



2024 Annual Security Report

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Prepared under the auspices of the Office of the Campus CEO



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INTRODUCTION

Antioch University Seattle (AUS) works to help you maintain your personal safety and to protect your property by providing security tips, policies and procedures, and access to our annual Campus Safety and Security Report which is required by the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”). We believe an informed community is a safer and more empowered community. Sharing this kind of information is important in reducing our chances of becoming crime or accident victims.

Each year, under the auspices of the Office of the Provost for each of the campuses of Antioch University (“Antioch” or the “University”), AUS publishes the Annual Security Report, in compliance with federal law’s Clery Act, as well as Antioch University’s Clery Act Policy 3.309 ("[3.309 Clery Act](#)"). This report discloses crime statistics and outlines AUS security policies and procedures. Antioch assembles statistics and relevant information to this report based on its own records, communications with local law enforcement, and information from various campus security authorities. Please take the time to familiarize yourself with this report so you can become an informed member of our community and contribute to the University’s efforts to create and maintain a safe environment. The report can be found on the Antioch University website at <https://www.antioch.edu/securityreport>.

The federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. § 1092 (more commonly referred to as “the Clery Act”), requires all postsecondary educational institutions participating in federal Title IV student financial assistance programs to disclose certain crime statistics, safety related policies and procedures, fire safety information, and fire statistics in an annual security report (ASR). The Clery Act mandates that institutions publish their ASRs by October 1st each year.

Every member of the Antioch community has an interest in the maintenance of an environment conducive to learning in which students, staff, and faculty feel safe and secure in their pursuit of academic excellence. Following is the Campus Security Policies and 2022 Crime Statistics, which contains important information related to the safety and well-being of our Antioch community. We encourage all to review this report and to use it as a resource guide during your study or employment with us. Thank you for being part of or considering our community as the next part of your journey, and best wishes for a healthy and productive experience at Antioch. Remember, always use good safety sense, trust your gut, and don’t hesitate to contact the Director of Campus Services, Facilities Department, or the Front Desk whenever you need assistance or more information about the services we provide. Following is the Annual Security Report for Antioch University Seattle.

NOTICE OF NON-DISCRIMINATION

Antioch is proud to foster an environment in which all individuals are treated with respect and dignity. Antioch is fully committed to equal opportunity and affirmative action in all aspects of employment and student service. All employment decisions at Antioch are made based on job-related criteria and merit without regard to the individual's legally protected status.

It is the policy of the University not to discriminate against and to provide equal employment opportunity to all qualified persons without regard to race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status, or any other protected classification. It is the policy of the University to analyze the employment process to further the principles of equal opportunity employment.

This policy applies to all employment practices, including, but not limited to, recruitment selection, promotion, transfer, compensation, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies.

ABOUT ANTIOCH UNIVERSITY SEATTLE

Antioch University Seattle is located at 2400 3rd Ave in the heart of downtown Seattle. As a non-residential, commuter campus, AUS is most often visited and utilized by students, employees, and guests who are local to and familiar with the greater Seattle region. As such, the campus location and its surroundings may feel familiar to those who visit on a regular basis.

Those who may be visiting the AUS campus from other parts of the country and world, such as those who may visit for business meetings, events, conferences, residencies, etc., are to be reminded of the many urban realities of the AUS campus.

AUS is located in the Belltown neighborhood of Seattle, WA. Belltown prides itself on being a well-regarded location that is home to many visitors, workers, businesses and residents. Belltown is a vibrant neighborhood that is home to a thriving arts and culture scene including museums, restaurants, galleries and public art installations. Belltown also has a high crime rate and as such those visiting AUS as employees or students should be advised to protect themselves and their belongings, and are advised to heed warnings and advice included in this report.

Visitors to the AUS campus are advised to take safety precautions to protect themselves and their belongings, and are advised to heed warnings and advice included in this report. In the event of emergencies, visitors are advised to respond in accordance with this document and/or guidance from their business office or academic program. In an emergency, all those who visit the AUS campus are advised to contact 911 from any phone, whether they are on or off campus. When on campus, visitors are also advised to contact Building Security and/or the Campus Services Center promptly.

Much campus crime throughout the country originates in on-campus residence halls. Because Antioch does not host students in dormitories, it has no dormitory-related crime to report.

CRIME PREVENTION TIPS

Personal Security

- Personal security is exactly that – personal. No one else can do it for you. These guidelines are by no means all-inclusive and are not intended to supplant other effective safety measures you may already be using. Use these guidelines to reduce your vulnerability.
- Stay alert to your surroundings, trust your instincts that something may be wrong, and take appropriate action.

