Bryant University



2026

Annual Security & Fire Safety Report

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Bryant's Department of Public Safety (DPS) takes great pride in the University's reputation as a safe and secure community in which to live, learn, teach, and work. Situated in a quiet, private, rural setting in Smithfield, Rhode Island, the design of the Tupper campus where all residence halls are located allows for a single point of access that is monitored by public safety officers 24 hours a day/ 7 days a week.

In February of 2024, Bryant acquired a 250,000 square foot facility and adjacent 30 acres of land from Fidelity Investments at 100 Salem Street in Smithfield directly across Douglas Pike from the main (Tupper) campus. The facility, named the Business Entrepreneurship Leadership Center, or BELC, was renovated and occupied by late August of 2024. The BELC is the new home for Bryant's College of Business as well as numerous administrative offices.

By actively working with all constituents of the Bryant community, DPS takes every step possible to reduce incidents of incivility or crime. As this report indicates, the limited number of incidents and infrequency is readily apparent.

Bryant's peaceful campus life is the product of not only its sheltered location but also a motivated professional community which adheres to the University's theme: The Character of Success.

Stephen M. Bannon
Assistant Vice President of
Public Safety & Transportation

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

The Act is a legislative effort to encourage colleges and universities to inform their campus communities of specific crimes occurring on their campuses. It also focuses on the participation of the entire campus community in responding to the incidence of crime on campus where traditionally the only response to campus crime had been initiated by security, public safety, or university police departments.

Bryant University maintains an open communication policy. Crimes that pose an immediate threat to the community may be reported by such methods as: cell phone calls, text messaging, electronic mail, public address announcement messages, internet protocol (IP) phone announcements, and personal contacts. Each October, the crime statistics for the three most current years are distributed to the community.

The Act mandates the types of crimes for which statistics must be kept be in accordance with the definition of the Federal Bureau of Investigation's (FBI) Uniform Crime Reporting system (UCR). The reportable crimes are: murder, manslaughter, aggravated assault, sex offenses, including rape, fondling, incest, statutory rape, robbery, burglary, arson, and motor vehicle theft. Hate crimes pursuant to the preceding crimes must also be reported by category of prejudice. In addition to the hate crimes related to the reportable crimes, above, the following crimes must be also reported as hate crimes when investigation indicates that the motivation was bias-related: larceny/theft; simple assault; intimidation and vandalism. Each is defined in the "Definitions" section of this brochure. Institutions must also report the number of incidents, including arrests, for the following campus crimes: liquor law violations, drug abuse violations, and weapons possession. A daily crime log records all crimes reported to the public safety department. The log includes the nature, date, time, and general location of each crime and the disposition of the complaint (if known), and is available for inspection during normal business hours.

The law serves to inform the Bryant community of each person's responsibility to the crime prevention effort and thereby helps in keeping the Bryant campus a fine place to learn, teach, work and play.

Drug-Free Schools and Communities Act

BBryant University is committed to creating a campus environment that is healthy, safe and free from both the illegal and harmful use of alcohol and others drugs. In compliance with federal regulations, Bryant University has adopted and implemented a program to prevent the illicit use of drugs and abuse of alcohol by its students and employees.

Bryant University prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as a part of any of its activities. Violations of the university policies and/or local, state, or federal laws will result in disciplinary action and/or the involvement of law enforcement agencies when deemed appropriate.

Alcohol

Among the sanctions provided under state law for the unlawful possession and distribution of alcohol are:

- Possession and/or consumption of alcohol by a person under the age of 21 or the carrying of an open container for alcoholic beverages may result in sanctions or fines of up to $950, with minimum fines ranging from $150 for the first offense and $450 for the third offense. Additional sanctions may include thirty (30) hours of community service, minimum sixty (60) days suspension of defendant's driver's license, and a substance abuse assessment by a license substance abuse professional.

- Sanctions are imposed upon an adult who furnishes alcoholic beverages to a person under the age of 21 and these sanctions may be up to a fine of $1,000 and six months imprisonment.

- The use by a minor of a false identification card for the purposes of unlawfully obtaining alcoholic beverages in an offense which carries a minimum sanction of $100.

- Consumption of an alcoholic beverage while operating a motor vehicle may result in a fine of $300, sixty (60) hours of community service, driver's license suspension, and/or imprisonment for up to one year. Sanctions involving motor vehicle offenses are determined by blood alcohol concentration and the number of violations.

Details on legal sanctions under federal and state law can be found under Rhode Island General Laws (www.rilin.state.ri.us/statutes) Title 3, Chapter 3-8 (Alcohol – Regulation of Sales) and Title 31, Chapter, 31-27 (Motor Vehicle Offenses).

In addition to the local, state, and federal laws, Bryant University has established its own campus policies, which reflect the concern for the health and well-being of its students and employees. In accordance with Rhode Island law, students under the age of 21 may not consume, possess, be in the presence of, purchase, attempt to purchase, or use false identification to purchase alcoholic beverages.

Regardless of age, the university prohibits:

- Common containers
- Providing/serving alcohol to minors
- Selling alcohol to or purchasing alcohol for a minor
- Purchasing and transporting to campus unreasonably high amounts of alcohol
- Open containers in public areas or outside
- Significant impairment of functioning due to alcohol
- Encouraging or contributing to the intoxication of another person
- Drinking games or simulated drinking games (defined as games that promote the rapid consumptions of alcohol. This includes but is not limited to: beer pong, flip cup, funneling, quarters, or altered board games.)
- Possession or use of alcohol paraphernalia/drinking apparatus
- Large alcohol gathering that exceeds space capacity or involves high risk behavior
- Grain alcohol or equivalent substances

Students who are 21 and over may have in their possession not more than the following amounts of alcohol at any time. These amounts are as follows:

- 12 pack of beer
- Or 12 flavored malt beverages/wine coolers
- Or a maximum of 750 milliliters of wine
- Or a maximum of 375 milliliters of distilled spirits

The University will consider each incident on an individual basis and will take into account the severity of the behavior, a student's past disciplinary record, and the specific incident's impact on the community. The hearing officer may increase the severity of the sanctions issued and any use that leads to high risk behavior will be subject to additional sanctions. Students should refer to the Student Handbook to review a list of the educational, administrative, and restrictive sanctions that can be issued due to a policy violation.

Drugs

Legal sanctions are provided by state and federal law for the unlawful possession or distribution of controlled substances and illicit drugs. These sanctions vary, depending upon the type of drug, the quantity (volume) of drugs possessed or distributed, upon the circumstances surrounding the location of the possession, sale, or distribution on or near school premises or distribution to persons under the age of 18, and whether the offense is a first or subsequent offense. Under state law, the legal sanctions include imprisonment, fine, parole, community service, counseling and rehabilitation referral, and the forfeiture of real or personal property connected with the offense. Prison sentences include life imprisonment and fines up to $1 million. Certain offenses involving the sale and distribution of drugs may include minimum mandatory sanctions. These minimum mandatory sentences may be as much as 20 years imprisonment. Similar sanctions are imposed under federal law. For a complete listing of drug offenses and sanctions, please refer to Rhode Island General Laws Title 21, Chapters 21-28, and Title 31, Chapter 31-27-2.

All members of the campus community are expected to comply with all federal, state, and local laws regarding illegal drugs, as well as the applicable policies contained in the Student Handbook, Residence Hall Occupancy and Board Agreement, Faculty Federation Contract, and Employee Handbook.

Violations of University Drug policy include:

- In the presence of a controlled substance
- In the presence of drug paraphernalia
- Possession of drug paraphernalia
- Possession of a controlled substance
- Intent or distribution of a controlled substance.

In addition, any full or part-time student or employee found to be in violation of the University drug policy may be subject to applicable legal sanctions as well as disciplinary actions up to and including termination of employment or separation from the University. If a student is convicted of a drug-related felony or misdemeanor that took place while receiving Federal student aid, the student will become ineligible to receive further aid for a specified period of time. The University will consider each incident on an individual basis and will take into account the severity of the behavior, a student's past disciplinary record, and the specific incident's impact on the community. The hearing officer may increase the severity of the sanctions issued and any use that leads to high risk behavior will be subject to additional sanctions. Students should refer to the Student Handbook to review a list of the educational, administrative, and restrictive sanctions that can be issued due to a policy violation.

Health Risks of Substance Use

SUBSTANCE	ACUTE EFFECTS	LONG TERM EFFECTS
MARIJUANA (cannabis)	Heightened sensory perception; euphoria, followed by drowsiness/relaxation; impaired short-term memory, attention, judgment, coordination and balance; increased heart rate; increased appetite	Cough; frequent respiratory infections; possible mental health decline; addiction
COCAINE	Increased body temperature, heart rate, and blood pressure; euphoria; increased energy, alertness; nausea; decreased appetite and sleep	Addiction; restlessness, anxiety, irritability, paranoia, panic attacks, mood disturbances; insomnia; GI problems; HIV
METHAMPHETAMINE	Enhanced mood; increased heart rate, blood pressure, body temperature, energy and activity; decrease appetite; dry mouth; increased sexuality	Addiction, memory loss; weight loss; impaired cognition; anxiety, insomnia; mood disturbances; hallucinations; severe dental problems; cardiac and neurological damage
MDMA (ecstasy/Molly)	Euphoria; increased energy, alertness, tactile sensitivity, empathy; decreased fear, anxiety; increased/irregular heartbeat; dehydration; chills; sweating; teeth grinding/clenching; hyperthermia	Addiction; sleep disturbances; depression; irritability; impaired memory
HEROIN	Euphoria; warm flushing of skin; dry mouth; heavy feeling in extremities; impaired coordination; dizziness; clouded thinking; nausea; depressed respiration	Addiction; physical dependence; constipation; collapsed veins; HIV; hepatitis
NICOTINE	Increased blood pressure and heart rate	Addiction; chronic lung disease; cardiovascular disease; increased risk of certain types of cancer; stroke
ANABOLIC STEROIDS	No intoxication effects	Hypertension; blood clotting and cholesterol changes; liver cysts; hostility and aggression; acne
ALCOHOL	Low doses – euphoria; mild stimulation; relaxation; lowered inhibitions. Higher doses – slurred speech; drowsiness; nausea; loss of coordination; visual distortions; impaired memory; loss of consciousness	Addiction; liver and heart disease; increased risk of injuries, violence; depression; hypertension; fatal overdose

Bryant University considers the health and safety of the individual and community to be of upmost priority and has various on and off campus resources available for someone experiencing substance use and abuse concerns.

On-Campus Resources

- **Bryant University Counseling Services** – (401) 232-6405
- **Bryant University Health Services** – (401) 232-6220
- **BASICS (Brief Alcohol Screening and Intervention for College Students)** – Office of Health Promotion – (401) 232-6982
- **Campus Ministries** – (401) 232-6119

Off-Campus Resources

- **Jeffrey Noll** – 132 Old River Road #205, Lincoln, RI – (401) 722-1722
- **Rob Whitman-Raymond, CAS, LICSW** – 100 Lafayette Street Pawtucket, RI – (401) 729-7541
- **Adcare** – 400 Bald Hill Road, Warwick, RI – (401) 732-1500
- **Employee Assistance Program** – Coastline EAP – www.coastlineeap.com

Substance abuse is a problem that poses a serious threat to employees and students. The use of alcohol and illegal drugs endangers the health and safety of the abusers and all others around them. Bryant University is committed to making a good-faith effort in creating and maintaining a drug-free work place.

Security Policies

Bryant University has a fully-staffed and well-trained public safety department that monitors security activities 24 hours a day. The Department of Public Safety (DPS) patrols the campus on foot, on bicycle, and in a patrol vehicle, and is comprised of 20 uniformed patrol officers, a public safety assistant, and three administrators.

Bryant University is situated in a quiet residential area and has only one entrance and exit monitored by an entry control station staffed by the Department of Public Safety and facilitated by a strict guest pass policy. There are security cameras in various buildings and throughout campus that monitor pedestrian traffic and have the capability to record unusual activities.

Although Bryant University maintains adequate campus lighting at night, escorts are furnished upon request to any part of the campus. Bryant also maintains its own fully-equipped lock and key shop operated by a locksmith who monitors a strict lock and key program and responds quickly to facility repairs. All external

doors on housing units are equipped with electronic access control. Those systems are augmented by the conventional lock and key system in the interior of the buildings. All non-housing buildings have either electronic access control or traditional lock and key systems.

DPS is committed to an ongoing communication with the student body, and provides orientation information as well as other crime prevention programs throughout the year upon request. Resident Assistant (RA) training in fire and safety, crime prevention, emergency response, housing security, reporting, and other areas is facilitated by DPS.

Bryant University also maintains a Health Services Office staffed by trained professionals who provide a full range of health services. Their work is augmented by the Emergency Medical Technician (EMT) program facilitated through DPS. DPS can summon EMT services 24 hours a day and has a direct telephone line to the Smithfield Fire Department in the event that a rescue unit is needed.

The Bryant University fire safety coordinator monitors residence halls and work areas to ensure compliance with fire codes. The coordinator regularly inspects all campus buildings for fire violations and conducts two (2) fire drills per academic semester.

Bryant University Department of Public Safety officers are not sworn officers and do not possess arrest powers. However, within the jurisdictional boundaries of the campus they have the inherent right and authority to detain persons for wrongdoing. They may restrain persons who create a disorder, or refuse admittance to the campus or ask persons to leave who become disorderly or violate Rhode Island laws or campus rules or regulations or demonstrate improper behavior. The university has a close working relationship with the local and State police departments and each cooperates in attempting to maintain a secure campus. Bryant University encourages its community to quickly report the incidence of crime, and DPS promptly relays accurate information to the local police agency.

The Department of Public Safety is a member of and active participant in the Rhode Island Public Safety Directors Association, the Northeast Colleges and Universities Security Association, and the International Association of Campus Law Enforcement Administrators. These groups provide assistance and insight into changing security trends and offer information about all areas of security operations on campuses.

Reporting Crime

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents to the Department of Public Safety in a timely manner. To report a crime or emergency occurring on campus, dial 6911 from any University telephone, or (401) 232-6911 from a phone outside of the University system. To report a non-emergency or public safety related matter, dial 6001, or (401) 232-6001 from a phone outside of the University system. Reports may also be made in person by visiting the Department of Public Safety offices in the Unistructure or the Entry Control Station. These offices are staffed 24 hours per day, 365 days per year. Upon receipt of a report of a crime, dispatchers will take the required action which may include sending an officer to the scene and requesting the response of the Smithfield or State Police.

Memorandum of Understanding (MOU)

The Department of Public Safety is comprised of non-sworn officers who do not have arrest powers under Rhode Island law. The Smithfield Police (SPD) and the Rhode Island State Police (RISP) are the two law enforcement agencies having jurisdiction over the Bryant University campus. Although there is no formal written memorandum of understanding directing how criminal investigations will occur on campus, the Smithfield Police, Rhode Island State Police and the Bryant University Department of Public Safety work collaboratively to investigate such incidents. In a coordinated manner the different agencies leverage their unique resources to investigate crimes on campus. Local and state law enforcement has greater geographic jurisdiction than the campus. As such, they are helpful in investigating incidents that extend beyond the campus jurisdiction.

Voluntary Confidential Reporting

If the victim of a crime does not want to pursue action through the criminal justice system or through the University's judicial process, that person still has the option of making a confidential report. With the victim's permission, the Director of Public Safety, or designee can file a report capturing the details of the incident without revealing the victim's identity. The purpose of this type of report is to honor the victim's wish to keep the matter confidential while, at the same time, taking steps to ensure the future safety of the victim and others. With such information, the University can keep an accurate record of the number of incidents involving students, employees, and visitors; determine if there is a particular pattern of crime with regard to location, method, assailant; alert the campus community to potential danger. Any reports filed in this manner would be disclosed in the annual crime statistics for the University.

