



2026 ANNUAL SECURITY AND FIRE SAFETY REPORT

**Containing information for the 2026-2027 Academic Year
and Crime Statistics for the years 2023, 2024, and 2025**

JEANNE CLERY CAMPUS SAFETY ACT

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FOREWORD

We at Stephens College are committed to fostering a safe, respectful and inclusive environment for learning, living and working, and we ask that everyone take ownership of this goal. We have undertaken many important institutional efforts to address safety and security issues, including this publication, and urge you to review the information about campus safety measures, reporting crimes and other emergencies, as well as the procedures and policies designed to protect our college community.

We strive to foster an environment in which individuals feel safe to attend, learn, and work. Our goals are principles of responsibility and respect. These values are essential to our community and serve as the foundation for productivity and success. A safe, supportive campus can be achieved with everyone's cooperation. This publication contains information about campus safety measures and reports crime statistics for our college.

Thank you for your attention to this very important mission.

NONDISCRIMINATION STATEMENT

Stephens College (SC) does not discriminate in its employment practices or in its educational programs or activities on the basis of age, color, disability, gender expression and identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status and all other classifications protected by law. Stephens College also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internally or externally. Reports of misconduct, questions regarding Title IX or disability accommodations, any other concerns related to equity or noncompliance, or requests for a complete copy of the College's policy should be directed to the Stephens College Equity Compliance Team at equity@stephens.edu, www.stephens.edu/equity or (573) 876-2321 or the Assistant Secretary of Education within the Office for Civil Rights (OCR) at <http://www.ed.gov/ocr>.

Title	Title IX Coordinator	Director of Diversity, Equity, and Inclusion	ADA/504 Coordinator
Campus Office	Lela Raney Wood Hall	Stamper Commons	Hugh Stephens Library
Phone #	573-442-2211	573-876-7230	573-876-7240

PREPARATION OF THE ANNUAL SECURITY AND FIRE SAFETY REPORT AND DISCLOSURE OF CRIME STATISTICS – ANNUAL NOTICE COMPLIANCE

This report is prepared to comply with the Jeanne Clery Campus Safety Act (Clery Act) using information maintained by Stephens College's Office of Safety & Security Services, information provided by various campus offices including Student Experience, Academic Affairs, Operations, Housing, and Campus Security Authorities, and information/crime statistics reported by local law enforcement agencies that have jurisdiction at each of our campuses.

This report provides statistics for the previous three years concerning reported crimes that occurred on campus, adjacent to campus, and in certain off-campus buildings or property owned, leased, or controlled by SC. This report also contains institutional practices pertaining to campus security, crime reporting, sexual assault, alcohol and drugs, victim assistance programs, student discipline, campus resources, mass notifications, crime prevention, access to campus facilities/properties, as well as personal safety tips. This document also encourages the reporting of all crimes and includes how and to whom reports should be made.

SC distributes a notice of the availability of this Annual Security and Fire Safety Report by October 1st of each year to every member of our college community. Anyone, including currently enrolled students, employees, prospective students, and prospective employees may obtain a paper copy of this report by contacting the Office of Safety & Security Services at 573-819-3690 which is located in Stamper Commons or on the SC website at:

<https://stephens.edu/safety-security-services/>

SC OFFICE OF SAFETY & SECURITY

The primary goal of Stephens College Safety and Security is the personal safety of students, faculty, staff and visitors as well as the protection of Stephens College property. SC employs full-time security personnel assigned to the main campus. **Although security personnel are trained and qualified, they are not certified law enforcement officers and as such do not carry weapons, have arrest powers or investigate crimes.** However, they do work in close cooperation with the Columbia Police Department in the event of a reportable crime. They patrol the campus for unusual occurrences and serve as visible deterrents. They control and regulate parking, open buildings for staff and students, and perform other duties that may arise. Security personnel also provide safety escorts for students, faculty and staff within the campus confines after dark. Security may be contacted 24 hours a day, year-round at 573-819-3690. Our personnel encourage students and staff to report any incident to the Columbia Police Department that would be of a serious nature. Stephens College complies with the Clery Act and with the Student Right-to-Know and Campus Security Act (PL102-542).