Safety & Security

- Be alert to suspicious persons in your area. If anything appears to be not quite right, contact the Front Desk at extension 4000 (206-268-4000 from an outside line).
- Be aware of how to use the internal AUS telephone system. AUS's phone system requires dialing 9 for an outside line (i.e. 9-911).
- Never leave belongings unattended even for a few minutes.
- Never agree to watch belongings for strangers or allow them to leave them in your area.
- Note the location of emergency fire exits and fire extinguishers near you.
- Note your class or meeting location in case of an evacuation.
- Never attach your AUS exterior entry key to any item that can identify the school. That way if your keys are lost, they cannot be traced back to the university. If lost or misplaced, notify Facilities immediately at extension 4035 (206-268-4035 from outside line).
- Remember: The safety and security of your class and workplace is everyone's responsibility—it's a team effort.

Avoid Confrontations

- Do not allow yourself to be drawn into arguments or shouting matches with coworkers, fellow students, or the public. Walk away. Contact Facilities or the Front Desk for assistance when needed.
- Contact Campus Services for Assistance when needed.

Protect Your Belongings

- Keep all personal belongings such as backpacks, briefcases, or purses close to where you are working. If you leave the area, even for only a short time, secure them in a locked drawer or cabinet or take them with you.
- Close and lock office doors when you leave, even if you are leaving for a short time period.

After Hours Safety

- When driving to campus, if possible, park close to the entry door. When leaving at night, or when there are few people around, walk to your car with someone else. (If need be, request an escort to your car from the Front Desk or Facilities staff.)
- When entering or leaving the building, make sure the door is closed and locked behind you.
- If you suspect a crime has taken place in the building or in a room, do not go inside. Get to a safe place and call 911 to report the crime. Then call the Front Desk to inform staff.

CAMPUS ACCESS AND SECURITY

The AUS campus regular hours of operation are 9:00 a.m. – 10:00 p.m. Monday through Thursday, 9:00 a.m. – 7:00 p.m. on Friday, and 9:00 a.m. – 5:00 p.m. Saturday and Sunday. During hours of operation, the AUS campus is open to students, employees, and guests.

(*Over breaks between quarters the hours of operation are condensed with a closing time of 5:00 p.m. Monday – Saturday, and closed on Sundays.)

During non-business hours, access to all AUS facilities is by key and fob. Faculty and staff may be in the building during non-business hours; students may not be in the building during non-business hours. The AUS campus has evening and weekend security staffing, and specific areas of the facility are continuously monitored by security video cameras.

As AUS has no residential facilities, we do not maintain a missing student notification policy, nor are we required to have separate policies regarding access to campus residences.

LAW ENFORCEMENT STATEMENT AND REPORTING A CRIME

Antioch University Seattle's Director of Campus Services (includes the Front Desk) and Facilities Department acts as the campus Safety Officers. They maintain a professional working relationship with the Seattle Police Department. AUS personnel and contractors do not have arrest authority. All AUS faculty, staff, and students are encouraged to determine whether individuals have lawful business at AUS and, if need be, are authorized to ask for identification or report their concerns to their supervisor, instructor, facilities, or front desk staff. Criminal incidents are referred to the local police who have jurisdiction on campus. All crime victims and witnesses are strongly encouraged to immediately report the crime to the Seattle Police Department and to the Director of Campus Services or Facilities Department.

Antioch University's Law Enforcement Statement and Cooperation Policy can be found here: ["3.307 Law Enforcement Statement and Cooperation"](#)

VOLUNTARY REPORTING AND CONFIDENTIALITY

Antioch encourages anyone who is a victim of a crime or a witness to a crime to report that information as soon and as accurately as possible to the Campus Safety Officer (x4035) or the Provost's Office (x4055). That reporting will enable Antioch to direct the reporter to available

resources, such as medical treatment and/or the local police. While every effort will be made at Antioch to keep information confidential upon request, particularly regarding a reporter's identity, Antioch cannot always hold information about crimes in confidence. With such information, the University can determine whether there is a pattern of crime with regard to a particular location, method, or assailant; take measures to reduce the risk of crime to others; and alert the campus community to potential danger. In addition, Antioch will use this information to gather and disclose accurate records of the number of incidents in the upcoming Annual Security Report.

SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

During orientation in the fall students are informed of security awareness and crime prevention measures on campus. Similar information is presented to new employees. This Annual Security Report has many crime prevention and security tips. A common theme of all security awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. When time is of the essence, information is released to the University community through University email, security alerts posted prominently throughout campus, and in person.

REPORTING EMERGENCIES

Anyone discovering, or having information related to, an emergency situation, regardless of type or size, shall immediately call 911 (9-911 from a campus phone). When calling 911, stay calm, explain the problem and location to the dispatcher, and follow all instructions of 911 personnel. Do not hang up the phone until expressly told to do so by 911 personnel (unless immediate evacuation is imperative). After reporting the emergency to 911, call:

- Front Desk: 206-268-4000 or
- After Hours Line: 206-795-1208 to inform the Campus Services staff of the situation.