Campus Sexual Assault Policies

Sexual Misconduct Policy

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XIII. Sexual Assault Prevention, Education and Training

I. Statement of Purpose

Bryant University ("Bryant" or "the University") is committed to providing a safe working and learning environment which promotes respect for the individual and support for academic freedom, where all members of the Bryant community can work and learn in an atmosphere that is free from sexual discrimination, harassment, violence, power-based personal violence, and other forms of sexual misconduct.

This policy applies to all Bryant students (graduate and undergraduate), all full and part-time employees (including administration, faculty and staff), and third parties (such as contractors, guests, vendors, visitors or volunteers). All persons who violate this policy are subject to sanctions and discipline up to and including expulsion from the University, termination of employment, or termination of a contractual or other relationship with the University.

This policy's prohibition against sexual and gender-based harassment, sexual assault, interpersonal violence and stalking ("Prohibited Conduct") is part of Bryant's broader prohibition against harassment or other discrimination on the basis of race, color, national or ethnic origin, sex, sexual orientation, gender identity, transgender status, gender transition, religion, disability, age, genetic information, marital status, or protected veteran status. Bryant's commitment to non-discrimination in its programs or activities applies to admissions, financial aid, academic matters, career services, counseling, housing, employment policies, scholarship programs, medical services, all forms of study abroad programs, and all other programs and activities available at Bryant. This policy complies with Title IX of the Education Amendments of 1972 ("Title IX") and its implementing regulations; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), as amended by the Violence Against Women Reauthorization Act of 2013 ("VAWA"); Title VII of the Civil Rights Act of 1964 ("Title VII"); and other applicable federal and Rhode Island state laws.

This policy does not substitute for or supersede related civil and criminal law. It is the policy of the University to encourage individuals to report all incidents and violations to law enforcement officials and agencies with appropriate jurisdiction and to avail themselves of all of the services and rights to which they are entitled.

Anyone who has any information regarding a possible violation of this policy should report it promptly to one of the University's Title IX Coordinators or the Department of Public Safety (whose contact information is provided below). The University encourages individuals to report allegations and file complaints promptly in order to capture and preserve evidence for a potential legal or disciplinary proceeding. A delay in reporting may compromise the subsequent investigation. Also, reporting in a timely manner allows the University to provide all persons involved with information regarding their rights, options, and supportive resources.

This policy should be read in conjunction with Bryant's Title IX Sexual Harassment Procedures, Student Conduct Code, Employment Handbook, Fraternization Policy, and other applicable codes and policies prohibiting discrimination and harassment, as well as the University's collective bargaining agreements.

II. The Title IX Coordinators

Bryant's Title IX Coordinators are responsible for coordinating the University's compliance with Title IX and response to all forms of Prohibited Conduct, with the assistance of Deputy Coordinators as designated, the University's Vice President for Student Affairs and Dean of Students, the Director of Community Standards, Department of Public Safety, and Human Resources Department. The Title IX Coordinators oversee and provide education and training; coordinate Bryant's investigation, response and resolution of all reports of Prohibited Conduct; and track and report annually all incidents in violation of this policy.

The names and contact information of Bryant's Title IX Coordinators are:

Mailee Kue, Ph.D.
Title IX Coordinator
Bryant University
1150 Douglas Pike
Smithfield, RI 02917
(401) 232-6478
mkue@bryant.edu

Reports or inquiries may be made to one of the Title IX Coordinators at any time (including during non-business hours, weekends or University holidays) by using the above-listed telephone numbers or electronic mail addresses, or by mail to the above-listed office addresses. In this policy, references to the Title IX Coordinator(s) shall also mean a designee.

Concerns about Bryant's application of this policy or compliance with its Title IX obligations may be addressed to the Title IX Coordinators, or to the following:

United States Department of Education, Office for Civil Rights
8th Floor
5 Post Office Square Boston, MA 02109-3921
Telephone: (617) 289-0111
Telephone: (800) 421-3481
Facsimile: (617) 289-0150
Email: OCR.Boston@ed.gov

United States Equal Opportunity Commission
John F. Kennedy Federal Building 475 Government Center
Boston, MA 02203
Telephone: (800) 669-4000
Facsimile: (617) 565-3196

Rhode Island Commission for Human Rights
180 Westminster Street, 3rd Floor Providence, RI 02903
Telephone: (401) 222-2661
Facsimile: (401) 222-1616
Email: RICHR.Info@richr.ri.gov

III. Scope of the University's Authority

As defined in Section IV below ("Prohibited Conduct"), the University prohibits sexual and gender- based harassment, sexual assault, interpersonal violence and stalking that is subject to Title IX and falls outside of Title IX's definitional and/or jurisdictional scope.

A. Title IX Sexual Harassment: Under Title IX, no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under Bryant's education program or activity. 20 U.S.C. § 1681(a). The Department of Education has promulgated regulations implementing Title IX, which specify how Bryant must respond to sexual harassment in its education program or activity consistent with Title IX's prohibition against sex discrimination. 34 CFR Part 106.

As defined by Title IX, Bryant's "education program or activity" includes all of the University's operations, including locations, events or circumstances over which the University exercised substantial control over both the accused individual and the context in which the conduct occurs; and also includes any building owned or controlled by a student organization that is officially recognized by the University. Title IX's coverage does not draw a line between on campus, off-campus, or online conduct, provided the conduct occurred in Bryant's education program or activity against a person in the United States. Examples may include University-sponsored, funded or otherwise supported off-campus research, internship, mentorship, summer session, conference, meeting, or other affiliated program or premises.

Bryant has adopted Title IX Sexual Harassment Procedures, which shall apply and control in the University's response to reports and complaints alleging Title IX Sexual Harassment.

B. Non-Title IX Sexual Misconduct: Consistent with Bryant's educational mission and strong commitment to a learning, living, and working environment and community free from any discrimination and harassment,

Bryant also prohibits sexual and gender-based harassment, sexual assault, interpersonal violence or stalking that falls outside of Title IX's definitional and/or jurisdictional scope. For example, Bryant strictly prohibits any such misconduct by a University student or employee against a person outside of the United States during or in connection with a study abroad program. Also, the University, as an employer, is subject to Title VII and state employment laws prohibiting discrimination and/or harassmentin the workplace.

Bryant responds to reports and complaints alleging Non-Title IX Sexual Misconduct under its Code of Student Conduct, Employee Handbook or under the terms of a collective bargaining agreement. Incidents, which are not covered by Title IX and therefore not subject to Bryant's Title IX Sexual Harassment Procedures, will be referred to the appropriate University department (e.g. Student Affairs, Human Resources, etc.).

Also, Bryant has the right and discretion to address Prohibited Conduct that occurred initially outside of its education program or activity, but has continuing impacts or effects within its program or activity that mandate the University's response.

In determining whether Bryant has jurisdiction over off-campus or online conduct, Bryant will consider the severity of the alleged conduct, the risk of on-going harm, whether both parties are members of the University community, impacts on its programs or activities, and whether off- campus conduct is part of a series of actions that occurred both on and off-campus.

IV. Prohibited Conduct

A. Title IX Sexual Harassment: Under Title IX, sexual harassment means conduct, on the basis of sex, that satisfies one or more of the following three categories: (1) Quid Pro Quo Sexual Harassment; (2) Hostile Environment Sexual Harassment; and/or (3) Sex-Based Crimes as defined by the Clery Act and VAWA.

1. Quid Pro Quo Sexual Harassment occurs when a Bryant employee conditions the provision of an aid, benefit, or service of the University on an individual's participation in unwelcomed sexual conduct.

2. A Title IX Hostile Environment occurs when unwelcome conduct is determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Bryant's education program or activity.

3. Sex-based crimes occur when conduct constitutes any one of four offenses prohibited under the Clery Act, as amended by VAWA: Sexual Assault (20 U.S.C. § 1092(f)(6)(A)(v)), Dating Violence (34 U.S.C. § 12291(a)(10)), Domestic Violence (34 U.S.C. § 12291(a)(8), and Stalking (34 U.S.C. § 12291(a)(30)).

a. Sexual Assault is a sexual act directed against another person, by force, threat of force, coercion, or without consent, including instances where the person is incapable of giving consent. Sexual assault includes the offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape.

i. Rape: The carnal knowledge of a person, 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 or physical incapacity.

ii. Sodomy: Oral or anal sexual intercourse with another person, 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 or physical incapacity.

iii. Sexual Assault with an Object: To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, 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 or physical incapacity.

iv. Fondling: The touching of the private body 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 or physical incapacity.

v. Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

vi. Statutory Rape: Non-forcible sexual intercourse with a person who is under the age of statutory age of consent (age 16 in Rhode Island).

b. Dating Violence: Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. The existence of the relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship.

c. Domestic Violence: Domestic violence includes 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 the jurisdiction receiving grant monies, or by another 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. All forms of domestic violence prohibited by Rhode Island law are also included.

d. Stalking: Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their own safety or the safety of others or suffer substantial emotional distress. Course of conduct means two or more instances including but not limited to unwelcome acts in which an individual 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. Stalking includes the concept of cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, or similar devices or forms of contact are used.

B. Non-Title IX Sexual Misconduct: The following definitions apply to Prohibited Conduct that falls outside of Title IX's definitional and/or jurisdictional scope:

1. Hostile Environment Sexual Harassment is defined as unwelcomed words, conduct, or actions of a sexual or gender-based nature, and (a) submission to such behavior is made either explicitly or implicitly a term or condition of employment or education at Bryant, (b) submission to or rejection of such behavior is used as a basis for employment, academic, or other decisions, or (c) it is sufficiently severe, pervasive, or persistent and has the purpose or effect of unreasonably interfering with work or academic performance, denying or limiting the ability to participate in or receive benefits, services, or opportunities in the university's programs or activities, or creating a hostile working or educational environment.

a. While sexual harassment may take the form of physical conduct, it may also appear in verbal or written derogatory statements that may affect work assignments, promotions, raises, recommendations, or status for employees, or campus life, participation in a study abroad program, class assignments, grades, recommendations, or status in a course or program for students. Sexual harassment does not include words, conduct, or action of a reasonably socially acceptable nature. However, some behavior appropriate in a social setting may not be appropriate in the workplace or academic environment.

b. Examples of conduct or statements that may constitute prohibited sexual harassment, include but are not limited to:

i. unwelcomed sexual advances and requests for sexual favors;

ii. sexual teasing, joking, suggestive looks, gestures or staring;

iii. peer harassment that creates a hostile environment, such as spreading rumors about sexual behavior, sexually charged name calling, or inappropriate sexual text messages, emails, social media posts, and/or inappropriate communications in any manner or media;

iv. direct or implied threats that submission to sexual advances will be a condition of employment, including work assignments, promotions, raises, recommendations, or status for employees, or an educational program or activity, including campus life, participation in a study abroad program, class assignments, grades, recommendations, or status in a course or program for students.

v. written contact, such as sexually suggestive, harassing, or obscene letters, texts, faxes, emails, notes, invitations, etc.;

vi. verbal contact of a sexual nature, such as sexually suggestive or obscene comments, phone calls, threats, slurs, epithets, jokes about gender- specific traits, sexual propositions;

vii. physical contact, such as intentional touching, pinching, brushing against another's body, impending or blocking movement, assault;

viii. coercing intercourse;

ix. improper or unwelcome inquiries about someone's sexual or personal life, or sharing information about one's own sexual or personal life; or

x. visual contact, such as leering or staring at another's body, gesturing, displaying sexually suggestive objects or pictures, cartoons, posters or magazines.

2. Sexual Assault is defined as any sexual act directed against another person, without consent, including instances where the person is incapable of giving consent. The following behavior constitutes sexual assault:

a. Nonconsensual Sexual Penetration (or attempts to commit the same) often referred to as rape:

i. Any sexual intercourse (anal, oral, or vaginal),

ii. however slight,

iii. with or without an object;

iv. by a person upon another person;

v. that is without consent, by physical force, and/or abusive sexual contact.

Sexual penetration is defined as any contact, however slight, of the vagina or anus of a person by any body part (penis, tongue, finger) of another person or an object and/or contact, however slight, of the mouth of a person by a sex organ of another person.

b. Nonconsensual Sexual Contact (or attempts to commit the same) often referred to as fondling:

i. Any intentional sexual touching, including but not limited to breast, buttocks, inner thigh, groin, genitalia or surrounding area in a sexual way,

ii. however slight,

iii. with or without an object;

iv. by a person upon another person;

v. that is without consent, by physical force and/or abusive sexual contact.

Sexual contact includes intentional contact with the breast, buttocks, groin or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breast, buttocks, groin, genitals, mouth or other orifice.

3. Sexual Exploitation: Sexual Exploitation is intentionally taking sexual advantage of another person without consent. It may involve one's own or another person's nudity or sexuality. Examples of Sexual Exploitation include, but are not limited to:

a. voyeurism (such as watching or taking pictures, videos, or audio recordings of another person in a state of undress without their consent or of another person engaging in a sexual act without consent of all parties);

b. disseminating, streaming, or posting images, pictures or video of another in a state of undress or of a sexual nature without the person's consent;

c. knowingly exposing one's genitals to another person without consent;

d. prostituting another individual; or

e. knowingly exposing another individual to a sexually transmitted infection or virus without the other person's knowledge or consent.

4**. Dating Violence, Domestic Violence, or Stalking,** as defined above and when not within Title IX's jurisdictional scope, is subject to the University's responsive actions when its occurs in a study abroad program or has a direct or continuing impact upon a person's equal access to Bryant's education program or activity.

C. Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct: The provision of alcohol and/or drugs to an individual for the purpose of committing or facilitating Prohibited Conduct is also in and of itself Prohibited Conduct. Such behavior may include provision of a drink or food which contains alcohol and/or drugs without the knowledge of the individual to whom it is being provided or other actions taken with the intention of impairing senses, judgment, and/or physical and mental ability of another person. An individual does not have to engage in sexual activity with another person to be found responsible for the prohibited provision of alcohol and/or other drugs.

D. Retaliation: Retaliation is any action, intimidation, threat, coercion or discrimination against an individual in response to the individual's good-faith report or participation in a proceeding related to this policy. Any retaliatory action taken directly against a person who has made a report, filed a complaint, or participated in an investigation or hearing is strictly prohibited. Retaliation can include, but is not limited to, intimidation, direct or indirect threats, harassment, use of social media to ridicule, insult or bully, and other conduct that would discourage a reasonable person from engaging in any activity protected under this policy, such as seeking services, receiving protective measures and accommodations, and/or reporting Prohibited Conduct. Retaliatory actions include, but are not limited to, threats or actual violence against the person or their property, adverse educational or employment consequences, ridicule, intimidation, bullying or ostracism. This prohibition against retaliation protects the Complainant, the Respondent, and any other individuals who provide information relating to an investigation or complaint process.

E. Making a Materially False Statement in Bad Faith: Members of the University's community are expected to provide truthful information in any report, meeting or proceeding relating to this policy and the University's complaint and grievance procedures. Providing or submitting false or misleading information in bad faith, with a motive to obtain personal advantage or to cause intentional harm to another person in connection with an incident of sexual misconduct, is prohibited, and the individual is subject to disciplinary sanctions under the relevant disciplinary system. This provision does not apply to reports made or information provided in good faith, even if the facts claimed are ultimately not substantiated. A determination regarding responsibility, alone, is insufficient to conclude that any party violated this provision.

V. Definitions Related to Prohibited Conduct

A. Consent: Consent is a clear, informed and voluntary agreement to engage in sexual activity. Consent requires an outward demonstration, through understandable words or behavior, that conveys a clear willingness to engage in sexual activity. Consent to one type of sexual activity does not equal consent

to other types of sexual activity. Consent can be withdrawn at any point during sexual activity and the sexual activity must stop immediately. A verbal "no" establishes lack of consent. Silence, without clear actions demonstrating permission, cannot be assumed to indicate consent – the absence of "no" does not equal "yes." Consent cannot be obtained by coercion, threat or force.