One of the most important functions performed by Stephens College Security is to escort students, faculty, and staff around campus after dark. We strongly encourage you to call for an escort anytime you need to be out on campus at night.

The Safety and Security Office also oversee the campus BikeShare Program. Bicycles, helmets and locks can be checked out upon completion of a BikeShare Membership Agreement and Liability Waiver. Bicycles can be checked out between the hours of 7:30 a.m.-8 p.m. Use of the program is free of charge. The office is located at Stamper Commons. Please note that any personal bicycles left on campus after June 1 of each year will be donated to a local nonprofit organization.

Personal safety is everyone's responsibility. Although Stephens College continually reviews and improves security measures on campus, we encourage you to use good judgment and common sense so you remain safe at all times. While Stephens is a secure and safe campus, it is located in an urban area, surrounded by thousands of university students and other downtown residents.

SC does not officially recognize any off-campus student organizations. We rely on our close working relationships with local law enforcement agencies to receive information about incidents involving our students, on and off campus, as they concern institution-related activities. If we learn of off-campus criminal activity concerning students involved in institution-related activities, we will coordinate with the appropriate law enforcement agency and forward information about the situation to the Office of Student Success and Engagement, as appropriate.

REPORTING CRIMES AND OTHER EMERGENCIES

SC has a number of ways for the college community and visitors to report crimes, serious incidents, and other emergencies to appropriate officials. We encourage victims, eyewitnesses, and employees to report all crimes promptly and accurately to the Columbia Police Department and/or Campus Security Authorities. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire college community that you immediately report all incidents so that the proper authorities can investigate the situation and determine if follow-up actions are required, including issuing a Timely Warning or Emergency Notification.

Voluntary, Confidential Reporting

If crimes are never reported, little can be done to help other members of the community from also being victims. We encourage our college community to report crimes accurately and promptly to the appropriate local law enforcement agencies when the victim of a crime elects to, or is unable to make such a report. Our community will be much safer when all community members participate in safety and security initiatives.

If you are the victim of a crime or are aware of a crime but elect to or are unable to report a crime and do not want to pursue action within the criminal justice system, we ask that you consider filing a voluntary, confidential report. If you wish to speak to someone without making a formal report to Stephens, you have a few options for confidential reporting:

- You may contact the Counseling Center on campus at (573) 876-7157 during business hours or call our 24/7-crisis hotline at (800) 395-2132.
- True North and RAINN also have 24/7 hotlines to support survivors of sexual assault and domestic violence.
 - True North: (573) 875-1370 or truenorthofcolumbia.org.
 - RAINN: (800) 656-HOPE or rainn.org. (They also offer online chat.)

Reporting to the Campus Safety and Security and Local Law Enforcement Agencies

Stephens College encourages all students, faculty, staff, and visitors to promptly report crimes, suspicious activity, safety concerns, and emergencies. Information regarding campus safety procedures is provided to students during orientation and through ongoing campus communications. Employees receive safety and emergency preparedness information through training, email communications, and campus meetings.

If an incident has already occurred, contact the **Stephens College Security Department** at **(573) 819-3690**. This number may be used for both emergency and non-emergency situations and can also receive text messages. In any situation involving an immediate threat to life or safety, call **911** first.

The Stephens College Security Department should be notified of all crimes and significant incidents, regardless of whether local law enforcement is involved. Prompt reporting enables the College to assess safety and security concerns, coordinate appropriate response efforts, and provide timely notifications to the campus community when necessary.

When a crime or major incident is reported, Stephens College Security personnel will conduct an initial assessment and investigation, gathering relevant information and preserving available evidence. Depending on the nature and severity of the incident, the matter may be referred to or investigated jointly with local, state, or federal law enforcement agencies.

Individuals reporting an incident may be asked to provide information such as contact details, a description of what occurred, and the identities of any witnesses. These questions are necessary to support a thorough investigation and to help identify those responsible. To preserve evidence, community members should avoid disturbing the area where an incident occurred whenever possible.

Members of the Stephens College community are encouraged to remain aware of their surroundings and report suspicious behavior immediately. Helpful information may include descriptions of individuals, clothing, vehicles, and license plate numbers. Any suspicious person observed in or around

campus buildings, residence halls, offices, classrooms, or parking areas should be reported promptly to Security.

