about Complainant's sexual predisposition or prior sexual behavior are not relevant unless (1) such questions and evidence about Complainant's prior sexual behavior are offered to prove that someone other than Respondent committed the conduct alleged by Complainant or (2) if the questions and evidence concern specific incidents of Complainant's prior sexual behavior with Respondent and are offered to prove consent. This standard is mandated by federal regulations and preempts any contrary Kentucky law.

At the conclusion of the live hearing, the AR 6:2 Hearing Officer will instruct the AR 6:2 Hearing Panel on the Preponderance of the Evidence standard and any other matters that the AR 6:2 Hearing Officer deems necessary to the Hearing Panel's determination.

After the AR 6:2 Hearing Panel has reviewed the evidence presented at the hearing, the Hearing Panel will determine whether Respondent has committed Sexual Harassment or Sexual Misconduct. The AR 6:2 Hearing Panel's determination will be made based on the Preponderance of the Evidence standard.

If the AR 6:2 Hearing Panel determines that Respondent is responsible for the violation, the finding must be unanimous. If any member of the AR 6:2 Hearing Panel believes there is not a Preponderance of the Evidence for responsibility, then Respondent must be found not responsible.

When an AR 6:2 Hearing Panel determines Respondent is responsible for Sexual Harassment or Sexual Misconduct, the Panel will immediately convene a supplemental proceeding to determine a recommended sanction(s). During the supplemental proceeding, Respondent, University Counsel, and Complainant may submit relevant evidence or make relevant statements regarding the appropriateness of a specific sanction. The past disciplinary record of Respondent may only be supplied to the AR 6:2 Hearing Panel during the supplemental proceeding to consider sanctions.

The AR 6:2 Hearing Panel must adopt a written determination that includes:

Identification of the allegations potentially constituting Sexual Harassment or Sexual Misconduct;

A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications of the parties, interviews with the parties and witnesses, site visits, methods used to gather other evidence, and hearings held;

Findings of fact supporting the determination;

Conclusions of law regarding the application of this Regulation;

A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;

A statement describing the recommended sanction;

A statement as to whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided to Complainant; and  
The University's provisions for appeal.

The AR 6:2 Hearing Panel's Determination of Responsibility and Recommendation of Sanction will be provided simultaneously to both Complainant and Respondent.

The sanctions will be ultimately determined and imposed by the the Vice President for Student Success (for students), the Provost (for faculty), or the Vice President for Human Resources (for staff). The Vice President for Student Success (for students), the Provost (for faculty), or the Vice President for Human Resources (for staff) are not limited to sanctions recommended by the AR 6:2 Hearing Panel.

The Vice President for Student Success (for students), the Provost (for faculty), or the Vice President for Human Resources (for staff) do not have the authority to overturn or modify the AR 6:2 Hearing Panel's findings of responsibility. Only the AR 6:2 Appeals Board may overturn the AR 6:2 Hearing Panel's findings of responsibility.

Regardless of the Sanction imposed, the Vice President for Student Success (for students), the Provost (for faculty), or the Vice President for Human Resources (for staff) will provide a written statement describing the recommended sanction and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided to Complainant. This written statement will be provided simultaneously to Complainant and Respondent and University Counsel.

## RECOMMENDED SANCTIONS

The chart below outlines the recommended sanctions for specific acts of Sexual Harassment. Additional sanctions not specifically listed below may also be imposed when appropriate.

	<b>Recommended Range of Sanctions (STUDENTS)</b>	<b>Recommended Range of Sanctions (EMPLOYEES)</b>
<b>Sexual Harassment:</b> Quid Pro Quo	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination



<b>Sexual Harassment:</b> Hostile Environment	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination
<b>Sexual Harassment:</b> Sexual Assault	Suspension, Expulsion	Suspension, Termination
<b>Sexual Harassment:</b> Dating Violence or Domestic Violence	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination
<b>Sexual Harassment:</b> Stalking	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination

The following chart outlines the recommended sanctions for specific acts of Sexual Misconduct. Additional sanctions not specifically listed below may also be imposed when appropriate.

	<b>Recommended Range of Sanctions (STUDENTS)</b>	<b>Recommended Range of Sanctions (EMPLOYEES)</b>
<b>Sexual Misconduct:</b> Sexual Assault	Suspension, Expulsion	Suspension, Termination
<b>Sexual Misconduct:</b> Dating Violence or Domestic Violence	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination
<b>Sexual Misconduct:</b> Stalking	Suspension, Expulsion	Suspension, Termination
<b>Sexual Misconduct:</b> Sexual Exploitation	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Counseling Assessment, Suspension, Termination

### **APPEALS TO THE AR 6:2 APPEALS BOARD**

*Jurisdiction:* The AR 6:2 Appeals Board has appellate jurisdiction over appeals related to Sexual Harassment and Sexual Misconduct. Because the Code of Student Conduct explicitly provides that these procedures — not the Code’s procedures — apply when a student is accused of Sexual Harassment or Sexual Misconduct, the AR 6:2 Appeals Board, not the University Appeals Board, will hear appeals of students who have been found responsible for Sexual Harassment or Sexual Misconduct.

*Appellate Deadlines:* The following deadlines are applicable to all appeals. Dates are calculated in calendar days. In the event, a deadline falls on a weekend or University recognized holiday, the deadline falls on the next business day.

No later than fourteen (14) days after the AR 6:2 Hearing Panel's written decision, Dismissal of a Formal Complaint or the Title IX Coordinator's finding that Probable Cause does not exist, a Notice of Appeal must be filed with the AR 6:2 Appeals Board Chair.

Within fourteen (14) days of the filing of the Notice of Appeal, the party initiating the appeal must file their Opening Brief with the AR 6:2 Appeals Board Chair.

Within fourteen (14) days of the filing of the Opening Brief, the party responding to the appeal must file a Response Brief with the AR 6:2 Appeals Board Chair.

Within seven (7) days of the filing of the Response Brief, the party initiating the appeal may file a Reply Brief.

*Decisions Subject to Appeal:* A Respondent, Complainant or University Counsel may appeal the AR 6:2 Hearing Panel's decision regarding the responsibility, the imposition of a particular sanction, the dismissal of allegations, or the finding of no Probable Cause for any allegation to the AR 6:2 Appeals Board on any ground identified below in XI (D).

*Grounds for Appeal:* A Respondent, Complainant, or University Counsel may appeal on the following bases: (1) Dismissal of a Formal Complaint or allegation of a Formal Complaint; (2) Finding of no Probable Cause; (3) procedural irregularity that affected the outcome of the matter; (4) new evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; (5) the Title IX Coordinator, investigators or AR 6:2 Hearing Panel had a conflict of interest or bias for or against Complainant or Respondent that affected the outcome of the matter; (6) the factual findings were clearly erroneous; (7) the legal conclusions are incorrect; and/or (8) a party's constitutional rights were violated.

*Composition of AR 6:2 Appeals Board:* The Chair of the AR 6:2 Appeals Board and two (2) members of the AR 6:2 Appeals Board randomly chosen by the Chair will consider the appeal. The appeal does not include a new hearing, but rather is a review of the original decision.

*Conflicts of Interest:* Any member of the AR 6:2 Appeals Board who has a conflict of interest must immediately recuse themselves by notifying the Board Chair. Conflicts of interest include, but are not limited to, personal knowledge of the facts and circumstances of the allegations or having a family, personal, faculty/student or professional relationship with either the Complainant or Respondent. If the Chair of the AR 6:2 Appeals Board recuses themselves, then the President will appoint a new Chair.

*Challenge to AR 6:2 Appeals Board Members.* Respondent, University Counsel, or Complainant, may challenge any AR 6:2 Appeals Board member if there is a belief that a member of the AR 6:2 Appeals Board cannot render a fair and impartial result. The Chair of the AR 6:2 Appeals Board will determine if cause exists and will excuse any Panel Member where cause exists. Under no circumstance will an AR 6:2 Appeals Board Member be excluded for a reason that would violate the University's *Policy on Discrimination and Harassment*. If University Counsel, Complainant, or Respondent challenges the Chair of the AR 6:2 Appeals Board for cause, the President will determine if cause exists.

*Appellate Procedures:* The following procedures apply to all appeals:

An appeal is initiated by filing a Notice of Appeal with the Chair of the AR 6:2 Appeals Board. The Notice of Appeal is a document filed by the party initiating the appeal (Appellant) indicating which decision they wish to appeal. The AR 6:2 Appeals Board Chair will notify the party responding to the appeal (Appellee(s)) that an appeal has been initiated.

The Appellant's Opening Brief must not exceed twenty-five (25) pages, double-spaced, with twelve-point type. Prior to filing the Opening Brief, Appellant and their advisors have the right to review the hearing file, including any recording of the hearing, or the investigative report, depending on the decision being appealed.

The Appellees' Response Brief must not exceed twenty-five (25) pages, double-spaced, with twelve-point type. The Appellees and their advisors have the right to review the hearing file, including any recording of the hearing or the investigative report, depending on the decision being appealed.

The Appellant's Reply Brief must not exceed ten (10) pages, double-spaced.

Upon request of any party, the Chair of the AR 6:2 Appeals Board has the discretion to extend deadlines or expand page limits.

After receipt of all Briefs, the AR 6:2 Appeals Board will begin its review of the briefs and the record.

*Appeal Record:* In considering an appeal, the AR 6:2 Appeals Board will conduct a review of the entire record, including but not limited to:

Notice of Dismissal;

The Final Investigative Report;

Probable Cause Determination;

The hearing file that is given to the parties prior to the hearing;

Any pre-hearing rulings from the AR 6:2 Hearing Officer;

The written recommendations of the AR 6:2 Hearing Panel;

The recording or transcript of the live hearing;

Any other materials admitted into evidence by the AR 6:2 Hearing Panel; and

The Opening, Response, and Reply Briefs.

*AR 6:2 Appeals Board Decision:* Upon review of all information applicable to the appeal, the AR 6:2 Appeals Board has the authority to do one of the following:

Reverse the dismissal and remand for further proceedings;

Uphold the Probable Cause Determination;

Reverse the Probable Cause Determination and remand for a hearing by the AR 6:2 Hearing Panel;

Uphold the findings and recommendations made by the AR 6:2 Hearing Panel;

Modify the recommended sanction(s); however, the AR 6:2 Appeals Board may not increase a penalty; or

Remand the case back to an AR 6:2 Hearing Panel for a new Hearing.

*AR 6:2 Appeals Board Decision:* The AR 6:2 Appeals Board Chair will simultaneously communicate the outcome in writing to the involved parties and the Title IX Coordinator.

For students, the decision of the AR 6:2 Appeals Board is final and binding upon all involved.

For employees, the decision of the AR 6:2 Appeals Board may be appealed pursuant to applicable law (KRS 164.230) and/or University regulations *GR I.F (faculty and staff)* and *GR X.B.1.f (faculty)*.

If a report of sexual assault, stalking, dating violence or domestic violence is reported, below are the procedures the University will follow in an easy to read, concise, tabular format. Additional, more specific details regarding each step are available by reading AR 6:2 contained in the Appendix or by contacting the Title IX Office.

Table 10: Procedures University Will Follow in the Event of Sexual Assault, Stalking, Dating Violence or Domestic Violence

INCIDENT REPORTED	PROCEDURES UNIVERSITY OF KENTUCKY WILL FOLLOW
<ul style="list-style-type: none"> <li>• Sexual Assault</li> <li>• Stalking</li> <li>• Dating Violence</li> <li>• Domestic Violence</li> </ul>	<ol style="list-style-type: none"> <li>1. Depending on reporting time frame, (immediate vs delayed reporting) the immediate health needs of the survivor will be assessed. Access to medical care will be provided if requested and/or needed.</li> <li>2. Immediate safety needs of the survivor will be assessed.</li> <li>3. The police will be contacted at the survivor’s request AND survivor will be provided police contact information.</li> <li>4. Information on how to preserve evidence will be provided.</li> <li>5. The Title IX Coordinator, or their designee, will provide survivor with a written explanation of rights and options and any applicable policy and inform the survivor regarding investigation and resolution pursuant to University regulations. The Title IX Coordinator, or their designee, will also provide the survivor a list of resources needed to address criminal or other legal action, health care both medical and mental, counseling, victim advocacy, student financial aid, visa/immigration services, and/or other support services.</li> <li>6. Information about how to obtain an Emergency Protective Order (EPO) or Interpersonal Protective Order (IP) through the Kentucky court system is available at <a href="https://ieeo.uky.edu/fags">https://ieeo.uky.edu/fags</a>, scroll to How do I Request a Protective Order. The Office of Institutional Equity and Equal Opportunity can issue a mutual No Contact Order enforceable by the University.</li> <li>7. The Title IX Coordinator, or their designee, will determine any needed interim or long-term reasonable and/or protective measures to ensure the safety of the survivor prior to, during, and/or following completion of the investigation and/or disciplinary process</li> <li>8. The Title IX Coordinator, or their designee, will inform survivor of investigation outcome, whether or not the accused will be charged and subject to corrective actions and disciplinary procedures, and if applicable, inform survivor of these disciplinary results</li> <li>9. The Title IX Coordinator, or their designee, will inform the survivor they have a right to be free from retaliation (threats, intimidation, harassment, coercion, etc.) for reporting a violation. Retaliatory behavior is not limited to behavior by the accused individual, and covers behavior by his or her associates, as well as third parties. Retaliation should be reported immediately to the Title IX Coordinator.</li> </ol>

### Assistance for Victims: Rights and Options

When a student or employee reports to the University that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide the student or employee with a written explanation of the student or employee’s rights and options. This notification comes in the form of letters from the Title IX Office and the VIP Center when

initial contact is being made with the survivor. VIP provides an additional resource sheet that covers counseling/therapy services, health/wellness services, substance abuse, community resources, campus resources, and legal resources.

Per Administrative Regulation 6.2, the survivor has a right to experience a safe living, educational, and work environment and the University will make reasonable accommodations as needed to address these areas of concern, regardless of whether the incident occurred on or off campus.

Per AR 6.2, interim remedies that may be initiated at the beginning of the complaint process and are not dependent on the outcome of the case include, but are not limited to:

1. Referral to on- or off-campus resources, such as the VIP Center or counseling;
2. Alteration of the housing (students) or workplace or workstation (employees) situation for the Complaining Witness or Respondent;
3. Removing a student from residential facilities or removing an employee from the work setting or University premises (see Interim Restriction or Suspension);
4. Limitation on contact between parties (e.g. no-contact orders, no-trespass orders);
5. Referral to academic support services, such as tutoring and testing accommodations (students);
6. Adjustments to course schedules and academic deadlines (students) or work schedules (employees); or
7. Other appropriate remedies based on each individual situation.

For a full list of possible interim remedies (emergency suspensions and supportive measures) during the investigation process see Section V of AR 6.2. To request changes to living, educational, and work environments survivors should contact:

Students: Contact the Interim Title IX Coordinator, Meredith Reeves (859) 257-8927

Staff/Faculty: Contact the Interim Title IX Coordinator, Meredith Reeves (859) 257-8927

Additionally, if a report of sexual assault, domestic violence, dating violence, or stalking is made to a UKPD officer, a list of resources is given to the survivor. The list serves to address any needs the victims may have regarding both on-campus and off-campus resources in the following areas; counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, or other services available to the victim.

Table 11: On-Campus and Off-Campus Resources

ON-CAMPUS RESOURCES		
VIP Center	The VIP Center works toward the prevention of interpersonal violence. VIP provides advocacy (free and confidential), education, and programming around social justice issues, activism, bystander dynamics, and many other topics regarding violence prevention.	(859) 257-3574
Student Counseling Center	The Counseling Center offers groups, workshops, and short term counseling	(859) 257-8701
UK HealthCare - Psychiatry	UK Psychiatry provides a full range of clinical services.	(859) 323-6021
The Harris Center	The Harris Center offers psychotherapy for adult, children, and couples. Treatment is provided for a full range of issues.	(859) 257-6853
University Health Service	University Health Service includes Student Health, Employee Health, and Employee Health Urgent Care Clinic	(859) 323-5823
University Health Service – Student Behavioral Health	Staff psychiatrists and other mental health providers provide counseling and medication management services	(859) 323-5511
University Health Service -Info Nurse Line (for students)	A registered nurse is available for telephone consultation for illness, injuries, lab results or other health concerns or questions	(859) 323-4636
The Martin Luther King Center	The Martin Luther King Center seeks to empower students from all communities to improve their college experience by increasing access to academic, civic leadership, and cultural exchange opportunities.	(859) 257-4130
Office of LGBTQ* Resources	LGBTQ* Resources is the central hub for accessing information, groups, and services related to diverse sexual orientations and gender identities.	(859) 218-4816
University of Kentucky Police Department (UKPD)	UKPD officers have full police authority and are responsible for the prevention of crime, detection, and apprehension of offenders. They are also charged with the preservation of public peace, the enforcement of all criminal laws and state statutes, as well as compliance with the policies and regulations of the University.	(859) 257-1616
UKPD – STARR Program	The STARR Program is a self-defense tactics and risk reduction course designed for individuals over the age of 13 with not maximum age limit.	(859) 257-1616
Dean of Students Office	The mission of the Dean of Students is to provide educationally-purposeful programs, activities, and service that engages all students, enhances students' well-being and academic success, and supports positive community behavior.	(859) 257-3754
Institutional Equity and Equal Opportunity (Title IX)	Title IX maintains a comprehensive program designed to protect members of the University community from discrimination on the basis of sex or gender, which includes Sexual Harassment under Title IX and Sexual Misconduct.	(859) 257-8927
SAFECats Escort	Free safety escort service sponsored by UKPD and operated by the Flying Wildcats Booster Club. Escorts have undergone UKPD training and criminal background checks.	(859) 257-7233
Office of Student Success	This office includes units that address academic enrichment, student health and well-being, academic support, etc.	(859) 257-1911
Disability Resource Center	The Disability Resource Center assists students in gaining equal access to programs and services	(859) 257-2754
Work + Life Connections	Work + Connections provides employees with connection to therapists and other specialists in the areas of mental health, finance, health/wellness, exercise, etc.	(859) 257-8763

Table 11 (continued)

Office of Student Conduct	The Office of Student Conduct supports the Code of Student Conduct which promotes the core values of integrity, respect, responsibility, and accountability, and a sense of community.	(859) 257-3755
Center for Support and Intervention	The Center for Support and Intervention provides individualized non-clinical case management services to students and comprehensive outreach and training to the larger UK community.	(859) 257-3755
International Center	The International Center can assist with visa and immigration issues.	(859) 323-2154
Office of Student Financial Aid and Scholarships	The Office of Financial Aid and Scholarships can assist with navigating tuition and fees, scholarships, loans, FAFSA, financial aid literacy, etc.	(859) 257-3172
<b>OFF-CAMPUS RESOURCES</b>		
Ridge Behavioral Health	The Ridge provides treatment and services to children, adolescents, and adults for psychiatric and substance use disorder related issues.	(800) 753-4673
Ampersand	Formerly known as the Bluegrass Rape Crisis Center, Ampersand provides services to 17 surrounding counties in the area of sexual violence.	(859) 253-2511
Greenhouse 17	Greenhouse 17 is an advocacy agency committed to ending intimate partner abuse. Trained crisis counseling, emergency shelter, legal advocacy, etc. are among the services offered.	(800) 544-2022
Children's Advocacy Center	The Children's Advocacy Centers serves to reduce the trauma experienced by sexually abused children by providing services to them in an nurturing, friendly, and safe environment.	(859) 225-5437
Gay and Lesbian Services Organization (GLSO)	The GLSO strives to improve the quality of life for gay, lesbian, bisexual, and transgender individuals in Central/Eastern Kentucky.	(859) 253-3233
The Nest	The Nest assists individuals and families in crisis that may need assistance with basic needs, counseling, advocacy for survivors of intimate partner violence, etc.	(859) 259-1974
Planned Parenthood (Bluegrass Health Center of Lexington)	Planned Parenthood provides health care (specifically reproductive health care), education, and advocacy to both those with and without health insurance.	(317) 205-8088
Health Department	The Lexington Health Department promotes programs related to the enforcement of public health regulations, environmental health, and community safety.	(859) 252-2371
The Refuge Clinic	Patients have access to a variety of charitable care – primary medical, dental, behavioral, etc.	(859) 225-4325
Bluegrass Alcohol Anonymous	Alcoholics Anonymous is a fellowship of individuals who support each other on the journey to sobriety.	(859) 559-5368
Bluegrass.org Pride Program Substance Abuse Rehab	Bluegrass.org Pride Program is a drug and alcohol addiction rehab center.	(859) 425-1210
Chrysalis House	Chrysalis House serves to provide family-oriented treatment and recovery support for women with substance use disorders.	(859) 254-6026
Hope Center Recovery Program for Women	The Hope Center provides recovery program for addiction and alcoholism.	(859) 252-2002
Lexington Division of Police	The Lexington Police Department provides law enforcement services to Fayette County.	(859) 258-3600
Fayette County Sheriff's Office	The Fayette County Sheriff's Office provides domestic violence advocacy, sex offender registration/compliance, court safety and security, fugitive extradition, and service of court documents.	(859) 252-1771
Kentucky State Police	The Kentucky State Police is the official state police agency of the Commonwealth of Kentucky.	(800) 222-5555



Table 11 (continued)

Fayette County Attorney	The Fayette County Attorney's Office is responsible for prosecution of criminal cases, establishing paternity/ collecting court-ordered child support, handling juvenile dependency, neglect, and abuse cases, assisting families with disability guardianship and involuntary mental health treatment for loved ones, and providing support/aid to victims of crimes.	(859) 254-4941
Fayette Commonwealth Attorney	The Fayette Commonwealth Attorney's Office prosecutes felony cases which occur in Fayette County. The Office also maintains a victim advocate branch to assist victims of crime.	(859) 246-2060
Kentucky Equal Justice Center	The Kentucky Equal Justice Center promotes equal justice for all residents of the Commonwealth and serves as an advocate for low and other vulnerable members of society.	(859) 233-3057

Student and employees at separate campuses not served by UKPD as the local law enforcement agency should be advised that the above list of on-campus resources also applies to them for any needs they may have concerning resources for counseling, physical health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, or other services available to the victim.