GENERAL EVACUATION PROCEDURES AND EMERGENCY RESPONSE

In the event that it becomes necessary to evacuate the facility, the building alarm system will be activated. All magnetized doors will release and close; elevators will return to the first floor, open, and go out of service. The building's notification system consists of very loud, short rings accompanied by white strobe lights for the hearing-impaired.

During an evacuation, all AUS students, faculty, staff and visitors shall immediately cease all activity and proceed carefully and quickly to the nearest exit. During a building evacuation, elevators are not to be used. All AUS evacuees are to assemble at the Safe Refuge Area: in the parking lot adjacent to our building at 4th and Battery.

All AUS students, faculty, staff, and visitors are instructed to be accounted for and to remain at the Safe Refuge Area until the "All Clear" is given by Public Authorities, AUS Administration, or Building Management.

FIRE SAFETY

Any employee, student, or visitor who becomes aware of a fire on campus shall immediately activate a manual fire alarm pull station to sound the building alarm system. All building occupants are instructed to evacuate the building when the fire alarm is activated.

Building occupants are **not** expected to fight a fire. If an individual chooses to attempt to extinguish a fire, they should do so with extreme caution, and must delegate someone to sound the fire alarm and call 911 (or 9-911 from a campus phone) to begin the evacuation process. If the fire cannot be easily extinguished, all occupants must evacuate to the Safe Refuge Area.

Antioch University Seattle is a smoke-free campus (["4.507 Non-smoking Environment"](#)) and does not permit open flames on campus except in designated catering areas.

EARTHQUAKE

If an earthquake occurs, all staff, faculty, students, and visitors should be aware of steps to take to stay safe. Drop. Cover. Hold On.

If Inside: Stay there – do not run outside and do not use the elevator. Take cover on an inside wall, underneath a desk or table, protecting your head and neck and hold on to that shelter. Stay clear of all windows, bookcases, file cabinets and objects that can fall. Stay put until the shaking stops. *If you cannot drop to the ground, try to sit or remain seated so you are not knocked down. If you are in a wheelchair, lock your wheels. Protect your head and neck with a large book, a pillow, or your arms. The goal is to prevent injuries from falling down or from objects that might fall or be thrown at you.*

If Outside: Stay in the open away from trees, buildings, walls, and power lines as best you can. The greatest danger from falling debris is just outside doorways and close to outer walls of buildings – stay away from the outer wall of a building. Get down low and stay there until the shaking stops. If you're in a car, pull over to the side to get away from utility poles, utility wires, and under or overpasses. Stay in your car. Set the parking brake and wait for the shaking to stop. If a utility wire falls on your car, do not get out until a trained person removes the wire.

After Shaking Stops: Do not use regular or cellular phones except to report serious injuries. Assist in building evacuation if needed (The decision to evacuate from campus will be based on severity of the earthquake and the damage to building.) AUS will provide instructions for immediate action by means of door-to-door alerting, PA System, or fire alarms.

CAMPUS CRIME LOG

The Antioch University Seattle Facilities Department maintains a log of reported incidents and crimes. A log for the most recent 60 days is open to public review during regular business hours. Log information beyond 60 days will be made available within two working days of a written request. Please contact the AUS Safety Officer for review.

TIMELY WARNING

Antioch University will provide timely warnings concerning the occurrence of any Clery Act reportable crime that poses a continuing and ongoing threat to the AUS community. The decision to issue a timely warning is made by the Provost or the Provost's designee, on a case-by-case basis considering the available facts (including whether the incident is a serious or continuing threat to the community and whether the warning may compromise law enforcement efforts). A timely warning may include a brief description of the incident and any suspect(s), the date, time, and location of the incident, and suggested precautions. The purpose of the timely warning is to aid in the prevention of similar occurrences.

EMERGENCY NOTIFICATION

The Provost or designee will determine if a serious crime, natural disaster, or other emergency poses an immediate threat to the health and/or safety of students and/or employees. If there is such a threat, AUS will immediately notify those who may be affected by the situation. The Provost or designee will, without delay, determine the contents of the notification and who will be notified. If the Provost or designee determines that immediate notification would significantly compromise the response or assistance efforts, the Provost or designee may delay notification. In all other instances, the Provost or designee will immediately activate the notification system.

AUS uses the following systems for communicating information quickly to the campus community: University email; social media; phone system paging system; website; and in-person notification. Some or all of these methods of communication may be used in the event of an immediate threat to students and/or employees.

AUS will test the emergency response and evacuation procedures on at least an annual basis using announced or unannounced tests. For each test, a description of the exercise, date, time, and whether it was announced or not will be documented.

Antioch University's Emergency Response and Evacuation Policy can be found here: ["3.305 Emergency Response and Evacuation"](#).