If additional information is needed following the initial report, Security personnel or law enforcement officials may contact the reporting party for follow-up. Stephens College is committed to supporting victims and witnesses and will make every effort to provide assistance, resources, and appropriate referrals throughout the reporting and investigation process.

Stephens College Security Department
Phone/Text: (573)819-3690
Emergency: 911

Student Behavioral Intervention Team

Stephens College is committed to providing a learning environment in which students have the opportunity to focus their energy and attention on their intellectual, emotional and personal development. On rare occasions, the College may find it necessary to respond to students who may be in crisis or whose behaviors may directly threaten the safety of the campus learning environment. In establishing a collaborative, professional team to respond to those situations, the College ensures its ability to respond effectively and confidentially through a process of identification and intervention that supports student success and ensures campus security.

The Student Behavioral Intervention Team (hereinafter “SBIT”) is a collaborative team of College professionals that convenes to conduct individualized assessments, based on the best available objective evidence, to determine whether it is reasonably likely that a student poses a direct threat to themselves, to others, or to the campus community. In this context, “direct threat” is defined as a “significant risk of causing substantial harm to the health or safety of a student or other members of the College community that cannot be eliminated or reduced to an acceptable level through the provision of reasonable accommodations.”

Significant risk means “a high probability of substantial harm that is not just a slightly increased, speculative or remote risk.”

Stephens College has established a Student Behavioral Intervention Team to:

- monitor and/or provide a systematic response to situations involving students whose behavior may be disruptive or harmful to themselves or others; or to students who may pose a direct threat to themselves or to the health and safety of members of the Stephens College community;
- provide a panel and administrative professionals to consider whether a student meets the standard to proceed with a full investigation and hearing on the question of whether the student should be involuntarily withdrawn from the College;
- provide a panel of administrative professionals to consider whether the College should in the best interests of the student and the community impose an immediate and interim withdrawal on a referred student until a more thorough assessment and hearing can be held;
- in situations in which the SBIT determines that the student’s behaviors are the result of a disability, provide recommendations regarding reasonable accommodations that may enable the student to remain safely in his/her educational programs. The SBIT consists of staff from

Student Experience, Academic Affairs, Counseling, Safety and Security, and Student Success and Retention.

Reporting to Other Campus Security Authorities

While Stephens College strongly encourages all members of the campus community to promptly report crimes, suspicious activity, and other emergencies directly to the **Stephens College Security Department**, we recognize that some individuals may feel more comfortable reporting concerns to other College officials, offices, or trusted employees. In such cases, Stephens College encourages those receiving the report to promptly share the information with the Security Department so that appropriate safety measures, support services, and response actions can be initiated.

The Clery Act recognizes certain college officials and offices as 'Campus Security Authorities' (CSAs). The act defines these individuals as:

- *A campus law enforcement unit;*
- *Any individual or individuals who have responsibility for campus security, but who do not constitute a campus security force, such as an individual who is responsible for monitoring entrance into school property (e.g., an access monitor);*
- *An individual or organization specified in a school's campus security statement as the individual or organization to which students and employees should report criminal offenses;*
 - *Or an official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.*

Although Stephens College encourages the prompt reporting of campus crimes and other emergencies directly to the **Stephens College Security Department**, members of the campus community may choose to report incidents to a **Campus Security Authority (CSA)**.

Any crime or incident reported to a CSA will be documented and shared with the appropriate College officials and/or law enforcement authorities as required.

At Stephens College, Campus Security Authorities (CSAs) include, but are not limited to:

- Vice President for Student Success and Engagement
- Dean of Students
- Residence Life Professional Staff
- Title IX Coordinator
- Deputy Title IX Coordinators
- Athletic Director and Athletic Coaches
- Student Organization Advisors
- Directors and Department Heads with significant responsibility for student and campus activities
- Security Officers
- Other College officials designated as Campus Security Authorities under the Clery Act

If a CSA receives information about a crime or an incident that may constitute a crime, the CSA will document the information provided, explain available reporting options and campus resources, and ensure the information is forwarded to the appropriate authorities. CSAs are not responsible for determining whether a crime occurred, conducting investigations, or attempting to identify or apprehend a suspected offender. Their role is to receive reports, provide support and resource information, and facilitate appropriate reporting in accordance with College policies and federal requirements.