Table 12: Additional Resources for Separate Campuses

<b>ADDITIONAL RESOURCES FOR SEPARATE CAMPUSES</b>		
<b>CITY OF VERSAILLES COMMUNITY RESOURCES (Little Research Campus)</b>		
Versailles Police Department	City Law Enforcement Agency	(859) 873-3126
Bluegrass Community Hospital	Emergency Medical Services, 24 hours/day	(859) 873-3111
Ampersand	Sexual Violence Resource Center, 24 hours/day	(859) 253-2511
<b>BREATHITT COUNTY COMMUNITY RESOURCES (Robinson Forest Campus)</b>		
Breathitt County Sheriff's Office	County Law Enforcement Agency	(606) 666-3800
Kentucky River Medical Center	Emergency Medical Services, 24 hours/day	(606) 666-6000
Kentucky River Community Care	Crisis Services, 24 hours/day	(800) 262-7491
<b>CALDWELL COUNTY COMMUNITY RESOURCES (West Kentucky Campus)</b>		
Caldwell County Sheriff's Office	County Law Enforcement Agency	(270) 365-2088
Caldwell Medical Center	Emergency Medical Services, 24 hours/day	(270) 365-0300
Pennyroyal Center	Crisis Services, 24 hours/day	(270) 881-9551
The Sanctuary House	Sexual Assault/Domestic Violence Services, 24 hours/day	(800) 766-0000
<b>CITY OF HAZARD COMMUNITY RESOURCES (Hazard Campus)</b>		
Hazard Police Department	City Law Enforcement Agency	(606) 436-222

Table 12 (continued)

Hazard Regional Medical Center	Emergency Medical Services, 24 hours/day	(606) 439-6600
LKLP Community Action Center	Domestic Violence/Safe House, Victims of Crimes Assistance Crisis Services	(606) 436-8853
The Rising Center	Sexual Assault/Domestic Violence Services, 24 hours/day	(800) 375-7273
<b>CITY OF PADUCAH COMMUNITY RESOURCES (Paducah Campus)</b>		
Paducah Police Department	City Law Enforcement Agency	(270) 444-8550
Baptist Health Hospital	Emergency Medical Services, 24 hours/day	(270) 575-2100
Mercy Health – Lourdes Hospital	Emergency Medical Services, 24 hours/day	(270) 444-2444
Lotus	Sexual Violence Resource Center, 24 hours/day	(800) 928-7273
Purchase Area Sexual Assault Center	Rape Crisis Center	(270) 534-4422
<b>CITY OF BOWLING GREEN COMMUNITY RESOURCES (Bowling Green Campus)</b>		
Bowling Green Police Department	City Law Enforcement Agency	(270) 393-2473
TriStar Greenview Regional Hospital	Emergency Medical Services, 24 hours/day	(270) 793-1000
The Medical Center at Bowling Green	Emergency Medical Services, 24 hours/day	(270) 745-1000
Hope Harbor	Sexual Violence Resource Center, 24 hours/day	(800) 656-4376
<b>NORTHERN KENTUCKY COMMUNITY RESOURCES (Northern Kentucky Campus – College of Medicine (Highland Heights))</b>		
Northern Kentucky University Police Department	University Law Enforcement Agency	(859) 572-5500
St. Elizabeth Covington Hospital	Emergency Medical Services, 24 hours/day	(859) 655-8800
Women’s Crisis Center	Sexual Assault/Domestic Violence Services, 24 hours/day	(800) 928-3335
<b>NORTHERN KENTUCKY COMMUNITY RESOURCES (Northern Kentucky Campus – College of Medicine (Edgewood))</b>		
Edgewood Police Department	City Law Enforcement Agency	(859) 356-3191
St. Elizabeth Covington Hospital	Emergency Medical Services, 24 hours/day	(859) 655-8800
The Ion Center	Sexual Violence/Domestic Violence Services, 24 hours/day	(859) 491-3335

## Confidentiality

Per Administrative Regulation 6.2, the University strongly encourages prompt reporting, including reports from complaining witnesses, witnesses, and those who are made aware of incidents of prohibited conduct. Reports may be made to the UKPD, the VIP Center, the Dean of Students Office, the Title IX Coordinator, a CSA, or to any University official. Incidences of prohibited conduct may also be reported to police in the location where the incident occurred. Regardless of the location of the incident, reports may be made to the Office of

Institutional Equity and Equal Opportunity. An incident may be reported without filing a written complaint. Individuals designated as CSAs are required by law to report certain crimes, including alleged sex offenses, stalking, and relationship violence, to the UKPD or CMP. These reports are made for statistical purposes, without the inclusion of identifying information of the parties. For reporting responsibilities of individuals designated as Campus Security Authorities, see Administrative Regulation 6:7, *Policy on Disclosure of Campus Security and Crime Statistics*. Confidential reporting is allowed to VIP and the UK Counseling Center or Health Services when receiving counseling or medical services.

The University investigates all reports; it does not have a voluntary, confidential reporting policy. UKPD encourages anyone who is the victim or witness to any crime report the incident to the police promptly. Because police reports are public records under state law, UKPD cannot hold reports of crime in confidence. When a potentially dangerous threat to the University community arises, UKPD will issue timely reports or warnings through e-mail announcements, the posting of flyers at local campuses, or other appropriate means.

Additionally, the University 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.

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## Sex Offender Registry and Access to Related Information

The Adam Walsh Child Protection and Safety Act of 2006 (the Act) provides for the registration and tracking of sex offenders. Offenders are required to update their place of residence on a quarterly, biannual, or annual basis depending on the type of convicted offense. The Act also created a national sex offender registry, requiring state compliance in posting sex offender information to a public website. Pursuant to KRS 17.580, the Kentucky State Police (KSP) provides such a database for public access. KSP states that the website's intent is to promote public safety and awareness by alerting possible victims of potential danger, not to punish or embarrass offenders.

The Sex Offender Registry may be accessed by visiting <https://kentuckystatepolice.org/sex-offender-registry/> or by calling (502) 227-8700. Information regarding the Sex Offender Registry may also be accessed through each county sheriff's office in the Commonwealth of Kentucky. Community members may access sex offender registry information through the Fayette County Sheriff's Office Sex Offender Compliance Division, [http://fayettesheriff.com/?page\\_id=28](http://fayettesheriff.com/?page_id=28) or by calling (859) 252-1771.

The Kentucky State Police, in partnership with the Kentucky Department of Corrections and the Division of Child Abuse and Domestic Violence Services, offers an additional service to the public called the Sex Offender Alert Line. Per KSP this service offers up-to-date, real time information regarding the release of registered sex offenders into local communities. Interested participants can place a toll free call to (866) 564-5652, provide their personal telephone number, and up to three zip codes for monitoring. When KSP receives notification that a registered sex offender is moving into one of the submitted zip codes for monitoring, a call is activated to alert the participant to log on to the Kentucky Sex Offender Registry for more information. Additional information regarding the Sex Offender Alert Line can be found at <https://kentuckystatepolice.org/sex-offender-registry/>.

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## 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, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

The University also notifies victims in accordance with its policy governing such acts as a crime of domestic violence, dating violence, sexual assault, or stalking, which can be found in AR 6:2, titled Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and Other Forms of Sexual Misconduct. See Appendix I.

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## Crime Log

The University's Crime Log can be found on-line by visiting [www.uky.edu/crimelog](http://www.uky.edu/crimelog). This log contains information on the last sixty (60) days of UKPD's activities such as reports taken and arrests made, as well as any incidents reported to the designated campus security authorities. Additionally, crimes occurring on University property that are reported to LPD are included on this log upon notification by LPD. The information in the crime log includes for each recorded incident: incident number, category of offense, crime date/time, report date, location, description, if a residential occurrence, and the disposition.

Crimes must be entered into the Daily Crime Log within two (2) business days after the crime has been reported. Additionally, anyone may access a paper copy of the crime log by visiting UKPD to view a copy of the last sixty (60) days. Crime log information that is older than sixty (60) days will be provided within two (2) business days upon request by contacting CMP at (859) 257-9665 or [cmp@uky.edu](mailto:cmp@uky.edu).

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## Disclosure of Crime Statistics

CMP has been designated as the office for ensuring compliance with the requirements of the Clery and Minger Acts by the University. This designation can be found in AR 6:7, *Policy on Disclosure of Campus Security and Crime Statistics*. For the full text of the AR, go to <https://www.uky.edu/regs/ar6-7>.

**Crime Information/Statistic Sources:** CMP gathers crime statistics from a variety of law enforcement agencies and CSA sources.

- UKPD Reports
- CSA Reports
- LPD University of Kentucky Area Case Report
- Local law enforcement statistics gathered from separate campus locations and student domestic and international trips

**Law Enforcement:** The majority of crime statistics tracked for compliance with the Clery and Minger Acts are provided by UKPD. Individual inquiries are made to local Kentucky law enforcement agencies (KSP, Fayette County Sheriff, and LPD) that may be involved in addressing crime on the University's campuses and properties. If UKPD becomes aware of a specific crime being worked by a local law enforcement agency that has an immediate or ongoing threat to campus, the two agencies will share information to ensure the community is properly informed. Further, statistics are also gathered from local law enforcement agencies (municipal, county, and state) for student domestic and international trips.

**Campus Security Authorities (CSA):** Individuals may be designated a CSA due to their University responsibilities. These individuals are to report criminal incidents and allegations of such incidents to CMP immediately. While CSAs have a duty to report on a prompt, ongoing basis, the University also issues a written request for statistical information to this group on an annual basis to ensure compliance.

All CSAs are notified of their designation on an annual basis and receive basic training annually on their responsibilities as well as forms to use when reporting crimes in compliance with the Clery/Minger Acts. Further, all CSAs are contacted on an annual basis and advised to forward any reports for the fiscal year they may have failed to previously report.

A CSA fits any of the following descriptions:

1. A campus police department or a campus security department. All individuals who work for these departments are CSAs.
2. Any individual(s) who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance to University property.) For example, individuals who provide security at a campus parking kiosk, act as event security, or escort students around campus after dark.
3. Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
4. An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

The following are CSAs for the University per Administrative Regulation 6:7:

- Officers and employees of the University Police Department;
- Employees of Transportation Services;
- Employees of the Office of the Vice President for Student Affairs;
- Employees of colleges designated as Student Affairs Officers;
- Employees of the Athletics Department, including Committee of 101 volunteers;
- Employees and Students serving as advisors to registered student organizations;
- Employees of University Housing, specifically:
  - Associate Auxiliary Services Director
  - Assistant Auxiliary Services Director
  - Housing Manager – Undergraduate Assignments
  - Apartment Housing Manager
- Associate Vice President for Auxiliary Services
- Director of Student Health Services

- Any faculty or staff that lead or participate in education travel experiences that include students, whether credit bearing or non-credit bearing, including international or domestic travel.
- Other employees as designated

It is important to note that licensed pastoral or professional counselors acting in their professional capacity are not CSAs. Under the Clery Act, these counselors are under no obligation to report information they learn about through client interactions.

**Preparation of the Annual Safety and Security Report:** Each year CMP prepares the Annual Safety and Security Report in compliance with the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). This responsibility is specifically designated to CMP by Administrative Regulation 6:7, *Policy on Disclosure of Campus Security and Crime Statistics*. This report includes safety and security related policies and procedures as well as statistics for the three (3) previous calendar years concerning crimes on Clery defined geography. Crimes occurring on Clery defined geography may include crimes reported by UKPD, LPD, CSAs, and other law enforcement agencies with jurisdiction over domestic and international non-campus property locations. This report includes information for the University of Kentucky Main Campus and ten separate campuses: Little Research Center, North Farm, South Farm, Robinson Forest, West Kentucky Research and Education Center, Paducah Campus, Hazard Campus, Bowling Green Campus - College of Medicine, Northern Kentucky Campus – College of Medicine (Highland Heights), and Northern Kentucky Campus – College of Medicine (Edgewood). Policies and procedures outlined in this document apply to all University of Kentucky campuses, unless otherwise specified.

The University sends an e-mail notification to all students, faculty, and staff with a link to the website to access this report each year prior to October 1st. The ASR is available in print format, upon request, and is posted on the CMP website at <https://police.uky.edu/get-informed/annual-safety-security-reports>. For prospective employees and students, the disclosure of the availability of the ASR is listed on the UK Jobs web page, <https://ukjobs.uky.edu/>, UK Admissions web page, <https://admission.uky.edu/apply>, and UK Graduate School, <https://gradschool.uky.edu/>, respectively. For further information on the ASR or to request a copy, please contact CMP at (859) 257-9567 or at [cmp@uky.edu](mailto:cmp@uky.edu).

Additionally, CMP submits the annual crime statistics published in the ASR each year to the US Department of Education by October 1 for inclusion on their website.

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## Crime Statistics Location Definitions

The crime statistics reported are broken down geographically according to the following Clery categories: On-campus; Residential Facility; Non-campus Property; and Public Property. The following definitions apply to these geographic categories:

**On-campus:** (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area (within one [1] mile) and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the

institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

**Residential Facility:** This is a subset of on-campus geography. Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution, and is considered reasonably contiguous (a location that students consider to be, and treat as, part of “campus.” Generally speaking, it is usually within one [1] mile to Main Campus). It includes residence halls, student apartment housing, or Greek sponsored housing facilities, if appropriate.

**Non-campus building or property:** (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) 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 (within one [1] mile) of the institution.

Non-Campus geography also includes buildings and properties (such as hotel or academic space) under the temporary control of the institution during student short-stay “away” trips (domestic or international) of more than one night or to repeated locations.

Table 13: Short-stay “Away” Trip Assessment for Non-Campus Geography

TYPE OF TRIP	STUDENT TRIP ACCOMMODATIONS FREQUENCY	STUDENT TRIP DURATION	NON-CAMPUS GEOGRAPHY
University-sponsored “field” trips to non-UK affiliated locations	None	Day Trip	NO
Student organized or private trips – no UK agreements or involvement	Unknown	1 night or more	NO
Overnight UK sponsored trip – UK or *third party contractor arranged	You do not anticipate using the accommodations every year. Does not meet the frequently-used-by-students criterion.	1 night	NO
Repeated Use of Location (trip accommodations and/or academic space) – UK or third-party contractor arranged	The same accommodations are used in two or more consecutive years	1 night or more	YES
Short-stay “away” trips – UK or third-party contractor arranged	You do not anticipate using the accommodations every year	2 or more nights	YES

*\*Per Clery guidance “it is assumed that the contractor is operating on behalf of the school as the school’s agent, putting the institution in control of this space.”*

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



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## Definitions of Crimes

According to the Clery Act, Criminal Offenses, Hate Crimes, arrests and disciplinary referrals must be classified based on the FBI's Uniform Crime Reporting (UCR) Program. The definitions for Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons Law Violations, Drug Abuse Violations, and Liquor Law Violations are from the *Summary Reporting System (SRS) User Manual* from the FBI's UCR Program. The definitions of Fondling, Incest, and Statutory Rape are from the FBI's National Incident-Based Reporting System (NIBRS) *Data Collections Guidelines* edition of the UCR. Hate Crimes are classified according to the FBI's *Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual*. The categories of Domestic Violence, Dating Violence, and Stalking are classified according to the definitions provided by the Violence against Women Act (VAWA) of 1994 and repeated in Clery Act regulations.

The Clery Act requires the disclosure of four (4) general categories of crime statistics: Criminal Offenses, Hate Crimes, VAWA Offenses, and Arrests and Referrals for Disciplinary Action.

### Criminal Offenses

#### Criminal Homicide

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

Included in Murder and Non-negligent Manslaughter are death caused by injuries received in a fight, argument, quarrel, assault, or the commission of a crime.

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

Included in Manslaughter by Negligence is any death caused by gross negligence of another. In other words, it is something that a reasonable and prudent person would not do.

#### Sexual Assault (Sex Offenses)

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

**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. This offense includes the rape of both males and females.

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

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

**Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent. (In Kentucky, the age of consent is sixteen (16) years old.)

#### Other Offenses

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



**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (Simple assaults are excluded.)

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

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (This does not include thefts from motor vehicles.) This includes all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned – including joyriding.

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

## **Hate Crimes**

A Hate Crime is any criminal offense (as listed above) that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, or ethnicity/national origin – or the offender's perception thereof.

### **The Clery Act 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 and heredity which distinguish them as a distinct division of humankind (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 (e.g., Catholics, Jews, Protestants, atheists).

**Sexual Orientation:** A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

**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 stress a 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.

**For Clery Act purposes, Hate Crimes include any of the offenses listed above and the offenses below that are motivated by bias:**

**Larceny-Theft:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR.) Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

**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 or 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.

## **VAWA Offenses**

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be 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 acts covered under the definition of domestic violence.

**Domestic Violence:** A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence law 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 the person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

To categorize an incident as Domestic Violence, the relationship between the perpetrator and the victim must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

**Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

## **Arrests and Disciplinary Referrals**

The Clery Act requires reporting of arrests and referrals for disciplinary actions for the following violations:

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

**Drug Abuse Violations:** The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

**Liquor Law Violations:** The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

## Unfounded Crimes

**Unfounded Crimes:** A crime may only be classified as unfounded after a full investigation by sworn or commissioned law enforcement personnel. A crime is considered unfounded (for Clery Act purposes) 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. As such, for *Clery Act* purposes, the determination to unfound a crime can be made only when the totality of available information specifically indicates that the report was false or baseless.

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## Rules for Counting Crimes

For Clery Act reporting purposes, crimes are counted for statistical purposes as outlined below. Crimes may be counted based on the number of victims, number of individuals arrested/cited/referred or number of distinct operations.

Table 14: Rules for Counting Crimes

CRIME CLASSIFICATION	COUNT
Murder/Non-Negligent Manslaughter	Count One Offense Per Victim
Manslaughter by Negligence	Count One Offense Per Victim
Sexual Assault (Rape, Fondling, Incest, Statutory Rape)	Count One Offense Per Victim
Aggravated Assault	Count One Offense Per Victim
Dating Violence	Count One Offense Per Victim
Domestic Violence	Count One Offense Per Victim
Liquor Law Violation Arrest/Citation	Count One Offense Per Individual Arrested/Cited
Drug Law Violation Arrest/Citation	Count One Offense Per Individual Arrested/Cited
Weapons Violation Arrest/Citation	Count One Offense Per Individual Arrested/Cited
Liquor Law Violation Referral	Count One Offense Per Individual Referred to Student Conduct
Drug Law Violation Referral	Count One Offense Per Individual Referred to Student Conduct
Weapons Violation Referral	Count One Offense Per Individual Referred to Student Conduct
Motor Vehicle Theft	Count One Offense for Each Stolen Vehicle

Table 14 (continued)

Robbery	Count One Offense for Each Distinct Operation
Burglary	Count One Offense for Each Distinct Operation
Arson	Count One Offense for Each Distinct Incident
Stalking	Count One Offense for Each Course of Conduct Regardless of the Number of Stalking-Related Behaviors During the Same Calendar Year

Per The Handbook for Campus Safety and Security Reporting, when counting multiple offenses for Clery Act purposes, the Federal Bureau of Investigation’s (FBI) Hierarchy Rule is used. Under this rule, when more than one Criminal Offense is committed during a single incident only the most serious offense is counted. There are exceptions to the Hierarchy Rule when counting offenses. Exceptions apply to Arson, Sexual Assaults (Rape, Fondling, Incest, Statutory Rape), Hate Crimes, and Violence Against Women (VAWA) offenses.

The rules for counting Arson:

- Always count Arson regardless of the nature of any other offense committed during the same incident.
- When multiple other offenses are committed during the same distinct operation as the Arson, report the most serious offense along with the Arson.
- Include incidents in which person are killed as a direct result of Arson as Murder and Non-negligent Manslaughter and Arson or Manslaughter by Negligence and Arson.

The rules for counting Sexual Assault:

- If Rape, Fondling, Incest, or Statutory Rape occurs in the same incident as Murder, count both the Sexual Assault and the Murder.
- Fondling is recognized as an element of the other Sexual Assaults. Include a Sexual Assault as Fondling only if it is the only Sexual Assault.

The Hierarchy Rule does not apply to VAWA offenses. For any Criminal Offense, Hate Crime, or arrest for Weapons, Drug, or Liquor Law Violations that is also a VAWA Offense, statistics reflect the original offense and the VAWA Offense.

Hate Crimes are independent of the primary crime tables and instead are reported in narrative format indicating both the crime and bias classification. A Hate Crime is a criminal offense committed against a person or property which is motivated/intentionally selected due to the offender’s bias. For Clery Act purposes, Hate Crimes include any of the following offenses motivated by bias: Murder/Non-Negligent Manslaughter, Sexual Assault (Rape, Fondling, Incest, Statutory Rape), Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property. Note: Hate Crimes are counted in the same manner the offenses are when they are not Hate Crimes except that that Hierarchy Rule does not apply to Hate Crimes. This means that:

- All offenses are counted in a multiple offense incident that are bias motivated.
- In a multiple-offense incident, only the crimes that are bias-motivated are counted as Hate Crimes.
- For any Criminal Offense that is also a Hate Crime, statistics indicate the offense and also the offense with the category of bias.



Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	15	34	34	11	27	27	1	0	0	0	0	0
FONDLING	10	21	26	3	3	7	0	0	0	0	1	0
INCEST	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
ROBBERY	0	0	2	0	0	0	0	0	0	2	0	1
AGGRAVATED ASSAULT	3	7	7	2	2	0	0	0	0	0	0	0
BURGLARY	9	7	27	1	3	18	1	0	1	0	0	0
MOTOR VEHICLE THEFT	12	22	37	0	0	0	0	0	0	0	1	2
ARSON	2	0	0	2	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	7	14	8	1	4	0	0	1	1	2	0	0
DATING VIOLENCE	11	11	16	7	6	9	0	0	0	0	0	0
STALKING	16	13	5	9	3	1	0	0	3	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	1	0	8	0	0	6	0	0	0	2	0	3
DRUG LAW VIOLATIONS	41	37	61	10	3	7	0	0	0	26	13	12
WEAPON LAW VIOLATIONS	0	1	0	0	0	0	0	0	0	2	1	3
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	688	454	622	686	452	618	3	0	0	1	0	2
DRUG LAW VIOLATIONS	42	26	45	41	26	38	0	0	0	1	0	1
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

2020 - Zero (0) hate crimes were reported for Main Campus.

2021 - Zero (0) hate crimes were reported for Main Campus.

2022 - Zero (0) hate crimes were reported for Main Campus.