Consent cannot be given by someone if they are mentally or physically incapacitated. Engaging in sexual activity with a person whom you know -- or reasonably should know -- to be incapacitated constitutes sexual misconduct. A person also is incapable of giving valid consent to sexual activity if they are under the legal age of consent (age 16 in Rhode Island).

Although consent does not need to be verbal, verbal communication is the most reliable form of asking for and gauging consent. Talking with sexual partners about desires and limits may seem awkward, but serves as the basis for positive sexual experiences shaped by mutual willingness and respect. Presumptions based upon contextual factors (such as clothing, alcohol consumption, or dancing) are unwarranted and do not constitute evidence of consent.

B. Incapacitation: Incapacitation is a state where an individual is temporarily or permanently impaired to the extent where that person can no longer make a rational and informed decision to consent to sexual activity. Incapacitation may be caused by mental or physical disability, or when a person has consumed alcohol or other drugs, including prescribed medication. Individuals who are asleep or unconscious are incapacitated. A person who does not comprehend the "who, what, when, where, why, or how" of a sexual interaction may be incapacitated. Evidence of incapacitation may include, but is not limited to, stumbling or shaky equilibrium, vomiting, slurred speech, bloodshot eyes, smell of alcohol, outrageous or unusual behavior, or unconsciousness (for short or long periods of time).

Where alcohol or other drugs are involved, evaluating incapacitation requires an assessment of how the consumption of alcohol and/or drugs affects a person's decision- making ability; awareness of consequences; ability to make informed, rational judgments; capacity to appreciate the nature and quality of the act; or level of consciousness. The assessment is based on objectively and reasonably apparent indications of incapacitation when viewed from the perspective of a sober, reasonable person.

Further, the accused my not assert his or her own diminished capacity due to drug or alcohol usage as a defense to the reported allegations or resulting charges.

C. Coercion: Coercion is verbal and/or physical conduct, including intimidation, unwanted contact, and express or implied threats of physical, emotional, or other harm, that would reasonably place an individual in fear of immediate or future harm and/or that is employed to compel someone to engage in sexual contact.

D. Force: Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force can include intimidation or implied threats to overcome an individual's resistance or produce consent. There is no requirement that a party resist the sexual advance or request, but resistance is a clear demonstration of non-consent.

E. Intimidation: Intimidation is defined as overt or implied threats or acts that would cause reasonable fear of harm in another.

VI. Key Definitions

A. Complainant refers to a student, employee or third party who is reported to have experienced Prohibited Conduct and who participates in a process undertaken by the University to address a report of Prohibited Conduct. In certain instances, the person may not wish to participate in the process. In those cases, the University, acting through a Title IX Coordinator or other authorized official, may elect to pursue an investigation and adjudication of the matter under any applicable University procedures in the interests of the protection of the Bryant community. For ease of reference, Complainant is used throughout this policy to refer generally to refer to an individual who is reported to have experienced Prohibited Conduct, even if they do not participate in any related process.

B. Respondent refers to the person who is reported to have engaged in alleged conduct that could constitute Prohibited Conduct.

Supportive Measures are non-disciplinary, non-punitive individualized services and accommodations offered, as appropriate and reasonably available, and without fee or charge, that are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening another party, including measures designed to protect the safety of persons impacted by a report or the University's community, or to deter Prohibited Conduct.

Examples of Supportive Measures include, but are not limited to: counseling, extensions of academic or other deadlines, course-related adjustments, modifications to work or class schedules, campus safety escort services, changes in work or housing assignments or locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. Supportive measures may also include mutual restrictions on contact between the parties.

VII. The University's Fraternization Policy

Except under specifically prescribed and limited exemptions, Bryant strictly prohibits any non-student community member from engaging in a romantic or sexual relationship with an enrolled student. The University's prohibition against such intimate relationships is stated in its Fraternization Policy.

VIII. Reporting and Options for Assistance

Bryant is required to take responsive action when it has notice of potential or alleged Prohibited Conduct. Notice occurs when one or both of the Title IX Coordinators receive a report, from a Complainant, or any person, alleging Prohibited Conduct. Bryant has instituted policies and training to Mandatory Reporters to share promptly and fully information about known alleged Prohibited Conduct. The University's centralized reporting requirement helps to ensure that the Complainant may receive Supportive Measures promptly upon the reporting of Prohibited Conduct, ensures that all Bryant community members have equitable access to the resolution processes (including Supportive Measures, as appropriate to the Complainant, Respondent, and witnesses during the processes), allows Bryant to take prompt and appropriate actions consistent with its Title IX obligations and educational mission, while respecting the Complainant's autonomy to the fullest extent possible.

Members of the Bryant community who believe that they or another member of the community have been or are being subjected to any form of sexual misconduct have the right and are encouraged to report the matter to and seek assistance from the University, off-campus resources, or both.

Resources

As discussed below, some resources both on and off-campus are "confidential" and/or "anonymous" resources - i.e., persons who can offer support, advice or other services and who, as a general matter, are not required to further report, initiate an investigation, or otherwise take action in response to the information you provide. Additional resources are not confidential or anonymous.

Anonymous Resources – Anonymous reporting sources are required to report statistical information to the Title IX Coordinators. While maintaining a victim's anonymity, these individuals must report the nature, date, time, and general location of an incident to the Title IX Coordinators or designee. Anonymous resources include the First Responders (who answer reports or inquiries on the Advocacy Helpline) and the Victim Advocate.

Confidential Resources – Confidential resources are those individuals who, by law and/or University policy, are obligated to maintain confidentiality of the disclosure of sexual or gender-based misconduct. These individuals are not required to re-disclose information shared with them other than in very extreme and unusual circumstances involving evidence of a serious and imminent threat to the individual making the report or to an identifiable third party. Confidential resources include Health Services, Counseling Services, and the Office of Campus Ministries.

Victim Advocate - A Victim Advocate works to support and assist victims of sexual misconduct. A Victim Advocate has received training to provide advice and assistance, including but not limited to the provision of information about available options under this policy and other applicable University policies, the right to contact law enforcement, and available legal, medical or counseling support and assistance. Victim Advocates are an anonymous resource who must report date and location of the incident, but names will not be included unless with consent of the victim.

Non-confidential Resources – Non-confidential resources, particularly Mandatory Reporters, are required to report all information to the Title IX Coordinators. In all instances and to the extent possible, the University will protect the privacy of all parties to a report of sexual assault, sexual misconduct, dating violence, domestic violence, stalking, and/or conduct that creates a hostile environment. That said, under federal law, campus officials (with the exception of those listed under Confidential Resources, above) who receive a report of sexual assault, sexual misconduct, dating violence, domestic violence, stalking, and/or conduct that creates a hostile environment, whether from a student or third party, must share that information with the Title IX Coordinators.

Immediate Resources On Campus

Advocacy Helpline – (401) 258-4209: A private, 24/7 support network of Bryant staff members who are trained to assist student victims of sexual misconduct. The network provides support, information, and assistance in attaining medical attention. When you get support, you do not have to pursue any specific course of action and no action will be take unless you choose to do so.

Bryant's advocates for those who have experienced sexual misconduct are housed in the Hochberg Women's Center on the 2nd floor of the Fisher Student Center.

Department of Public Safety – emergency response (401) 232-6911: Emergency response available 24 hours a day, 7 days a week. Complaints may also be directed to Public Safety's administrative number, (401) 232-6001.

Title IX Coordinator (see full contact information in Section III above)

- Mailee Kue, Ph.D., Title IX Coordinator **(401) 232-6478**

Office of Counseling Services (401) 232-6045: Clinicians provide confidential crisis support and follow- up appointments for Bryant students. All conversations are kept confidential within professional and legal guidelines.

Health Services (401) 232-6220: Clinicians provide on-site medical care, testing and treatment for Bryant students. All medical information and treatment are kept confidential within professional and legal guidelines.

Office of Campus Ministries (401) 232-6712: Chaplains are available for counseling and support

Office of Residence Life (401) 232-6140: Provides a crisis response system which includes on- call administrators.

Gertrude Meth Hochberg Women's Center (401) 232-6854: Provides support, information, and education for the Bryant campus community regarding gender-related issues as well as violence prevention and advocacy services.

For Bryant Employees only: Coastline Employee Assistance Program Hotline: 1-800-445-1195

Immediate Resources Off-Campus:

Smithfield Police (401)-231-2500 (215 Pleasant View Avenue, Smithfield, RI 02917): The Smithfield Police Department is available to help individuals affected by power-based personal violence cope with these traumatic events, including helping to protect the safety of individuals within the University communicating and ensuring justice is served.

http://smithfieldpd.com/sexual-assault-resources-for-bryant-university-students/

Local Hospitals: The following hospitals offer the Safe Program with SANE (Sexual Assault Nurse Examiner) and rape kit capability

Women and Infants Hospital: (401) 274-1100, Emergency Room

100 Dudley Street #2
Providence, RI 02905

Recommended for female individuals. Sexual Assault Nurse Examiners available

Rhode Island Hospital: (401) 444-4000, Emergency Room

593 Eddy Street
Providence, RI 02903

Recommended for male individuals.

Miriam Hospital: (401) 793-2500, Emergency Room

164 Summit Avenue
Providence, RI 02906

Recommended for transgender or gender non-binary individuals.

Day One: (401) 421-4100, www.dayoneri.org

100 Medway Street
Providence, RI 02906

Day One is the only agency in Rhode Island that is specifically organized to deal with issues of sexual assault as a community concern. The organization provides treatment, intervention, education, advocacy, and prevention services to Rhode Islanders of all ages.

Rhode Island Sexual Assault and Domestic Violence Hotline – 1 (800) 494-8100

A twenty-four (24) hour hotline if you need help because of sexual assault or an abusive relationship. Counselor-advocates provide support and are available to accompany victims of sexual assault to the hospital and police station. Ongoing counseling and support groups available. This hotline is specific to Rhode Island. Contact the National Sexual Assault Hotline at 1(800) 656- HOPE if you need help in another state.

Options for Victims of Sexual Assault

Victims of sexual assault should call either the Department of Public Safety, the Hochberg Women's Center or the Advocacy Helpline. The Rhode Island Sexual Assault and Domestic Violence Hotline can also be reached at 1 (800) 494-8100. They will ensure that a trained advocate is available to assist you at the hospital and will work directly with the Hospital Staff to enlist the services of a Sexual Assault Forensic Examiner (SAFE) Nurse. The nurse can provide pregnancy tests and preventive treatment for some sexually transmitted infections (STI) free of charge.

In order to preserve evidence, it is essential to seek medical treatment immediately following a sexual assault should you wish to press charges now or at a later date. To preserve evidence of the sexual assault – do not bathe, shower, douche, eat, drink, or brush your teeth. If possible, try not to eliminate any waste. Any of these behaviors can wash away evidence. Any clothing, if not still being worn, and any bedding or fabric should be preserved and not laundered. These items may contain forensic evidence and be useful if you decide to report the crime to law enforcement. Put them in a paper bag, not plastic.

Law Enforcement Options

To file a police report and/or discuss your options for pursuing a criminal complaint, contact:

- Bryant Department of Public Safety (DPS), 232-6911 (emergency) or 232-6001 (administrative)
- Smithfield Police, 215 Pleasant View Avenue, Smithfield, RI 02917 (401)231-2500
- RI State Police, 311 Danielson Pike, No. Scituate, RI 02857 (401) 444-1000

Reporting Options and Confidentiality

The University encourages victims of sexual misconduct and others who are aware of sexual misconduct to report the matter in order for the impacted individual to receive support and for the University to investigate and address any allegations of misconduct. The individual at all times has the right to file a criminal complaint, or not, and to pursue University disciplinary action, or not, including the right to do both simultaneously if they so choose.

The University supports the confidentiality interests of persons who report that they have been subjected to sexual misconduct. Even if such a person does not specifically ask for confidentiality, the University will disclose information regarding alleged incidents of sexual misconduct only to those individuals responsible for handling the University's response or otherwise have a need to know the information.

At the same time, there are situations in which the University must override a person's request for confidentiality in order to meet its legal obligations and/or to protect the safety and wellbeing of its community. However, these situations will be limited, and the information will only be shared with individuals who are responsible for handling the University's response.

On Campus Confidential and Anonymous Resources

Victims who wish to access resources and support without their names being disclosed to other University officials, or others, should contact one of the following:

Advocacy Helpline - (401) 258-4209. The Advocacy Helpline is a private 24/7 support network of Bryant staff members who are trained to assist student victims of sexual assault. The network

provides support, information, and assistance in attaining medical attention. When you get support, you do not have to pursue any specific course of action and no action will be taken unless you choose to do so.

Office of Counseling Services – (401) 232-6045. Clinicians provide confidential crisis support and follow-up appointments for Bryant students. All conversations are kept confidential within professional and legal guidelines.

Health Services – (401) 232-6220. Clinicians provide on-site medical care, testing, and treatment for Bryant students. All medical information and treatment are kept confidential within professional and legal guidelines.

Office of Campus Ministries – (401) 232-6045. Chaplains are available for counseling and support and may be reached by telephone for an appointment.

Disclosures to these employees generally will not trigger a University investigation into an incident against the victim's wishes. In addition, these individuals will share only general information about the incident to the Title IX Coordinators, as required under federal law, and will not disclose information which identifies the individual except in those instances where the Title IX Coordinators determine that disclosure is necessary in order for the University to meet its legal obligations and/or to protect the safety and well-being of its community.

There are also confidential resources available off-campus. As a general matter, licensed off- campus medical providers, mental health providers, and rape crisis counselors are prohibited from disclosing the identity of persons who seek their assistance in connection with an alleged sexual assault without that person's consent, except in very limited circumstances where there is an imminent risk of harm.

IX. Mandatory Reporters

Taking meaningful and prompt action when Prohibited Conduct occurs is a critical component of Bryan's commitment to the health and safety of its community. Designating employees as a Mandatory Reporter enhances the University's ability to know promptly what is occurring within its programs or activities and to respond accordingly.

For purposes of this policy, a Mandatory Reporter is a University employee who has a duty to promptly convey to the Title IX Coordinators all known details of alleged Prohibited Conduct involving students, faculty, staff and third-parties. The term Mandatory Reporter does not include confidential resources and anonymous reporting sources addressed in this policy's options for reporting and assistance. Mandatory Reporters include employees in a leadership and supervisory position, or who have significant responsibility for the welfare of students, faculty or staff.

Any questions about the status of an employee as a Mandatory Reporter should be addressed to the Title IX Coordinators. Employees who are Mandatory Reporters include the following non- exhaustive list:

- The President, Vice Presidents and Deans;
- The Provost;
- Faculty;
- Student Affairs administrative staff (except Counseling Center, Health Services and Office of Campus Ministries staff, who are confidential sources, and First Responders and Victim Advocates, who can participate anonymously);
- Residential Life staff (Area Co-Coordinators, Associate Director, Assistant Director, Director, and Resident Assistants.);
- Peer Mentors;
- Coaches and Athletic Trainers;
- Human Resources staff members; and
- Student organization faculty/staff advisors.

Mandatory Reporters must report promptly to the Title IX Coordinators after their receipt of allegations of Prohibited Conduct. The Title IX Coordinators may notify the Department of Public Safety and other appropriate Bryant officials, as deemed reasonably necessary and appropriate under the circumstances.

Mandatory Reporters who learn about alleged incident(s) of sexual misconduct should not promise confidentiality. Mandatory Reporters should provide all relevant details about the alleged incident(s), including:

- the person who experienced the alleged Prohibited Conduct;
- the name of the accused, if known;
- the identity of other persons or witnesses involved in or with information about the alleged Prohibited Conduct;

- details about the date, time and location of the alleged Prohibited Conduct; and
- whether the person who experienced the alleged Prohibited Conduct has requested that their name not be disclosed to the alleged perpetrator(s) or that the University not investigate or take action against the alleged perpetrator(s).