Sex and Gender-Based Discrimination, Harassment, and Violence

Antioch University promotes a safe living, learning, and working environment through system wide policies and various campus educational programs provided to students, faculty, and staff. Antioch prohibits dating violence, domestic violence, sexual misconduct/sexual assault, sexual exploitation, and stalking and provides programs to prevent, educate, and promote awareness of these topics in accordance with the University [Sexual Harassment, Sex Violence, and Sex Discrimination Policy 4.607-A](#)¹ Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation.

To report incidents or concerns, contact Title IX Coordinator Sarah Hellyar (shellyar@antioch.edu).

Immediate Care and Preservation of Evidence

If you experience sex- or gender-based discrimination, harassment, or violence, or incidents of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, some or all of these safety suggestions may guide you after an incident has occurred:

1. Go to a safe place and speak with someone you trust. Tell this person what happened. Call 911 to report the emergency. After reporting the emergency to 911, call AUS 206-268-4000 to inform AUS Campus Services staff of the situation.
 2. Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you in the crisis.
 3. Sexual misconduct should be reported directly to The Title IX Coordinator, a University officer, or Campus Services Center staff, who will assist you with Supportive Measures, inform you of your rights, and may assist you with reporting the incident to the Campus Safety Officer
 4. For your safety and well-being, immediate medical attention is encouraged. Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. Sexual Assault Nurse Examiners are available at the [Harborview Abuse and Trauma Center](#), and they will ensure you receive proper care. You may also go to your local hospital, which will arrange for a specific medical examination.
- To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate, or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.

¹ In accordance with state and federal regulations, the University implemented [Sexual Harassment, Sexual Violence and Sex Discrimination Policy, 4.607](#) which applies to all incidents of sexual misconduct that occur on or before August 1, 2024. For any incident that occurred before this date, please refer to the [Sexual Harassment, Sexual Violence and Sex Discrimination Policy, 4.607-A](#).

- Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundered clothing, and any other pertinent items that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in the transmission of items of evidence, such as to the hospital, secure them in a clean **paper** bag or clean bedsheet to avoid contamination.
 - If you have physical injuries, photograph them or have them photographed with a date stamp on the photo.
 - Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.
 - Try to memorize details (e.g., physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details if you have time and the ability to do so.
 - If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify the Campus Safety Officer or the University Title IX Coordinator so that those orders can be observed on campus.
5. Even after the immediate crisis has passed, consider seeking support from WellConnect or the Antioch University Counseling Clinic, 2601 4th Avenue, Suite 450 Seattle WA 98121, (206) 268-4840.
 6. Contact the University Title IX Coordinator or Deputy Title IX Coordinator if you need assistance with University-related concerns, such as no-contact orders or other supportive measures. The University is able to offer reasonable academic support, safety escorts, no contact orders, counseling services access, and other support and resources as needed by a victim. The University is able to offer information about legal assistance, visa/immigration assistance, and student financial aid considerations for victims.

Reporting to Law Enforcement

It is the policy of the University to notify local law enforcement when sex or gender-based discrimination, harassment, or violence occurs, typically without providing identifying information about the incident, unless a victim wishes that information to be shared or an emergency requires disclosure.

Victims have the option to notify law enforcement directly or to be assisted in doing so by campus authorities. If requested, campus officials can facilitate reporting to local law enforcement but may also respect a victim's request not to do so.

University Reporting

In the event that sex or gender-based discrimination, harassment, or violence or the crimes of sexual assault, stalking, dating violence, or domestic violence do occur, the University takes the matter very seriously. To report incidents or concerns, contact Title IX Coordinator Sarah Hellyar (shellyar@antioch.edu).

The University employs supportive and protective measures such as no contact orders or emergency removal in cases in which a violence risk assessment indicates such action is warranted.

If a student is accused of sex or gender-based discrimination, harassment, or violence, they are subject to action in accordance with the [Sexual Harassment, Sexual Violence and Sex Discrimination Policy, 4.607-A](#). A student wishing to report such an incident officially may do so by contacting the Title IX Coordinator.

Anyone with knowledge about sex- or gender-based discrimination, harassment, or violence, or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence is encouraged to report it immediately to the University Title IX Coordinator, Deputy Title IX Coordinator or a University Staff or Faculty member.

Supportive and protective measures for individuals who have experienced these incidents are available from the campus whether the individual chooses to report to local and/or campus law enforcement, irrespective of whether the individual pursues a formal complaint through the University Title IX resolution process.

Confidential Resources

An individual who seeks completely confidential assistance may do so by speaking with professionals who have legally protected confidentiality. On campus, confidential reports may be made to the Antioch University Counseling Clinic, 2601 4th Avenue, Suite 450 Seattle WA 98121, (206) 268-4840, or by contacting [WellConnect](#). Information shared with these resources will remain confidential and will not be shared with the University or anyone else without express written permission of the individual seeking services unless required by law or court order.

Process Rights

A summary of rights, options, supports, and procedures, in the form of this document, is provided to all Complainants, whether they are students, employees, guests, or visitors.