**Unfounded Crimes:**

2020 - Five (5) crimes were unfounded by UKPD Officers.

2021 - Seven (7) crimes were unfounded by UKPD Officers.

2022 - Six (6) crimes were unfounded by UKPD Officers.



Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	1*	4*	3*	0	0	0	0	0	0	0	0	0
FONDLING	7*	3*	22*	0	0	0	0	0	0	0	0	0
INCEST	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
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	4*	13*	13*	0	0	0	0	0	0	0	0	0
BURGLARY	0	1	2	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	1*	0	0	0	0	0	0	0	0	0
STALKING	0	0	1	0	0	0	0	0	0	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

**2020** - Zero (0) hate crimes were reported for North Farm Campus.  
**2021** - Zero (0) hate crimes were reported for North Farm Campus.  
**2022** - Zero (0) hate crimes were reported for North Farm Campus.

*\*Occurred specifically at Eastern State Hospital, an inpatient psychiatric facility*

**Unfounded Crimes:**

**2020** - Four (4) crimes were unfounded by UKPD officers. These incidents were reported from an inpatient psychiatric facility.  
**2021** - Two (2) crimes were unfounded by UKPD officers. These incidents were reported from an inpatient psychiatric facility.  
**2022** - Nine (9) crimes were unfounded by UKPD officers. These incidents were reported from an inpatient psychiatric facility.



Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	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
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

**2020** - Zero (0) hate crimes were reported for South Farm Campus.

**2021** - Zero (0) hate crimes were reported for South Farm Campus.

**2022** - Zero (0) hate crimes were reported for South Farm Campus.

**Unfounded Crimes:**

**2020** - Zero (0) crimes were unfounded by UKPD officers.

**2021** - Zero (0) crimes were unfounded by UKPD officers.

**2022** - Zero (0) crimes were unfounded by UKPD officers.



Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	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
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

2020 - Zero (0) hate crimes were reported for Little Research Campus.

2021 - Zero (0) hate crimes were reported for Little Research Campus.

2022 - Zero (0) hate crimes were reported for Little Research Campus.

**Unfounded Crimes:**

2020 - Zero (0) crimes were unfounded by UKPD officers.

2021 - Zero (0) crimes were unfounded by UKPD officers.

2022 - Zero (0) crimes were unfounded by UKPD officers.





Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	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
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

**2020** - Zero (0) hate crimes were reported for Robinson Forest Campus.

**2021** - Zero (0) hate crimes were reported for Robinson Forest Campus.

**2022** - Zero (0) hate crimes were reported for Robinson Forest Campus.

**Unfounded Crimes:**

**2020** - Zero (0) crimes were unfounded by UKPD officers.

**2021** - Zero (0) crimes were unfounded by UKPD officers.

**2022** - Zero (0) crimes were unfounded by UKPD officers.



Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	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
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

2020 - Zero (0) hate crimes were reported for Western Kentucky Campus.

2021 - Zero (0) hate crimes were reported for Western Kentucky Campus.

2022 - Zero (0) hate crimes were reported for Western Kentucky Campus.

**Unfounded Crimes:**

2020 - Zero (0) crimes were unfounded by UKPD officers.

2021 - Zero (0) crimes were unfounded by UKPD officers.

2022 - Zero (0) crimes were unfounded by UKPD officers.



Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	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
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

2020 - Zero (0) hate crimes were reported for Paducah Campus.

2021 - Zero (0) hate crimes were reported for Paducah Campus.

2022 - Zero (0) hate crimes were reported for Paducah Campus.

**Unfounded Crimes:**

2020 - Zero (0) crimes were unfounded by UKPD officers.

2021 - Zero (0) crimes were unfounded by UKPD officers.

2022 - Zero (0) crimes were unfounded by UKPD officers.



Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	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
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

**2020** - Zero (0) hate crimes were reported for Hazard Campus.

**2021** - Zero (0) hate crimes were reported for Hazard Campus.

**2022** - Zero (0) hate crimes were reported for Hazard Campus.

**Unfounded Crimes:**

**2020** - Zero (0) crimes were unfounded by UKPD officers.

**2021** - Zero (0) crimes were unfounded by UKPD officers.

**2022** - Zero (0) crimes were unfounded by UKPD officers.



Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	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
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

2020 - Zero (0) hate crimes were reported for Bowling Green Campus.

2021 - Zero (0) hate crimes were reported for Bowling Green Campus.

2022 - Zero (0) hate crimes were reported for Bowling Green Campus.

**Unfounded Crimes:**

2020 - Zero (0) crimes were unfounded by UKPD officers.

2021 - Zero (0) crimes were unfounded by UKPD officers.

2022 - Zero (0) crimes were unfounded by UKPD officers.



## NORTHERN KENTUCKY CAMPUS – COLLEGE OF MEDICINE (HIGHLAND HEIGHTS)

Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	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
RAPE	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	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
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0
WEAPON LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes:**

**2020** - Zero (0) hate crimes were reported for Northern Kentucky Campus (Highland Heights).

**2021** - Zero (0) hate crimes were reported for Northern Kentucky Campus (Highland Heights).

**2022** - Zero (0) hate crimes were reported for Northern Kentucky Campus (Highland Heights).

**Unfounded Crimes:**

**2020** - Zero (0) crimes were unfounded by UKPD officers.

**2021** - Zero (0) crimes were unfounded by UKPD officers.

**2022** - Zero (0) crimes were unfounded by UKPD officers.



Criminal Offenses	ON-CAMPUS			ON-CAMPUS STUDENT HOUSING FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
MURDER/NON-NEGLIGENT MANSLAUGHTER	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
MANSLAUGHTER BY NEGLIGENCE	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
RAPE	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
FONDLING	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
INCEST	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
STATUTORY RAPE	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
ROBBERY	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
AGGRAVATED ASSAULT	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
BURGLARY	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
MOTOR VEHICLE THEFT	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
ARSON	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
<b>VAWA Offenses</b>												
DOMESTIC VIOLENCE	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
DATING VIOLENCE	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
STALKING	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
<b>Arrests and Citations</b>												
LIQUOR LAW VIOLATIONS	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
DRUG LAW VIOLATIONS	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
WEAPON LAW VIOLATIONS	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
<b>Disciplinary Referrals</b>												
LIQUOR LAW VIOLATIONS	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
DRUG LAW VIOLATIONS	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
WEAPON LAW VIOLATIONS	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0

**Hate Crimes:**

**2020** - Zero (0) hate crimes were reported for Northern Kentucky Campus (Edgewood).  
**2021** - Zero (0) hate crimes were reported for Northern Kentucky Campus (Edgewood).  
**2022** - Zero (0) hate crimes were reported for Northern Kentucky Campus (Edgewood).

**Unfounded Crimes:**

**2020** - Zero (0) crimes were unfounded by UKPD officers.  
**2021** - Zero (0) crimes were unfounded by UKPD officers.  
**2022** - Zero (0) crimes were unfounded by UKPD officers.

*Note: The Northern Kentucky Campus at Edgewood became a separate campus in the University of Kentucky campus system in May 2021. There is no data for 2020.*



# 2023 ANNUAL CAMPUS SAFETY AND SECURITY REPORT



# APPENDIX



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## Appendix A: University of Kentucky Evacuation Policy (Mandatory) Fire Alarms

The Kentucky Fire Prevention Code and UK policy require evacuation of campus buildings for fire alarms. When the fire alarm system is activated, all persons must immediately evacuate the building. Occupants must not return to the building until fire officials give approval. Although evacuations are disruptive, life safety shall be given priority. The only exception to this policy is patient-related areas, such as the University Hospital and the Kentucky Clinic, where special evacuation procedures have been developed and tested. Employees refusing to evacuate or prohibiting others from evacuating will be subject to disciplinary action in accordance with Human Resources Policy and Procedure Number 12.0. Students refusing to evacuate or prohibiting others from evacuating will be subject to disciplinary action in accordance with the Code of Student Conduct.

Each department should develop internal procedures pertinent to their particular activities, especially research and chemical laboratories. Procedures should include having a designated meeting place outside the building, providing security precautions, and assisting physically impaired persons. Occupants must not return to the building until the fire officials give approval. Should your department need assistance in developing internal procedures, please contact the University Fire Marshal's office at (859) 257-6326. Supporting documents for the University's Mandatory Evacuation Policy are on file in the University Fire Marshal's office.

<https://ehs.uky.edu/fire/evacuation.html>

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## Appendix B: University of Kentucky ADA Evacuation Policy Residence Halls

It is the University of Kentucky's policy that all Residence Halls must be evacuated upon activation of a fire alarm system. If someone has a physical or medical condition that would not allow them to evacuate without some form of assistance in evacuating, the policy permits that person to be evacuated to the nearest stairway for the Fire Department to evacuate when necessary.

It has been brought to our attention that in some cases a student in their room would need to be placed in a wheelchair to evacuate. In these situations it would require the Housing Staff or another student to put their personal safety in jeopardy and risk harming the bedfast student to assist them to their chair for evacuation.

In an effort to resolve this issue the following changes have been made:

- An ADA student is to be issued an "Emergency Assistance Card". This card will identify the student and their location in the residence hall. This card should be given to another resident on their way out of the building by the card's owner. The resident upon evacuation should give the card and the location of the ADA student to the nearest fireman. These cards can be used in any building on campus, but the student needing help should always give their current location to the person who receives the card.
- Since not all students are capable of giving their card to another individual during evacuation because of their differing abilities, a list of all residents requiring assistance will be kept in the Fire Alarm Control Panel in each residence hall. This list will be located by the first arriving fire company. The fire department will make the determination as to how quickly the students needing additional support during evacuation will need to be evacuated. If a resident is not in danger the Fire Department will leave them in a safe location. Evacuation will be a last resort.
- An Emergency Assistance Card can be issued to residents with temporary conditions that would keep them from evacuating upon activation of the fire alarm. Jake Karnes will determine which of these students has a condition that warrants a card.

If the student has the ability to make their way to the stairwell, the student should evacuate to this location. The stairways are all fire rated and the students will be visible to the incoming firemen, which makes their evacuation easier and faster.

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# Appendix C: University of Kentucky On-Campus Residential and Student Housing Fire and Life Safety Policy

## Objective

This policy has been established to provide necessary information for University of Kentucky (UK) on-campus residents and mandates compliance with the University policy. It also details specific responsibilities associated with the implementation of the UK Fire and Life Safety Program.

## Applicability

This policy applies to every person residing or staying in University of Kentucky on-campus housing. These include, but are not limited to, dorms, Greek housing, residential halls, visitor housing, and any other space where sleeping accommodations are provided. The policy applies to any building owned by the University or any building erected on land owned by the University. The policy does not include UK HealthCare facilities.

## Definitions

Chapter - a Social Fraternity or Sorority recognized by the Dean of Students.

Dwelling Unit - a single unit providing complete, independent living facilities for one or more persons, including permanent provisions for living, sleeping, eating, cooking, and sanitation.

Fire and Life Safety Program - a program of inspections and training designed to enhance fire and life safety.

Greek Housing – any building whose primary purpose is the housing of University students, visitors, and staff that belong to a Social Fraternity or Sorority recognized by the Dean of Students.

Means of Egress – a continuous and unobstructed path of vertical and horizontal egress travel from any occupied portion of a building or structure to a public way. Means of egress components include aisles, corridors, hallways, stairs, doors, passageways, fire escapes, and any other means occupants use to exit the structure.

Motorized Equipment - includes but is not limited to hoverboards, motorized skateboards, razors, Segways, and scooters.

Office of the University Fire Marshal - the office granted authority by the State of Kentucky and the University to enforce fire and life safety regulations at the University.

On-Campus Housing - any building that is owned and/or is located on University property that provides sleeping accommodations for any length of time. Includes, but may not be limited to, dormitories, residential halls, Greek housing facilities, apartments, graduate housing, and visitor sleeping rooms.

Residence Halls – any building whose primary purpose is the housing of University students, visitors, and staff who are not part of a larger organizational group associated with that facility.

Sleeping Unit - a room or space in which people sleep, which can also include permanent provisions for living, eating, and either sanitation or kitchen facilities but not both. Such rooms and spaces that are also part of a dwelling unit are not sleeping units.

Unintended Alarms – fire alarm activations that occur without a threat of fire. Examples may include, but are not limited to, malicious use of pull stations, vandalism, policy violations, equipment failure, cleaning, construction work, cooking, etc.

## Background

The University of Kentucky supports and maintains a strong commitment to the health and safety of every person living in on-campus residential and student housing. It is the University's goal to provide housing that is built and maintained in a manner compliant with applicable codes and regulations to ensure our students can live and learn in a safe environment. It is also our goal to educate

students, advisors, directors, and visitors to recognize fire and life safety hazards and train them with the knowledge of how to respond if an incident does occur.

## **Part I – All Housing**

Procedures and requirements applicable to all on-campus housing.

### **1. Fire Alarm Activation & Evacuation**

A. Every person shall evacuate the building in the event of a fire alarm. Failure to evacuate during an active fire alarm may result in disciplinary action as stipulated in the Student Code of Conduct, up to and including removal from the facility and/or the University.

B. Fire alarms, including unintended alarms, shall be reported to the University Police Department (UKPD) and to the Office of Residence Life.

C. Unintended alarms shall not be accepted as an alarm test and/or as a fire drill.

D. Fire Alarm systems shall not be deactivated without approval from the Office of the University Fire Marshal. Should the need arise to take the system out of service, approval shall be obtained from the Office of the University Fire Marshal at (859) 257-8590.

E. The fire alarm system shall only be silenced or reset by authorized personnel from the University of Kentucky under the supervision of the Delta Center or the Lexington Fire Department.

F. Occupants shall not reenter the building until approved to do so by the Lexington Fire Department, the Office of the University Fire Marshal, or other approved University personnel.

### **2. Life Safety and Fire Protection Equipment**

#### **A. Sprinkler Systems**

1) No items shall be hung on or around sprinkler system piping or from sprinkler heads.

2) Sprinkler heads shall not be obstructed, covered, painted, modified, removed, or tampered with in any manner that reduces their effectiveness.

3) Heat sources shall not be directed at or placed within 2 ft. of sprinkler heads.

#### **B. Fire Alarm Systems**

1) Each resident shall be instructed as to the operation of a fire alarm manual pull station.

2) Smoke and/or heat detectors shall not be obstructed, covered, painted, modified, removed, or tampered with in any manner that reduces their effectiveness.

3) Manual pull stations shall not be blocked, covered, removed, or otherwise tampered with in any way.

4) Activating manual pull stations in a malicious manner may result in disciplinary action including removal from the facility and/or the University.

#### **C. Portable Fire Extinguishers**

1) Each resident shall be instructed as to the operation of portable fire extinguishers. Training may be found here: [Fire Extinguisher Training](#)

2) Fire extinguishers must always have at least 3 ft. of clearance in front of them.

3) If any fire extinguisher is found to be vandalized, missing, damaged, or otherwise impaired it must immediately be reported to the Office of the University Fire Marshal (859) 257-8590 for replacement.

### **3. Means of Egress**

- A. Means of Egress shall be maintained free of obstructions.
- B. Residential room doors shall be functional and maintained free of damage.
- C. Residential rooms shall be maintained so that occupants always have a free and clear route to an exit.
- D. Stairwell doors and corridor doors shall be maintained in operable condition and shall be self-closing and positive latching. Stairwell doors shall not be propped open with any device except where magnetic hold-opens controlled by the fire alarm system are provided.
- E. Emergency lighting and exit signs shall be maintained in operable condition.

### **4. Sleeping and Dwelling Units**

- A. Evacuation signage shall be posted in every sleeping and dwelling unit. The information shall include a floor diagram, exit locations, room identification, fire protection equipment locations, and primary/secondary emergency evacuation routes.
- B. Subdivision of sleeping and dwelling units is not permitted.
- C. Elevated beds (loft arrangements) are permitted. The maximum height allowed at the top of the upper mattress is 66 inches.
- D. Only items used for study purposes such as a desk, computer, books, supplies, etc. are permitted beneath and elevated bed. No other items are permitted beneath an elevated bed.
- E. Open flames are strictly prohibited.
- F. Items that can produce or maintain open flames such as candles, incense, wicks, warmers, fireworks, etc. are prohibited even in an unused state.
- G. Smoking is not permitted in any University building.
- H. Beds shall not be enclosed in any manner. This includes but is not limited to sheets, decorations, wood, fabrics, and plastics.
- I. Headboards not provided as part of the room's furnishings are prohibited.
- J. The number of pieces of furniture in a room shall be appropriate to the number of residents. In units where furniture is provided, additional large furniture items are prohibited. A clear and unobstructed egress path shall be available from any point in the room to the means of egress door.

### **5. Cooking**

- A. Cooking is not permitted in sleeping units.
- B. Cooking is permitted in approved dwelling units equipped with a stovetop oven appliance that has been provided by the University.
  - 1) Stovetop units shall not be covered with any material not original to the appliance. This includes but is not limited to paper, aluminum foil, wood, fabric, and plastic.
  - 2) Ovens shall be maintained in a clean and operable condition.
  - 3) The user must be present and alert while operating the stove or oven.
- C. Cooking appliances
  - 1) The use of any cooking appliance not listed below is only permitted upon approval by the University Fire Marshal.
  - 2) The following items are prohibited in sleeping and dwelling units and common kitchens used exclusively by students:

1. Deep fat fryers
  2. Appliances with exposed burners or heating elements such as hot plates and toasters
  3. Camping or fuel burning stoves
  4. Grills
  5. Any other appliance using fats or oils that produce grease-laden vapors
- 3) In sleeping units not provided with a stovetop oven appliance, the following items are also prohibited:

1. Electric skillets
2. Toaster ovens
3. Air fryers
4. Instant Pots
5. Woks
6. Crock pots
7. George Foreman style grills
8. Bacon fryers

4) Where residential dorms are provided with a common kitchen space, no appliances may be used that have not previously been approved and/or provided by the University Fire Marshal.

5) Microwave ovens are permitted to be used in areas other than the kitchen provided that sufficient electrical current is provided. The unit shall be plugged directly into a wall outlet.

## **6. Electrical**

A. Electrical equipment shall be maintained and used in a safe manner and as listed by the manufacturer.

B. Extension cords are not permitted.

C. Multi-plug adaptors are not permitted.

D. Surge protectors that are CE and/or UL listed and have built-in circuit protection may be used. The surge protectors shall be listed for its use and shall be plugged directly into the wall outlet and not into another surge protector or multi-plug adaptor.

E. Electrical cords shall not be run under carpet, through walls, under doors, or any other location that may subject the cord to physical damage or overheating. Damaged cords shall be immediately discarded.

F. Electrical cords that have been modified, repaired, or replaced are prohibited.

G. Outlet and switch cover plates shall be in place and maintained free of damage.

## **7. Appliances**

A. Space heaters are not permitted.

B. Appliances and cords serving appliances shall be in good working condition. Hazardous conditions arising from defective cords or improper use of appliances shall be abated immediately.

C. Appliances shall be listed for their intended use. Appliances shall not be used in a manner contrary to the manufacturer's specifications.

D. Lamps and other appliances shall not use bulbs that are known to produce excessive heat. These can include, but are not limited to, halogen, metal halide, lava lamps, warmers, and sunlamps.

E. The Office of the University Fire Marshal has sole discretion of determination if an appliance poses a fire hazard and if so, shall require the removal of that appliance.

## **8. Decorations**

A. Decorations are permitted within a reasonable amount. The use of decorations that cover an excessive amount of wall and/or door area are not permitted.

B. Highly combustible materials shall not be used for decorations. This can include, but is not limited to, cotton, crepe paper, straw, burlap, foam, and thermoplastics.

C. Live Christmas trees are prohibited in all on-campus housing.

D. Decorations shall be listed as "Flame Retardant."

E. Lighting shall be listed for its intended use and shall meet the criteria defined in 7(D).

F. Decorations shall be arranged in a manner so that they do not obstruct, obscure, or cover any component in a means of egress or any life safety component such as exit signs, emergency lighting, and fire protection equipment.

G. Decorations shall not be hung from or attached to ceilings.

H. Open flames are prohibited as part of any decoration.

I. Exterior decorations shall be self-supporting and not attached to the building structure.

J. Decorations must be removed prior to students vacating the premises for holidays or University breaks.

## **9. Motorized Equipment and Bicycles**

A. Motorized equipment used for the transportation of the physically disabled is permitted within housing facilities. All other motorized equipment is prohibited inside housing facilities, sleeping units, and dwelling units.

B. Bicycles are not permitted inside any University housing facility and are not permitted inside sleeping and dwelling units.

C. Motorized equipment and bicycles shall not be parked or left in front of any exterior door of a University housing facility.

D. Any motorized equipment or bicycle found in a condition that violates this policy is subject to impoundment by UKPD.

## **10. General Building**

A. Smoking is prohibited on University property per Administrative Regulation 6:5.

B. Flammable liquids and/or gases are prohibited in residential buildings and in sleeping and dwelling units. No quantity of gasoline, lighter fluid, propane, kerosene, diesel, paint thinner, or any other substance defined by the NPFA as a flammable liquid and/or gas are allowed.

C. Walls shall not be covered in any material that is not part of the existing structure. Prohibited materials include, but not limited to, carpet, vinyl, plastics, fabric, burlap, paper, and wood.

D. Fireplaces shall not be operated unless written approval is given by the University Fire Marshal. Existing, approved fireplaces shall be maintained and cleaned by professional services annually. Written reports shall be submitted to the Office of the University Fire Marshal.

E. No combustible storage is permitted in any mechanical room or space, elevator machine rooms, concealed spaces, or in areas without sprinkler coverage.

F. No construction and/or renovation projects shall be undertaken unless reviewed and approved by the Office of the University Fire Marshal. Construction and/or renovation projects in progress without such approval shall be immediately discontinued. Unapproved, completed projects may require the removal of all materials and reverting any alterations to the original condition.

## **11. Inspections**

A. Inspections of sleeping and dwelling units may be conducted at any time by the Office of the University Fire Marshal.

B. Findings and corrective actions will be provided in writing to the resident and designated University personnel within forty-eight (4)8 hours.

C. Corrective actions shall be determined based on the severity and/or number of violations. The University Fire Marshal and the Dean of Students shall determine the corrective actions. Corrective actions shall range from abatement or mitigation of the violations to closure of the facility.

## **Part II – Residence Halls**

Procedures and requirements applicable to all residence halls.