To the extent possible, information reported by a Mandatory Reporter will be shared only with people responsible for handling the University's response to the report. A Mandatory Reporter should not share information with law enforcement without the individual's consent or unless the individual has also reported the incident to law enforcement.

All faculty and staff not designated as a Mandatory Reporter are encouraged to report all incidents of Prohibited Conduct to the Title IX Coordinators. Before making this disclosure, such employees should confer with the individual who disclosed being harmed or targeted by Prohibited Conduct to make sure that they are aware of the intention to report.

Addressing Requests for Confidentiality/Privacy or That No Action Be Taken

A person may report an incident of Prohibited Conduct to the University but request that their name not be disclosed to the alleged perpetrator(s) or that the University not investigate or take action. If an individual seeks to report an incident to a Mandatory Reporter while maintaining complete confidentiality or privacy, rather than speaking to the individual about confidential information, the Mandatory Reporter should offer to refer or accompany the impacted individual to one of the confidential or private resources listed above.

The University has an obligation to provide a safe and nondiscriminatory environment for all students, faculty and staff. Once a person reports an act of Prohibited Conduct to a Mandatory Reporter, confidentiality or privacy requests which could preclude a meaningful investigation or potential discipline of the alleged perpetrator(s) will be evaluated by the Title IX Coordinators. In evaluating the request for confidentiality/privacy or that no action be taken, the Title IX Coordinators will consider a range of factors including:

- whether circumstances suggest there is an increased risk of the alleged perpetrator committing additional acts of sexual or other violence;
- whether there have been other sexual misconduct complaints about the same alleged perpetrator;
- whether the alleged perpetrator has a history of arrests or disciplinary complaints in other settings indicating a history of violence;
- whether the alleged perpetrator has threatened further sexual or other violence;
- whether the reported sexual misconduct was committed by multiple alleged perpetrator(s);
- circumstances that suggest there is an increased risk of future acts of sexual violence under similar circumstances;
- whether the report of sexual misconduct reveals a pattern of perpetration at a given location and/or by a particular group;
- whether the reported sexual violence was perpetrated with a weapon; and/or
- whether the University possesses other means of obtaining relevant evidence.

In cases where the balance of factors compels the University to investigate the allegation of sexual misconduct and pursue disciplinary action in a manner that requires disclosing a person's identity to the alleged perpetrator(s), the person will be told in advance and the University will work with the person to maximize their safety and privacy. The University also will reiterate its non-retaliation policy with all parties.

Reporting Procedure – Child Abuse/Neglect

Rhode Island law requires that all persons must report known or suspected cases of child abuse and/or neglect, meaning the physical or mental injury, sexual abuse or exploitation, negligent treatment or maltreatment of a child under the age of eighteen (18). If an employee (faculty or staff member) suspects or observes child sexual and/or neglect abuse on campus, the employee must report it to the Rhode Island Department of Children, Youth, and Families within twenty-four hours of becoming aware of such abuse/neglect. Call the DCYF hotline at 1-800-RI-CHILD (1-800-742- 4453). **In emergency situations, call 911 first.**

X. Student Amnesty

The health and safety of every student at Bryant is of utmost importance. Bryant recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that an incident of violence occurs, including but not limited to sexual assault, domestic violence, dating violence or stalking, may be hesitant to report such incidents due to fear about potential consequences for their own conduct. Bryant encourages students to report instances of sexual misconduct. A bystander acting in good faith, or a reporting individual acting in good faith, who discloses an incident of violence to the University's officials or law enforcement will not be subject to the University's Student Code of Conduct for violations of alcohol- and/or drug-use policies occurring at or near the same time of the commission of the incident.

XI. Academic Freedom

Bryant is committed to the principles of free inquiry and expression. Vigorous discussion and debate are fundamental to this commitment, and this policy is not intended to restrict teaching methods. Offensiveness of inquiry or expression, standing alone, is not sufficient to constitute Prohibited Conduct. Rather, the conduct must be sufficiently severe, pervasive, and objectively offensive that it effectively denies equal access to or unreasonably interferes with an individual's ability to participate in employment or education programs or activities. Such behavior compromises Bryant's integrity and tradition of intellectual freedom and will not be tolerated.

XII. Applicable State Laws

Conduct that violates this policy may also violate the local laws of the State of Rhode Island or other jurisdiction where the incident occurred and could subject an accused to criminal prosecution. As noted above, an individual can choose to make a report to external law enforcement at any time, and doing so does not preclude the individual from making a report to the University. Both processes can be pursued if an individual chooses to do so. Prompt external reporting is important to a criminal investigation and prosecution.

The preponderance of the evidence standard of evidence used by Bryant ("more likely than not") is not the same standard for criminal culpability in most jurisdictions. A determination of responsibility under a Bryant policy does not equate to a violation of criminal laws.

XIII. Sexual Assault Prevention, Education and Training

Bryant provides programs designed to promote the awareness of Prohibited Conduct, including primary prevention and awareness programs for all incoming students and new employees which address the University's prohibition against Prohibited Conduct, the definitions of such conduct, the definition of consent in reference to sexual activity, safe and positive options for bystander intervention, and information on risk reduction to recognize warning signs of abusive behavior and how to avoid potentials attacks.

This information is provided to students during New Student Orientation, Transfer Orientation, Opening Weekend, Bystander Intervention workshops, Healthy Relationship workshops, Domestic Violence Awareness Week programs, and Sexual Assault Awareness Week programs.

All Campus Security Authorities receive annual training on reportable crimes under the Clery Act including all forms of sexual misconduct. The Title IX Coordinators and all persons involved in the University's Title IX processes (including its investigators, facilitators of informal resolutions, decision-makers, and appeals officers) will receive annual Title IX training, particularly the requirements of the Title IX Rules on sexual harassment. Copies of the University's Title IX training materials may be viewed on its website.

Title IX Sexual Harassment Procedures

I. **Purpose**

II. **Application**

III. **The Title IX Coordinator**

IV. **Definitions**

V. **The University's Response to a Report**

VI. **The Filing of a Formal Complaint to Start the Grievance Process**

VII. **Administrative Leave Option (Employee Respondent)**

VIII. **The Written Notice of Allegations**

IX. **The Right to an Advisor of Choice**

X. **Dismissal of Formal Complaint or Admission of Responsibility**

XI. **The Option for an Informal Resolution**

XII. **The Grievance Process – Basic Requirements**

XIII. **Time Periods**

VIII. **Standard of Evidence**

IX. **Evidentiary Rules (Applicable to the Investigation and Live Hearing)**

X. **The Investigation**

XI. **The Live Hearing**

XII. **Appeals**

XIII. **Range of Sanctions**

XI. **Title IX Retaliation Prohibited**

XII. **Record Keeping**

XIII. **Policy Revision**

I. Purpose

A. Bryant University ("Bryant or the "University") is subject to Title IX of the Education Amendments of 1972 ("Title IX"), which states that "[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." See 20 U.S.C. § 1681(a).

B. The United States Department of Education's Office for Civil Rights has promulgated Title IX regulations, specifying how recipients of Federal financial assistance must respond to allegations of sexual harassment consistent with Title IX's prohibition against sexual discrimination. See 34 Code of Federal Regulations, Part 106.

C. Bryant adopts these procedures to ensure its Title IX compliance, including the offering of supportive measures and the implementation of a fair and equitable grievance process to investigate and adjudicate complaints of alleged Title IX sexual harassment.

D. Bryant's Title IX procedures should be read in conjunction with the University's Sexual Misconduct Policy, which further states the University's prohibitions against sexual and gender-based harassment and discrimination, delineates reporting options and obligations, and details supportive resources available on and off-campus.

II. Application

A. Bryant's Title IX procedures govern its response to alleged sexual harassment, as defined by Title IX, against a person in the United States and within Bryant's education program or activity. They apply to all Bryant community members, including all students (undergraduate and graduate) and all employees (including full-time and part-time). In certain situations, these procedures may apply to other individuals, such as contractors, visitors, volunteers, and/or other third parties.

B. While the University has collective bargaining agreements and/or employment contracts with employees, Bryant obligations under Title IX are prescribed by federal law and the University must comply with the requirements of the Title IX regulations including its grievance process.

C. If any matter is dismissed under these procedures as outside of Title IX's scope, then, in Bryant's discretion, the University has the authority to address and adjudicate such alleged conduct under any other applicable code, policy, procedure, or rule (collectively "University Rules"). Other University Rules include the policies and procedures prescribed within Bryant's Code of Student Conduct or Employee Handbook or under the terms of a collective bargaining agreement. Incidents that are not covered by Title IX will be referred to other University departments as appropriate (e.g., Student Affairs, Human Resources, etc.).

D. Bryant may apply and enforce any of its other University Rules concurrently with these Title IX procedures, when a matter raises alleged conduct both covered by and outside of Title IX. Also, to the extent that any alleged conduct falling outside of Title IX is discovered during the course of an investigation of alleged Title IX sexual harassment, Bryant has the authority to investigate and adjudicate such non-Title IX allegations under other University Rules.

E. These procedures apply equally to all persons regardless of sex, sexual orientation, gender identity, gender expression or other protected classes covered by federal or state law. Individuals who wish to file a complaint against Bryant regarding its Title IX compliance may contact the Department of Education's Office for Civil Rights using the contact information provided in the University's Sexual Misconduct Policy or available at https://www2.ed.gov/about/offices/list/ocr/complaintprocess.html.

III. The Title IX Coordinator

A. Bryant's Title IX Coordinator is responsible for coordinating the University's Title IX compliance and implementation of these procedures.

B. The name and contact information of Bryant's Title IX Coordinator is:

Mailee Kue, Ph.D.
Title IX Coordinator
Bryant University
1150 Douglas Pike
Smithfield, RI 02917
(401) 232-6478

C. All references to the Title IX Coordinator herein includes their designees.

IV. Definitions

A. Title IX Sexual Harassment: Title IX Sexual Harassment means conduct, on the basis of sex, that satisfies one or more of the following three categories: (1) Quid Pro Quo Sexual Harassment; (2) Hostile Environment Sexual Harassment; and/or (3) Sex- Based Crimes (Sexual Assault, Dating Violence, Domestic Violence, or Stalking).

1. Quid Pro Quo Sexual Harassment occurs when a Bryant employee conditions the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.

2. Hostile Environment Sexual Harassment occurs when unwelcome conduct is determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Bryant's education program or activity.

3. Sex-Based Crimes occur when conduct constitutes any one of the four offenses: Sexual Assault (20 U.S.C. § 1092(f)(6)(A)(v)), Dating Violence (20 U.S.C. § 12291(a)(10)), Domestic Violence (34 U.S.C. § 12291(a)(8)),

and Stalking (34 U.S.C. § 12291(a)(30)).

a. Sexual Assault is a sexual act directed against another person, by force, threat of force, coercion, or without consent, including instances where the person is incapable of giving consent. Sexual Assault includes the offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape.

i. Rape: The carnal knowledge of a person, 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 or physical incapacity.

ii. Sodomy: Oral or anal sexual intercourse with another person, 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 or physical incapacity.

iii. Sexual Assault with an Object: To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, 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 or physical incapacity.

iv. Fondling: The touching of the private body 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 or physical incapacity.

v. Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

vi. Statutory Rape: Non-forcible sexual intercourse with a person who is under the age of statutory age of consent (age 16 in Rhode Island).

b. Dating Violence: Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. The existence of the relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship.

c. Domestic Violence: Domestic violence includes 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 the jurisdiction receiving grant monies, or by another 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. All forms of domestic violence prohibited by Rhode Island law are also included.

d. Stalking: Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their own safety or the safety of others or suffer substantial emotional distress. Course of conduct means two or more instances including but not limited to unwelcome acts in which an individual 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. Stalking includes the concept of cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, or similar devices or forms of contact are used.

B. Consent: The definitions of **Consent** and the related definitions of **Incapacitation, Coercion, Force, and Intimidation**, as stated in Bryant's Sexual Misconduct Policy, are incorporated into this policy.

C. Education Program or Activity: Under Title IX, Bryant's education program or activity includes locations, events or circumstances over which the University exercised substantial control over both the accused individual and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the University.

D. Formal Complaint: A Formal Complaint is a document filed by a Complainant or signed by the Title IX Coordinator alleging Title IX Sexual Harassment against a Respondent and requesting that the University investigate the claim. At the time of filing a Formal Complaint, the Complainant must be participating in or attempting to participate in Bryant's education program or activity. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail. The Formal Complaint must include the Complainant's physical or digital signature, or should otherwise indicate an intent to file.

E. Complainant: The Complainant is an individual who is alleged to be the victim of conduct that could constitute Title IX Sexual Harassment.

F. Respondent: The Respondent is an individual who has been reported to be the alleged perpetrator of conduct that could constitute Title IX Sexual Harassment.

G. Supportive Measures: Supportive Measures are non-disciplinary, non-punitive individualized services and accommodations offered, as appropriate and reasonably available, and without fee or charge, that are designed to restore or preserve equal access to the University's education program or

activity without unreasonably burdening another party, including measures designed to protect the safety of persons impacted by a report or the University's community, or to deter sexual harassment.

Examples of Supportive Measures include, but are not limited to: counseling, extensions of academic or other deadlines, course-related adjustments, modifications to work or class schedules, campus safety escort services, changes in work or housing assignments or locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. Supportive measures may also include mutual restrictions on contact between the parties impacted by a report.

Bryant's Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures. Supportive Measures will be offered and provided equitably to the Complainant and Respondent, as circumstances reasonably permit. Bryant will maintain as confidential any Supportive Measures provided to the Complainant and Respondent, to the extent that maintaining such confidentiality would not impair the University's ability to provide the Supportive Measures.

V. The University's Response to a Report

A. Upon Bryant's notice of a report alleging sexual harassment, the Title IX Coordinator shall promptly contact the Complainant to discuss the availability of Supportive Measures, inform the Complainant of the availability of Supportive Measures without or without the filing of a Formal Complaint, and explain to the Complainant the process for filing a Formal Complaint.

B. Bryant reserves the right to remove a Respondent on an emergency basis, provided that it undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies an emergency removal, and provides the Respondent with written notice of its decision and reasons for the action. In the case of an emergency removal of a student, the Respondent shall have the right to file an appeal within five (5) business days after the action, by submitting a written explanation to the Vice President of Student Affairs & Dean of Students (or the Vice President's designee). In the case of an emergency removal of an employee, the Respondent shall have a right to file an appeal within five (5) business days after the action, by submitting a written explanation to the Vice President of Human Resources (or the Vice President's designee). Within five (5) business days after Bryant's receipt of the appeal, the Vice President or the designee shall issue a written determination regarding the appeal.

VI. The Filing of a Formal Complaint to Start the Grievance Process

A. A Formal Complaint is required in order for the University to conduct an investigation. The filing of a Formal Complaint starts the University's Title IX grievance process.

B. If a Complainant does not wish to make a Formal Complaint, the Title IX Coordinator may determine that the filing of a Formal Complaint is justified for the protection of individuals or Bryant's community. If the Title IX Coordinator signs a Formal Complaint, the Coordinator shall inform the Complainant in writing, and the Complainant need not participate in the process further but will receive notices issued under the process.

C. Bryant may consolidate Formal Complaints as to alleged Title IX Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other (cross-complaints), where the allegations arise out of the same facts or circumstances.

VII. Administrative Leave Option (Employee Respondent)

A. During the pendency of a grievance process, Bryant has the right to place a non- student Respondent (an employee) on administrative leave status.

B. The placement of an employee on administrative leave shall be undertaken as consistent with any other applicable University employment policies and/or agreements.