Pastoral and Professional Counselors

According to the Clery Act, pastoral and professional counselors who are appropriately credentialed and hired by colleges to serve in a counseling role are not considered CSAs when they are acting in the counseling role. By law, professional and pastoral counselors are exempt from reporting requirements.

Stephens College provides psychological services to its full-time students free of charge, including intake interviews and assessments; referrals to appropriate psychological resources; individual counseling sessions; and psychological consultation with College personnel regarding student concerns. Counseling is provided through the Counseling Center on Willis Avenue. Students should email the Counseling Center counselingcenter@stephens.edu to schedule an appointment.

Disciplinary Referrals

If a student is convicted or pleads nolo contendere to an off-campus violation of federal, state, or local law, but not with any other violation of the Student Code of Conduct, disciplinary action may be taken and sanctions imposed for misconduct that is detrimental to the College's vital interests and stated mission and purpose.

Disciplinary proceedings may be instituted against a student charged with violation of a law that is also a violation of the Student Code of Conduct if both violations result from the same factual situation, without regard to criminal arrest and/or prosecution. Proceedings under this Student Code of Conduct may be carried out prior to, simultaneously with, or following criminal proceedings.

When a student is charged by federal, state, or local authorities with a violation of law, the College will not request or agree to special consideration for that individual because of his or her status as a student. The College will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators. Individual students, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate. For more information refer to the Student Code of Conduct procedure in the Student Handbook.

Daily Crime Log

The Stephens College Security Department maintains a Daily Crime Log of all crimes and alleged criminal incidents reported to the Security Department. The Daily Crime Log includes:

- The nature, date, time, and general location of each crime or incident.
- The date the crime or incident was reported.
- The disposition of the complaint, if known.

Log entries, or updates to existing entries, will generally be made within two business days of receiving information about a crime or incident, unless disclosure is prohibited by law or would jeopardize the confidentiality of a victim.

Stephens College may temporarily withhold information from the Daily Crime Log if there is clear and convincing evidence that the release of the information would:

- Jeopardize an ongoing criminal investigation or the safety of an individual.
- Cause a suspect to flee or evade detection.
- Result in the destruction of evidence.

Any information withheld for these reasons will be disclosed once the adverse effect is no longer likely to occur. Only the specific information that could create such an adverse effect may be withheld.

The Daily Crime Log for the most recent 60-day period is available for public inspection during normal business hours through the Stephens College Security Department. Requests to review the Daily Crime Log may be directed to:

Stephens College Security Department
Stamper Commons
1300 E. Broadway
Columbia, MO 65215
Phone/Text: (573) 819-3690

Daily Crime Log records older than 60 days will be made available within two business days of a written request submitted to the Stephens College Security Department.

The Daily Crime Log may also be made available electronically through the College's Campus Safety and Security webpage, when applicable.

TIMELY WARNINGS

Timely Warnings are considered for distribution to the SC community for all Clery Act crimes that are:

- (1) reported to Campus Security Authorities or local law enforcement; and
- (2) determined by the institution to represent a *serious or continuing threat* to students and employees.

Such Timely Warnings shall be provided to students and employees in a manner that is timely, that withholds as confidential the names and other identifying information of victims and will provide protective advice that will aid in the prevention of similar occurrences.

The decision to issue Timely Warnings shall be decided on a case-by-case basis. The purpose of this warning is to notify the SC community of an incident and to provide information that may enable you to take steps to protect yourself from similar incidents.

While such notifications must be 'timely', they need not be immediate and can await the results of investigation into the situation at hand. The SC Office of Safety & Security will work closely with the President of the college in making the decision whether to issue a notification, as well as developing

the content of the notification, that will be distributed through SC's Emergency Alert System which may connect with students and employees through options such as voice, SMS text, email, and social media.

Otherwise, notifications will be distributed through a variety of ways including, but not limited to, email, text message, PA system, and runners. The circumstances of the situation will dictate the medium(s) used to distribute the notification. In addition, the SC Office of Safety & Security may issue Timely Warnings when there is a pattern of crimes against persons or property, including off-campus locations used or frequented by the campus community.