### **1. Training**

A. Each student living in residence halls and/or Greek Housing shall complete fire and life safety training at the beginning of each fall semester. Any student moving into residence halls and/or Greek Housing during the spring semester is required to complete fire and life safety training. Training shall consist of information and instruction on the location of exits, proper response to a fire alarm, activation of the fire alarm system, use of a portable fire extinguisher, and a list of emergency numbers.

B. Fire and life safety training shall be conducted or approved by the Office of the University Fire Marshal. Only training that has been approved in writing by the Office of the University Fire Marshal is considered acceptable.

C. Each student shall participate in a minimum of two fire drills: one during the fall semester and one during the spring semester. Fire drills shall be conducted by the Office of the University Fire Marshal or approved University personnel.

### **2. Resident Directors**

A. In the event of a fire or fire alarm activation

- 1) Ensure that Resident Advisors have started evacuation procedures
- 2) Evacuate to the assigned meeting location.
- 3) Obtain information from the Resident Advisors as they evacuate the building.
- 4) Report to the responding fire personnel and relay any information gathered. Provide a status report which shall include the names of any person(s) that did not evacuate the facility.

B. Ensure that Resident Advisors, Staff Assistants, and Desk Clerks have read and understand the policies, emergency procedures, and general safety requirements.

C. Ensure that the Resident Advisors have scheduled and conducted fire and life safety training.

D. Conduct and evaluate fire drills.

E. Ensure that any fire alarms are immediately reported to UKPD.

F. Ensure that reports on fire drills are forwarded to the Office of the University Fire Marshal within forty-eight (48) hours following the drill.

G. Report discharged fire extinguishers to the Office of the University Fire Marshal.

H. Immediately report any violations of the requirements in Part I or as noted by Resident Advisors to the Office of the University Fire Marshal.

### **3. Resident Advisors**

A. In the event of a fire or fire alarm activation

1) If conditions permit and it is safe to do so, check rooms on your way out of the building.

2) Ensure that occupants are evacuating.

3) Evacuate to the assigned meeting location.

4) Report the status of your floor and any observed conditions noted during the evacuation. The report shall include the names and/or locations of any person(s) that did not evacuate the facility.

B. Ensure that the evacuation plans are accurate, posted in every sleeping and dwelling unit as required, and that occupants understand the evacuation procedures.

C. Schedule and conduct fire and life safety training for all occupants with their area of responsibility.

D. Report any deficiencies in fire drills to the Resident Director.

E. Ensure the means of egress remains clear and unobstructed.

F. Ensure that the requirements in Part I are met. If violations are found, report them immediately to the Resident Director.

### **4. Desk Clerks**

A. In the event of a fire or fire alarm activation

1) Gather the building roster and student ID box.

2) Evacuate to the assigned meeting location.

3) Report the status of the facility roster and number of guests/visitors to the Resident Director.

### **5. Fire Drills**

A. Two fire drills shall be conducted during each fall semester. The first drill shall be an announced walkthrough drill. The second drill shall be unannounced.

B. One unannounced drill shall be conducted during the spring semester.

C. Fire drills shall be reported to the Office of the University Fire Marshal via the online fire drill report within forty-eight (48) hours of the drill.

D. The fire alarm shall be utilized for each drill.

E. The Office of Residence Life shall schedule fire drills.

### **6. Inspections**

A. Residence Hall staff shall conduct fire and life safety inspections for their areas of responsibility each semester using the Residence



Hall Self-Inspection Form. Results of these inspections shall be recorded and forwarded to the Office of the University Fire Marshal.

B. The Office of the University Fire Marshal shall conduct walk through inspections of each Residence Hall at least once each semester. The Office of the University Fire Marshal reserves the right to conduct inspections as necessary.

## **Part II – Greek Housing**

Procedures and requirements applicable to all Greek Housing located in buildings or on property owned by the University of Kentucky

### **1. Training**

A. Each student living in residence halls and/or Greek Housing shall complete fire and life safety training at the beginning of each fall semester. Any student moving into residence halls and/or Greek Housing during the spring semester is required to complete fire and life safety training. Training shall consist of information and instruction on the location of exits, proper response to a fire alarm, activation of the fire alarm system, use of a portable fire extinguisher, and a list of emergency numbers.

B. Fire and life safety training shall be conducted or approved by the Office of the University Fire Marshal. Only training that has been approved in writing by the Office of the University Fire Marshal is considered acceptable.

C. Each student shall participate in a minimum of two fire drills: one during the fall semester and one during the spring semester. Fire drills shall be conducted by the Office of the University Fire Marshal or approved University personnel.

### **2. President or Designee**

A. In the event of a fire or fire alarm activation

1) Ensure that occupants have started evacuation procedures.

2) Evacuate to the assigned meeting location.

3) Obtain information from the occupants as they evacuate the building.

4) Report to the responding fire personnel and relay any information gathered. Provide a status report which shall include the names of any person(s) that did not evacuate the facility.

B. Ensure that all occupants have read and understand the policies, emergency procedures, and general safety requirements.

C. Ensure that the fire and life safety training is scheduled and conducted within the first two weeks of each semester.

D. Conduct and evaluate fire drills.

E. Ensure that any fire alarms are immediately reported to UKPD.

F. Ensure that reports on fire drills are forwarded to the Office of the University Fire Marshal within forty-eight (48) hours following the drill.

G. Report discharged fire extinguishers to the Office of the University Fire Marshal.

H. Ensure that the evacuation plans are accurate, posted in every sleeping and dwelling unit as required, and that occupants understand the evacuation procedures.

I. Ensure the means of egress remains clear and unobstructed.

J. Immediately report any violations of the requirements in Part I or as noted by occupants to the Office of the University Fire Marshal.

### **3. Fire Drills**

A. Two fire drills shall be conducted during each fall semester. The first drill shall be an announced walkthrough drill. The second drill shall be unannounced.

B. One unannounced drill shall be conducted during the spring semester.

C. Fire drills shall be reported to the Office of the University Fire Marshal via the online fire drill report within forty-eight (48) hours of the drill.

D. The fire alarm shall be utilized for each drill.

E. The Office of Residence Life shall schedule fire drills.

#### **4. Fire Alarm Equipment and Unintended Alarms**

A. Chapters with excessive unintended alarms caused by vandalism, malicious use, or policy violations may result in disciplinary action including closure of the facility.

B. No members of the Greek organization or other occupants in Greek Housing facilities are permitted to silence, reset, activate, or otherwise interface with fire alarm system components. Any tampering with fire alarm system components may result in disciplinary action including removal from the facility and/or the University.

#### **5. Required Inspections of Fire Protection Systems**

##### **A. Fire Alarm Systems**

1) Each chapter shall be responsible for contacting University Physical Plant, Electronics Shop, or a certified fire alarm inspection company to schedule the testing and inspection of fire alarm systems.

2) If University personnel do not conduct the fire alarm testing and/or inspections, the chapter shall provide the testing and inspection reports to the Office of the University Fire Marshal.

3) Deficiencies noted on the testing and inspection report shall be corrected immediately.

4) Fire alarm inspections shall be completed annually.

##### **B. Automatic Sprinkler Systems**

1) Each chapter facility is included in the annual testing and inspections conducted by a third-party certified sprinkler inspector. University Physical Plant, Preventative Maintenance division shall be contacted to determine when these inspections are to occur.

2) Deficiencies noted on the testing and inspection report shall be corrected immediately.

3) Automatic sprinkler system inspections shall be completed annually.

##### **C. Emergency Lighting and Exit Signs**

1) Each chapter shall ensure that required emergency lighting and exit signs are always operational. If an exit sign or emergency light is found to be non-functional, it shall be repaired or replaced immediately.

2) 90-minute emergency light test shall be completed annually. A record of these tests shall be submitted to the Office of the University Fire Marshal.

##### **D. Portable Fire Extinguishers**

1) The Office of the University Fire Marshal is responsible for inspecting and maintaining extinguishers and will schedule inspections with each individual chapter.

2) If extinguishers are found to have been discharged or damaged by vandalism or malicious behavior, the chapter will be charged for replacements.

3) Fire extinguisher inspections will be completed annually.

##### **E. Kitchen Hoods and Suppression Systems**

1) Each chapter is responsible for contacting the appropriate vendor to inspect and clean the kitchen appliance hood and associated grease ducts.

2) Hood and grease duct inspection and cleaning shall be completed annually for most kitchens but may be required every six (6) months based on the frequency of use.

3) Each chapter is responsible for contacting the appropriate vendor to inspect and certify the hood fire suppression system.

4) Kitchen hood fire suppression system inspections shall be completed annually.

5) Reports obtained after hood inspections and cleaning and fire suppression inspections shall be submitted to the Office of the University Fire Marshal.

# Appendix D: Crime Prevention and Awareness Programs Presented in 2022

## Office of Wellness Initiatives for Student Empowerment

NAME OF PROGRAM	DATE HELD	LOCATION HELD	TOPIC COVERED
Everfi AlcoholEdu Online Education	July 15 – October 15 annually	Online	Primary education and resources for alcohol and other substances; connection to on-campus resources and support; harm reduction strategies to reduce harmful substance use behaviors
Fraternity and Sorority Life (FSL) Curriculum	Year-round	Throughout campus	All first-year FSL members are required to complete the Alcohol Skills Training Program to increase education and awareness to reduce harmful drinking. Additionally, second-year FSL students must complete the in person hazing prevention program.
Learning Bar – Interactive Substance Misuse Education	Year-round	Boone-Student Wellness Suite	Interactive education to increase awareness of substance impact on various wellbeing and health components.
Well Hut – Health Education	Year-round	Throughout campus	AOD, Stress management, Holistic Wellness, Student Success Strategies, Bystander Intervention
Recovery Meetings	Every Friday (All Recovery) and Wednesday (Friends and Family)	Hybrid	Recovery meeting for students in recovery from substance use disorders
Student Wellness Ambassadors	Year-Round (participated in >100 events across campus)	Throughout Campus	Alcohol and Drug Education, Holistic Wellness, Health and Wellness Resources (on campus)
Game Day Well Hut – Health Education	Home UK Football Games	Kroger Field	Alcohol and Drug Education, Campus Resources, and Interpersonal Violence Intervention and Prevention
Wellapalooza	10/12/2022	Gatton Student Center	Health and Wellness Resources (locations, services, programs, etc.)
Yoga at the Yard	10/05/2022	Kroger Field	Stress Management and Healthy Coping Strategies
Alcohol Screening Day	Spring/Fall	Throughout Campus	Alcohol and Drug Screening and Intervention
Spring Bash	03/02/2022	Gatton Student Center	Alcohol Awareness Week/Spring Break Safety Week as well as campus-wide health and wellness resources

## Center for Support and Intervention (CSI)

TITLE	FOCUS	DATE	AUDIENCE
Residence Life	CSI overview new RDs	02/15/2022	RDs
Neuroscience Presentation	CSI overview	04/14/2022	Faculty, advisors
UK 101/201 Instructor training outreach	CSI table (Boone Center)	05/17/2022	UK 101 instructors
Residence Life training conversation w/ Leadership	Data overview, CSI's outreach/engagement process, expectations and feedback	07/19/2022	RD's and Leadership
Residence Life	CSI overview for RAs	08/11/2022	RA training
College of Engineering Advisors	Mental health and recognizing and responding to students	08/26/2022	Academic Advisors
Residence Life	Overview of CSI	10/18/2022	New WG III RD
OIEEO	Overview of CSI	09/19/2022	OIEEO investigators
UK Good Samaritan Hospital	Overview of UKCC and CSI	10/27/2022	UK HealthCare Psychiatric Residences
College of Engineering	Mental health and recognizing and responding to students	11/18/2022	Engineering Faculty

## UKPD Community Affairs

DATE HELD	DATE HELD	LOCATION HELD
01/10/2022	Active Attack Presentation	Gatton College of Business and Economics
01/13/2022	Active Attack Presentation	Idle Hour Country Club
01/17/2022	Safe Cats Meeting	Gatton Student Center
01/18/2022	Active Attack Presentation X 2	College of Medicine
01/20/2022	De-escalation Presentation	Gatton Student Center
01/26/2022	De-escalation Training	Zoom
01/27/2022	Active Attack Presentation	Zoom
01/31/2022	Situational Awareness	Kappa Kappa Gamma House
02/01/2022	CPA Training	The 90
02/01/2022	Safe Living: Off Campus	Zoom
02/03/2022	Active Attack Presentation	Kastle Hall
02/07/2022	Active Attack Presentation	Stuckert Career Center
02/14/2022	Zoom Meeting Ref. AAT	Zoom

## UKPD Community Affairs (continued)

02/17/2022	Hudson Visit	Gatton-Martin College of Agriculture, Food, and Environment
02/21/2022	Security Review of Med Building	138 Leader Ave.
02/23/2022	Active Attack Presentation	Gatton College of Business and Economics
03/02/2022	Citizen Police Academy	The 90
03/07/2022	UKPD Pinning Ceremony	The 90
03/09/2022	Security Review of Richmond UK Clinic	Richmond, KY Ophthalmology
03/09/2022	Citizen Police Academy	The 90
03/10/2022	DOCJT Graduation	Eastern Kentucky University
03/10/2022	Building Safety Discussion	Zoom
03/16/2022	Web Training	Zoom
03/16/2022	Targeted Violence and Terrorism	Zoom
03/19/2022	Baptist AVOL event	Off-Campus
03/21/2022	Safety Assessment	Bluegrass Care Clinic
03/22/2022	Safety Assessment	Bluegrass Care Clinic
03/23/2022	New Dispatcher Introduction	Student Center
03/23/2022	Citizen Police Academy	Student Center
03/24/2022	Live Safe Overview	Zoom
03/26/2022	1st Responder Job Fair	1500 Leestown Rd
03/30/2022	Citizen Police Academy	The 90
04/05/2022	Security Review	UK Family Care Sykes Way Richmond, KY
04/06/2022	Citizen Police Academy	The 90
04/11/2022	CPTED McCreary Co. Ext Office	Whitley City, KY
04/12/2022	Hudson Visit	Zoom
04/13/2022	Citizen Police Academy	The 90
04/19/2022	Safety Fair	Buell Armory
04/20/2022	Citizen Police Academy	The 90
04/27/2022	Bike Safety	Child Development Center
04/27/2022	Donut Stress Event	Mandrell Hall
04/27/2022	Hudson Visit	Peterson Service Building
04/27/2022	Citizen Police Academy	The 90

## UKPD Community Affairs (continued)

05/03/2022	Hudson Visit	DLAR
05/04/2022	Citizen Police Academy	The 90
05/05/2022	Security Review	15 Rockhouse Fork Rd
05/11/2022	Good Barn Lighting review	Good Barn
05/13/2022	Force on the Course	Tates Creek Golf Course
05/17/2022	Hudson Visit	DLAR
05/18/2022	Security Assessment	95 Park Drive
05/18/2022	Hudson Visit	Eastern Elementary Grade School
05/20/2022	Safety Event	Early Childhood Development Center
05/24/2022	Hudson Visit	DLAR
05/25/2022	Safety Assessment	Boyle County Extension Office
05/26/2022	UK Appreciation Day	Gatton Student Center
05/31/2022	Cat a Palooza	Zoom
06/02/2022	Active Attack Presentation	Zoom
06/08/2022	Lexington Community Event	Winburn Public Safety Day
06/08/2022	Safety Assessment	BBSRB
06/12/2022	K9 Event	Maxwell Place
06/15/2022	Active Attack Presentation	Gatton College of Business and Economics
06/20/2022	Safety Presentation	Woodland Glen 3
06/21/2022	Hudson Visit	DLAR
06/21/2022	Resource Fair	Gatton Student Center
06/22/2022	Resource Fair	Gatton Student Center
06/22/2022	Cat a Palooza	Zoom
06/23/2022	Resource Fair	Gatton Student Center
06/27/2022	K9 Demo	575 Woodland Ave
06/27/2022	Live Safe Overview	Zoom
06/28/2022	Resource Fair	Gatton Student Center
06/29/2022	Resource Fair	Gatton Student Center
06/29/2022	Winburn Safety Day	1169 Winburn
06/30/2022	Resource Fair	Gatton Student Center

## UKPD Community Affairs (continued)

07/01/2022	Resource Fair	Gatton Student Center
07/06/2022	Resource Fair	Gatton Student Center
07/07/2022	Resource Fair	Gatton Student Center
07/08/2022	Resource Fair	Gatton Student Center
07/08/2022	Faith n Blue Meet	Gatton Student Center
07/11/2022	Resource Fair	Gatton Student Center
07/12/2022	Grad Catts Safety Orientation X 2	Zoom
07/12/2022	Resource Fair	Gatton Student Center
07/13/2022	Resource Fair	Gatton Student Center
07/14/2022	Resource Fair	Gatton Student Center
07/19/2022	De-escalation Training	Stuckert Career Center
07/19/2022	Hudson Visit	DLAR
07/20/2022	Pick Your Path plans	Zoom
07/25/2022	College of Dent. Retreat	Griffin Gate Hotel
07/26/2022	Active Attack Presentation	Teams Meeting
07/26/2022	Res. Life Orientation Training	Zoom
07/27/2022	Safety inspection	Martin County Extension Office
07/28/2022	Cat Chat Live	Zoom
7/29/2022	Active Attack Presentation	Granacher Boardroom
08/01/2022	Cat a Palooza	Zoom
08/02/2022	De-escalation team meet	Zoom
08/02/2022	Hudson Visit	DLAR
08/03/2022	Family Fun Day	290 Alumni Drive
08/05/2022	Safety Presentation	Scovell Hall
08/09/2022	Returning Res. Staff Orientation X 2	Zoom
08/05/2022	Cat a Palooza	Granacher Boardroom
08/11/2022	RA/RD Resource Fair	Ingles
08/12/2022	Active Attack Presentation	Scovell Hall
08/13/2022	De-escalation Training	Zoom
08/14/2022	Active Attack Presentation	Episcopal Church

## UKPD Community Affairs (continued)

08/15/2022	Campus Safety Orientation Sorority Life	Jacobs Sci. Bldg.
08/15/2022	Big Blue Move In	UK
08/16/2022	Crank & Boom	1210 Manchester Street
08/16/2022	Big Blue Move In	UK
08/17/2022	Big Blue Move In	UK
08/19/2022	Axon VR Demo	EOC
08/19/2022	Pick Your Path	Mandrell Hall
08/20/2022	Active Attack Presentation	GSC Hospitality Training
08/20/2022	Cat a Palooza	GSC Loop
08/23/2022	UK Day	Newtown Crossing
08/23/2022	Hudson Visit	DLAR
08/23/2022	SAFECats meet	Buell Armory
08/24/2022	Payroll Services Risk Assessment	Peterson Service Building
08/30/2022	Active Attack Presentation	Mandrell Hall
08/31/2022	North Block Party	Boyd Hall
09/05/2022	Safety Meeting	Miller Hall
09/06/2022	Active Attack Presentation	Scovell Hall
09/07/2022	K9 Demo	425 Patchen Drive
09/07/2022	De-escalation Training	Miller Hall
09/08/2022	Hudson Visit	Martin-Gatton College of Agriculture, Food, and Environment
09/08/2022	Active Attack Presentation	Kastle Hall
09/08/2022	Active Attack Presentation	Patterson Office Tower
09/09/2022	De-escalation Training	305 Euclid
09/09/2022	De-escalation Training	The 90
09/12/2022	K9 Conference	Nashville, TN
09/12/2022	Active Attack Presentation	Scovell Hall
09/13/2022	K9 Conference	Nashville, TN
09/13/2022	Active Attack Presentation	Scovell Hall
09/14/2022	K9 Conference	Nashville, TN
09/14/2022	Hand out active aggressor flyers	William T. Young Library



## UKPD Community Affairs (continued)

09/15/2022	Security Review	Fountain Court Pharmacy
09/18/2022	Touch a Truck	Kroger Field
09/19/2022	Active Attack Presentation	EOC
09/20/2022	Active Attack Presentation	PAA 3050 Harrodsburg Road Lexington, KY
09/20/2022	Hudson Visit	2102 St. Mathilda Dr.
09/20/2022	Safety w/ Women's Basketball	1490 Bull Lea Rd
09/20/2022	Hudson Visit	Gatton Student Center
09/20/2022	Active Attack Presentation	PAA 3050 Harrodsburg Road Lexington, KY
09/21/2022	Active Attack Presentation	Ag North
09/21/2022	Active Attack Meeting	305 Euclid
09/22/2022	Active Attack Presentation	305 Columbia Ave
09/22/2022	Hudson Visit	DLAR
09/26/2022	Citizen Police Academy Review	Mandrell Hall
09/26/2022	Safety Meeting	EOC
09/27/2022	Hudson Visit	1490 Bull Lea Rd
09/28/2022	Hudson Visit	Ag North
09/28/2022	Citizens Police Academy	The 90
09/29/2022	Safety Presentation	305 Euclid
09/29/2022	Hudson Visit	The 90
09/29/2022	New UK Orientation Video Shoot	507 Columbia Ave
09/30/2022	Active Aggressor Pres Revamp	Ag North
10/05/2022	Citizen Police Academy	1490 Bull Lea Rd
10/06/2022	Faith n Blue Event	Student Center
10/06/2022	Hudson Visit	PAA 3050 Harrodsburg Road Lexington, KY
10/06/2022	Cookie W/ Rookies	Seaton Center
10/10/2022	Writing Lab Meeting	Patterson Office Tower
10/11/2022	Lighting Survey	Mandrell Hall
10/12/2022	Citizen Police Academy	The 90
10/12/2022	Hudson Visit	Mandrell Hall
10/13/2022	Hudson Visit	Martin-Gatton College of Agriculture, Food and Environment