VIII. The Written Notice of Allegations

A. Within five (5) business days after the filing of a Formal Complaint, the Title IX Coordinator will provide the following written notice to parties who are known:

1. A description of Bryant's Title IX grievance process, as well the option for an informal resolution process (if applicable).
2. The alleged sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved, if known, the conduct allegedly constituting the sexual harassment; and the date and location of the alleged incident(s), if known.
3. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
4. Information regarding the parties' right to an advisor (See Section IX below).
5. A statement that the parties may inspect and review evidence during the investigation (See Section XVI below).

6. A statement that Bryant prohibits knowingly making false statements or knowingly submitting false information in bad faith during the grievance process, indicating that individuals who engage in such conduct are subject to disciplinary actions under University Rules.

B. The Respondent shall be afforded the opportunity to submit a written response to the Formal Complaint within five (5) business days after the issuance of the notice of allegations.

C. If, during the course of an investigation, Bryant decides to investigate additional allegations about the Complainant or Respondent that were not included in a prior notice, Bryant will notify the parties regarding the investigation of such additional allegations. The parties will be provided sufficient time to review the additional allegations before any initial interview to address them.

IX. The Right to an Advisor of Choice

A. The Complainant and the Respondent are entitled to be accompanied to any meeting, interview or hearing by an advisor of their choice, who may be, but is not required to be an attorney. The University may not limit the choice or presence of an advisor for either the Complainant or Respondent in any meeting, interview or hearing, subject to the below-stated requirements.

B. The following requirements apply to the advisor's role:

1. During any meeting and/or investigation interview, advisors may not speak for or on behalf of the Complainant or Respondent. While an advisor cannot speak for or on behalf of the Complainant or Respondent, time will be reasonably granted for the advisor and the party to confer, if requested, by the University official or investigator conducting the meeting or interview.
2. During the live hearing held in the grievance process (addressed below in Section XVII), the Complainant and Respondent must have an advisor present at the hearing. If the Complainant or Respondent does not have an advisor present during the hearing, the University will provide one free of charge. Bryant will have sole discretion to select the advisor it provides. The advisor Bryant provides may be, but is not required to be, an attorney.
3. At the live hearing, the advisor will conduct the questioning of the other party and witnesses on the Complainant's or Respondent's behalf. Specifically, as addressed below in Section XVII, the advisor may ask relevant questions, including those challenging the credibility of the other party and witnesses. The advisor can provide support and consultation to an advisee, but cannot actively participate in the hearing beyond asking questions.
4. The University expects that an advisor will act in a respectful manner and reserves the right to remove an advisor who fails to respect the expected decorum of any meeting, interview or hearing. Should an advisor be excluded from a Title IX hearing, the party will be able to choose a new advisor, or one will be provided by the University at a hearing.

X. Dismissal of Formal Complaint or Admission of Responsibility

A. After a Formal Complaint is filed, the Title IX Coordinator will review its allegations to determine whether the alleged incident falls within Title IX's definitional and jurisdictional scope.

B. As stated below, in certain instances, Bryant, acting through the Title IX Coordinator, must dismiss the Formal Complaint. In other instances, the Title IX Coordinator has the discretion to dismiss the Formal Complaint.

C. The dismissal of a Formal Complaint does not preclude Bryant from taking action regarding the allegations under another provision of its applicable University Rules, including but not limited to the Code of Student Conduct or the Employee Handbook, or under an applicable collective bargaining agreement.

D. Bryant must dismiss a Formal Complaint in the following instances:

1. Upon the filing of the Formal Complaint, the Complainant was not participating or attempting to participate in Bryant's education program or activity.
2. The alleged conduct, if proved, would not meet the definition of Title IX Sexual Harassment.
3. The alleged incident did not occur in Bryant's education program or activity; or
4. The alleged incident did not occur against a person in the United States.

E. Bryant may dismiss the Formal Complaint or any allegations therein, if at any time during the investigation or hearing:

1. The Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any of its allegations;
2. The Respondent is no longer enrolled or employed at Bryant; or
3. Specific circumstances prevent Bryant from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

F. Upon Bryant's decision to dismiss a Formal Complaint or any allegation therein from the Title IX grievance process, the Title IX Coordinator will promptly send written notice of the dismissal to the Complainant and the Respondent.

G. A party may appeal the dismissal of the Formal Complaint through the appeal process stated below in Section XVIII.

H. Admission of Responsibility: At any point during the grievance process, a Respondent may choose to voluntarily admit responsibility for alleged violation(s) and execute a written waiver, at which point Bryant will determine the appropriate remedies to the Complainant and sanctions to be assigned to the Respondent, and the grievance process will be terminated if such admission resolves the allegations in the Formal Complaint. A Respondent should only make this choice after carefully considering the rights afforded under the grievance process and in consultation with an advisor.

XI. The Option for an Informal Resolution

A. Bryant offers parties the option to participate in an informal resolution process, as an alternative to a full investigation and hearing to resolve the allegations raised in a Formal Complaint. The informal resolution process uses mediation or other forms of dispute resolution with the goal that the parties arrive at a voluntary and mutually agreed-upon outcome.

B. An informal resolution process is not permitted to resolve any allegations that a Bryant employee sexually harassed a student.

C. The following requirements apply to the informal resolution process:

1. A Formal Complaint must have been filed.
2. The parties must voluntarily consent in writing to the informal resolution process.
3. The Title IX Coordinator must agree that the matter is one suitable and appropriate for an informal resolution process.
4. Any person designated to facilitate the informal resolution process shall not have any conflict of interest or bias for or against complainants and respondents generally or the Complainant and Respondent who are the parties.
5. At any point prior to reaching an agreement through the informal resolution process, the parties have the right to withdraw from the process and elect Bryant's formal grievance process with respect to the Formal Complaint. Withdrawal from the informal resolution process must be in writing.

D. Prior to the commencement of an informal resolution process, the Title IX Coordinator will provide the parties with a written notice disclosing (1) the allegations and (2) the requirements of the informal resolution process, including the circumstances under which it prevents the parties from resuming a Formal Complaint arising from the same allegations.

E. The informal resolution process will be completed within thirty (30) business days after its initiation, unless extended by voluntary written agreement of the parties and approved by the Title IX Coordinator.

F. An informal resolution agreement is reached when both parties independently and voluntarily come to a written, signed agreement on the terms, which have been accepted and approved by the Title IX Coordinator. The agreement is final, and the Formal Complaint is considered resolved and closed. A matter may be reopened only upon a party's showing and Bryant's agreement that the other party engaged in a material misrepresentation or fraudulent conduct that directly impacted the informal resolution process or agreed-upon terms.

G. There is no right to appeal a matter resolved by an informal resolution process.

XII. The Grievance Process – Basic Requirements

A. Bryant will treat the Complainant and Respondent equitably by providing remedies to a Complainant where a determination of responsibility for Title IX Sexual Harassment has been made against the Respondent, and by following the grievance process stated herein before imposing any disciplinary sanctions or other actions that are not Supportive Measures against the Respondent.

B. There will be an objective evaluation of relevant, reasonably available evidence – including inculpatory and exculpatory evidence. Credibility determinations will not be made based upon a person's status as a Complainant, Respondent or witness.

C. The Title IX Coordinator, investigator(s), decision-maker(s), and appeals officer shall not have any conflict of interest or bias for or against complainants and respondents generally or the Complainant and Respondent who are the parties.

D. Before a determination is regarding responsibility is made at the conclusion of the grievance process, the Respondent is presumed to be not responsible for the alleged conduct.

XIII. Time Periods

A. The University strives to implement a prompt and equitable grievance process. Time frames stated in this policy may be extended for "good cause," which includes, but is not limited to (1) law enforcement authorities are conducting a criminal investigation and gathering evidence regarding the incident, and they have formally requested the University to delay or stay its investigation; (2) additional time is necessary to ensure the integrity and completeness of the investigation; (3) in order to reasonably accommodate the availability of material witnesses; (4) in order to account for final examination periods, University breaks, holidays or vacations; (5) in order to pursue good-faith efforts to reach an informal resolution; (6) in order to account for the need for language assistance or accommodation of disabilities; or (7) in order to account for other reasonable circumstances reviewed and approved by the Title IX Coordinator. In the event of an extension of time, The Title IX Coordinator will notify the parties in writing and state the reasons.

B. If a party has good cause and seeks an extension, the party shall direct the request to the Title IX Coordinator's attention, who has the discretion to grant or deny the request in whole or in part. If an extension is given to one party, the same extension will be given to the other party.

XIV. Standard of Evidence

A. Under Bryant's Title IX grievance process, the standard of evidence to determine responsibility is the preponderance of the evidence standard ("more likely than not").

XV. Evidentiary Rules (Applicable to the Investigation and Live Hearing)

A. Bryant, not the parties, has the burden of proof and burden of gathering evidence to reach a determination regarding responsibility. Evidence may include, but is not limited to, witness testimony, physical evidence (such as texts or social media posts) or documentary evidence (such as results of a forensic examination or other medical records, if any protections of privilege have been voluntarily waived).

B. Relevant evidence is evidence tending to prove a material fact is more probable or less probable than it would be without the evidence. A material fact is a fact that directly relates to an element of a claim of sexual harassment.

C. Privileged Information

1. Bryant will not seek the disclosure of or otherwise permit questions regarding information protected under a legally recognized privileged. However, the holder of the privilege may execute a written waiver allowing the disclosure and use of the information during an investigation or a live hearing.

2. In gathering evidence, Bryant cannot access, consider, disclose or otherwise use a party's records that are maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional, which are maintained in connection with the provision of treatment to the party, unless the University obtains the party's voluntary, written consent to do so.

D. Sexual Predisposition/Prior Sexual Behavior Evidence Restrictions

1. Questions about or evidence of a Complainant's sexual history is only considered relevant for the purposes of an investigative report or questioning in a live hearing if:

a. Such questions or evidence about the Complainant's prior sexual history are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or

b. Such questions or evidence concern specific incidents of the Complainant's prior sexual history with respect to the Respondent and are offered to prove consent.

2. Questions or evidence about a Complainant's sexual predisposition or prior sexual behavior that do not meet either of these two limited exceptions are excluded from investigative reports and live hearings, and are deemed to be irrelevant.

XVI. The Investigation

A. When the Title IX Coordinator determines that the allegations in the Formal Complaint are subject to Title IX and do not require dismissal or if the Title IX Coordinator requires more information to make such a determination, the Title IX Coordinator shall appoint a trained and impartial investigator to investigate the allegations in the Formal Complaint.

B. After the parties have received notice of the allegations, Bryant will begin its investigation. The investigator will make reasonable efforts to complete the investigative report within sixty (60) business days. This timeline may vary depending on the scope of the allegations stated in the Formal Complaint, the amount of evidence to be considered, the number of persons to be interviewed, whether the parties have agreed to participate in an informal resolution process, and any other additional relevant factors. If the investigation requires additional time for its completion, the parties and their advisors will be given notice.

C. The parties shall have equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

D. Bryant does not restrict the ability of a party to discuss the allegations under investigation in order to gather and present relevant evidence. Bryant encourages the parties to respect privacy concerns and limit disclosures only to the extent reasonably necessary to gather and present relevant evidence.

E. The investigator will prepare a preliminary report based upon the relevant evidence. Upon the completion of the preliminary report, the parties and their advisors, if applicable, will be notified in writing of the opportunity to inspect and review the preliminary report and the evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, including any evidence that the investigator did not rely upon in the preliminary report. This exchange of the evidence is designed to permit each party to respond to the evidence prior to the conclusion of the investigation. Each party will be given ten (10) business days to submit a written response, which the investigator will consider prior to the completion of the investigative report.

F. After the consideration of the party's responses, the investigator will complete the final investigative report.

G. At least ten (10) business days prior to the live hearing (see Section XVII below), the Title IX Coordinator will send a copy of the investigator's final report to each party and their advisors, if applicable, for their review and written response.

H. Based upon the final investigative report, the Title IX Coordinator will evaluate whether the Formal Complaint should be dismissed under the grounds for a mandatory or permissive dismissal set forth above in Section X or must proceed to the live hearing.

XVII. The Live Hearing

A. The Decision-Maker

1. Bryant has the discretion to have a single hearing officer or a three-person panel preside as the decision-maker at the live hearing. All persons serving as a decision- maker will be trained to preside at a live hearing and adjudicate allegations raised in a Formal Complaint, consistent with the requirements of Bryant's grievance process. If a panel presides, one panelist shall be designated as the Chair, and the three panelists will deliberate and decide collectively based upon a majority vote. No panelist may abstain from voting. A decision-maker may not be the Title IX Coordinator or any designee, the investigator, or any person who may have helped to facilitate an attempt at an informal resolution.

2. A party may challenge the assignment of a hearing officer or panelist solely for reasons of bias or conflict of interest. Bryant will notify the parties of the identity of the hearing officer or panelists, and the parties must submit to the Title IX Coordinator any written objection within three (3) business days thereafter. A party's failure to timely object shall be deemed a waiver of the right to challenge the assignment of a hearing officer or panelist. Bryant has the sole discretion to determine whether a hearing officer or panelist should be recused and replaced for reasons of bias or conflict of interest.

B. Pre-hearing Conference

1. The hearing officer or the Chair of the panel will hold a pre-hearing conference with the parties and their advisors (whether separately or together as deemed appropriate) to discuss the hearing procedures, order of evidence, the witnesses who will testify, and any evidentiary or procedural matters requiring attention to ensure the efficiency and fairness of the live hearing.

C. General Rules

1. The evidentiary rules stated in Section XV apply during the live hearing. All person(s) presiding as the hearing officer or a panelist shall have been trained on issues of relevance of questions and evidence, including when questions about the Complainant's sexual predisposition or prior sexual behavior are not relevant.

2. The Title IX Coordinator will select the hearing date based upon the availability of the hearing officer or panelists, and will consider the parties' academic and/or work schedules as reasonably practicable.

3. Live hearings may be conducted with the decision-maker and any or all other participants physically present in the same geographic location or any or all participants may appear at the live hearing remotely, with technology enabling participants simultaneously to see and hear each other. At the request of either party, Bryant will provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision-maker and parties to simultaneously see and hear the party or witness answering questions.

4. All participants, including the parties, advisors, and witnesses must behave in an appropriate, civil, respectful, non-abusive, and courteous manner throughout the live hearing. Inappropriate, uncivil, disrespectful, abusive or disruptive behavior could lead to the person's removal from the hearing.

5. The only persons permitted to attend the live hearing are the parties, their advisors, the witnesses, and designated University personnel. The witnesses are only to be in attendance during the time in which they are offering information or answering questions. Otherwise, the witnesses must wait in a designated room (or virtual room) until reached for their testimony.

6. The hearing is not a formal judicial proceeding. The hearing officer or Chair of the panel has the discretion to modify the hearing procedures, when reasonable cause exists to do so.

D. Recording

1. There will be an audio recording created of the hearing that can be made available to the parties for inspection and review upon written request. Unless otherwise approved by Bryant, no other recording (or transcription) will be made or permitted.

E. Advisors

1. Each party must have an advisor at the live hearing. If a party does not have an advisor at the hearing, Bryant will provide an advisor to the party free of charge. Before the hearing, the party should notify the Title IX Coordinator as promptly as possible of the need to have an advisor appointed.

2. The advisor's participation in the live hearing is restricted to conducting cross- examination on a party's behalf.

F. Opening/Closing Statements

1. At the outset of the live hearing, each party (not the party's advisor) will be permitted to make an opening statement that summarizes the relevant facts and evidence in support of the party's position with respect to the allegations raised in the Formal Complaint and the contents of the investigative report. The Complainant will proceed first, followed by the Respondent. The hearing officer or Chair of the panel will set a reasonable and appropriate time limit for each opening statement (with ten (10) minutes deemed to be the reasonable standard and each party afforded the same amount of time). As part of the opening statement, each party must also identify their witnesses who will testify during the live hearing.