In accordance with the Violence Against Women Act of 1994 (VAWA), names and other identifying victim information will be withheld as confidential. SC is not required to provide a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

If there is an immediate threat to the health or safety of students or employees occurring on campus, SC will follow its emergency operations procedures which include notification protocols. We will not issue Timely Warnings with respect to emergency operations but will provide adequate follow-up information as the situation allows and as needed.

EMERGENCY NOTIFICATIONS

SC is committed to ensuring the campus community receives timely, accurate, and useful information in the event of a significant emergency or dangerous situation on campus that poses an immediate threat to the health and safety of campus community members. Emergency Notifications will be transmitted via SC's Emergency Alert System without delay and accounting for the safety of the community. When the emergency has concluded an "all-clear" message will be sent using the same method.

Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System

Once a critical incident or other emergency situation has occurred or is occurring, SC Office of Safety & Security personnel and/or other qualified college personnel will proceed to the scene to assess the situation. These first responders to that incident will confirm that there is, in fact, an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the SC community; the SC Office of Safety & Security will be contacted, who will, in turn, issue an Emergency Notification.

The Office of the President, Executive Director Safety Security and Emergency Management, Facilities Director or Administrator will immediately initiate all or some portions of the Emergency Operations Plan, Communication and Notification Annex. If, in the professional judgment of first responders, issuing an Emergency Notification potentially compromises efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency, SC may elect to delay issuing an Emergency Notification. As soon as the condition that may compromise efforts is no longer present, the Emergency Notification will be issued to the campus community as soon as possible.

Determining the Appropriate Segment(s) of the Campus Community to Receive an Emergency Notification

SC Office of Safety & Security personnel and/or local first responders on the scene of a critical incident or dangerous situation will assist those preparing the Emergency Notification with determining what segment or segments of the SC community should receive the notification. Generally, campus community members in the immediate area of the dangerous situation (i.e., the building, adjacent buildings, or surrounding area) will receive the Emergency Notification first. Responsible Campus Authorities will continually evaluate the situation and assess the need to notify additional segments of the campus population.

Determining the Contents of the Emergency Notification

Speed and accuracy of the information are of utmost importance in issuing Emergency Notifications. To expedite this process and ensure each message contains essential information, the mass notification system contains pre-scripted templates for the most probable or highest impact emergencies based on analysis. These messages identify the situation, allow for input of the location, and identify the immediate protective action that should be taken. The individual authorizing the message will select the most appropriate template. In those cases where there are no predetermined templates in the system, the individual may use the “custom” template to craft a specific message. The goal is to ensure people are aware of the situation, and they know the steps to take to stay safe.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Emergency Management at SC

Stephens College is committed to developing, maintaining, and implementing comprehensive emergency management and preparedness programs to protect the health, safety, and well-being of the campus community. These efforts include emergency planning, response, recovery, hazard mitigation, risk assessment, preparedness education, and the development of collaborative partnerships with local, regional, and state emergency response agencies. The College also conducts regular training, exercises, and drills to evaluate and improve emergency response capabilities.

Emergency response information and procedures are developed and communicated to students, faculty, and staff through a variety of methods. These procedures include, but are not limited to:

- Emergency Operations Plan (EOP)
- Building Emergency Action Plans
- Fire Safety and Evacuation Procedures
- Severe Weather and Shelter-in-Place Procedures
- Hazard Communication Program
- Exposure Control Plan
- Business Continuity and Recovery Plans
- Active Threat Response Procedures
- Emergency Notification and Communication Procedures

Emergency preparedness information is distributed through orientations, employee training, campus communications, postings within campus buildings, and the College website. These plans and procedures are reviewed, updated, and exercised on a regular basis, and at least annually, to ensure their effectiveness and compliance with applicable regulations and best practices.

Through ongoing planning, training, and collaboration, Stephens College strives to maintain a safe and resilient campus environment capable of effectively responding to emergencies and supporting the continuity of College operations.