## UKPD Community Affairs (continued)

10/13/2022	Risk Assessment	UK HealthCare Georgetown
10/14/2022	Active Aggressor	MoveWell
10/17/2022	Safety Assessment	267 Slickback Rd
10/18/2022	Safety Assessment	267 Slickback Rd
10/19/2022	Hudson Visit	Mandrell Hall
10/19/2022	Citizen Police Academy	The 90
10/20/2022	TPO Meeting	The 90
10/20/2022	Hudson Visit	Martin-Gatton College of Agriculture, Food and Environment
10/20/2022	Writing Lab Meeting	William T Library
10/21/2022	Veterans Park Career Day	Vet. Park. Elementary School
10/24/2022	Presentation at Yates School	Yates Elementary School
10/26/2022	Citizen Police Academy	The 90
10/26/2022	Hudson Visit	Mandrell Hall
10/27/2022	Hudson Visit	Martin-Gatton College of Agriculture, Food and Environment
10/31/2022	Reverse Trick n Treat	Children's Hospital
11/01/2022	Active Aggressor Presentation	UK Athletics
11/02/2022	K9 Unit Meet	Zoom
11/02/2022	Hudson Visit	Mandrell Hall
11/02/2022	Citizen Police Academy	The 90
11/03/2022	Hudson Visit	Martin-Gatton College of Agriculture, Food and Environment
11/07/2022	Safety Assessment	Maxwelton Ct.
11/08/2022	De-escalation Training	Nursing 115
11/09/2022	Citizen Police Academy	The 90
11/09/2022	De-escalation Training	UKVDL Auditorium
11/10/2022	Active Aggressor Train	UK
11/10/2022	Hudson Visit	Martin-Gatton College of Agriculture, Food and Environment
11/16/2022	Citizen Police Academy	The 90
11/16/2022	Hudson Visit	Mandrell Hall
11/16/2022	De-escalation Training	UKVDL Auditorium
11/17/2022	Hudson Visit	Martin-Gatton College of Agriculture, Food and Environment

## UKPD Community Affairs (continued)

11/21/2022	Active Aggressor Pres.	UKHC Pav A
11/28/2022	Safety Training	Rm 10 Funkhouser
11/29/2022	Grad Cats Orientation	Zoom
11/30/2022	Citizen Police Academy	The 90
11/30/2022	Hudson Visit	Mandrell Hall
11/30/2022	Active Aggressor Train	UK Athletics Auditorium Martin-Gatton College of Agriculture, Food and Environment
12/01/2022	Hudson Visit	Environment
12/05/2022	Active Aggressor Train	HA 1116 Chandler Hospital
12/06/2022	Security Review	Menifee County Extension Office
12/07/2022	Citizen Police Academy	The 90
12/07/2022	Hudson Visit	Mandrell Hall
12/07/2022	ASIS Lexington Chapter Meeting	Red Mile Lodge
12/08/2022	Dough nut stress event	Mandrell Hall
12/08/2022	Hudson Visit	Martin-Gatton College of Agriculture, Food and Environment
12/09/2022	Pam Shaw Meeting	The 90
12/12/2022	Active Aggressor Train	Chandler Hospital
12/12/2022	Active Aggressor Train	UK HealthCare – Turfland Clinic
12/14/2022	Reynolds Building Renovations	Turner Construction office

## Office of Student Conduct

NAME OF PROGRAM	DATE HELD	LOCATION HELD	TOPIC COVERED
Conflict Resolution: Difficult Conversations	01/18/2022	JSB 203 and Zoom	Conflict Resolution Skills
FSL Presidents Conduct Training	01/19/2022	Whitehall 212	Conduct process overview for FSL chapter presidents.
Alcohol Information - Gamma Phi Beta	02/07/2022	Zoom	Standard drink size, rate of absorption, risk reduction strategies
New RD On Boarding	07/11/2022	WG3 Classroom	Conduct Officer training part 1 for new RDs - foundations of being a conduct officer.
RD Training Part II	07/19/2022	JSB 347	The conduct process: determining responsibility, restorative action plans and resolving/closing a case

## Office of Student Conduct (continued)

Restorative Justice Facilitator Training	07/12/2022 - 07/13/2022	WG 3 Classroom	Restorative Justice overview, facilitation skills
Returning Housing Conduct Officer Training- Leveling up	07/19/2022	JSB 121	Conduct Officer Updates, Preponderance of the Evidence, Rationale Writing
Conflict Skills RA Training 2.0	08/08/2022	JSB 221	Conflict Management: setting expectations, de-escalation, active listening, group dynamics.
FSL House Director Training	08/05/2022	GSC SEC Room	Overview of OSC
Conflict 1.0- New RA training	08/08/2022	JSB 221	Conflict Management Skills
Conflict Resolution	08/12/2022	GSC - 2nd floor	Conflict resolution, skills, and strategies.
Difficult Conversations: Skills for Conflict Resolution	08/18/2022	JSB 321	Conflict management styles, active listening, facilitating dialogue
RD Conduct Training Pt. 2	08/31/2022	JSB 361M	Making a determination in the conduct process, assigning RAPs, closing a case
SCPA Training	09/18/2022	Zoom	Mission/Philosophy of OSC, the conduct process, SCPA's role in the conduct process
RA Class - Conflict	09/20/2022	Whitehall 208	Conflict skills during and after confrontation
Investigator Training	10/17/2022	Zoom	Investigation process and skills
Investigation Training- Returners	09/30/2022	Zoom	Investigation Process and Techniques
OSC Lunch and Learn -Supporting Neurodiverse Students	11/02/2022	230 Gatton B&E	Supporting Neurodiverse Students in the Conduct Process
OSC Lunch and Learn - Transtheoretical Model of Change	12/08/2022	Gatton B&E 230	Stages of Change model and restorative action planning.
OSC Lunch and Learn - Rationale Writing	10/13/2022	Zoom	Tips for writing rationales

## University of Kentucky Counseling Center (UKCC)

PROGRAM	NUMBER OF PROGRAMS	TOPIC	AUDIENCE
Distressed Students	5	Responding to and referring students in crisis	College of Medicine; Health Management
QPR	20	Suicide Prevention	General Campus Audience; College of Medicine; KHP; 3 <sup>rd</sup> Year Psychology Students; AT 610 Class; Family and Community Medicine; Transformative Learning; College of Public Health; Residence Life; MLK Center; Gamma Chis (FSL); Panhellenic

## University of Kentucky Counseling Center (UKCC) (continued)

Cultural Competency	4	Diversity and inclusion training with emphasis on cultural competency in relevant professional/academic area	College of Pharmacy
Grief Debriefing	4	Supporting students and employees following a student or employee death.	FSL; College of Law
Mental Health First Aid	1	Overview of signs and symptoms of a mental health crisis and how to help an individual	General Campus
Mental Health Screening Day and Awareness Events	4	Community screening for mental health, substance use, disordered eating	General Campus

## SafeZone Programs Presented by the Office of LGBTQ\* Resources

DATE	PROGRAM	DEPARTMENT ENGAGED
06/14/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Medical School
06/15/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Orientation Ambassadors
06/15/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Upward Bound High School Students
07/07/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Student Success
07/13/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Research Symposium Staff
07/28/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	University of Tennessee Campus Visit
08/15/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Multicultural Student Leadership Retreat
08/17/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Audre Lorde LLP
09/12/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Campus Housing
09/26/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Resident Assistant Class
09/28/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Resident Assistant Class
11/02/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Open – Campus Wide
11/08/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Athletics

### SafeZone Programs Presented by the Office of LGBTQ\* Resources (continued)

11/11/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Biology Department
11/15/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Social Work
11/17/2022	SafeZone Workshop: LGBTQ* Rhetoric and Realities	Open – Campus Wide

## Appendix E: Resources

### **University of Kentucky Police Department**

305 Euclid Avenue

Emergency: 911 from a campus land line  
#UKPD from a cell phone

Non-Emergency: 859-257-1616

<https://police.uky.edu/>

### **Crisis Management and Preparedness**

228 The 90

(859) 257-9665

<https://police.uky.edu/crisis-management-and-preparedness>

### **Campus Wildcard Office**

Suite A380, Gatton Student Center

(859) 257-1378

Room A.00.807 Chandler Hospital

(859) 323-2356

<https://wildcard.uky.edu/>

### **Institutional Equity and Equal Opportunity**

13 Main Building

(859) 257-8927

*In case of emergency, contact UKPD*

<https://ieeo.uky.edu/>

### **Dean of Students**

Patterson Office Tower

(859) 257-3754

<https://www.uky.edu/deanofstudents/>

### **VIP Center**

C316 Gatton Student Center

(859) 257-3574

<https://www.uky.edu/vipcenter/>

### **Office of LGBTQ\* Resources**

A250 Gatton Student Center

(859) 218-4816

<https://www.uky.edu/lgbtq/>

### **Center for Support and Intervention**

513 Patterson Office Tower

(859) 257-3755

<https://www.uky.edu/concern/>

### **TRACS (Triage, Referral, Assistance, and Crisis Support)**

C316 Gatton Student Center

(859) 218-7227

<https://studentsuccess.uky.edu/get-help>

### **Office of Student Conduct**

513 Patterson Office Tower

(859) 257-3755

<https://www.uky.edu/studentconduct/>

### **Counseling Center**

104 Mandrell Hall

(859) 257-8701

<https://www.uky.edu/counselingcenter/>

### **Human Resources**

112 Scovell Hall

(859) 257-9555

<https://hr.uky.edu/>

### **Veterans Resource Center**

2 Erickson Hall

(859) 257-1148

<https://studentsuccess.uky.edu/veterans-resource-center>

### **Disability Resource Center**

725 Rose Street

859-257-2754

<https://www.uky.edu/DisabilityResourceCenter/>

### **International Student and Scholar Services**

Bradley Hall

(859) 323-2106

<https://international.uky.edu/iss>

### **Stuckert Career Center**

408 Rose Street

(859) 257-2746

<https://www.uky.edu/careercenter/students>

# Appendix F: Primary Prevention and Awareness Programs

## 2022 Primary Prevention and Awareness Programs

DATE	NAME OF PROGRAM	TOPICS COVERED
01/05/22	Big Blue Nation Orientation Tabling	Awareness
01/27/22	Who's There?	Primary Prevention, Awareness, Stalking
01/27/22	Green Dot Overview	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
01/31/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
02/14/22	VIP Overview	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
02/16/22	Meet Your Match	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking
02/23/22	Canes and Conversation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence
02/28/22	General Tabling	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
02/28/22	Let's Get Safe	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
02/28/22	Green Dot Overview	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
02/28/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
03/02/22	Spring Break Bash Tabling	Awareness, Sexual Violence, Dating Violence, Stalking
03/09/22	General Tabling	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
03/30/22	General Tabling	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
03/31/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
04/03/22	Green Dot Overview	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
04/13/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking
04/18/22	Green Dot Overview	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
04/19/22	Movie Night	Awareness, Sexual Violence, Stalking



## 2022 Primary Prevention and Awareness Programs (continued)

04/20/22	Researching A Safe Workplace	Primary Prevention, Awareness, Sexual Violence
04/21/22	Rock Painting	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
04/22/22	Wake Up, Lex!	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
04/29/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
05/17/22	UK 101/201 Instructor Tabling	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
05/31/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
06/30/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
07/29/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
08/18/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
08/31/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
09/27/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
09/30/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
10/03/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
10/05/22	VIP Overview	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
10/31/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
10/31/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
11/14/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
11/15/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
11/16/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
11/16/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
11/17/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
11/30/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence

## 2022 Primary Prevention and Awareness Programs (continued)

12/07/22	#ConsentCulture	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
12/23/22	New Employee Orientation	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
Ongoing Fall 2022	SAPU	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
Ongoing Fall 2022	SAPG	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking

## Appendix G: Ongoing Prevention and Awareness Programs

### 2022 Ongoing Prevention and Awareness Programs

DATE	NAME OF PROGRAM	TOPICS COVERED
02/14/22	Be My Palentine	Awareness, Dating Violence
02/25/22	How To Be A Changemaker	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Stalking, Domestic Violence
03/10/22	Trauma-Informed Responses to Disclosures	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
03/23/22	Trauma-Informed Responses to Disclosures	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
04/27/22	Decorate Your Denim	Awareness, Sexual Violence
07/19/22	Trauma-Informed Responses to Disclosures	Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
08/04/22	Resident Assistant Boundaries Training	Primary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking
Ongoing Throughout Year	Supporting Survivors with Title IX Advocacy	Secondary Prevention, Tertiary Prevention, Awareness, Sexual Violence, Dating Violence, Domestic Violence, Stalking

## Appendix H: Programs Presented by the OIEEO in 2022

### Programs Presented by the OIEEO

DATE	TOPIC OF TRAINING	AUDIENCE
01/06/2022	Discrimination and Harassment	SuperVision
01/13/2022	Discrimination and Harassment	SuperVision
01/27/2022	Discrimination, Harassment, and Sexual Misconduct	Student Success
02/08/2022	Discrimination and Harassment	SuperVision
02/08/2022	Discrimination, Harassment, and Sexual Misconduct	New Student Athletes
02/14/2022	Discrimination, Harassment, and Sexual Misconduct	RD Onboarding
02/16/2022	Discrimination, Harassment, and Sexual Misconduct	AFROTC
02/17/2022	Discrimination, Harassment, and Sexual Misconduct	New Ras
02/18/2022	Discrimination, Harassment, and Sexual Misconduct	Greek House Directors
02/22/2022	Discrimination, Harassment, and Sexual Misconduct	Greek House Directors
02/28/2022	Discrimination, Harassment, and Sexual Misconduct	Mid-Year Enrollee Athletes
03/08/2022	Discrimination and Harassment	SuperVision
03/09/2022	Discrimination and Harassment	New Faculty Orientation
03/15/2022	Discrimination and Harassment	Women's Health
04/06/2022	Discrimination and Harassment	SuperVision
04/07/2022	Discrimination and Harassment Investigation Process	CPAK
04/15/2022	Discrimination, Harassment, and Sexual Misconduct	Ras
04/20/2022	Discrimination and Harassment	SuperVision
04/20/2022	Discrimination and Harassment	New Extension Agents
05/11/2022	Discrimination, Harassment, and Sexual Misconduct	College of Dentistry Supervisors
05/11/2022	Discrimination and Harassment	Extension
05/17/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
05/19/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
05/24/2022	Discrimination and Harassment	UKHC Pediatrics
06/03/2022	Discrimination, Harassment, and Sexual Misconduct	Chief Resident Retreat
06/08/2022	Discrimination, Harassment, and Sexual Misconduct	CARES Summer Program

## Programs Presented by the OIEEO (continued)

06/13/2022	Discrimination, Harassment, and Sexual Misconduct	New Resident Orientation
06/14/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
06/27/2022	Discrimination, Harassment, and Sexual Misconduct	Bowling Green Resident Orientation
06/29/2022	Discrimination and Harassment	Horticulture
07/06/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
07/13/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
07/20/2022	Discrimination, Harassment, and Sexual Misconduct	Res Life Senior Staff
07/20/2022	Discrimination, Harassment, and Sexual Misconduct	Res Life Resident Directors
07/25/2022	Discrimination, Harassment, and Sexual Misconduct	UK 101 Instructors/Peer Instructors
07/27/2022	Discrimination, Harassment, and Sexual Misconduct	Academic Advisors
08/01/2022	Discrimination, Harassment, and Sexual Misconduct	College of Dentistry Orientation (1st and 2nd years)
08/01/2022	Discrimination, Harassment, and Sexual Misconduct	College of Dentistry Orientation (3rd and 4th years)
08/05/2022	Discrimination, Harassment, and Sexual Misconduct	FSL House Directors
08/05/2022	Discrimination, Harassment, and Sexual Misconduct	Helping Hands Security Guards
08/08/2022	Discrimination, Harassment, and Sexual Misconduct	Men's Soccer
08/09/2022	Discrimination, Harassment, and Sexual Misconduct	Res Life Office Assistants
08/09/2022	Discrimination, Harassment, and Sexual Misconduct	Integrated Biomedical Sciences Program
08/10/2022	Discrimination, Harassment, and Sexual Misconduct	RA Training
08/10/2022	Discrimination, Harassment, and Sexual Misconduct	Behind Closed Doors/WG3
08/10/2022	Discrimination, Harassment, and Sexual Misconduct	Behind Closed Doors/Blazer
08/10/2022	Discrimination, Harassment, and Sexual Misconduct	Behind Closed Doors/Haggin
08/11/2022	Discrimination, Harassment, and Sexual Misconduct	Res Life Peer Mentors
08/11/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
08/16/2022	Discrimination, Harassment, and Sexual Misconduct	Campus rec
08/16/2022	Discrimination, Harassment, and Sexual Misconduct	Volleyball
08/17/2022	Discrimination, Harassment, and Sexual Misconduct	Orientation
08/17/2022	Discrimination, Harassment, and Sexual Misconduct	Academic Advisors
08/17/2022	Discrimination, Harassment, and Sexual Misconduct	College of Pharmacy student training
08/17/2022	Discrimination, Harassment, and Sexual Misconduct	Football
08/18/2022	Discrimination, Harassment, and Sexual Misconduct	Gamma Chis

## Programs Presented by the OIEEO (continued)

08/18/2022	Discrimination, Harassment, and Sexual Misconduct	College of Health Sciences Orientation
08/18/2022	Discrimination, Harassment, and Sexual Misconduct	RA Training make up session
08/18/2022	Discrimination, Harassment, and Sexual Misconduct	HR Business Partners Q&A
08/22/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
08/24/2022	Discrimination, Harassment, and Sexual Misconduct	Student Center student employees
08/24/2022	Discrimination, Harassment, and Sexual Misconduct	ROTC
08/25/2022	Discrimination, Harassment, and Sexual Misconduct	Physical Therapy PHD Students
08/26/2022	Discrimination, Harassment, and Sexual Misconduct	Student Center student employees
08/26/2022	Discrimination, Harassment, and Sexual Misconduct	Men's Basketball
08/28/2022	Discrimination and Harassment	UK 101 Instructors
08/28/2022	Discrimination, Harassment, and Sexual Misconduct	Chapter Presidents
08/29/2022	Discrimination and Harassment	UKHC Security
08/30/2022	Discrimination, Harassment, and Sexual Misconduct	New Agent Orientation
08/30/2022	Discrimination, Harassment, and Sexual Misconduct	Women's Swim
08/30/2022	Discrimination and Harassment	Student Center
08/30/2022	Discrimination, Harassment, and Sexual Misconduct	Women's Basketball
08/31/2022	Discrimination, Harassment, and Sexual Misconduct	UK 101 Instructors/Peer Instructors
08/31/2022	Discrimination, Harassment, and Sexual Misconduct	Chapter Presidents
08/31/2022	Discrimination, Harassment, and Sexual Misconduct	Men's Swim
08/31/2022	Discrimination, Harassment, and Sexual Misconduct	FSL Student Conduct
09/01/2022	Discrimination, Harassment, and Sexual Misconduct	AFROTC
09/01/2022	Discrimination and Harassment	International Center
09/02/2022	Discrimination, Harassment, and Sexual Misconduct	Res Life Office Assistants make-up session
09/02/2022	Discrimination, Harassment, and Sexual Misconduct	Women's Tennis
09/02/2022	Discrimination, Harassment, and Sexual Misconduct	Men's Tennis
09/06/2022	Discrimination, Harassment, and Sexual Misconduct	Women's Soccer
09/07/2022	Discrimination, Harassment, and Sexual Misconduct	Baseball
09/07/2022	Discrimination, Harassment, and Sexual Misconduct	Softball
09/08/2022	Discrimination, Harassment, and Sexual Misconduct	UK 101 Instructors/Peer Instructors
09/08/2022	Discrimination, Harassment, and Sexual Misconduct	WildCab Training

## Programs Presented by the OIEEO (continued)

09/09/2022	Discrimination, Harassment, and Sexual Misconduct	Academic Advisors
09/09/2022	Discrimination, Harassment, and Sexual Misconduct	Academic Advisors
09/13/2022	Discrimination, Harassment, and Sexual Misconduct	UK 101 Instructors/Peer Instructors
09/14/2022	Discrimination, Harassment, and Sexual Misconduct	Library Staff Council
09/15/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
09/22/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
09/22/2022	Discrimination, Harassment, and Sexual Misconduct	Athletics Compliance Staff
09/29/2022	Discrimination, Harassment, and Sexual Misconduct	UKHC Security
09/30/2022	Discrimination, Harassment, and Sexual Misconduct	Student Center student employees
10/03/2022	Discrimination, Harassment, and Sexual Misconduct	OSC/CSI Staff
10/05/2022	SuperVision: Discrimination and Harassment	SuperVision
10/06/2022	Discrimination, Harassment, and Sexual Misconduct	UK 101 Instructors/Peer Instructors
10/06/2022	Discrimination, Harassment, and Sexual Misconduct	International Center Staff
10/11/2022	Discrimination, Harassment, and Sexual Misconduct	Department of Pharmacology and Nutritional Sciences Lab Staff
10/13/2022	Discrimination, Harassment, and Sexual Misconduct	Student Activities Board
10/18/2022	Discrimination, Harassment, and Sexual Misconduct	UKHC Security
10/19/2022	Discrimination, Harassment, and Sexual Misconduct	Men's Track/Field/Cross-Country
10/19/2022	Discrimination, Harassment, and Sexual Misconduct	Women's Track/Field/Cross-Country
10/20/2022	Domestic Violence Panel	Domestic Violence Panel
10/25/2022	Discrimination, Harassment, and Sexual Misconduct	Extension Staff
10/26/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
10/26/2022	Discrimination, Harassment, and Sexual Misconduct	STUNT
10/26/2022	Discrimination, Harassment, and Sexual Misconduct	Men's Golf
10/26/2022	Discrimination, Harassment, and Sexual Misconduct	Extension Staff
10/26/2022	Discrimination, Harassment, and Sexual Misconduct	Endoscopy Staff
10/26/2022	Discrimination, Harassment, and Sexual Misconduct	Cheer
11/01/2022	Discrimination, Harassment, and Sexual Misconduct	Women's Golf
11/01/2022	Discrimination, Harassment, and Sexual Misconduct	Lewis Honor College Faculty and Staff
11/02/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
11/02/2022	Discrimination, Harassment, and Sexual Misconduct	CHE 772 class

## Programs Presented by the OIEEO (continued)

11/02/2022	Discrimination, Harassment, and Sexual Misconduct	Cheer
11/07/2022	Discrimination and Harassment	International Center Staff (Make-up)
11/11/2022	Discrimination, Harassment, and Sexual Misconduct	Gymnastics
11/11/2022	Discrimination, Harassment, and Sexual Misconduct	Health Science Physician Assistant Orientation
11/14/2022	Discrimination, Harassment, and Sexual Misconduct	Patient Relations Assistants, Admitting, and Registration
11/15/2022	Discrimination, Harassment, and Sexual Misconduct	Patient Relations Assistants, Admitting, and Registration
11/15/2022	Discrimination, Harassment, and Sexual Misconduct	Quarterly New Agent Orientation
11/15/2022	Discrimination and Harassment	Admitting and Registration
11/17/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
11/18/2022	Discrimination, Harassment, and Sexual Misconduct	Cheer
11/18/2022	Discrimination and Harassment	Admitting and Registration
11/19/2022	Discrimination, Harassment, and Sexual Misconduct	Men's Cheer
11/19/2022	Discrimination, Harassment, and Sexual Misconduct	Women's Cheer
12/06/2022	Discrimination, Harassment, and Sexual Misconduct	UKHC Security
12/07/2022	Discrimination, Harassment, and Sexual Misconduct	Information Technology Services
12/08/2022	Discrimination and Harassment	Staff Senate
12/13/2022	Discrimination, Harassment, and Sexual Misconduct	Equal Opportunity Committee
12/15/2022	Discrimination, Harassment, and Sexual Misconduct	SuperVision
12/16/2022	Discrimination, Harassment, and Sexual Misconduct	Microbiology and Immunology Faculty
12/28/2022	Discrimination, Harassment, and Sexual Misconduct	Dance Team
Virtual/Canvas	Discrimination, Harassment, and Sexual Misconduct	Res Life Desk Workers

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# Appendix I: AR 6.2: Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and Other Forms of Sexual Misconduct

## AR 6.2: Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and Other Forms of Sexual Misconduct

### I. Introduction

This *Administrative Regulation* establishes the University's policies and procedures for addressing and resolving allegations of Sexual Harassment under Title IX of the Education Amendments of 1972. This regulation also applies to acts of retaliation as defined in the Title IX implementing regulations and types of Sexual Misconduct not contemplated by the Title IX implementing regulations. This regulation does not include Sexual Harassment or other forms of sex or gender-based discrimination covered by Title VII or that fall within Administrative Regulation 6:1, *Policy on Discrimination and Harassment*.