2. At the conclusion of the witness testimony, each party (not the party's advisor) will be permitted to make a closing statement that summarizes the relevant facts and the evidence presented during the hearing. The Complainant will proceed first, followed by the Respondent. The hearing officer or panel Chair will set a reasonable and appropriate time limit for each closing statement (with fifteen (15) minutes deemed to be the reasonable standard and each party afforded the same amount of time).

G. Questioning of Witnesses

1. The hearing officer or panelists may pose questions to each party and witness testifying at the live hearing. Such questioning will occur before questioning by the advisors.
2. After the questioning of a party or witness by the hearing officer or panel, each party's advisor will be permitted to ask the testifying party or witness relevant questions and follow-up questions, including those challenging credibility. The advisors must engage with a party or witness in a respectful and non-aggressive manner. Follow-up questions should not be duplicative of previously asked questions, and should focus only on narrow grounds requiring clarification.
3. The hearing officer or the panel Chair will make evidentiary and relevance determinations regarding each of the advisor's questions. Before a party or witness may answer a question, the hearing officer or panel Chair must first determine whether the question is relevant and permitted. The hearing officer or panel Chair will explain any decision to exclude or prohibit the question in whole or in part.
4. The hearing process does not allow the Complainant, Respondent or their advisors to challenge the evidentiary and relevance determinations regarding a question posed by an advisor. Challenges to evidentiary determinations may be addressed through the appeals process.
5. If a party or witness does not participate in questioning at the live hearing, the hearing officer or the panel must not rely on any statement of that party or witness in reaching a determination regarding responsibility. The hearing officer or panel may not draw an inference of responsibility based upon a party's or witness' absence from the live hearing or refusal to answer questions.

H. Deliberations and Determination

1. After the live hearing is complete, the hearing officer or panel will evaluate the evidence collected during the investigation (including inculpatory and exculpatory evidence), together with the testimonial and other evidence received during the live hearing, and ensure that credibility determinations will not be made based solely upon a person's status as a Complainant, Respondent, or witness.
2. The hearing officer or panel will resolve factual disputes using the preponderance of the evidence standard and reach a determination whether Title IX Sexual Harassment occurred and/or whether Respondent is responsible for the charges.

I. Determination of Sanctions

1. In the event that a student Respondent is determined to be responsible for any charges, the hearing officer or panel will, prior to issuing a written decision, consult with the Associate Dean of Students & Director of Community Standards or the Associate Dean's designee to determine any discipline to be imposed upon the Respondent.
2. In the event that an employee Respondent is determined to be responsible for any charges, the hearing officer or panel will, prior to issuing a written decision, consult with the Provost or a designee (in faculty cases) or an appropriate Human Resources Department administrator (depending on the non-faculty employee's status) for a review and determination of sanctions that comport with applicable personnel policies and collective bargaining agreements.

J. Written Decision

1. After reaching a determination and consulting with appropriate University officials, as referenced above, the hearing officer or panel will prepare a written decision that will include:
   a. The allegations that constitute sexual harassment;
   b. A summary of the procedural steps taken from the receipt of the Formal Complaint through the determination, including notifications to the parties, interviews with the parties and witnesses, site visits, methods used to gather evidence, and hearings held;
   c. Findings of fact supporting the decision;
   d. Conclusions applying the facts to the applicable code of conduct or policy provisions;
   e. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and whether remedies designed to restore or preserve equal access to Bryant's education program or activity will be provided to the Complainant; and
   f. The procedures and grounds for the Complainant and Respondent to appeal.
2. Bryant will strive to have the written decision issued within twenty (20) business days after the conclusion of the live hearing, but the time to issue the written decision will vary based upon the complexity of the specific case.
3. The written decision will be provided to the parties simultaneously.
4. A determination regarding responsibility becomes final on either the date on which all appeals have been decided or, if no timely appeal is filed, the date on which the appeal period has expired.

XVIII. Appeals

A. Either party may appeal the determination regarding responsibility, or a dismissal of a Formal Complaint, on one or more of the following grounds:

1. A procedural irregularity affected the outcome;

2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that would affect the outcome of the matter; or

3. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the Complainant or Respondent that affected the outcome of the matter.

B. Appeals must be submitted in writing to the Title IX Coordinator within five (5) business days after Bryant's issuance of the written adjudication or the dismissal of the Formal Complaint, unless the appeals period is mutually extended for both parties and for good cause. The party must specifically state the grounds and support for the appeal. An untimely filed appeal will be rejected.

C. The Title IX Coordinator shall direct an appeal to the attention of the Vice President of Student Affairs & Dean of Students in student Respondent cases, the Provost in faculty Respondent cases, and the Vice President for Human Resources in non-faculty employee Respondent cases. Each of these appeal officers may appoint a designee to determine the appeals filed in the grievance process.

D. The Title IX Coordinator will ensure that the appeals procedures are implemented equally for both parties.

E. Upon a party's filing of an appeal, the Title IX Coordinator shall promptly inform the other party and allow that party to submit a response within five (5) business days thereafter. Upon the submission of the response or the expiration of the response period, the appeal shall be deemed ready for review and determination by the appeal officer.

F. The appeal officer will issue a written decision within fourteen (14) business days thereafter, describing the result and its rationale.

G. The written decision shall be provided simultaneously to the parties. No further review is permitted.

XIX. Range of Sanctions

A. For students, possible disciplinary sanctions shall be consistent with and within the range prescribed in the Student Code of Conduct. Such sanctions range from a warning, probation, residence hall suspension or eviction, suspension, expulsion, revocation of admission or degree, and withholding of a degree. More than one of the Code's sanctions may be imposed for any single violation.

B. For employees (faculty and non-faculty), the range of appropriate disciplinary and/or corrective action shall be in accordance with provisions stated in applicable personnel policies and collective bargaining agreements. Actions may range from warnings, changes in responsibilities, suspension with or without pay, to termination of employment, depending on the magnitude and specifics of the infraction.

XX. Title IX Retaliation Prohibited

A. Neither Bryant nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, 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 under this policy.

B. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations 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 or interfering with any right or privilege secured by Title IX or this policy, constitutes retaliation.

C. The University must keep confidential 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, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted under federal or Rhode Island state law, including the conduct of any investigation, hearing or judicial proceeding arising thereunder.

XXI. Recordkeeping

A. Consistent with the Title IX regulations, Bryant will maintain the following records for a period of seven (7) years:

1. Each sexual harassment investigation, including any determination regarding responsibility, and any audio or audiovisual recording or transcript of the live hearing, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to Bryant's education program or activity.

2. Any appeal filed in the grievance process.

3. Any informal resolution efforts and the results of the process.

4. All materials used to train its Title IX Coordinator, investigators, decision-makers, and facilitators of informal resolution processes Bryant will make its training materials publicly available on its website.

5. Any actions, including any Supportive Measures, taken in response to a report or Formal Complaint of sexual harassment.

B. Bryant will document the basis for its conclusion that it met its Title IX obligations, and document that it has taken measures designed to restore or preserve equal access to the University's education program or activity. If the University does not provide a Complainant with Supportive Measures, then the University must document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

XXII. Policy Revision

A. Bryant reserves the right to amend this policy and/or its procedures in its sole discretion at any time, provided that any such amendment is consistent with the University's Title IX obligations.

Sex Offender Registry and Access to Related Information

The federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student.

In the State of Rhode Island convicted sex offenders must register with the local police department in their municipality. In Smithfield sex offenders must register with the Smithfield Police Department. Every person convicted on or after July 1, 1997, including juveniles sentenced as adults of an offense for which registration is required shall be required as a part of the sentence imposed upon conviction to register and reregister with the Smithfield Police Department.

In addition, all persons convicted of violations under the laws of the United States or any other state substantially similar to an offense for which registration is required shall provide to the local agency all necessary information within ten days of establishing a residence in the Town of Smithfield. Any person required to register shall also be required to reregister within ten days following any change of residence, whether within or without the Town of Smithfield.

Persons wanting information related to the sex offender's registry and access to related information must contact the Smithfield Police Department at 231-2500, or obtain the information directly at www.paroleboard.ri.gov.

Victims of Crimes of Violence or Non-forcible Sex Offenses

Bryant University will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18 Uniter States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University 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 the purposes of this paragraph.

Campus Hazing Policy

I. Policy Statement and Purpose

Bryant University (also referred to as "Bryant" or "the University") maintains a zero-tolerance policy for hazing in any form.

The University is committed to fostering a safe and inclusive environment where all members of the campus community can engage in experiences and activities without compromising their health, well-being, dignity, or rights. Hazing can cause lasting harm to individuals, their families, and the broader community.

Legally, hazing is a crime in the State of Rhode Island. Institutionally, it is a serious policy violation and fundamentally opposed to the values and ideals of Bryant University. Preventing hazing is a shared responsibility of every member of the campus community.

This policy exists to prioritize student safety, promote accountability, and ensure compliance with applicable state and federal laws and regulations.

II. Policy Scope

This policy applies to all Bryant University students, student organizations, and employees. Further, this policy also applies to volunteers acting in an official capacity who advise or coach student organizations and/or student groups who have direct contact with students.

III. Definitions

a) Hazing – Any intentional, knowing, or reckless act committed by a person, whether individually or in concert with others, against another person or persons – regardless of their implied or express consent to participate – that is undertaken in the course of initiation into, affiliation with, or maintenance of membership in a student organization (to include, but not limited to, a club, affinity group, athletic team, fraternity, or sorority). Such acts are prohibited when they cause or create a risk - beyond those reasonable risks inherent in participation in the institution or organization – of physical or psychological injury.

Hazing may occur on or off campus, in person, or in virtual settings. The perception of the individual subjected to hazing does not determine whether an act constitutes hazing, nor does an individual's failure to object or apparent willingness to participate.

Hazing does not include reasonable and customary organizational training, contests, competitions, or other activities that are expressly relevant to the mission of the organization, and/or lawful expressive activities that are protected under the First Amendment to the United States Constitution.

b) Retaliation – For the purpose of this policy, an adverse action directed toward a person for reporting in good faith acts of alleged hazing, or for participation in an investigation related to an alleged act or acts of hazing. Acts of retaliation include, but are not limited to reprisal, penalty, discrimination, intimidation, or harassment.

c) Student – Any individual currently enrolled in an academic program at Bryant University, including both full-time and part-time undergraduate, graduate, professional, non-degree, and visiting enrollments, as well as individuals participating in exchange or cooperative programs under the University's control. An individual's status as a Student begins from the time of application for admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (and even if their conduct is not discovered until after a degree is awarded).

d) Student Organization- Any association, corporation, order, society, corps, athletic group or team, cooperative, club, service, fraternity, sorority, social group, band, student governmental body, departmental student affinity or advisory group, or similar group, whose membership consists of or includes Bryant University students. For the purposes of this policy, the prohibition on hazing applies to all student organizations, regardless of their affiliation with or recognition by the University.

e) University Affiliate – Any individual who is not a faculty member, staff, or student who otherwise has a formal relationship with the University, including but not limited to visiting scholars, visiting students, research fellows, professional program participants, club sports coaches, volunteers, and members of the Board of Trustees. Vendors and contractors are not considered University Affiliates, except for those with an ongoing presence on the University property as regular operations support staff.

IV. Prohibited Conduct

Activities prohibited by this policy include, but are not limited to, the following:

- Infliction or threat of physical harm, including but not limited to whipping, beating, striking, paddling, branding, electric shocking, tattooing, forced or extreme calisthenics, burial in any substance, spraying, painting, pelting with substances, exposure to extreme weather or other uncomfortable elements (i.e., extremes of temperature, noise level, air quality), or any other form of physical brutality or forced physical activity;
- Acts of coercion, intimidation, or harassment, including the use of threatening language or conduct that would reasonably cause fear of physical harm;
- Forced or coerced consumption of food, alcohol, drugs, excessive quantities of liquids (including water), non-food substances, or any other material regardless of legality or safety;
- Induction of excessive fatigue or sleep deprivation, including but not limited to tests of endurance or activities that result in fewer than six consecutive hours of sleep per 24-hour period;
- Isolation or confinement, including extended solitary isolation, confinement in small or enclosed spaces, or abduction/kidnapping;
- Blindfolding, including parading individuals in public while blindfolded, transporting blindfolded individuals in a motor vehicle, or engaging in blindfolding activities that serve no educational or constructive purpose;
- Physical restraint, including binding or otherwise restricting an individual's movement or mobility;
- Forced nudity or exposure with the intent of humiliation, including requiring nudity, compelling the wearing of conspicuous or indecent attire, or engaging in acts intended to cause embarrassment or degradation;
- Requiring individuals to carry items that serve no legitimate purpose within the context of the activity (i.e., bricks, rocks, jugs of milk) or are intended to punish, humiliate, or degrade;
- Mandated participation in road trips, excursions, or similar off-campus travel without the individual's voluntary consent;
- Destruction, defacement, or removal of property, whether public or private;
- Requiring or encouraging the acquisition of items or completion of tasks through unlawful means, including but not limited to scavenger/treasure hunts, quests, or similar activities;
- Acts of personal servitude, such as cleaning the personal spaces of group members or repeatedly performing errands for others in a subordinate capacity, to include the intentional creation of labor or clean-up work;
- Threatening or coercive interrogation, particularly in a manner designed to intimidate, berate, or instill fear, to include lineups (e.g. drills on information);
- Restriction of social interaction or freedom of movement, including prohibiting individuals from communicating or associating with specific persons or groups, having individuals use designated entrances or exits and/or not permitting them to enter general use facilities or spaces;
- Deceptive practices, including misleading individuals to believe they must complete certain tasks, alter personal schedules, or engage in particular conduct in order to obtain or maintain membership or avoid negative consequences;
- Creating a perception of harm, ridicule, or humiliation, including suggesting that such experiences are inherent or expected as part of initiation, affiliation, or continued membership;
- Engaging in group-affiliated activities, such as practice or training, in a manner that a reasonable qualified person would deem dangerous, excessive, or otherwise inappropriate;
- Engaging in any conduct that constitutes a violation of federal, state, or local law, or of University policy, regulation, or directive.

In addition, the following conduct, while not constituting hazing as defined in Section III, is expressly prohibited under this policy:

- Planning, facilitating, or being present during any hazing activity, regardless of one's level of participation;

- Failure to take reasonable steps to intervene or halt a known or suspected hazing activity when in a position to do so;
- Failure to cooperate in an investigation of hazing;
- Failure to seek assistance or provide aid where an individual knows, or reasonably should know, that another person is at risk of harm due to hazing-related conduct;
- Failure to report any known or suspected instance of hazing, past or present, where such reporting is mandated under Section V of this policy;
- Knowingly reporting a false allegation of hazing;
- Retaliation or adverse action directed toward any individual for reporting hazing, participating in a hazing investigation, or engaging in related grievance or disciplinary processes.

V. Duty to Report

University employees—including contractors, consultants, temporary staff, and volunteers who meet the definition of a University Affiliate as outlined in Section II (e) —as well as presiding executive board members of student organizations, are required to report any known or suspected hazing. This obligation applies to incidents they personally witness, become aware of, or are informed of, and reports must be made to either the Office of the Vice President for Student Affairs or the Department of Public Safety.

Confidential resources, as defined in the Student Handbook, are not required to report disclosures received in their professional capacity. However, if a confidential resource learns of hazing in a non-confidential role—such as serving as a student organization advisor, faculty member, or in any other capacity outside their confidential office—they are considered a mandated reporter and must report the information as required under this policy.

The responsibility of a mandated reporter is not fulfilled with an anonymous report. Additionally, reports made pursuant to this policy do not supersede or replace other reporting obligations (e.g., Campus Security Authority and/or Title IX reporting obligations).