When appropriate upon receipt of a formal complaint, the Title IX Coordinator will initiate a prompt, fair, and impartial process, commencing with an investigation, which may lead to the imposition of sanctions for a Respondent based upon a preponderance of evidence (what is more likely than not).

Procedures detailing the university's investigation and resolution processes can be found online here: [4.600 Conduct, Discipline & Grievances \(Human Resources\) | 4.000 Human Resources \(see 5.300 for Faculty Employment\) | Antioch University](#). The Title IX Coordinator is ultimately responsible for assuring that in all cases, the behavior is ended, the University acts reasonably to prevent its recurrence, and the effects on the Complainant and the community are remedied.

Process Outcomes

For offenses including sex or gender-based discrimination, harassment, and violence, which typically include the crimes of domestic violence, dating violence, sexual assault, and stalking, sanctions range from warning to expulsion.

Serious and violent incidents and acts of sexual assault usually result in suspension, expulsion, or termination of employment.

Knowingly providing false or misleading information to investigators can result in additional consequences under the [University Student Conduct Policy, 6.103](#), and the [University Employee Code of Conduct 4.601](#).

Training

The Title IX Coordinator is also responsible for assuring that annual training is conducted for all institution-provided advisors, investigators, decision-makers, and appeal decision-makers involved in resolving formal complaints through a process that ensures the safety of all parties and promotes accountability.

Training will focus on sexual assault, domestic violence, dating violence, stalking, sexual harassment, retaliation, and other behaviors that can be forms of sex or gender-based discrimination, harassment, or violence covered by Title IX and the Clery Act.

Prevention and Education

Antioch University provides comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to stop dating violence, domestic violence, sexual misconduct/sexual assault, sexual exploitation, and stalking before they occur through the promotion of behaviors that foster healthy relationships, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Antioch's primary prevention and awareness training programs and initiatives are sustained over time and focus on increasing awareness and understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual misconduct/sexual assault, sexual exploitation, and stalking, using a range of strategies with audiences throughout the Antioch community. This includes both community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, reduce perpetration, and promote safety and a culture of respect.

Campus programs must include primary prevention and awareness training: (1) for all new Students and new Employees; (2) refresher programs at least annually for all Students; (3) annually for all Employees consistent with their role in responding to and reporting incidents. Ongoing prevention and awareness campaigns for all Students and Employees will also be conducted. Student and employee training can be found on the [Vector Solutions](#) website.

Annual Training is mandatory for all employees. Such training includes, but not be limited to: what constitutes discrimination, harassment, retaliation, sexual misconduct/sexual assault, dating and domestic violence, sexual exploitation, and stalking under applicable law; the rights and responsibilities of each Employee relating to discrimination, harassment, retaliation, sexual misconduct/sexual assault, dating and domestic violence, sexual exploitation and stalking including the duty to report and exceptions; the protection against retaliation for Employees who report discrimination, harassment, retaliation, sexual misconduct, dating and domestic violence, sexual exploitation, and stalking; the procedures provided under the Sexual Harassment, Sexual Violence and Sex Discrimination Policy, 4.607-A for filing, investigating, and resolving a complaint; and the option and method for filing complaints with external government agencies.

Recordkeeping and Privacy

University records of investigations and resolutions are maintained in privacy in accordance with the institution's record retention policy for a minimum of seven years. Information is shared internally between administrators who need to know in order to complete their job duties.

When information must be shared to permit the investigation to move forward, the parties will be informed. Privacy of the records specific to the investigation is maintained in accordance with state law and the federal FERPA statute. Any public release of information needed to comply with the open crime logs or timely warning provisions of the Clery Act will not include the names of the victim or information that could easily lead to a victim's identification.

Additionally, the University maintains privacy in relation to any supportive measures afforded to a Complainant, except to the extent necessary to provide the supportive measures. Typically, if faculty members or administrators are asked to provide supportive measures for a specific student, they are told that such measures are necessary under Title IX or the Clery Act, but they are not given any details of the incident or what kind of incident it is.

Irrespective of state law or public records access provisions, information about the victim is maintained privately in accordance with Title IX and FERPA.

In any complaint of sex or gender-based discrimination, harassment, or violence covered under Title IX and/or the Clery Act, both parties are entitled to the same opportunities for a support person of their choice and to fully participate in the process, including any meeting, conference, hearing, appeal, or other procedural action.

The role of Advisors is described in detail [here](#). The parties will receive written notification of the allegations and any hearing outcome; they will also be afforded opportunities to review and respond to the investigation report before it is finalized and again before a hearing.

Written notifications will be delivered to the parties simultaneously (without undue delay between notifications). All parties will be informed of the University's appeal processes and their rights to exercise a request for appeal. Should any change in outcome occur prior to finalization, all parties will be timely informed in writing and notified when the results of the resolution process become final.