The definition of Sexual Harassment under Title IX is codified in the U.S. Department of Education's Regulations implementing Title IX. Conduct that is Sexual Harassment under Title IX is not necessarily Sexual Harassment under Title VII or Kentucky law and vice versa.

The University's Title IX Coordinator and the Office of Institutional Equity and Equal Opportunity ("Institutional Equity") administer this regulation.

The Title IX Coordinator and Institutional Equity administer two (2) separate policies that address Sexual Misconduct and other forms of discrimination and harassment:

- Administrative Regulation 6:1, "Policy on Discrimination and Harassment"
- Administrative Regulation 6:2, "Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and other forms of Sexual Misconduct"

Sexual Harassment and other forms of sex or gender-based discrimination that fall outside of Title IX are prohibited by Administrative Regulation 6:1. Sexual Misconduct that falls outside of the definition of Title IX is prohibited by Administrative Regulation 6:2. The University's Title IX Coordinator has discretion to determine appropriate charge for reported behavior, including which policy applies to reported behavior. Questions about which policy applies in a specific instance should be directed to the University's Title IX Coordinator at (859) 257-8927.

### II. Policy

The University of Kentucky is committed to providing a safe learning, living, and working environment for all members of the University community. Consistent with this commitment, the University prohibits Sexual Harassment under Title IX which includes quid pro quo sexual harassment, hostile environment sexual harassment, domestic violence, dating violence, sexual assault, stalking, and retaliation against any person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this regulation (collectively, "Sexual Harassment"). This regulation also prohibits sexual assault, domestic violence, dating violence, stalking, and sexual exploitation (collectively "Sexual Misconduct") that fall outside the definitions of those behaviors as defined as Sexual Harassment under Title IX. These forms of Sexual Harassment and Sexual Misconduct are unlawful, undermine the character and purpose of the University, and will not be tolerated.

Employees or students who violate this regulation may face disciplinary action up to and including termination or expulsion. The University will take prompt and equitable action to prevent Sexual Harassment and Sexual Misconduct, discipline anyone who violates this policy, prevent further prohibited behavior, and remedy the effect of any such conduct. The University conducts ongoing prevention, awareness, and training programs for faculty, staff, and students to achieve the goals of this regulation.

Every member of the University community is responsible for fostering an environment free from Sexual Harassment and Sexual Misconduct. All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop any acts of Sexual Harassment and Sexual Misconduct. The University will support and assist community members who take such actions.



### III. Scope

- A. This Administrative Regulation applies to all members of the University community, including faculty, staff, students, authorized volunteers, and registered student organizations.
- B. Education Program or Activity means any on campus or any other University owned, leased, controlled, or operated location, event, or circumstance over which the University exercised substantial control over both Respondent and the context in which the alleged violation occurred. This includes any activity or location off University premises if the activity is authorized, initiated, sponsored, aided, or supervised by the University or a registered student organization.
- C. This regulation applies to any acts of Sexual Misconduct that occur on campus or any other University owned, leased, controlled, or operated location, event, or circumstance over which the University exercised substantial control over both Respondent and the context in which the alleged violation occurred. This includes any activity or location off University premises if the activity is authorized, initiated, sponsored, aided, or supervised by the University or a registered student organization.
- D. This regulation applies to any acts of Sexual Misconduct that occur outside the context of University employment or a University education program or sponsored activity whenever the conduct has continuing adverse effects on or creates a hostile environment for students, employees, or third parties while on property owned, leased, or controlled by the University, or in any University employment or education program or activity.
- E. University faculty, staff, and students may utilize services of the University's Violence Intervention and Prevention Center ("VIP") regardless of where the behavior they experienced occurred or regardless of the identity of the accused individual.

### IV. Definitions

The following definitions are for purposes of this Administrative Regulation and are not intended to replace or summarize the United States Code, the Code of Federal Regulations, or the Kentucky Revised Statutes.

#### A. Affirmative Consent

"Affirmative Consent" means a voluntary expression of willingness, permission, or agreement to engage in specific sexual activity throughout a sexual encounter. It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative consent of the other to engage in the sexual activity. Consent cannot be inferred from the absence of a "no"; consent, verbal or otherwise, must be obtained.

Consent cannot be granted by an individual who:

- (1) Is incapacitated as defined by this Regulation (See "Incapacitation" below);
- (2) Has been compelled by force or threat of force; or
- (3) Is coerced by supervisory or disciplinary authority;

#### B. Advisor

"Advisor" means an advocate or other individual who may attend both an investigative meeting or live hearing to provide advice, support, or guidance to either Respondent or Complainant. An Advisor may not interfere with the purpose of or create a disturbance in any investigative meeting. If an Advisor interferes with the purpose of an investigative meeting, disrupts or obstructs a live hearing or investigative meeting, or fails to comply with procedures in a live hearing, they will be asked to leave the investigative meeting or live hearing.

An Advisor may be an attorney. Non-attorney Advisors may not directly participate in the hearing because participation in a live hearing may be regarded as the practice of law in Kentucky. An Advisor may not be a witness at the hearing of the matter for which they are serving as an advisor.

#### C. AR 6:2 Appeals Board

"AR 6:2 Appeals Board" means those presidential appointees who will consider appeals of the AR 6:2 Hearing Panel's determination as to whether a student, student organization or employee has violated AR 6:2 or of recommended sanctions. Because the Code of Student Conduct ("the Code") explicitly provides that the AR 6:2 procedures--not the Code's procedures--apply when a student is accused of violations AR 6:2, the AR 6:2 Appeals Board hears all appeals involving students who have been found responsible for violations of AR 6:2.

The Board consists of one faculty employee from each College and an equal number of staff employees from the University as a whole. In addition, the President will appoint one faculty employee, who has a law degree, to serve as Chair of the AR 6:2 Appeals Board.

The Dean of each College, in consultation with the Faculty Council (or equivalent) of the College, will forward two nominees to the President, and the President will appoint one member from each College to the Board. The Staff Senate will forward a number of nominees that is equal to the number of nominees forwarded by the Deans of the Colleges. The President will appoint half of the nominated staff members to the Board.

Board Members must receive annual training by the Title IX Coordinator, or their designee, on issues related to Sexual Harassment and Sexual Misconduct. Students are not permitted to serve.

D. AR 6:2 Appeals Panel

"AR 6:2 Appeals Panel" means a 3-person panel, including the Chair of the AR 6:2 Appeals Board and two other members of the Appeals Board selected by the Chair at the time of an Appeal, to resolve appeals of a Probable Cause Determination, an AR 6:2 Hearing Panel's determination as to whether a student, student organization or employee has violated AR 6:2, or of recommended sanctions. The AR 6:2 Appeals Panel is the final decision-maker for all issues related to violations of AR 6:2 and recommended sanctions. For faculty members who are found to have violated A.R. 6:2, there may be additional procedures under Governing Regulation X and Kentucky statutes.

E. AR 6:2 Hearing Officer

"AR 6:2 Hearing Officer" means an attorney who is appointed by the President to preside over a hearing to resolve alleged violations of AR 6:2. The AR 6:2 Hearing Officer is responsible for maintaining order and determining the sequence of events during a hearing. The AR 6:2 Hearing Officer may direct any person who fails to comply with procedures during the hearing, disrupts or obstructs the hearing to leave the hearing. The Hearing Officer is the decision-maker for all evidentiary and procedural issues. The Hearing Officer may not dismiss a matter that the Title IX Coordinator has determined is ripe for hearing pursuant to these procedures.

F. AR 6:2 Hearing Board

"AR 6:2 Hearing Board" means those presidential appointees who potentially will serve as members of the AR 6:2 Hearing Panel for a particular matter. The Board consists of two (2) faculty employees from each College and an equal number of staff members from the University as a whole. Students are not permitted to serve.

The Dean of each College, in consultation with the Faculty Council (or equivalent) of the College, will forward four nominees to the President and the President will appoint two members from each College to the Board. The Staff Senate will forward a number of nominees that is equal to the number of nominees forwarded by the Deans of the Colleges. The President will appoint half of the nominated staff members to the Pool.

Board Members must receive annual training by the Title IX Coordinator, or their designee, on issues related to Sexual Harassment and Sexual Misconduct.

G. AR 6:2 Hearing Panel

"AR 6:2 Hearing Panel" means a 3-person AR 6:2 Hearing Panel selected by the AR 6:2 Hearing Officer from the AR 6:2 Hearing Board to resolve alleged violations of AR 6:2. The AR 6:2 Hearing Panel is the decision-maker with respect to issues of responsibility. If there is a finding of responsibility, the AR 6:2 Hearing Panel makes a recommendation concerning sanctions to the Provost (faculty), Vice President for Student Success (students) or Vice President for Human Resource (staff).

H. Attorney

"Attorney" means an individual who is licensed to practice law in the courts of the Commonwealth of Kentucky. An Attorney may attend an investigative meeting, but may not interfere with the investigative meeting. An Attorney representing a Complainant, a Respondent, or the University may actively participate in any live hearing that may occur as a result of an investigation pursuant to AR 6:2, but may not create a disturbance in any live hearing. An attorney who interferes with the purpose of an investigative meeting, disrupts or obstructs a live hearing or investigative meeting, or fails to comply with procedures in a live hearing will be asked to leave the investigative meeting or live hearing.

If Respondent or Complainant does not have an Attorney to represent them at the Live Hearing, the University will provide, without fee or charge, an Attorney of the University's choice to represent the Complainant or Respondent. Attorneys provided by the University will be selected in accordance with state procurement law and will be compensated at a fixed rate.

I. Campus Security Authority

"Campus Security Authority" (CSA) is broadly defined as an individual having responsibility for campus security or an official having significant responsibility for student and campus activities. For a specific listing of individuals designated as campus security authorities, see Administrative Regulation 6:7.III.E, Policy on Disclosure of Campus Security and Crime Statistics.

J. Complainant

"Complainant" means an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment or Sexual Misconduct. If Complainant is a minor or legally incompetent, the parents or guardians of Complainant may act on Complainant's behalf. However, the individual who experienced the behavior, not the parents or guardians, is the Complainant.

K. Complicity

"Complicity" means any act taken with the purpose of aiding, facilitating, promoting, or encouraging the commission of an act of prohibited conduct by another person.

L. Dating Violence

"Dating Violence", is a form of Sexual Harassment or Sexual Misconduct. The federal regulation uses the definition in 34 U.S.C. 12291(a) (10), which defines Dating Violence as violence committed by a person—

- (1) Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- (2) Where the existence of such a relationship is to be determined based on a consideration of the following factors:
  - a. The length of the relationship.
  - b. The type of relationship.
  - c. The frequency of interaction between the persons involved in the relationship.

M. Domestic Violence

"Domestic Violence" is a form of Sexual Harassment or Sexual Misconduct. The federal regulation uses the definition in 34 U.S.C. 12291(a)(8), which defines Dating Violence as 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 as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Kentucky, or 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 Kentucky.

N. Employee

"Employee" means a faculty employee or staff employee, regardless of employee type (i.e., regular or temporary), as defined in *Human Resources Policy and Procedure #4.0: Employee Status*.

O. False Allegation

"False Allegation" means an allegation that was made in bad faith, e.g., an allegation that the person making knew to be untrue at the time it was made. The mere fact an investigation concluded there was no Probable Cause or that a hearing panel did not find the accused responsible does not mean the allegation was made in bad faith.

P. Force or Coercion

"Force or Coercion" means: (a) threats of serious physical, emotional, or psychological harm to or physical restraint against any person, (b) any scheme, plan, or pattern intended to cause a person to believe that failure to perform an act would result in serious harm to or physical restraint against any person, or (c) threats of employment or academic repercussions for failing to engage in the requested behavior.

Q. Formal Complaint

“Formal Complaint” means a document filed in the Office of Institutional Equity by a Complainant or signed by the Title IX Coordinator, or their designee, alleging Sexual Harassment or Sexual Misconduct against a Respondent and requesting that the University investigate the allegation of Sexual Harassment or Sexual Misconduct. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the education program or activity of the University.

R. Incapacitated

“Incapacitated” means a person is impaired to such a level that they lack the physical and/or mental ability to make informed, rational judgments and/or cannot appraise or control their own conduct or make decisions with the degree of understanding they typically possess. A person may be impaired by an intoxicant, by mental illness or deficiency or by physical illness or disability to the extent that personal decision-making is impossible. A person can be intoxicated without being incapacitated. A person who is below the statutory age of consent is incapacitated.

S. Making a False Statement

“Making a False Statement” means providing a statement or information that the person providing such statement or information knows to be false at the time it is provided.

T. Physical assault

“Physical Assault” means threatening or causing physical harm or engaging in other conduct that threatens or endangers the health or safety of any person. Physical assault will be addressed under this policy if it involves sexual or gender-based harassment, dating or domestic violence or, is part of a course of conduct under the stalking definition.

U. Preponderance of the Evidence Standard

“Preponderance of the Evidence” means superior evidentiary weight that, though not sufficient to free the mind wholly from all reasonable doubt, is still sufficient to incline a fair and impartial mind to one side of the issue rather than the other. This is the burden of proof in a civil trial, in which the jury is instructed to find for the party that, on the whole, has the stronger evidence, however slight the edge may be.

V. Probable Cause

“Probable Cause” means a reasonable basis for believing that a violation of this policy may have occurred.

W. Registered Student Organization

“Registered Student Organization” (RSO) means a group of identifiable persons who have complied with the requirements for registration as determined by the Office of Student Organizations and Activities (“SOA”) in accordance with *AR 4:1, Registration of Student Organizations*, and includes groups that are seeking but have not yet been granted registered status.

X. Respondent

“Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment or Sexual Misconduct. A Respondent is a party to any live hearing that occurs because of an investigation pursuant to this regulation. If Respondent is a minor or legally incompetent, the parents or guardians of Respondent may act on Respondent’s behalf. However, the individual accused, not the parent or guardian, is the Respondent.

Y. Responsible Employee

“Responsible employee” means any University employee who:

- (1) Has the authority to act to redress Sexual Harassment;
- (2) Has been given the duty of reporting incidents of Sexual Harassment or any other misconduct to the Title IX Coordinator;  
or

- (3) Is an individual reasonably believed to have this authority or duty.

## Z. Retaliation

"Retaliation" for Sexual Harassment under Title IX is defined at 34 CFR 106.7. Under that definition, neither the University nor any faculty member, employee, student, or authorized volunteer may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or the implementing regulations or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. Intimidation, threats, coercion, or discrimination, including charges against an individual for violations of University regulations and policies that do not involve sex discrimination or Sexual Harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of Sexual Harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. Retaliation does not include good faith actions lawfully pursued in response to a report of prohibited behavior.

Individuals who have made a complaint of Sexual Harassment or Sexual Misconduct under this policy are protected from behavior that infringes upon their ability to participate in any education program or activity regardless of the outcome of any investigation or hearing. Individuals who encourage others to retaliate on their behalf may also be found responsible for Retaliation.

Any allegations of Retaliation should be reported to the Title IX Coordinator.

## AA. Sanction

"Sanction" means any educational or disciplinary measure provided to encourage self-reflection regarding Respondent's policy violation, to stop further inappropriate behavior, and to deter any subsequent violations. Sanctions should be appropriately connected to the violation.

## BB. Sexual Assault

"Sexual Assault" is a form of Sexual Harassment or Sexual Misconduct. The federal regulation uses the definition 20 U.S.C. 1092(f)(6)(A)(v), which defines Sexual Assault as an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

A sex offense is any act directed against another person, without the consent of the second person, including instances where the second person is incapable of giving consent.

- (1) Sexual Assault: 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 a second person, without the consent of the person being violated.
- (2) Sexual Assault: Fondling is defined as the touching of the private parts of another person without the consent of the second person, including instances where the second person is incapable of giving consent because of age or because of temporary or permanent mental incapacity.
- (3) Sexual Assault: Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- (4) Sexual Assault: Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

Sexual assault also includes all sex offenses as stated in Kentucky Revised Statutes 510.010 through 510.140.

## CC. Sexual Harassment for Title IX Purposes

"Sexual Harassment" for Title IX Purposes "means conduct on the basis of sex that occurs in the University's education program or education activity and satisfies one or more of the following:

- (1) An employee of the University conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct. This type of sexual harassment is also referred to as Quid Pro Quo.;
- (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity. This type of sexual harassment is also referred to as Hostile Environment.; or

- (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a) (30).

**DD. Sexual Exploitation**

"Sexual Exploitation" means taking non-consensual or abusive sexual advantage of another and includes situations in which the conduct does not fall within the definitions of Sexual Harassment or Sexual Assault, Dating Violence, Domestic Violence, or Stalking.

Examples of sexual exploitation include, but are not limited to, the following:

- (1) Causing the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give affirmative consent to sexual activity;
- (2) Allowing third parties to observe private sexual activity from a hidden location (e.g., a closet) or through electronic means (e.g., via Skype or live streaming of images);
- (3) Engaging in voyeurism (e.g., watching private sexual activity without the consent of the participants or viewing another person's intimate parts (including genitalia, groin, breasts, or buttocks) in a place where that person would have a reasonable expectation of privacy);
- (4) Recording or photographing private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without consent;
- (5) Disseminating or posting images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without consent;
- (6) Human Trafficking; and
- (7) Knowingly exposing another person to a sexually transmitted infection or virus without the other's knowledge.

**EE. Sexual Misconduct**

"Sexual Misconduct" includes Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Sexual Exploitation when that behavior does not meet the jurisdictional requirements to constitute Sexual Harassment under Title IX.

**FF. Stalking**

"Stalking" is a form of Sexual Harassment or Sexual Misconduct. The federal regulation uses the definition in 34 USC § 12291(a) (30), which is engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- (1) Fear for his or her safety or the safety of others; or
- (2) Suffer substantial emotional distress.

Course of conduct means two (2) or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the person who alleges stalking.

**GG. Student**

"Student" means any person who is enrolled in courses at UK. Student status continues whether or not UK's academic programs are

in session. Student status includes those taking courses for credit or non-credit at UK, either full-time or part-time, while pursuing undergraduate, graduate, or professional studies.

Persons who are not enrolled at UK but who are participating in or attempting to participate in the education program or activity of the University are not students. However, such persons may serve as a Complainant or a Respondent.

Persons who withdraw after allegedly violating this Policy or who graduated after allegedly violating this Policy are not students but are still subject to discipline under this regulation.

#### HH. Supportive Measures

“Supportive Measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to Complainant or Respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the University’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient’s educational environment, or deter Sexual Harassment and/or Sexual Misconduct.

Supportive measures may include but are not limited to the following:

- Counseling;
- Extensions of deadlines or other course-related adjustments;
- Modifications of work or class schedules;
- Campus safety or security escort services;
- Mutual restrictions on contact between the parties;
- Changes in work or housing locations;
- Leaves of absence;
- Increased security and monitoring of certain areas of the campus; and
- Other similar appropriate measures.

Any supportive measure provided to Complainant or Respondent will remain confidential to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures. The Title IX Coordinator, or their designee, is responsible for coordinating the effective implementation of supportive measures.

#### II. Title IX Coordinator

“Title IX Coordinator” means the University official responsible for investigating complaints of Sexual Harassment, resolving potential violations informally, and facilitating the hearing process.

#### JJ. University Counsel

“University Counsel” means the attorney(s) designated by the University to prosecute the alleged violation of this policy to the AR 6:2 Hearing Panel on behalf of the University. The University is a party to a live hearing occurring pursuant to this regulation. University Counsel does not have authority to request dismissal of a charged violation of this policy.

#### KK. University Official

“University Official” means any person employed or otherwise authorized by the University to perform assigned administrative or professional responsibilities.

#### V. **Prohibited Acts**

A. Every member of the University community is prohibited from:

- (7) Engaging in Sexual Harassment or Sexual Misconduct;
- (8) Being complicit in the commission of Sexual Harassment or Sexual Misconduct;

- (9) Retaliating in any manner against an individual who makes a complaint or participates in the investigation of a complaint of Sexual Harassment or Sexual Misconduct;
  - (10) Interfering with procedures to investigate or redress a complaint of Sexual Harassment or Sexual Misconduct;
  - (11) Making a false statement during the investigation or hearing of a complaint of Sexual Harassment or Sexual Misconduct; and
  - (12) Making an intentionally false accusation of Sexual Harassment or Sexual Misconduct through the University's procedures.
- B. Any member of the University community who engages in one of these prohibited acts against any other member of the University community may be subject to corrective action and appropriate sanctions.