Drills, Exercises, and Training

Stephens College normally conducts lockdown and evacuation drills at least once annually. Fire alarm drills and severe weather drills may also be periodically conducted. In addition, some facets of each of the following plans must be tested annually: Emergency Operations Plan, Hazard Communication Program Plan, Exposure Control Plan, and the Business Continuity Plan. These plans are often tested in

conjunction with a scheduled exercise or drill. Exercises and drills may be accomplished in one or more of the following methods: seminar, workshop, tabletop, drill, functional, or full-scale.

Safety information, such as fire alarm and severe weather drills is provided to students during new student orientation. After-action reviews are conducted after all drills and exercises.

Procedures Used to Notify the Campus Community

In addition to utilizing the Stephens College Mass Notification System, other methods may be used to notify the college community in the event of an emergency. These include, but are not limited to verbal announcements in buildings, use of a public address system, and/or use of an existing alarm system, such as a building fire alarm.

Procedures for Disseminating Emergency Information to the Larger Community

When Stephens College issues an Emergency Notification in response to a significant emergency or dangerous situation that poses an immediate threat to the health or safety of members of the campus community, the College will, when appropriate, also communicate relevant information to individuals and organizations outside of the campus community.

The Stephens College Security Department will coordinate with local emergency response agencies, including law enforcement, fire services, emergency medical services, and emergency management officials, as appropriate to the nature of the incident.

The College's designated communications officials, working in coordination with the Incident Commander, Emergency Management Team, and senior leadership, are responsible for managing external communications during emergencies. This includes providing updates through the College website, social media platforms, email communications, news releases, and other appropriate communication channels. When necessary, the College may coordinate media briefings or press conferences to provide accurate and timely information to the public.

All emergency communications are intended to provide information about the situation, protective actions being taken by the College, and any instructions necessary to protect the safety and well-being of the campus community and the public.

Enrolling in SC's Emergency Alert System

As our Emergency Alert System is an 'opt in' system, enrollment is not automatic for students and employees. However, Stephens community members are able to sign up for notifications issued by the College by downloading the "LiveSafe App". Then, sign in using your Stephens College login and password. On the main screen, tap the gear symbol (Settings) in the top right corner, then hit "Edit Profile" to enter your phone number. After saving you will be set up for emergency alerts.

Tests of the Emergency Response and Evacuation Procedure

Stephens College tests emergency response and evacuation procedures periodically by conducting announced and unannounced exercises and/or drills, including, but not limited to lockdown drills and fire escape drills. Announced exercises and drills are publicized in writing well ahead of the events. All exercises and drills are documented with all applicable information, including planning, execution, and review.

SECURITY OF AND ACCESS TO SC FACILITIES

Stephens College strives to provide a safe campus environment. Monitoring and controlling access to campus facilities is an essential element of our campus security. Stephens College provides access to campus facilities to students, faculty, staff, and to the public during normal building hours of operation. Access to campus facilities outside of these hours is provided to individuals based on need and requirements of their individual role on campus.

It is the goal of Stephens College to provide maximum access to students to the specialized academic work areas that support and enable their academic and creative work. The following articulates the conditions under which the College operates its facilities and provides access to students outside of regular business and class hours:

1. Campus academic buildings close after the last scheduled class in each building; as a result, times may vary for each building, depending upon the course schedule. Security staff make an interior building check at closing.
2. Students can request permission from their faculty, from the Vice President for Academic Affairs, to remain in a building or to enter a building after the official closing time. At all times, Security officers are available to open a locked academic building to an approved student. After dark, Security officers will, upon request, provide a walking escort service to a student from a residence hall or car to the academic building.
3. Security officers are required to request identification from individuals requesting an after-hour access to locked locations. The request for identification is for officer logging purposes.
4. Students approved to enter and/or remain in a closed academic building may remain for the duration that they are working on academic projects. Students leaving a building in the middle of the night are strongly encouraged to call Security for an escort to their residence halls or from their car parked on campus to/from any campus building.
5. Students are encouraged, when possible, to only be in closed buildings when accompanied by other students. Individuals not affiliated with Stephens College are not allowed to enter or remain in closed buildings.
6. Students who jeopardize their own safety or the safety of others by propping open an outside door or inviting unapproved guests into a building will be subject to disciplinary action and may permanently lose their afterhours access privileges.