Retaliation

Both Title IX and the Clery Act provide protections for whistleblowers who bring allegations of non-compliance with the Clery Act and/or Title IX to the attention of appropriate campus administrators.

The University does not retaliate against those who raise concerns of non-compliance. Any concerns should be brought to the immediate attention of the campus Title IX Coordinator and/or to officials of the U.S. Department of Education.

Sex Offender Registry

Upon release from prison, individuals convicted of sex crimes may be required to register with law enforcement agencies (under laws referred to as "Megan's Laws"). If registered sex offenders are enrolled or employed at a postsecondary institution, the offenders also must provide this information to the state. The state then provides the information to law enforcement authorities in the jurisdiction where the institution is located.

A registry of sex offenders who have been determined to be of high or moderate likelihood to reoffend is maintained by the King County Sheriff's Department:

<http://www.kingcounty.gov/safety/sheriff/SOSearch.aspx>.

For the National Sex Offender Public Website (NSOPW) maintained by the U.S. Department of Justice, visit <https://www.nsopw.gov/>

Additionally, local resources exist to assist and support victims of sexual assault. These include:

- Crisis Clinic, 9725 3rd Ave NE, #300, Seattle, WA 98115. (206) 461-3222
- 24 Hour Crisis Line: (206) 427-4747
- King County Sexual Assault Resource Center (KCSARC): (425) 226-5062
(Trained advocates will answer your phone call, provide crisis intervention, information and referrals, and on-going support 24 hours a day, 7 days a week.)
- Seattle Police Department Victim Advocate: Lisa Immerwahr: (206) 684-7701

DRUG FREE SCHOOLS AND COMMUNITIES POLICY

Antioch University is committed to the development and maintenance of an educational and workplace environment in compliance with the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988, and does not permit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or at any of its activities. Please see the Drug Free Schools and Communities Policy at (http://aura.antioch.edu/policies_400_5x/1/). Possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. State and federal legal penalties for illegal use of alcohol and drugs are delineated in the attachments to the Drug Free Schools and Communities Policy. A violation of any law regarding drugs and/or alcohol is also a violation of the Student Conduct Policy 6.100 (http://aura.antioch.edu/policies_600_1x/2/) and will be treated as a separate disciplinary matter by the University.

It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under the age of 21 in a public place or a place open to the public is illegal. It is also a violation of policy for anyone to consume or possess alcohol in any public or private area of campus without prior University approval. Such laws are strictly enforced by Antioch and by the Seattle Police Department. Violators may be subject to criminal prosecution, fines and imprisonment. In addition, individuals, organizations or groups violating state or federal law or Antioch policy will be subject to sanctions by the University, up to and including withdrawal from the University or termination of employment.

DRUG AND ALCOHOL ABUSE POLICY AND EDUCATION PROGRAMS

Antioch University provides resources for employees with substance abuse issues. Insurance policies available to employees of Antioch University include coverage for drug and alcohol abuse. All employees have access to drug and alcohol training, which can be found on the [Vector Solutions](#) website. All benefit-eligible employees, including those who do not participate in University insurance plans, are eligible for support for substance abuse through the institution's Employee Assistance Program (EAP). Please contact the AUS Human Resources department at (206) 268-4022, for more information on the University's insurance policies and for details regarding the EAP.

CAMPUS CRIME DEFINITIONS

Clery Act Geography Definitions

The following definitions apply to the geographical locations of incidents disclosed in the crime statistics tables contained in this report:

On-Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes; and any building or property that is within or reasonably contiguous to the property described above in 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).

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.

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

Clery Act/VAWA Crime Definitions

The following definitions apply to the incidents of crime disclosed in the crime statistics tables contained in this report:

Clery Act Felony Definitions

Murder and Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter by negligence: The killing of another person through gross negligence.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Simple assaults are excluded.

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

Burglary: The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.

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.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

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

Clery Act Sex Offense Definitions

The following sex offenses fall with the definition of "sexual assault" under the Clery Act.

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

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Arrest and Referrals for Discipline for Violations of Liquor, Drug, and Weapons Laws²

Liquor Law Violations: The violation of state and local municipal laws and ordinances prohibiting the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkness and driving under the influence are not included in this definition.)

Weapons Law Violations: The violation of federal, state and local laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

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

Hate Crimes

Under the Clery Act, a hate crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Although there are many possible categories of bias, under the Clery Act, only the following eight categories are reported:

- Race
- Religion

² Under Clery, an arrest is defined as the processing of a person by arrest, citation, or summons. A referral for disciplinary action is defined as the referral of any person to an institution official who institutes a disciplinary action of which a record is kept and which may result in the imposition of a sanction. Disciplinary action occurs where an official receiving the information initiates a disciplinary action, a record of the action is kept, and the action may, but not need have to, result in a sanction. Disciplinary actions may be initiated in both informal and formal manners and can include an interview or a simple, initial review of names submitted to an institutional official. An incident involving both an arrest and a referral for discipline is counted only as an arrest.