#### **VI. Reporting Allegations and Filing Formal Complaints**

- A. A report of alleged misconduct is not the same as a Formal Complaint. A Formal Complaint means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment or Sexual Misconduct against a Respondent and requesting that the University investigate the allegation of Sexual Harassment or Sexual Misconduct. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in an education program or activity of the University.
- B. Any person may report Sexual Harassment or Sexual Misconduct, regardless of whether the person reporting is the person alleged to be the victim of conduct that could constitute Sexual Harassment or Sexual Misconduct. A report may be made in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator or to the University of Kentucky Police Department ("UKPD"), the University Violence Intervention and Prevention Center, the Dean of Students Office, a Campus Security Authority, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.
- Meredith Reeves, Interim Title IX Coordinator  
18<sup>th</sup> Floor Patterson Office Tower  
(859) 257-8927  
[meredith.reeves@uky.edu](mailto:meredith.reeves@uky.edu)
- C. An incident may be reported without filing a written complaint. Individuals who need assistance filing a report may contact the Office of Institutional Equity and Equal Opportunity at (859) 257-8927.
- D. Reports can be made electronically at: <https://www.uky.edu/eeo/discrimination-harassment>
- E. There is no statute of limitation for reporting behavior that may be a violation of this regulation.
- F. Any Responsible Employee who witnesses or is made aware of an incident of Sexual Harassment or Sexual Misconduct must report it to the Title IX Coordinator as soon as possible. Reports of behavior that constitute an immediate threat to the safety or security of the person experiencing the behavior or the campus community should be made to the UKPD. University employees who are not employed by one of the offices identified in section I, below, are Responsible Employees and are not confidential and are not permitted to hold a report in confidence. Failure of Responsible Employees to report an incident of Sexual Harassment or Sexual Misconduct in a timely manner may result in corrective action, up to and including termination of employment.
- G. Incidents that occur abroad may be reported to the University of Kentucky International Center or directly to the Title IX Coordinator.
- H. Individuals designated as Campus Security Authorities are required by law to report certain crimes, including alleged sex offenses, stalking, dating or domestic violence, and sexual exploitation, to the UKPD or Division of Crisis Management and Preparedness. These reports are made for statistical purposes, without the inclusion of identifying information of the parties. For reporting responsibilities of individuals designated as Campus Security Authorities, see Administrative Regulation 6:7, Policy on Disclosure of Campus Security and Crime Statistics.
- I. Confidential reporting is allowed to the University Violence Intervention and Prevention Center and the UK Counseling Center or Health Services when receiving counseling or medical services. The University encourages individuals who make a complaint of Sexual Harassment, or Sexual Misconduct, regardless of where the report is made, to also contact the University Violence Intervention and Prevention Center (<http://www.uky.edu/StudentAffairs/VIPCenter/>) for assistance in accessing and navigating services, resources, and referrals both on and off campus.
- J. Anonymous reports may be made to the UKPD; however, because police reports are public records under state law, UKPD cannot



hold reports of Sexual Harassment or Sexual Misconduct in confidence.

- K. Anonymous reports may also be made to Institutional Equity. However, the University has limited ability to address anonymous reports.
- L. The University provides information on pursuing criminal or other legal action, health care, counseling, and other support services available to students, faculty, staff, and visitors who have made an allegation of Sexual Harassment or Sexual Misconduct.
- M. Reports made through the process described in this AR are separate from and are not dependent on the outcome of any criminal or civil process that may be occurring concurrently.
- N. The University resolves Formal Complaints of Sexual Harassment and Sexual Misconduct within a period that is reasonable given the nature of the complaint. The University will keep the Complainant and Respondent informed of the progress of the proceedings.
- O. Individuals who experience sexual assault, dating violence, or domestic violence are strongly encouraged to seek medical attention and be examined for physical injury, the presence of sexually transmitted diseases, or pregnancy as a result of rape.

**NOTE: An individual who is considering making a criminal complaint or taking other legal action should seek medical care as soon as possible after the assault. It is important for the individual to not bathe, douche, or change clothing before the medical examination to avoid inadvertently removing important evidence. The kind of evidence that supports a legal case against an accused should be collected as soon as possible, at maximum within ninety-six (96) hours of an assault.**

**Important University contact numbers:**

UK Police .....	911 from a UK phone; #UKPD from cell
Violence Intervention and Prevention Center.....	(859) 257-3574
Office of the Dean of Students.....	(859) 257-3754
UK Counseling Center.....	(859) 257-8701
University Health Services.....	(859) 323-5823
UK HealthCare.....	(859) 257-1000

The University's Title IX Coordinator can be contacted during office hours as follows:

Title IX Coordinator  
18<sup>th</sup> Floor Patterson Office Tower  
859-257-8927

**VII. Rights of the Complainant and Respondent**

- A. The Complainant has the right to choose whether to file a Formal Complaint with the University.
- B. Complainant has the right to access supportive measures regardless of whether they file a Formal Complaint.
- C. In addition to pursuing administrative penalties and remedies, the Complainant maintains the right to pursue criminal or other legal action.
- D. Respondent has the right to be presumed innocent. It is the University's responsibility to prove that Respondent engaged in Sexual Harassment or Sexual Misconduct.
- E. Both the Complainant and Respondent have the right:
  - (1) To have the University respect their rights provided by the United States and Kentucky Constitutions;
  - (2) To be treated with respect by University officials;

- (3) To take advantage of campus support resources;
  - (4) To experience a safe living, educational, and work environment;
  - (5) To have up to two (2) Advisors, including attorneys, present during any investigation, pre-hearing meeting, or hearing;
  - (6) To have an attorney represent them at any hearing;
  - (7) To refuse to have an allegation resolved through conflict resolution procedures;
  - (8) To receive amnesty for certain student misconduct, such as alcohol or drug violations, that occurred ancillary to the incident;
  - (9) To be free from retaliation for reporting violations of this regulation or cooperating with an investigation;
  - (10) To have complaints heard in accordance with University procedures;
  - (11) To be informed in writing of the outcome/resolution of the complaint, any sanctions where permissible, and the rationale for the outcome where permissible;
  - (12) To have minimal interaction or contact with Respondent or Complainant; and
  - (13) To request supportive measures from the University to ensure minimal interaction or contact with Respondent or Complainant.
- F. The University will keep confidential to the greatest extent possible the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Formal Complaint of Sexual Harassment or Sexual Misconduct, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness. The University may be required to disclose the identity of individuals when necessary to provide due process to the Respondent or to comply with federal or state law.

### **VIII. Corrective Actions and Disciplinary Procedures**

- A. For students, faculty, and staff, the University will utilize the procedures outlined in the Appendix to address and resolve allegations of Sexual Harassment or Sexual Misconduct. The Title IX Coordinator, or designee, has the authority to determine whether allegations fall within the purview of AR 6:2 and appropriate charges.
- B. The recommended range of sanctions for students is in accordance with the Appendix and includes disciplinary probation, counseling assessment, social restrictions, social suspension, suspension, and expulsion. Additional sanctions also may be imposed when appropriate. Both the Complainant and Respondent will be informed of the outcome of the corrective action or disciplinary process.
- C. The recommended range of sanctions for faculty and staff is in accordance with the Appendix and includes suspension, counseling, or termination of employment. Additional sanctions also may be imposed when appropriate. Both the Complainant and Respondent will be informed of the outcome of the corrective action or disciplinary process.

### **IX. Education**

Regular and ongoing education regarding the issues addressed in this regulation is available for all members of the University community. The VIP Center offers both online and interactive training sessions for students and conducts Green Dot bystander intervention training for faculty and staff. Training on Discrimination and Harassment, including Title IX, is offered by the Title IX Coordinator, or designee, on a regular basis for new employees, in the SuperVision curriculum, and for employees and any units upon request.

## **Administrative Regulation 6:2 - Appendix**

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### **UNIVERSITY OF KENTUCKY PROCEDURES FOR ADDRESSING AND RESOLVING ALLEGATIONS OF SEXUAL HARASSMENT UNDER TITLE IX AND OTHER FORMS OF SEXUAL MISCONDUCT**

#### **INDEX**

- I. INTRODUCTION
- II. DEFINITIONS

- III. INITIATING A COMPLAINT
- IV. INVESTIGATION PROCESS
- V. INTERIM REMEDIES DURING THE INVESTIGATION PROCESS
- VI. DETERMINATION OF PROBABLE CAUSE BY THE TITLE IX COORDINATOR,
- VII. NOTICE OF HEARING AND ADMINISTRATIVE MEASURES
- VIII. MEDIATION
- IX. LIVE HEARING PROCEDURES
- X. RECOMMENDED SANCTIONS
- XI. APPEALS TO THE TITLE IX APPEAL BOARD
- XII. AMENDMENT OF THESE PROCEDURES

## I. INTRODUCTION

These procedures are applicable to allegations, investigations, and adjudication of cases involving Administrative Regulation (AR) 6:2, Policy and Procedures for Addressing and Resolving Allegations of Sexual Harassment Under Title IX and Sexual Misconduct.

These procedures apply in all cases involving violations of AR 6:2 regardless of whether Respondent is a faculty employee, staff employee or student. Although a violation of AR 6:2 is a violation of the Student Code, the Student Code explicitly provides that these procedures—not the Code’s procedures—apply when a student is accused of violations of AR 6:2. Moreover, for staff employees, these procedures—not the Human Resources Policies and Procedures—apply when a staff member is accused of violations of AR 6:2. Although there are procedures for the termination of a faculty employee in Governing Regulation X, these procedures—not the termination procedures specified in Governing Regulation X—apply for the investigation and initial determination of a faculty employee’s responsibility for a violation of AR 6:2. If a faculty employee is found responsible for a violation of AR 6:2, the Provost may initiate termination procedures under Governing Regulation X.

## II. DEFINITIONS

Definitions for these procedures are the same as the definitions in AR 6:2.

## III. INITIATING A COMPLAINT

- A. *Distinction Between Report and Formal Complaint:* Making a report is not the same as filing a Formal Complaint. Individuals can make a report and receive supportive measures without filing a Formal Complaint.
- B. *Filing a Formal Complaint:* An individual may file a formal complaint by providing the Office of Institutional Equity and Equal Opportunity with a signed document containing the allegations they are making and requesting an investigation. A Formal Complaint can also be initiated with the signature of the Title IX Coordinator on a written complaint.

Any individual who does not have the ability to make a complaint in writing may contact Institutional Equity for assistance in filing a Formal Complaint.

- C. *Making a Report:* Any person may report Sexual Harassment, regardless of whether the person reporting is the person alleged to be the victim of conduct that could constitute Sexual Harassment, in person, by mail, by telephone or by electronic mail, using the contact information listed for the Title IX Coordinator, or to the University of Kentucky Police Department, the University Violence Intervention and Prevention Center, the Dean of Students Office, a Campus Security Authority or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator. Reports can be made electronically at: <https://www.uky.edu/eoo/discrimination-harassment>.
- D. *Confidential Reporting:* Individuals may make a confidential complaint or report (where individuals receiving the complaint are not required to report incidents to the Title IX Coordinator) to the University Violence Intervention and Prevention Center (VIP Center), University Counseling Center (students only) or University Health Services (students only).
- E. *Anonymous Reporting:* Anonymous reports may be made to the University of Kentucky Police Department; however, the University of Kentucky Police Department cannot hold reports of sexual assault, stalking, dating violence or domestic violence in confidence. In addition, certain individuals designated as Campus Security Authorities under AR 6:7 are required by law to report certain offences

to the University of Kentucky Police Department or Division of Crisis Management and Preparedness. These reports are made for statistical purposes, without the inclusion of identifying information of the parties. (see AR 6:7, Policy on Disclosure of Campus Security and Crime Statistics).

Anonymous reports may also be made to Institutional Equity. However, the University has limited ability to respond to anonymous reports.

- F. *Dual Reporting*: Sexual Harassment and Sexual Misconduct are both violations of University policy, federal law, and, in some cases, state or criminal law. The University encourages Complainants to make reports to both local law enforcement agencies (Lexington Police Department, University of Kentucky Police Department, or other appropriate local law enforcement agencies) and a University official. The result of an external criminal investigation does not affect whether a violation of University policy has occurred. An external criminal investigation will not take the place of a University investigation, although a criminal investigation may supplement a University investigation. The University will not wait for the conclusion of a criminal investigation to begin conducting its own independent investigation, to take interim measures to protect the University or any member of the University community, or when necessary, initiate hearing procedures as outlined below.

#### IV. INVESTIGATION PROCESS

- A. *Notice*: Upon receipt of a Formal Complaint, the University will provide the following to both the Complainant and Respondent:
- (1) Notice, which will include:
    - a. Notice of these procedures;
    - b. Notice of the allegations potentially constituting Sexual Harassment or Sexual Misconduct, including the following information if known at the time:
      - i. The identity of the parties involved in the incident;
      - ii. The conduct allegedly constituting Sexual Harassment or Sexual Misconduct; and
      - iii. The date and location of the alleged incident, if known.
    - c. A statement that Respondent is presumed not responsible for the alleged conduct;
    - d. A statement that a determination for responsibility is made at the conclusion of the process outlined in these procedures;
    - e. A statement that the Parties may have two (2) Advisors of their choice, who may be an Attorney;
    - f. A statement that the Parties may inspect and review evidence prior to a determination of responsibility being made;
    - g. A statement that knowingly submitting false statements or knowingly submitting false information is grounds for University discipline;
    - h. A statement that if, in the course of the investigation, the University discovers any additional allegations about Complainant or Respondent that are not included in the original notice, the University must provide notice of the additional allegations to the parties; and
    - i. A statement that Respondents will have two (2) business days prior to their first investigative meeting to prepare a response to the allegations. Any such response may be, but is not required to be, submitted in writing.
- B. The University will investigate all allegations in the Formal Complaint.
- C. *Rights of Complainant and Respondent During the Investigation*. In addition to the rights enumerated above, in AR 6:2,VII (E), both Complainant and Respondent have the right to:
- (1) Present witnesses, including fact and expert witnesses and other inculpatory and exculpatory evidence;
  - (2) Discuss the allegations under investigation or to gather and present relevant evidence;
  - (3) Refuse to speak to the Equal Opportunity Investigator or to answer specific questions. Refusal to speak or answer questions will not result in the investigator drawing an inference of responsibility based on the refusal to answer questions; and

(4) Be accompanied by two (2) Advisors, who may be an attorney, when meeting with the Equal Opportunity Investigator.

D. *Dismissal of a Formal Complaint:* Dismissal of a Formal Complaint for Sexual Harassment pursuant to Title IX does not preclude the University from bringing charges and taking disciplinary action against Respondent pursuant to Administrative Regulation 6:2 for Sexual Misconduct or pursuant to Administrative Regulation 6:1, Policy on Discrimination and Harassment, or any other applicable University policy. If the University dismisses a Formal Complaint or any allegations in the Formal Complaint for any reason, the Complainant may appeal this decision to the AR 6:2 Appeals Board. If the Formal Complaint is not dismissed in its entirety, the dismissal is not subject to appeal until the adjudication process is complete.

(1) The Title IX Coordinator, or their designee, must dismiss a formal complaint of Sexual Harassment if the conduct alleged in the Formal Complaint:

- a. Would not constitute Sexual Harassment even if proven;
- b. Did not occur in the University's education program or activity; or
- c. Did not occur against a person in the United States.

(2) The Title IX Coordinator, or their designee, may dismiss the Formal Complaint or any allegations in the Formal Complaint if:

- a. At any time during the investigative process, Complainant notifies the Title IX Coordinator that Complainant would like to withdraw the Formal Complaint or any allegation in the Formal Complaint;
- b. Respondent is no longer enrolled in or employed by the University;
- c. Specific circumstances prevent the University from gathering evidence sufficient to make a determination as to Probable Cause; or
- d. The information gathered in the investigation is not sufficient to make a determination of Probable Cause.

E. The University may consolidate multiple Formal Complaints where the allegations of Sexual Harassment or Sexual Misconduct arise out of the same facts or circumstances.

F. An Equal Opportunity Investigator will investigate to determine if there is Probable Cause to believe Respondent committed Sexual Harassment or Sexual Misconduct. The Equal Opportunity Investigator does not make a determination of Probable Cause.

G. During the Investigative Process, the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests with the University.

H. During the Investigative Process, the University may not access, consider, disclose, or otherwise use a party's records that are made or maintained by an attorney, physician, psychiatrist, psychologist or other recognized professional's or paraprofessional's capacity or assisting in that capacity, and which are made and maintained in connection with the provisions of treatment to the party, unless the University obtains that party's voluntary, written consent to do so.

I. *Disclosure of Evidence and Response:* Prior to the completion of the Final Investigative Report, the University will provide each party and their advisors with an electronic or hard copy of the Preliminary Investigative Report, including all the evidence directly related to the allegations raised in the formal complaint. This includes evidence that the University does not intend to rely upon in reaching a determination regarding responsibility and inculpatory or exculpatory evidence. This does not include information related to supportive measures provided to individuals that do not impact the other party to a matter and does not include any investigative notes of the investigator. Within ten (10) calendar days of receiving the Preliminary Investigative Report, the Complainant and/or Respondent may submit a written Rebuttal or Supplementation to the Preliminary Investigative Report to the Equal Opportunity Investigator. The Equal Opportunity Investigator will consider the written responses before providing the Final Investigative Report and will include the written responses in the Final Investigative Report to the Title IX Coordinator, Respondent, and Complainant.

J. *Final Investigative Report.* An Equal Opportunity Investigator will prepare a written Final Investigative Report with a recommendation to the Title IX Coordinator as to whether Probable Cause exists. The Final Investigative Report will contain any rebuttal or supplementation provided by Complainant and Respondent.

## V. INTERIM REMEDIES DURING THE INVESTIGATION PROCESS

### A. Emergency Suspension

1. The Title IX Coordinator, or their designee, may impose an emergency suspension on Respondent. The terms of the Emergency Suspension may remove Respondent from University premises or the University's education program or activity. Before doing so, the Title IX Coordinator, must: (1) undertake an individualized safety and risks analysis; (2) determine that an immediate threat to the physical health or safety of any individual arising from the allegations of Sexual Harassment or Sexual Misconduct justifies removal; and (3) provide Respondent with notice of the emergency suspension and opportunity to challenge the emergency suspension. The Title IX Coordinator's analysis, determinations, and notice must be in writing.
2. Because the emergency suspension provisions are mandated by federal regulation, the Emergency Suspension provisions preempt the University's governing and administrative regulations for the suspension of faculty and staff Respondents.
3. For faculty and staff Respondents, any Emergency Suspension will be Administrative Leave with pay. Employees who are classified as non-exempt employees will be paid for hours they are regularly scheduled to work including back pay.
4. The individual may appeal the Emergency Suspension to the Provost (faculty employee), Vice President for Student Success (students), or Vice President for Human Resources (staff employee) in writing within seven (7) calendar days of the notice of the Emergency Suspension. Any Emergency Suspension remains in effect during the appeal.
5. The Provost, Vice President for Student Success, or Vice President for Human Resources may reverse or modify the suspension. The decision of the Provost, Vice President for Student Success, or Vice President for Human Resources regarding the Emergency Suspension is final.
6. The possibility of an Emergency Suspension does not diminish Respondent's rights under the Americans with Disabilities Act or Section 504 of the Rehabilitation Act of 1973.

**B. Supportive Measures Available**

Supportive Measures that may be initiated at any time and are not dependent on the outcome of the case include, but are not limited to:

- (1) Referral to on- or off-campus resources, such as the VIP Center or counseling;
- (2) Alteration of the housing (students) or workplace or workstation (employees) situation for the Complainant or Respondent;
- (3) Removing a student from residential facilities or removing an employee from the work setting or University premises (See Emergency Suspension);
- (4) Limitation on contact between parties (e.g., no-contact orders, no-trespass orders);
- (5) Referral to academic support services, such as tutoring and testing accommodations (students);
- (6) Adjustments to course schedules and academic deadlines (students) or work schedules (employees); or
- (7) Other appropriate remedies based on each individual situation.

Supportive measures are not subject to appeal.

**VI. DETERMINATION OF PROBABLE CAUSE**

- A. After reviewing the Final Investigative Report, the Title IX Coordinator, or their designee, will determine whether there is Probable Cause to believe Respondent committed Sexual Harassment or Sexual Misconduct.
- B. If the Title IX Coordinator, or their designee, concludes there is not Probable Cause to believe Respondent committed Sexual Harassment or Sexual Misconduct, the Title IX Coordinator will state this conclusion in writing and notify both the Complainant and Respondent. The Complainant may appeal this decision to the AR 6:2 Appeals Board. If the Formal Complaint is not dismissed in its entirety, the dismissal is not subject to appeal until the adjudication process is complete.
- C. Alternatively, if the Title IX Coordinator, or their designee, concludes there is Probable Cause, then the Title IX Coordinator, will prepare a written statement of charges and present this written statement of charges to both the Complainant and Respondent.
- D. The written statement of charges will include a summary of the complaint, the alleged policy violation(s), the date and time of the pre-hearing meeting, and, if applicable, interim restrictions or supportive measures.

For allegations involving individuals, the statement of charges will be sent to Respondent's and Complainant's official University email addresses no less than five (5) calendar days prior to a scheduled pre-hearing meeting. Failure to read and comply with the statement of charges is not suitable grounds for an appeal.

For registered student organizations, the statement of charges will be mailed to the organization's representative, typically the organization's president, on file with the University. Failure to read and comply with the statement of charges is not suitable grounds for an appeal.

In scheduling a pre-hearing meeting, the Title IX Coordinator, or their designee, considers the availability of Respondent, Complainant, and their respective Advisors, based on Complainant and Respondent's class schedules, if students, and work schedules, if employees.

- E. *Pre-Hearing Meetings:* The Title IX Coordinator, or their designee, will meet with Respondent and Complainant separately to: (1) discuss the hearing process; and (2) attempt to resolve the matter without conducting a live hearing. These meetings will occur separately. With the exception of Advisors, pre-hearing meetings are closed meetings. If Respondent chooses to resolve the allegation during the meeting, the case will be closed, and the appropriate unit administrator(s) will be notified. If the allegation is not resolved during the meeting, the case will be referred to the AR 6:2 Hearing Officer for resolution by an AR 6:2 Hearing Panel.