All other students and members of the University community are strongly encouraged to report hazing through the same channels, though they may do so anonymously.

Reports may be submitted in the following ways:

- **Online (preferred):** via the University's Hazing Reporting Form
- **By phone:**
  - o Office of the Vice President for Student Affairs: 401-232-6046
  - o Department of Public Safety: 401-232-6001
- **In person:**
  - o Department of Public Safety – Chafee Center
  - o Office of the Vice President for Student Affairs – 2nd Floor, Unistructure

Reports may be submitted anonymously by members of the general campus community; however, individuals with a mandatory reporting obligation as defined above may not submit reports anonymously. Violations of hazing policy by employees or University Affiliates should be referred to the Office of Human Resources at 401-232-6010.

All reports will be reviewed promptly and investigated as thoroughly as possible based on the information provided. The passage of time between an incident and the filing of a report will not affect the University's commitment to investigating allegations or offering support and services to affected students. However, prompt reporting may improve the University's ability to conduct a comprehensive investigation. Retaliation against any individual who, in good faith, reports suspected hazing or participates in an investigation or adjudication process is strictly prohibited. Retaliation may be found to occur even when the underlying report is ultimately unsubstantiated or determined to be without merit.

VI. Amnesty

Bryant University recognizes that individuals may be reluctant to report hazing activity due to a fear of potential consequences for their own conduct. Therefore, students who make a report under this policy or who participate in an investigation related to this policy will not be charged with other minor University policy violations that are brought to light in the course of the investigation that arose out of, or were committed as a direct result of, the incident(s) under investigation as long as those behaviors do not represent a threat to the health, safety, or wellbeing of others. For example, students required to consume alcohol as part of a hazing incident will not be charged with violations of University alcohol policy. The University may, at its discretion, conduct follow-up with those students related to those issues as appropriate in a non-disciplinary manner.

In addition, a currently enrolled student who, in good faith, seeks or obtains medical assistance (e.g, by calling 9-1-1 or Public Safety, or via notification to residence hall staff) for themselves or for another person for overconsumption of alcohol or for a drug overdose, shall not be charged with a violation of the Student Code of Conduct in connection with the possession or consumption of alcohol or drugs as outlined in the Student Handbook.

VII. Investigating and Responding to Allegations of Hazing

Allegations of hazing involving students and/or student organizations will be investigated by the Department of Public Safety. Procedures for the institutional response to a report of hazing may be found in ***Appendix A – Procedures for Institutional Response***. Students and organizations found responsible for hazing may be subject to disciplinary action under the Student Code of Conduct. Additionally, if a report is filed with external law enforcement, individuals may also face criminal charges under applicable state or federal law.

Sanctions may be imposed by one or more University departments, depending on the nature and scope of the violation. These sanctions may include, but are not limited to, suspension or expulsion from the University, loss of privileges, or referral for criminal prosecution when appropriate.

Recognized student organizations, varsity athletic teams, and University-affiliated groups may also face institutional sanctions—including suspension or loss of University recognition—either as a result of an investigation and conduct proceeding, or as an interim measure during its course, as deemed appropriate by University administration. Student organizations may also be referred to the applicable regional or inter/national affiliated body for further appropriate action.

In addition, students may face review for potential consequences under other applicable standards, including, but not limited to, professional standards within academic programs, conduct standards related to Athletics and/or Student Organizations, terms and conditions of housing and meal plan contracts, or review of eligibility for other University-sponsored programs or activities.

For employees, since hazing may violate multiple institutional policies, incidents may be reviewed by more than one hearing body or process. The University reserves the right to refer matters of hazing by employees to the appropriate law enforcement body for criminal prosecution.

The University's response to hazing allegations will occur through the processes outlined in the Student Code of Conduct, the Student-Athlete Handbook, Employee Handbook, or applicable Collective-Bargaining Agreement. Upon the completion of a thorough investigation, determinations as to whether hazing occurred will be made by the appropriate University official, hearing officer, or hearing body with due consideration of the relevant facts and circumstances.

VIII. Prevention and Awareness

Bryant University is committed to fostering a safe campus environment by preventing hazing before it occurs. All incoming students and employees are required to complete research-informed online training for prevention and awareness of hazing and confirm their understanding of the University's Anti-Hazing Policy.

Additionally, the University utilizes proactive strategies to engage students, staff, and faculty in building a culture of respect, accountability, and ethical leadership. These strategies include:

- Institutional Policies and Education – Bryant University provides clear, accessible information on University policies regarding hazing and the procedures used to investigate hazing reports, ensuring that all community members understand the consequences of hazing and their responsibilities in ensuring that Bryant is a safe, inclusive community free of hazing activity.
- Ethical Leadership Development – Through workshops and training programs, Bryant University promotes the development of leadership skills in a manner that emphasizes integrity, responsibility, and positive team-building practices to reduce the perceived need for hazing in group dynamics.
- Alternative Group Cohesion Methods – Bryant University provides student organizations – to include athletic teams and Fraternity and Sorority chapters – with alternative, research-backed methods to build trust, belonging, and unity without resorting to hazing behaviors.
- Bystander Intervention Training – Bryant University provides training in techniques to equip all members of the campus community to recognize, intervene, and report hazing behaviors in a safe and effective manner.
- Awareness and Outreach Efforts – Bryant University actively engages the community through ongoing awareness and outreach efforts, to include educational events and digital outreach that reinforce a shared commitment to hazing prevention and emphasize the responsibility of every community member in building and maintaining a safe and inclusive educational community.

By implementing these proactive measures, Bryant University strives to create a campus culture where all students can thrive in safe, supportive, and inclusive communities.

The response to and prevention of hazing is a collaborative effort between multiple University departments, to include (but not limited to):

- The Office of Community Standards and Community Service oversees all aspects of the student conduct process for hazing allegations involving students and student organizations including adjudication and sanctioning, as well as the compilation of statistics for the Campus Transparency Report.
- The Department of Public Safety investigates incidents of suspected hazing and compiles statistics on reported instances of hazing for inclusion in the Annual Security Report (Clery Act Report).
- The Department of Student Activities leads hazing prevention efforts within recognized student organizations – to include Fraternity and Sorority Life – and addresses concerns related to hazing in partnership with the Department of Public Safety and the Office of Community Standards and Community Service.
- The Division of Athletics leads hazing prevention efforts for intercollegiate athletics and club sports teams and responds to hazing concerns within athletic teams in partnership with the Department of Public Safety and the Office of Community Standards and Service.
- The Office of Human Resources oversees mandatory online training related to hazing prevention and awareness for all incoming employees, and collaborates with campus partners to manage the investigation and addressing of employee conduct matters not covered by the aforementioned departments.

IX.Public Reporting and Transparency

The University is required by law to share information about crime on campus, including reports of hazing, and efforts to improve campus safety. Statistics on reported incidents of hazing are published in the University's Annual Security Report (Clery Act Report). This report can be located on the Department of Public Safety's website.

The University is also required to report publicly all findings of violations of the University's Anti-Hazing Policy, Code of Conduct, or of federal or state laws pertaining to hazing that are reported to campus authorities or local law enforcement. Beginning in December 2025, this information is made publicly accessible through the Campus Hazing Transparency Report, located on the Division of Student Affairs website.

X.Legal Implications Under Rhode Island Law

Organizing or participating in hazing is a misdemeanor under Rhode Island law (§ 11-21-1), and is punishable by a fine of not more than $500, imprisonment of 30 days to one year, or both. For incidents of hazing resulting in permanent disfigurement, the penalty is imprisonment of one to ten years. Additionally, any school official who knowingly permits hazing to occur can be fined $10 - $100.

XI. Policy Review and Revision

At least annually, this policy and its associated appendices will be reviewed by the Vice President for Student Affairs or their designee for continued compliance with all relevant federal, state, and local laws and industry best practices.

XII. Exceptions

This policy does not apply to customary athletic events, contests, or other activities that promote physical fitness, provided they do not involve hazing as defined therein.

Campus Security Authorities

The Clery Act requires institutions of higher learning to identify persons on their campuses who are mandated reporters of crime. Specifically, the Act requires that the university designates persons who have "significant responsibility for student and campus activities but do not have significant counseling responsibilities" to report crimes that are made known to them. Based on the criterion, the following Bryant officials at least should report instances of crime:

- Vice President for Student Affairs and Dean of Students;
- Assistant Vice President of Public Safety and Transportation and all public safety officers;
- Associate Deans of Students;
- Director of Residence Life, Associate Director of Community Standards Community Directors, and Resident Assistants;
- Campus Engagement staff;
- Director of Athletics, Associate Directors of Athletics, Head Coaches, and Athletic Trainers;
- Director of the Center for Community and Belonging;
- Director of the Hochberg Women's Center;
- Director of Health Services.

The above list does not imply that others should not or cannot report crime on our campus or that they do not have an ethical or moral responsibility to do so.

Persons Exempted From Mandated Reporting

Because of their particular responsibilities that may require "significant counseling responsibility," persons working in the following offices are exempt from mandated reporting of crimes known to them:

- Pastoral and professional counselors working in Counseling Services; Campus Ministry

Timely Warning

When a criminal incident occurs on campus that, in the judgment of the University's senior leadership, constitutes an ongoing or continuing threat to the campus community a crime alert will be sent to notify the community. The facts contained in the alert will be provided by the Director of Public Safety or his designee and authored by the Executive Director of University Relations or her designee. Prior to the release of the warning to the community it must have the prior approval of the Vice President of Student Affairs or the Executive Assistant to the President. Thereafter, the notice will be disseminated by the Department of Public Safety by using one or a combination of the following methods: Internet Protocol phones (IP); e-mail; text and cell phone voicemail messages. Examples of such emergency incidents include acts of criminal violence that broadly threaten the safety of the community on campus.

Missing Student Notification

Bryant University will activate the missing student notification process when it is determined that a student has been missing for more than 24 hours unless circumstances warrant a faster implementation.

The following is a list of the areas or departments to which persons should report that a student is missing. The report should be made to any staff member of the Department of Public Safety, Residence Life (including resident assistant), or Student Affairs.

Each resident student has the option to register a confidential contact person to be notified in the event that the student is determined to be missing. Only authorized campus officials and law enforcement officers in furtherance of a missing person investigation will be given access to this information. The custodial parents or legal guardians of students younger than 18 years of age and not emancipated will be notified along with their identified contact person. When an official report of a missing student has been filed the Department of Public Safety will be notified. Whether a student opts to register a contact or not, if a student is determined to be missing the Department of Public Safety will notify the Smithfield Police Department.

Bryant University recommends that all students register confidential contact information. To register a contact person the "missing person code" has been programmed into the BANNER self service so that students can add this information to their emergency contacts using their own banner accounts.

Procedures

If a student is determined to be missing an official report will be initiated with the Department of Public Safety (DPS). DPS will coordinate efforts to locate the student. Initial attempts will include personal contacts with roommates and known acquaintances. Residence Life staff will be called upon to inquire about the missing student. That office maintains records with resident students' personal cellular phone numbers. They will be asked to initiate calls to the missing student. If those attempts prove futile, class schedules will be sought and interviews with relevant professors will occur to determine whether the missing student has been recently present in their classes. DPS will notify the Smithfield Police and ask them to inquire if any law enforcement agency knows the whereabouts of the missing student. The director of health services, or her designee, will be asked to inquire at area hospitals to attempt to locate the student.

The person listed as the contact person in the missing students' file will be notified and interviewed. Custodial parents or legal guardians of students who are younger than 18 years of age and not emancipated will also be notified. If available, DPS will print a copy of the student's picture using the identification card (ID) system and share it with persons who have a legitimate right.

Thereafter, all efforts to find the student will continue by providing support and information to the Smithfield Police until the student is found.

Emergency Notification

Notification Procedures

The Emergency Notification System (ENS) at Bryant University is managed by the Department of Public Safety (DPS). In the event of a significant emergency or dangerous situation involving an immediate threat to the campus community, DPS will make immediate notification upon confirmation.

Confirmation of an emergency is made when notice of such is made to the Department of Public Safety or observed, firsthand, by one or more of its personnel and there is either obvious evidence to suggest that the emergency is valid or is confirmed valid upon investigation.

Upon confirmation all segments of the community will be notified immediately. Those segments include: students, faculty, staff and guests. The content of the notification has been pre-scripted into different emergency messages. The on-duty Department of Public Safety supervisor is responsible for selecting the appropriate message relevant to the existing emergency and initiating the ENS. Once the appropriate message is selected, the supervisor will direct his duty officers to initiate all components of the ENS. The components of the ENS include one or a combination of the following: Internet protocol phones (IP); Public Address System (PA); cell phone messaging (voice and text); computer override and personal contacts.

Bryant University will, without delay, and after confirmation that a true and valid emergency exists, determine the appropriate content of the notification and initiate the notification system through its Department of Public Safety (DPS). However, if in the professional judgment of responsible authorities the initiation of the notification system compromises the efforts to assist a victim or contain the emergency or otherwise mitigate the emergency, it will not be initiated.

Although Bryant University considers notification of its on-campus community foremost, efforts to notify the larger community will also be made. That constituency includes external groups such as parents, Board of Trustees, alums, state and local officials, and the media. Notification to them will be made via one or a combination of the following: the Bryant University homepage website (www.bryant.edu/Bryant) and the DPS Information Line (401-232-6002), or through social media sites such as Twitter and other platforms. All will be used to provide current and continuous updates and will act as central reference points for accurate information. This method is useful for those both on- and off-campus communities. In addition to these sources of information, Bryant University will also utilize its' emergency web page (emergency.bryant.edu) to provide more detailed updates in the event of an emergency.

During both the Fall and Spring Semesters, At a minimum, one emergency drills are is conducted per calendar year to test the Emergency Notification System (ENS). The drill and test are pre-announced giving the specific date and time. Typically, the test drill will be announced through a Bryant Alert email but could also be announced through the Rave Alert system. Upon activation of the ENS, assigned personnel from one or a combination of the following groups critiques the drill and ENS; Department of Public Safety, Residence Life, Bryant Evacuation Safety Team (BEST), and other staff as requested. At the conclusion of the drill and test of the ENS the personnel that are assigned to participate shall critique both, forward a written assessment form to the director of public safety. The director collects the data and prepares a written report which is forwarded to the Executive Assistant to the President. documenting a description of the exercise, the date and time the test started and ended, and whether the test was announced or unannounced.

Fire Safety Reporting

The Higher Education Opportunity Act (Public Law 110-315) requires institutions of higher education that maintain student housing facilities to produce an annual fire safety report outlining fire safety practices, standards, and fire-related on-campus statistics. The following public disclosure report details the information required by this law as it relates to Bryant University.

Bryant University is committed to providing the best possible fire safety protection program for each on-campus housing facility. For the purposes of this report the following definitions are active:

- **Fire** – Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

- **Fire drill** – A supervised practice of a mandatory evacuation of a building for a fire.
- **Cause of fire** – The factor or factors that give rise to a fire. The causal factor may be, but not limited to, the result of an intentional or unintentional action, mechanical failure or act of nature.
- **Fire-related injury** – Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term "person" may include students, employees, visitors, firefighters, or any other individuals.
- **Fire-related death** – Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire. Dies within 1 year of injuries sustained as a result of the fire.
- **Fire safety system** – Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing system, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights, smoke-control and reduction mechanisms and fire doors and walls that reduce the spread of a fire.
- **Value of property damage** – The estimated values of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. The estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business reduction.
- **On-campus student housing facility** – 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 within the reasonably contiguous geographic area that makes up the campus.
- **Fire log** – A written record of reportable fires in student housing facilities chronicling the nature of the fire, date, time and general location.