- Sexual Orientation
- Gender
- Gender Identity
- Ethnicity
- National Origin
- Disability

For Clery Act purposes, Hate Crimes include any of the following offenses that are motivated by bias.

- Murder and Non-negligent Manslaughter
- Sexual Assault
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-Theft
- Simple Assault
- Intimidation
- Destruction/Damage/Vandalism of Property

Violence Against Women Reauthorization Act (VAWA) Crimes

The Violence Against Women Reauthorization Act requires that institutions report incidents of sexual assault, domestic and dating violence (also known as ‘intimate partner violence’) and stalking in their annual security report. The following federal law definitions apply to this reporting requirement. In addition, VAWA requires that institutions publish state law jurisdictions of the same crimes.

Federal Definitions

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 laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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 determined 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 in the relationship.

Stalking: A course of conduct³ 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.⁴

Criminal Offenses - On Campus	2021	2022	2023
Murder/Non-negligent manslaughter	0	0	0
Manslaughter by negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Criminal Offenses - Non Campus	2021	2022	2023
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Criminal Offenses – Public Property	2021	2022	2023
Murder/Non-negligent manslaughter	0	0	0
Manslaughter by negligence	0	0	0
Rape	0	1	0
Fondling	0	0	0

³ “Course of conduct” means two 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, follows, observes, threatens, surveils, or communicates to or about a person, or interfering with a person’s property.

⁴ “Substantial emotional distress” means significant mental suffering or anguish.

Incest	0	0	0
Robbery	0	1	1
Aggravated assault	2	2	4
Burglary	0	0	0
Motor vehicle theft	3	1	9
Arson	0	0	0

Hate Crime Offenses - On Campus	2021	2022	2023
Murder/Non-negligent manslaughter	0	0	0
Manslaughter by negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Vandalism	0	0	0
Hate Crime Offenses - Non Campus	2021	2022	2023
Murder/Non-negligent manslaughter	0	0	0
Manslaughter by negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Vandalism	0	0	0

Hate Crime Offenses – Public Property	2021	2022	2023
Murder/Non-negligent manslaughter	0	0	0
Manslaughter by negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Vandalism	0	0	0

Arrests - On Campus	2021	2022	2023
Illegal weapons possession	0	0	0
Drug law violations	0	0	0
Liquor law violations	0	0	0

Arrests - Non Campus	2021	2022	2023
Illegal weapons possession	0	0	0
Drug law violations	0	0	0
Liquor law violations	0	0	0

Arrests - Public Property	2021	2022	2023
Illegal weapons possession	1	1	1
Drug law violations	0	0	1
Liquor law violations	0	0	0

Disciplinary Actions - Campus	2021	2022	2023
Illegal weapons possession	0	0	0
Drug law violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions - Non Campus	2021	2022	2023
Illegal weapons possession	0	0	0

Drug law violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions - Public Property	2021	2022	2023
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Illegal weapons possession	0	0	2
Drug law violations	0	0	0
Liquor law violations	0	0	0

VAWA Offenses - On Campus	2021	2022	2023
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Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0

VAWA Offenses - Non Campus	2021	2022	2023
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Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0

VAWA Offenses - Public property	2021	2022	2023
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Domestic violence	0	3	4
Dating violence	0	0	0
Stalking	0	0	0

PUBLIC PROPERTY CRIME STATISTICS

Crime statistics on public property bordering the university were provided by the local police department and included in this report. Precinct and beat statistics can be found at the Seattle Police Department Website: <https://www.seattle.gov/police/information-and-data> Antioch University Seattle’s street address is 2400 3rd Ave, Ste 200, Seattle, Washington. 98121.

AUS EMERGENCY CONTACT LIST

Police/Fire/Paramedics	911 (9-911 from campus phone)
AUS Front Desk	206-268-4000 (x4000 from campus phone)
Facilities Department	206-268-4035 (x4035 from campus phone)
	206-268-4036 (x4036 from campus phone)
Campus Safety Officers (Director of Campus Services)	206-268-4518 (x4518 from campus phone)
	206-268-4035 (x4035 from campus phone)
Office of the Provost	206-268-4710 (x4710 from campus phone)
	206-268-4055 (x4055 from campus phone)
Washington Security Services	206-399-3977

APPENDIX

Title IX Resources

Deputy Title IX Coordinator:

<u>Name</u>	<u>Telephone Number</u>	<u>Mailing Address</u>	<u>E-mail Address</u>
<u>Sarah Hellyar</u>	<u>218-209-1141</u>	<u>Antioch University</u> <u>900 Dayton Street Yellow Springs, OH</u> <u>95387</u>	<u>shellyar@antioch.edu</u>