## VII. NOTICE OF HEARING AND ADMINISTRATIVE MEASURES

- A. For allegations involving individuals, Notices will be sent to Respondent's and Complainant's official University email addresses no less than five (5) calendar days prior to a scheduled pre-hearing meeting. Failure to read and comply with the Notice is not suitable grounds for an appeal.
- B. For registered student organizations, the Notice will be emailed to the organization's representative, typically the organization's president, on file with the University no less than five (5) calendar days prior to a scheduled pre-hearing meeting. Failure to read and comply with the Notice is not suitable grounds for an appeal.
- C. The Title IX Coordinator, or their designee, schedules hearings. In scheduling a hearing, the Title IX Coordinator, or their designee, considers the availability of Respondent, Complainant, their respective Advisors, University Counsel, the AR 6:2 Hearing Officer, and the AR 6:2 Hearing Panel.

## VIII. MEDIATION

If the Title IX Coordinator, or their designee, concludes there is Probable Cause, the Complainant or the Respondent may choose to pursue mediation in lieu of a formal resolution. If the Title IX Coordinator, or their designee, agrees to mediation, the Title IX Coordinator, or their designee, must obtain the voluntary written consent of both Complainant and Respondent.

The Title IX Coordinator, or their designee, may not pursue mediation in any situation where an employee is alleged to have committed Sexual Harassment or Sexual Misconduct against a student.

Under no circumstances will a Mediation Agreement involve the payment of money from the University to Respondent or Complainant or from Respondent to Complainant.

## IX. LIVE HEARING PROCEDURES

- B. *Pre-hearing Deadlines:* All deadlines below are counted in calendar days. In the event a deadline falls on a weekend or University recognized holiday, the deadline is altered to the next business day.
1. No later than fourteen (14) days prior to a scheduled hearing, the parties will have access to all exculpatory and inculpatory evidence.
  2. No later than ten (10) days prior to a scheduled hearing, University Counsel, Complainant, and Respondent must submit the following to the AR 6:2 Hearing Officer or their designee:
    - a. Challenges to any AR 6:2 Hearing Panel Member as described in IX(B)(c),
    - b. Any information they wish to present at the hearing,
    - c. The name(s) of their Advisor(s),
    - d. A preliminary list of questions or topics they wish to ask of the other party, and
    - e. A possible list of witnesses and the subject(s) on which they are expected to testify.

Except where allowed by the AR 6:2 Hearing Officer, the parties may not submit information for the hearing after this deadline. Upon the receipt of information from both parties, the AR 6:2 Hearing Officer will review the information submitted to eliminate any redundant, irrelevant or prejudicial information.

3. At any time prior to the hearing, University Counsel, Complainant, or Respondent may request to postpone the hearing. The AR 6:2 Hearing Officer may accept or deny the request after considering the nature of the request and the incident at issue.
4. No later than three (3) days prior to the hearing, the Complainant, Respondent, University Counsel and the AR 6:2 Hearing Panel will receive a copy of the hearing file.
  - a. The hearing file for Complainant, Respondent, and University Counsel will include the following:
    - vi. The Final Investigative Report,
    - vii. The Probable Cause determination,
    - viii. A list of witnesses,
    - ix. Preliminary questions submitted by parties, and
    - x. Any other related information.
  - b. The hearing file for the AR 6:2 Hearing Panel will include the following:
    - vi. Information about the parties,
    - vii. A list of possible witnesses,
    - viii. The charged policy violations,
    - ix. The date and location of the charged violation, and
    - x. Any other related information.

C. *Selection of AR 6:2 Hearing Panel*

1. *AR 6:2 Hearing Panel:* Three (3) randomly selected members of the AR 6:2 Hearing Board will determine responsibility for the charged policy violation. However, the AR 6:2 Hearing Officer will randomly select four (4) members from the AR 6:2 Hearing Board to hear each matter. At the conclusion of the presentation of evidence, one of the four (4) members will be excused as an alternate.
  2. *Conflicts of Interest:* Any member of the AR 6:2 Hearing Panel who has a conflict of interest must immediately recuse themselves by notifying the Hearing Officer and Title IX Coordinator, or their designee, of their conflict of interest and intent to recuse. Conflicts of interest include, but are not limited to, personal knowledge of the facts and circumstances of the allegations or having a family, personal, faculty/student or professional relationship with either Complainant or Respondent.
  3. *Challenge to AR 6:2 Hearing Panel Members:* University Counsel, Complainant or Respondent may challenge any Hearing Panel Member for Cause if there is a belief that a member of the AR 6:2 Hearing Panel has a conflict of interest. Challenges to the AR 6:2 Hearing Panel Members must be made no later than ten (10) calendar days prior to the hearing. The AR 6:2 Hearing Officer will determine if cause exists and will excuse any Panel Member where Cause exists. Under no circumstance will an AR 6:2 Hearing Panel Member be excluded for a reason that would violate the University's *Policy on Discrimination and Harassment*.
  4. *Selection of Additional Members:* If an AR 6:2 Hearing Panel Member recuses themselves or if the AR 6:2 Hearing Officer excuses a Panel Member for Cause, the AR 6:2 Hearing Officer will randomly select additional members from the AR 6:2 Hearing Board.
- D. *Access to Evidence:* Prior to the live hearing, Respondent, Complainant, and University Counsel will have access to all exculpatory and inculpatory evidence. Such access to evidence does not include review of the notes of the Equal Opportunity Investigator, the notes of the Title IX Coordinator, recordings of investigatory meetings or information obtained that is not relevant to the charged allegations. Such access to evidence will be given at least fourteen (14) calendar days before the live hearing.
- E. *Investigative Report:* Unless Respondent, Complainant, and University Counsel stipulate, no portion of the Investigative Report, the Rebuttal or any Supplementation is admissible in the hearing and, absent stipulation, the AR 6:2 Hearing Panel will not see the Final Investigative Report.
- F. *Location of Hearing:* The University may conduct the live hearing with all Parties physically present in the same geographic location or any Parties, witnesses, or other participants may appear virtually as long as all participants can simultaneously see and hear each other. For the duration of the global health crisis caused by COVID-19 and until the University is satisfied the health and safety of participants can be protected otherwise all live hearings will be conducted virtually.
- G. *Record of Hearing:* The University must create an audio or audiovisual recording or transcript of any live hearing. Copies of the recording or transcript must be made available upon request to University Counsel, Complainant, and Respondent.
- H. *Live Hearings:* Live hearings will be conducted by the AR 6:2 Hearing Officer according to the following procedures:



- (1) The AR 6:2 Hearing Officer is responsible for maintaining order and determining the sequence of events during a hearing. The AR 6:2 Hearing Officer may direct any person who fails to comply with procedures during the hearing or who disrupts or obstructs the hearing to leave the hearing. All questions of law, whether substantive, evidentiary or procedural, will be addressed to and ruled upon by the AR 6:2 Hearing Officer. The AR 6:2 Hearing Officer does not have authority to dismiss allegations made pursuant to AR 6:2.
- (2) The hearing will be closed to the public. Complainant, Respondent, their respective Advisor(s), and University Counsel are allowed to attend the entire portion of the hearing, excluding AR 6:2 Hearing Panel deliberations.
- (3) Witnesses other than Complainant and Respondent will be excluded from hearings, except for the period of their own testimony.
- (4) Given the nature of these incidents, and the impact on the overall University community, the University, through University Counsel, has the burden of proving that Respondent has violated University policy. Respondent is presumed not responsible for the alleged conduct. While Complainant plays an integral part of the process and the proof of the University's case, it is the responsibility of the University—through University Counsel—to prove by a Preponderance of the Evidence that Respondent committed Sexual Harassment or Sexual Misconduct. The Complainant has no responsibility other than to appear as a witness.
- (5) The Title IX Coordinator, or their designee, will arrange the attendance of witnesses who are members of the University community, if reasonably possible. The Respondent and University Counsel are responsible for arranging the attendance of witnesses who are not members of the University community.
- (6) The Title IX Coordinator, or their designee, in consultation with the AR 6:2 Hearing Officer, will create the live hearing file.
- (7) Complainant and Respondent have the right to be assisted by up to two (2) Advisor(s), including attorneys, of their choice. Attorneys who are representing a Complainant, a Respondent, or the University may actively participate in the hearing. Non-attorney Advisor(s) are not permitted to participate directly in any hearing because participation in a live hearing may be regarded as the practice of law in Kentucky. Non-attorney advisors may communicate privately with the person they support during the hearing.
- (8) If Respondent or Complainant does not have an Attorney to represent them at the live hearing, the University will provide, without fee or charge, an Attorney of the University's choice to represent the Party.
- (9) University Counsel, Complainant, and Respondent have the right to call relevant and necessary witnesses and to present evidence.
- (10) University Counsel, Complainant's Advisor, if an Attorney, and Respondent's Advisor, if an Attorney, may ask the Complainant, Respondent, and any other witnesses all relevant questions and follow-up questions, including questions challenging credibility.
- (11) University Counsel, Complainant's Advisor, if an Attorney, and Respondent's Advisor, if an Attorney, may conduct cross-examination of all parties and all witnesses directly, orally, and in real time. Neither the Complainant nor Respondent may conduct cross-examination personally. Only the Advisors who are attorneys may conduct cross-examination.
- (12) Only relevant cross-examination and other questions may be asked of a party or witness. Before Complainant, Respondent or witness answers a question, the AR 6:2 Hearing Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.
- (13) Complainant, Respondent, or any witness may refuse to appear and/or exercise their Fifth Amendment right against self-incrimination. The AR 6:2 Hearing Panel must not draw an inference about the determination regarding responsibility based solely on a Party or witnesses' absence from the live hearing or refusal to answer cross-examination or other questions.
- (14) If a Complainant, Respondent, or any witness testifies on direct examination but does not submit to cross-examination, the AR 6:2 Hearing Panel must not rely on any statement of that individual in reaching a determination regarding responsibility.
- (15) Unless a party explicitly waives the privilege in writing, the AR 6:2 Hearing Officer will not allow questions or evidence constituting or seeking the disclosure of information protected under a legally recognized privilege.
- (16) Questions and evidence about Complainant's sexual predisposition or prior sexual behavior are not relevant unless (1) such questions and evidence about Complainant's prior sexual behavior are offered to prove that someone other than Respondent committed the conduct alleged by Complainant or (2) if the questions and evidence concern specific incidents of Complainant's prior sexual behavior with Respondent and offered to prove consent. This standard is mandated by federal regulations and preempts any contrary Kentucky law.
- (17) At the conclusion of the live hearing, the AR 6:2 Hearing Officer will instruct the AR 6:2 Hearing Panel on the Preponderance of the Evidence standard and any other matters that the AR 6:2 Hearing Officer deems necessary to the Hearing Panel's determination.

- (18) After the AR 6:2 Hearing Panel has reviewed the evidence presented at the hearing, the Hearing Panel will determine whether Respondent has committed Sexual Harassment or Sexual Misconduct. The AR 6:2 Hearing Panel's determination will be made based on the Preponderance of the Evidence standard.
- (19) If the AR 6:2 Hearing Panel determines that Respondent is responsible for the violation, the finding must be unanimous. If any member of the AR 6:2 Hearing Panel believes there is not a Preponderance of the Evidence for responsibility, then Respondent must be found not responsible.
- (20) When an AR 6:2 Hearing Panel determines Respondent is responsible for Sexual Harassment or Sexual Misconduct, the Panel will immediately convene a supplemental proceeding to determine a recommended sanction(s). During the supplemental proceeding, Respondent, University Counsel, and Complainant may submit relevant evidence or make relevant statements regarding the appropriateness of a specific sanction. The past disciplinary record of Respondent may only be supplied to the AR 6:2 Hearing Panel during the supplemental proceeding to consider sanctions.

The AR 6:2 Hearing Panel must adopt a written determination that includes:

- a. Identification of the allegations potentially constituting Sexual Harassment or Sexual Misconduct;
  - b. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications of the parties, interviews with the parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
  - c. Findings of fact supporting the determination;
  - d. Conclusions of law regarding the application of this Regulation;
  - e. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
  - f. A statement describing the recommended sanction;
  - g. A statement as to whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided to Complainant; and
  - h. The University's provisions for appeal.
- (21) The AR 6:2 Hearing Panel's Determination of Responsibility and Recommendation of Sanction will be provided simultaneously to both Complainant and Respondent.
  - (22) The sanctions will be ultimately determined and imposed by the Vice President for Student Success (for students), the Provost (for faculty), or the Vice President for Human Resources (for staff). The Vice President for Student Success (for students), the Provost (for faculty), or the Vice President for Human Resources (for staff) are not limited to sanctions recommended by the AR 6:2 Hearing Panel.
  - (23) The Vice President for Student Success (for students), the Provost (for faculty), or the Vice President for Human Resources (for staff) do not have the authority to overturn or modify the AR 6:2 Hearing Panel's findings of responsibility. Only the AR 6:2 Appeals Board may overturn the AR 6:2 Hearing Panel's findings of responsibility.
  - (24) Regardless of the Sanction imposed, the Vice President for Student Success (for students), the Provost (for faculty), or the Vice President for Human Resources (for staff) will provide a written statement describing the recommended sanction and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided to Complainant. This written statement will be provided simultaneously to Complainant and Respondent and University Counsel.

## X. RECOMMENDED SANCTIONS

The chart below outlines the recommended sanctions for specific acts of Sexual Harassment. Additional sanctions not specifically listed below may also be imposed when appropriate.

	<b>Recommended Range of Sanctions (STUDENTS)</b>	<b>Recommended Range of Sanctions (EMPLOYEES)</b>
<b>Sexual Harassment:</b> Quid Pro Quo	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination
<b>Sexual Harassment:</b> Hostile Environment	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination

<b>Sexual Harassment:</b> Sexual Assault	Suspension, Expulsion	Suspension, Termination
<b>Sexual Harassment:</b> Dating Violence or Domestic Violence	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination
<b>Sexual Harassment:</b> Stalking	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination

The following chart outlines the recommended sanctions for specific acts of Sexual Misconduct. Additional sanctions not specifically listed below may also be imposed when appropriate.

	<b>Recommended Range of Sanctions (STUDENTS)</b>	<b>Recommended Range of Sanctions (EMPLOYEES)</b>
<b>Sexual Misconduct:</b> Sexual Assault	Suspension, Expulsion	Suspension, Termination
<b>Sexual Misconduct:</b> Dating Violence or Domestic Violence	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Written Warning, Counseling Assessment, Suspension, Termination
<b>Sexual Misconduct:</b> Stalking	Suspension, Expulsion	Suspension, Termination
<b>Sexual Misconduct:</b> Sexual Exploitation	Disciplinary Probation, Counseling Assessment, Social Restrictions, Social Suspension, Suspension, Expulsion	Probation, Counseling Assessment, Suspension, Termination

#### **XI. APPEALS TO THE AR 6:2 APPEALS BOARD**

- A. *Jurisdiction:* The AR 6:2 Appeals Board has appellate jurisdiction over appeals related to Sexual Harassment and Sexual Misconduct. Because the Code of Student Conduct explicitly provides that these procedures—not the Code’s procedures—apply when a student is accused of Sexual Harassment or Sexual Misconduct, the AR 6:2 Appeals Board, not the University Appeals Board, will hear appeals of students who have been found responsible for Sexual Harassment or Sexual Misconduct.
- B. *Appellate Deadlines:* The following deadlines are applicable to all appeals. Dates are calculated in calendar days. In the event, a deadline falls on a weekend or University recognized holiday, the deadline falls on the next business day.
1. No later than fourteen (14) days after the AR 6:2 Hearing Panel’s written decision, Dismissal of a Formal Complaint or the Title IX Coordinator’s finding that Probable Cause does not exist, a Notice of Appeal must be filed with the AR 6:2 Appeals Board Chair.
  2. Within fourteen (14) days of the filing of the Notice of Appeal, the party initiating the appeal must file their Opening Brief with the AR 6:2 Appeals Board Chair.
  3. Within fourteen (14) days of the filing of the Opening Brief, the party responding to the appeal must file a Response Brief with the AR 6:2 Appeals Board Chair.
  4. Within seven (7) days of the filing of the Response Brief, the party initiating the appeal may file a Reply Brief.
- C. *Decisions Subject to Appeal:* A Respondent, Complainant or University Counsel may appeal the AR 6:2 Hearing Panel’s decision regarding the responsibility, the imposition of a particular sanction, the dismissal of allegations or the finding of no Probable Cause for any allegation to the AR 6:2 Appeals Board on any ground identified below in XI (D).
- D. *Grounds for Appeal:* A Respondent, Complainant, or University Counsel may appeal on the following bases: (1) Dismissal of a Formal Complaint or allegation of a Formal Complaint; (2) Finding of no Probable Cause; (3) procedural irregularity that affected the outcome of the matter; (4) new evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; (5) the Title IX Coordinator, investigators or AR 6:2 Hearing Panel had a conflict of interest or bias for or against Complainant or Respondent that affected the outcome of the matter; (6) the factual

findings were clearly erroneous; (7) the legal conclusions are incorrect; and/or (8) a party's constitutional rights were violated.

- E. *Composition of AR 6:2 Appeals Board:* The Chair of the AR 6:2 Appeals Board and two (2) members of the AR 6:2 Appeals Board randomly chosen by the Chair will consider the appeal. The appeal does not include a new hearing, but rather is a review of the original decision.
- F. *Conflicts of Interest:* Any member of the AR 6:2 Appeals Board who has a conflict of interest must immediately recuse themselves by notifying the Board Chair. Conflicts of interest include, but are not limited to, personal knowledge of the facts and circumstances of the allegations or having a family, personal, faculty/student or professional relationship with either the Complainant or Respondent. If the Chair of the AR 6:2 Appeals Board recuses themselves, then the President will appoint a new Chair.
- G. *Challenge to AR 6:2 Appeals Board Members.* Respondent, University Counsel or Complainant, may challenge any AR 6:2 Appeals Board member if there is a belief that a member of the AR 6:2 Appeals Board cannot render a fair and impartial result. The Chair of the AR 6:2 Appeals Board will determine if cause exists and will excuse any Panel Member where cause exists. Under no circumstance will an AR 6:2 Appeals Board Member be excluded for a reason that would violate the University's *Policy on Discrimination and Harassment*. If University Counsel, Complainant or Respondent challenges the Chair of the AR 6:2 Appeals Board for cause, the President will determine if cause exists.
- H. *Appellate Procedures:* The following procedures apply to all appeals:
  - (1) An appeal is initiated by filing a Notice of Appeal with the Chair of the AR 6:2 Appeals Board. The Notice of Appeal is a document filed by the party initiating the appeal (Appellant) indicating which decision they wish to appeal. The AR 6:2 Appeals Board Chair will notify the party responding to the appeal (Appellee(s)) that an appeal has been initiated.
  - (2) The Appellant's Opening Brief must not exceed twenty-five (25) pages, double-spaced, with twelve-point type. Prior to filing the Opening Brief, Appellant and their advisors have the right to review the hearing file, including any recording of the hearing, or the investigative report, depending on the decision being appealed.
  - (3) The Appellees' Response Brief must not exceed twenty-five (25) pages, double-spaced, with twelve-point type. The Appellees and their advisors have the right to review the hearing file, including any recording of the hearing or the investigative report, depending on the decision being appealed.
  - (4) The Appellant's Reply Brief must not exceed ten (10) pages, double-spaced.
  - (5) Upon request of any party, the Chair of the AR 6:2 Appeals Board has the discretion to extend deadlines or expand page limits.
  - (6) After receipt of all Briefs, the AR 6:2 Appeals Board will begin its review of the briefs and the record.
- I. *Appeal Record:* In considering an appeal, the AR 6:2 Appeals Board will conduct a review of the entire record, including but not limited to:
  - 1. Notice of Dismissal;
  - 2. The Final Investigative Report;
  - 3. Probable Cause Determination;
  - 4. The hearing file that is given to the parties prior to the hearing;
  - 5. Any pre-hearing rulings from the AR 6:2 Hearing Officer;
  - 6. The written recommendations of the AR 6:2 Hearing Panel;
  - 7. The recording or transcript of the live hearing;
  - 8. Any other materials admitted into evidence by the AR 6:2 Hearing Panel; and
  - 9. The Opening, Response, and Reply Briefs.

- J. *AR 6:2 Appeals Board Decision*: Upon review of all information applicable to the appeal, the AR 6:2 Appeals Board has the authority to do one of the following:
1. Reverse the dismissal and remand for further proceedings;
  2. Uphold the Probable Cause Determination;
  3. Reverse the Probable Cause Determination and remand for a hearing by the AR 6:2 Hearing Panel;
  4. Uphold the findings and recommendations made by the AR 6:2 Hearing Panel;
  5. Modify the recommended sanction(s); however, the AR 6:2 Appeals Board may not increase a penalty; or
  6. Remand the case back to an AR 6:2 Hearing Panel for a new Hearing.
- K. *AR 6:2 Appeals Board Decision*: The AR 6:2 Appeals Board Chair will simultaneously communicate the outcome in writing to the involved parties and the Title IX Coordinator.
1. For students, the decision of the AR 6:2 Appeals Board is final and binding upon all involved.
  2. For employees, the decision of the AR 6:2 Appeals Board may be appealed pursuant to applicable law (KRS 164.230) and/or University regulations *GR I.F (faculty and staff)* and *GR X.B.1.f (faculty)*.

## **XII. Amendment of These Procedures**

The President will consult with the General Counsel, Title IX Coordinator, faculty, students, and staff before making amendments to these procedures. When changes in the law, court decisions, or federal or state regulations require immediate amendment of these procedures, the President may amend these procedures as necessary, with consultation occurring soon after. All substantive amendments will be reported to the Board of Trustees.

# 2023 ANNUAL CAMPUS SAFETY AND SECURITY REPORT



## University of Kentucky *Police Department*

This report is provided as part of the University of Kentucky's commitment to the safety and security of its campus community in compliance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the state Michael Minger Life Safety Act.

To view:

The Annual Safety and Security Report

<https://police.uky.edu/get-informed/annual-safety-security-reports>

The Annual Fire Safety Report

<https://ehs.uky.edu/fire/>

Click on the year you wish to view.

To obtain a printed copy of the Annual Safety and Security Report, please contact the Division of Crisis Management and Preparedness at (859) 257-9665 or email [CMP@uky.edu](mailto:CMP@uky.edu). To obtain a copy of the Annual Fire Safety Report contact the University Fire Marshal at (859) 257-6326.