Security Considerations for the Maintenance of Campus Facilities

The Facilities team at Stephens College plays a critical role in maintaining and enhancing the campus environment to ensure it is safe, functional, and welcoming for students, faculty, staff, and visitors. This dedicated team manages the upkeep of buildings, grounds, and infrastructure, handling routine maintenance, repairs, and renovations.

Facilities collaborate closely with the Office of Safety & Security to promote campus safety. Together, they oversee fire systems, building security, and emergency preparedness, creating a secure and protected campus community.

CAMPUS SECURITY POLICIES; CRIME PREVENTION AND SAFETY AWARENESS PROGRAMS

Stephens College is committed to fostering a safe and secure campus environment through proactive crime prevention, safety education, and community engagement. The College strives to reduce crime and enhance personal safety through awareness, preparedness, and active participation by all members of the campus community. While Stephens College provides resources, guidance, and support to promote campus safety, each individual shares responsibility for maintaining their own personal safety and remaining vigilant to potential risks.

Stephens College embraces a collaborative approach to campus safety by encouraging students, faculty, and staff to remain informed, report concerns promptly and participate in safety and prevention initiatives. Crime prevention and safety awareness programs begin during new student and employee orientation and continue throughout the academic year.

Through campus communications, educational programs, email notifications, the College website, social media, safety campaigns, and crime and safety reporting resources, the Stephens College community is informed about crime trends, safety practices, emergency procedures, prevention strategies, and campus safety alerts, including Timely Warnings and Emergency Notifications when appropriate.

Upon request, the Stephens College Security Department and other campus partners may provide presentations, workshops, and educational programs on a variety of safety-related topics, including:

- Personal safety and crime prevention
- Sexual assault, dating violence, domestic violence, and stalking prevention
- Consent and Title IX awareness
- Bystander intervention strategies
- Theft and property crime prevention
- Drug and alcohol awareness
- Residence hall safety
- Active threat preparedness
- Emergency preparedness and response
- Situational awareness and personal defense strategies

These programs are designed to promote informed decision-making, encourage responsible behavior, strengthen community awareness, and empower individuals to contribute to a safe and secure campus environment.

Anyone desiring more information, or wishing to request assistance, including speakers, should contact the Stephens College Campus Safety and Security at (573) 819-3690.

Campus Safety/Education

Security Awareness and Crime Prevention Programs

Stephens College provides security and safety education through presentations, workshops, training programs, drills, and awareness campaigns throughout the year. Information related to crime prevention, emergency preparedness, personal safety, and campus security is regularly shared with students, faculty, staff, and visitors.

Examples of programs and resources offered to the campus community include:

Presentations and Educational Programs

Various groups receive safety and crime prevention information tailored to their specific needs and responsibilities. These programs may include:

- **New Employee Orientation**

Safety, security, emergency procedures, and reporting information are provided to newly hired employees as part of the onboarding process.

- **Student Orientation**

New students receive information regarding campus safety, crime prevention, emergency notifications, personal safety practices, and available campus resources during orientation programs.

- **Employee Development and Training**

Security, emergency preparedness, and safety-related topics are incorporated into employee training and professional development opportunities throughout the year.

- **Requested Presentations**

The Stephens College Security Department and campus partners provide presentations and workshops for residence halls, student organizations, academic departments, faculty, and staff groups upon request.

Community Partnerships and Collaboration

Stephens College Security personnel regularly collaborate with local law enforcement, fire services, emergency medical services, emergency management agencies, and other public safety partners to exchange information, coordinate planning efforts, and enhance campus safety and emergency preparedness.

Emergency Exercises and Critical Incident Training

The College periodically conducts emergency exercises and training activities designed to test and improve preparedness for a variety of incidents, including:

- Active threat situations
- Severe weather emergencies
- Fire emergencies
- Hazardous materials incidents
- Evacuations and shelter-in-place procedures
- Continuity and recovery operations

These exercises may involve campus personnel as well as local first responders and emergency management agencies.

Emergency Drills

Stephens College conducts fire drills, evacuation exercises, severe weather drills, and other emergency preparedness activities throughout the year to familiarize the campus community with emergency procedures and response expectations.