All student housing facilities at Bryant are protected with integrated fire sprinkler systems and all are equipped with redundant fire alarm monitoring systems that are monitored 24 hours by the Department of Public Safety and simultaneously by the Smithfield Fire Department. Municipal radio master fire alarms are received simultaneously by the Department of Public Safety and by the Smithfield Fire Department. Student housing facilities are equipped with illuminated exit signs, pull stations, smoke detectors, heat detectors, carbon monoxide detectors, and fire extinguishers. An automatic fire department response is triggered upon the activation of any active fire alarm from any university building.

Residence Hall Fire Drills

Fire drills within the residence halls are conducted twice each semester. When conducted, drills are supervised by the Department of Public Safety (DPS) through the fire safety coordinator and its officers. The drill is pre-scheduled by DPS with coordination with the Smithfield Fire Department (SFD). The drills are not announced to the residents beforehand. It is mandatory for all residents to evacuate the building upon hearing the fire alarm. Failure to exit a building can result in a fire safety fine and a written report being forwarded for disciplinary action.

Evacuation

Evacuation route maps are posted in most resident rooms showing the closest egress. Only a small amount of rooms do not have the maps. Efforts are underway to equip them with route maps. Evacuation routes are being updated to reflect changes in floor plans. Students are assigned and instructed beforehand to a specific point of assembly outside the hall when a drill or an actual fire occurs.

Fire Safety Education

The Department of Public Safety's fire safety coordinator provides on-going education through the academic year pertaining to fire safety. Before the beginning of the fall semester the coordinator meets with the resident directors and assistants and instructs them in a variety of preventative measures as well as how to respond to actual (incipient) fires. Attendees learn how to expel a fire extinguisher to respond to incipient fire situations and instructed to evacuate in all other fire circumstances. In all situations they are instructed that if the use of a fire extinguisher poses an endangerment they should exit the residence hall and notify the Department of Public Safety.

Fire safety regulations are also included annually in the Student Handbook. Violations of fire safety regulations are reported quickly by either Residence Life or DPS staff and are quickly corrected. These policies are discussed with residents by the Residence Life staff. Thereafter, the coordinator responds to invitations to instruct various groups which can include entire residential floors or entire residence halls.

Faculty and staff are educated about fire safety issues upon request throughout the calendar year.

Open Flames

Any open flame source inside residence halls or townhouses is banned, including but not limited to candles, cigarettes or other smoking material, incense, propane or charcoal grills or hot plates. Candles are prohibited from ownership or use inside the residence halls and townhouses. Violations of the ban of flammable source materials inside the residence halls and townhouses, including smoking, burning or ownership of candles will be issued a Fire, Health and Safety citation.

Electrical Appliances and Outlets

Although Bryant allows portable electrical appliances they cannot be plugged into 2-prong extension cords, outlet splitters, or three-way "octopus plugs" in the residence halls and townhouses. The only extension cords that are permitted are 3-prong UL approved and contain a circuit breaker. No more than two items may be plugged into the same electrical outlet.

Future Fire Safety Improvements

Bryant University annually reviews the fire systems in student housing facilities and makes upgrades and repairs or revisions. However, when problems are identified and reported they are responded to quickly. In the future Bryant will install evacuation route maps in the small percentage of rooms lacking them.

Student Right-To-Know and Campus Security Act Crime Statistics 2023-2025

CRIMINAL OFFENSES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS RESIDENTIAL	NON CAMPUS PROPERTIES	PUBLIC PROPERTY	UNFOUNDED
Murder / non-negligent manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Negligent manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Robbery	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Aggravated assault	2023	1	0	0	0	0
	2024	2	1	0	0	0
	2025	0	0	1	0	0
Burglary	2023	1	0	0	0	0
	2024	2	2	0	0	0
	2025	0	0	0	0	0
Motor vehicle theft	2023	0	0	0	0	0
	2024	1	0	0	1	0
	2025	0	0	0	0	0
Arson	2023	0	0	0	0	0
	2024	1	1	0	0	0
	2025	0	0	0	0	0
SEX OFFENSES	**YEAR**	**ON-CAMPUS PROPERTY**	**ON-CAMPUS RESIDENTIAL**	**NON CAMPUS PROPERTIES**	**PUBLIC PROPERTY**	**UNFOUNDED**
Rape	2023	5	5	0	0	0
	2024	0	0	0	0	0
	2025	1	1	0	0	0
Fondling	2023	2	2	0	0	0
	2024	3	2	0	0	0
	2025	1	1	0	0	0
SEX OFFENSES	**YEAR**	**ON-CAMPUS PROPERTY**	**ON-CAMPUS RESIDENTIAL**	**NON CAMPUS PROPERTIES**	**PUBLIC PROPERTY**	**UNFOUNDED**
Incest	2023	0	0	0	0	0
	2023	0	0	0	0	0
	2025	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES	**YEAR**	**ON-CAMPUS PROPERTY**	**ON-CAMPUS RESIDENTIAL**	**NON CAMPUS PROPERTIES**	**PUBLIC PROPERTY**	**UNFOUNDED**
Domestic Violence	2023	2	2	0	0	0
	2024	0	0	0	0	0
	2025	1	1	0	0	0
Dating Violence	2023	1	1	0	0	0
	2024	2	2	0	0	0
	2025	1	1	0	0	0
Stalking	2023	1	1	0	0	0
	2024	1	0	0	0	0
	2025	0	0	0	0	0
ARRESTS AND DISCIPLINARY REFERRALS FOR CRIMINAL VIOLATIONS	**YEAR**	**ON-CAMPUS PROPERTY**	**ON-CAMPUS RESIDENTIAL**	**NON CAMPUS PROPERTIES**	**PUBLIC PROPERTY**	**UNFOUNDED**
Arrests: Weapon Law Violations	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Arrests: Drug Law Violations	2023	0	0	0	0	0
	2024	2	2	0	0	0
	2025	0	0	0	0	0
Arrests: Liquor Law Violations	2023	1	0	0	0	0
	2024	0	0	0	0	0
	2025	1	0	0	1	0
Disciplinary Referrals: Weapon Law Violations	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Disciplinary Referrals: Drug Law violations	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Disciplinary Referrals: Liquor Law violations	2023	202	195	0	0	0
	2024	93	93	0	0	0
	2025	189	189	0	0	0

Hate crime information:

2025: No hate crimes were reported in 2025.

2024: No hate crimes were reported in 2024.

2023: One vandalism complaint in a residence hall that involved a racial epithet.

Hazing information:

2025: No reports of hazing were received in 2025

Fire Safety Statistics 2023 - 2025

HEOA Fire Incident Log – Year 2025

NAME OF RESIDENTIAL BUILDING	DATE AND TIME OF FIRE	FIRE CATEGORY[4]	CAUSE OF FIRE	NUMBER OF INJURIES REQUIRING TREATMENT AT A MEDICAL FACILITY	# OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE
Charlestown	N/A	N/A	N/A	0	0	0
Richmond	N/A	N/A	N/A	0	0	0
Kilcup	N/A	N/A	N/A	0	0	0
Westerly	N/A	N/A	N/A	0	0	0
Hopkinton	N/A	N/A	N/A	0	0	0
Exeter	N/A	N/A	N/A	0	0	0
Coventry	N/A	N/A	N/A	0	0	0
Scituate	N/A	N/A	N/A	0	0	0
Tiverton	N/A	N/A	N/A	0	0	0
Providence	N/A	N/A	N/A	0	0	0
Jamestown	N/A	N/A	N/A	0	0	0
Cumberland	N/A	N/A	N/A	0	0	0
Lincoln	N/A	N/A	N/A	0	0	0
Warren	N/A	N/A	N/A	0	0	0
Bristol	N/A	N/A	N/A	0	0	0
Barrington	N/A	N/A	N/A	0	0	0
Newport	N/A	N/A	N/A	0	0	0
A Block	N/A	N/A	N/A	0	0	0
B Block	N/A	N/A	N/A	0	0	0
C Block	N/A	N/A	N/A	0	0	0
D Block	N/A	N/A	N/A	0	0	0
E Block	N/A	N/A	N/A	0	0	0
F Block	N/A	N/A	N/A	0	0	0
G Block	N/A	N/A	N/A	0	0	0
H Block	N/A	N/A	N/A	0	0	0
J Block	N/A	N/A	N/A	0	0	0
K Block	N/A	N/A	N/A	0	0	0
L Block	N/A	N/A	N/A	0	0	0
M Block	N/A	N/A	N/A	0	0	0
N Block	N/A	N/A	N/A	0	0	0
O Block	N/A	N/A	N/A	0	0	0
P Block	N/A	N/A	N/A	0	0	0

HEOA Fire Incident Log – Year 2024

NAME OF RESIDENTIAL BUILDING	DATE AND TIME OF FIRE	FIRE CATEGORY[4]	CAUSE OF FIRE	NUMBER OF INJURIES REQUIRING TREATMENT AT A MEDICAL FACILITY	# OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE
Charlestown	N/A	N/A	N/A	0	0	0
Richmond	N/A	N/A	N/A	0	0	0
Kilcup	N/A	N/A	N/A	0	0	0
Westerly	N/A	N/A	N/A	0	0	0
Hopkinton	N/A	N/A	N/A	0	0	0
Exeter	N/A	N/A	N/A	0	0	0
Coventry	N/A	N/A	N/A	0	0	0
Scituate	N/A	N/A	N/A	0	0	0
Tiverton	N/A	N/A	N/A	0	0	0
Providence	N/A	N/A	N/A	0	0	0
Jamestown	N/A	N/A	N/A	0	0	0
Cumberland	N/A	N/A	N/A	0	0	0
Lincoln	N/A	N/A	N/A	0	0	0
Warren	N/A	N/A	N/A	0	0	0
Bristol	3/25/24; 2300 hours	2	Arson	0	0	0
Barrington	N/A	N/A	N/A	0	0	0
Newport	N/A	N/A	N/A	0	0	0
A Block	N/A	N/A	N/A	0	0	0
B Block	N/A	N/A	N/A	0	0	0
C Block	N/A	N/A	N/A	0	0	0
D Block	N/A	N/A	N/A	0	0	0
E Block	N/A	N/A	N/A	0	0	0
F Block	N/A	N/A	N/A	0	0	0
G Block	N/A	N/A	N/A	0	0	0
H Block	N/A	N/A	N/A	0	0	0
J Block	N/A	N/A	N/A	0	0	0
K Block	N/A	N/A	N/A	0	0	0
L Block	N/A	N/A	N/A	0	0	0
M Block	N/A	N/A	N/A	0	0	0
N Block	N/A	N/A	N/A	0	0	0
O Block	N/A	N/A	N/A	0	0	0
P Block	N/A	N/A	N/A	0	0	0

HEOA Fire Incident Log – Year 2023

NAME OF RESIDENTIAL BUILDING	DATE AND TIME OF FIRE	FIRE CATEGORY[4]	CAUSE OF FIRE	NUMBER OF INJURIES REQUIRING TREATMENT AT A MEDICAL FACILITY	# OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE
Charlestown	N/A	N/A	N/A	0	0	0
Richmond	N/A	N/A	N/A	0	0	0
Kilcup	N/A	N/A	N/A	0	0	0
Westerly	N/A	N/A	N/A	0	0	0
Hopkinton	N/A	N/A	N/A	0	0	0
Exeter	N/A	N/A	N/A	0	0	0
Coventry	N/A	N/A	N/A	0	0	0
Scituate	N/A	N/A	N/A	0	0	0
Tiverton	N/A	N/A	N/A	0	0	0
Providence	N/A	N/A	N/A	0	0	0
Jamestown	N/A	N/A	N/A	0	0	0
Cumberland	N/A	N/A	N/A	0	0	0
Lincoln	N/A	N/A	N/A	0	0	0
Warren	N/A	N/A	N/A	0	0	0
Bristol	N/A	N/A	N/A	0	0	0
Barrington	N/A	N/A	N/A	0	0	0
Newport	N/A	N/A	N/A	0	0	0
A Block	N/A	N/A	N/A	0	0	0
B Block	N/A	N/A	N/A	0	0	0
C Block	N/A	N/A	N/A	0	0	0
D Block	N/A	N/A	N/A	0	0	0
E Block	N/A	N/A	N/A	0	0	0
F Block	N/A	N/A	N/A	0	0	0
G Block	N/A	N/A	N/A	0	0	0
H Block	N/A	N/A	N/A	0	0	0
J Block	N/A	N/A	N/A	0	0	0
K Block	N/A	N/A	N/A	0	0	0
L Block	N/A	N/A	N/A	0	0	0
M Block	N/A	N/A	N/A	0	0	0
N Block	N/A	N/A	N/A	0	0	0
O Block	N/A	N/A	N/A	0	0	0
P Block	N/A	N/A	N/A	0	0	0

[1]Category 1 = Unintentional

Category 2 = Intentional

Category 3 = Undetermined

Definitions

Aggravated Assault: An unlawful attack by one person upon another wherein the offender uses a weapon, or displays it in a threatening manner, or the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. An unsuccessful attempt to commit a murder would be classified as an aggravated assault.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property of another, etc. Only fires determined through investigation to have been willfully or maliciously set are classified as arson. Fires of suspicious or unknown origin are excluded.

Burglary (breaking and entering): The unlawful entry into a building or other structure with the intent to commit a felony or a theft. Forced entry is not a required element of the offense, so long as the entry is unlawful (constituting a trespass). It may be accomplished via an unlocked door or window. Included are unsuccessful attempts where force is employed, or where a perpetrator is frightened off while entering an unlocked door or climbing through an open window.

Consent: See Title IX Sex Discrimination Policy

Dating Violence: See Title IX Sex Discrimination Policy

Domestic Violence: See Title IX Sex Discrimination Policy

Drug Abuse Violation: Violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation or use.

Hate Crime: A hate crime is a criminal act against a person or property in which the perpetrator chooses the victim because of the victim's real or perceived race, religion, national origin, ethnicity, sexual orientation, disability, gender, or gender identity. The following crimes will be reported only if they occurred as a Hate Crime:

- **Larceny/theft –** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
- **Simple assault –** A violent physical attack intended to do bodily injury to another.
- **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 an actual physical attack.
- **Vandalism –** To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control.
- **Liquor Law Violation:** Violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages (with the exception of "driving under the influence" or "drunkenness").

Manslaughter: The non-willful killing of one human being by another.

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

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

Robbery: The taking, or attempting to take, of anything of value under confrontational circumstances from the control, custody, or care of another person or persons by force, or threat of force, violence, or by putting the victim in fear of immediate harm.

Sex Offenses: See Title IX Sex Discrimination Policy

Stalking: See Title IX Sex Discrimination Policy

Weapons Possessions: Violations 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.


BELC Parking Garage
Business Entrepreneurship Leadership Center (BELC)
Rogler Farm Rd
Old Coach Ln
Throwing Area
Steven '69 and Lily Cowen Field
Conaty Park - Baseball
Conaty Park - Softball
Callahan House
Provost Residence House
Indoor Athletic Center
Bryant Soccer Field
Field House
Track and Turf Complex
Beirne Stadium
Lot A Faculty & Staff
Lot B Faculty, Staff, & Commuter
Lot C Visitor
Bryant Tennis Complex
New Dorm (Opening 2025)
Lot M Residents
Academic Innovation Center (AIC)
Lot D Sophomores & Juniors
Lot E Faculty & Staff
Lot S Facilities
Chace Athletic Center
Bello Center and Library
Lot Q Reserved
Lot F Faculty, Staff &Commuter
Tour House Circle Center Parking
Lot N Residents
Interfaith Center
Unistructure Academic Hall
Fisher Student Center
Lot G Reserved
Barrington House (16)
Lot O Seniors
Koffler Center
Overflow Lot
DPS & Office of Counseling Services
Lot K Reserved
Lot J Reserved
Lot Hall 1 Residents
Alumni House
The Art Barn

Bryant University

Emergencies	232-6911
To report a crime call the Department of Public Safety (DPS)	232-6001