Resources

Campus Resources
Confidential Resources
<ul style="list-style-type: none">• Antioch University Counseling Clinic, 2601 4th Avenue, Suite 450 Seattle WA 98121, (206) 268-4840
Non-Confidential Resources
<ul style="list-style-type: none">• Maria-Judith Rodriguez Herrera, Vice Chancellor for Human Resources, mjrodriguez@antioch.edu Mailing address: Antioch University, 900 Dayton Street, Yellow Springs, OH 45387• Mary Granger, University Counsel, (603) 283-2437, mgranger@antioch.edu Mailing address: Antioch University, 40 Avon St, Keene, NH 03431• Ben Pryor, Provost, Chief Operating Officer, (206) 268-4710, bpryor@antioch.edu

Non-Campus Resources
Emergency Resources
<ul style="list-style-type: none">• Seattle Police Department, 911 (emergency), (206) 625-5011 (non-emergency)
Medical Resources
<ul style="list-style-type: none">• Virginia Mason Hospital, (206) 223-6881 1100 9th Avenue, Seattle, WA 98101• Swedish Medical Center/First Hill Campus, (206) 386-6000 747 Broadway, Seattle, WA 98122-4307
Additional Support Resources

<ul style="list-style-type: none"> ● King County Sexual Assault Resource Center, (888) 998-6423, http://www.kcsarc.org/ ● Harborview Medical Center for Sexual Assault and Traumatic Stress, (206) 744-1600 http://depts.washington.edu/hcsats/ 401 Broadway, Suite 2075, Seattle, WA 98104 ● National Domestic Violence Hotline, (800) 799-7233 ● National Sexual Assault Hotline (800) 656-4673
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Washington State Crime Definitions:

The following is a summary of the definitions applicable to Title IX offenses (sexual assault, dating violence, domestic violence, and stalking) under the laws of Washington State.

“Consent”

“Consent means that at the time of the act of sexual intercourse or sexual contact there are actual words or conduct indicating freely given agreement to have sexual intercourse or sexual contact.” Wash. Rev. Code § 9A.33.010(7).

“Sexual Assault”

Washington RCW 9A.44.040-.060⁵ refers to sexual assault as “rape” and divides the law into three degrees. “First Degree Rape” is defined as engaging in sexual intercourse by forcible compulsion where the accuser or an accessory either:

- uses or threatens to use a deadly weapon or what appears to be a deadly weapon;
- kidnaps the accuser;
- inflicts serious physical injury, including but not limited to physical injury which renders the accuser unconscious; or
- feloniously enters into the building or vehicle where the accuser is situated.

“Second Degree Rape” is defined, in part, as engaging in sexual intercourse with the accuser under circumstances including:

- by forcible compulsion;
- when the accuser is incapable of consent by reason of being physically helpless or mentally incapacitated;
- when the accuser is a person with a developmental disability and the accused is a person who is not married to the victim and who supervises or transports the accuser;

⁵ The complete text of Washington RCW 9A.44.040 is available at <http://apps.leg.wa.gov/rcw/default.aspx?cite=9A.44>.

- when the accused is a health care provider, the victim is a client or patient, and the sexual intercourse occurs during a treatment session, consultation, interview, or examination;
- when the accuser is a resident of a facility for persons with a mental disorder or chemical dependency, the accused supervises the accuser, and the accused and accuser are not married; or
- when the accuser is a frail elder or vulnerable adult and the accused is a person who is not married to the victim and who has a significant relationship with the accuser or transports him or her for compensation.

“Third Degree Rape” means, in part, sexual intercourse where the accuser clearly expresses his or her lack of consent by words or conduct or where there is a threat of substantial unlawful harm to the property rights of the accuser.

In addition to these definitions of rape, Washington State also has several child molestation and rape statutes, which generally prohibit sexual intercourse and contact with and between minors, subject to certain carve-outs where the age differential between the accuser and accused is proximate. See Washington RCW 9A.44.073-096.

“Domestic Violence”

The term “domestic violence” includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who—

- (A) is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;
- (B) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- (C) shares a child in common with the victim; or
- (D) commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

“Dating Violence”

The term “dating violence” means violence committed by a person—

- (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and

(B)where the existence of such a relationship shall be determined based on a consideration of the following factors:

- (i)The length of the relationship.
- (ii)The type of relationship.
- (iii)The frequency of interaction between the persons involved in the relationship.

“Stalking”

Washington RCW 9A.46.110⁶ defines stalking to encompass, in part, the intentional and repeated harassment of the accused that would cause a reasonable person under the circumstances to fear that the accuser intends to injure him or her, that in fact does cause the accuser to fear injury, and that the accused either intended, or reasonably should have known, that the accuser feel afraid, intimidated, or harassed.

⁶ The complete text for Washington RCW 9A.46.110 is available at <http://app.leg.wa.gov/RCW/default.aspx?cite=9A.46.110>.