Crime Prevention Through Environmental Design (CPTED)

The Security Department works closely with Facilities Services to identify opportunities to improve campus safety through physical security measures. This may include assessments of:

- Building access controls
- Exterior and interior lighting
- Landscaping and visibility
- Security cameras and monitoring systems
- Emergency communication systems

Campus Safety Information and Resources

The College website provides information regarding:

- Emergency preparedness and response procedures
- Emergency notification systems
- Safety and security policies
- The Jeanne Clery Act
- Fire safety information
- Sexual assault, dating violence, domestic violence, and stalking prevention
- Title IX resources
- Crime prevention and personal safety guidance

Safety Escorts

Upon request, Stephens College Security Officers may provide safety escorts for students, faculty, staff, and visitors traveling to or from campus buildings, residence halls, or parking areas when circumstances permit.

Through these programs and initiatives, Stephens College seeks to promote awareness, preparedness, personal responsibility, and a culture of safety across the campus community.

Weapons Policy

Dangerous weapons, (including, but not limited to: firearms, fireworks, flammable liquids, knives, and other unauthorized dangerous objects) are not permitted in student rooms or in the residence halls. Residents having weapons or explosives in the residence halls will be subject to disciplinary action and/or removal from the residence halls. In accordance with MO. Rev. Stat. 571.107., a concealed weapon may not be carried into any educational institution. As a private institution, Stephens College bans concealed weapons on all its property. Except as otherwise stated in this policy, the possession, transportation, and use of firearms and other dangerous weapons is prohibited on Stephens College property and at both on- and off-campus college sponsored events. Dangerous weapons are not allowed on campus at any time. Any dangerous weapons may be confiscated permanently.

Student Conduct

Office of Student Success and Engagement

The Office of Student Success and Engagement at Stephens College is committed to fostering a safe, inclusive, respectful, and engaging campus community. The office encourages students to demonstrate personal responsibility, ethical decision-making, leadership, and respect for the rights, dignity, and well-being of others. Through educational programming, student support services, and accountability processes, the College seeks to promote student success and community standards.

Student Conduct Administration

The Office of Student Success and Engagement is responsible for administering the Stephens College Student Code of Conduct, which outlines the behavioral expectations for students and the procedures used to address alleged violations of College policies. The Student Code of Conduct applies to student behavior on campus and, when appropriate, to off-campus conduct that may adversely affect the College community or the College's mission, operations, or reputation.

Students found responsible for violations of the Student Code of Conduct may be subject to educational, restorative, or disciplinary sanctions, which may include warnings, educational requirements, restrictions, probation, suspension, or expulsion from the College.

Interim Protective Measures

In circumstances where a student's conduct, behavior, or other objective information provides reasonable cause to believe the student poses an immediate threat to the health or safety of others, to College property, to the continuity of College operations, or to their own health or safety, the College may implement interim protective measures. Such measures are intended to protect the campus community while the situation is assessed and addressed through appropriate College processes.

Behavioral Assessment and Review

The Office of Student Success and Engagement may also coordinate reviews related to prospective, returning, or currently enrolled students when significant behavioral, conduct, or safety concerns are identified. The College reserves the right to evaluate such concerns and determine appropriate conditions for admission, enrollment, continued enrollment, housing, or participation in campus activities.

Reports of alleged student misconduct may be submitted by any student, employee, visitor, or community member to the Office of Student Success and Engagement, the Dean of Students, or another appropriate College official.

Student Support and Educational Programs

The Office of Student Success and Engagement provides programs, resources, and services designed to support student success, well-being, leadership development, community engagement, and personal growth. Educational outreach initiatives help students understand their rights and responsibilities while promoting a positive campus culture consistent with the values of Stephens College.

Information regarding student support services, student life, campus resources, student organizations, residence life, accessibility services, and other student programs can be found through the **Office of Student Success and Engagement**.

Students are encouraged to utilize the many resources available through the Office of Student Success and Engagement to support their academic, personal, and professional success.

Missing Student Policy

Stephens College maintains procedures for responding to reports of missing students. Campus Safety & Security investigates reports of unusual or unexplained absences and coordinates with appropriate college personnel, emergency contacts, and law enforcement. Students residing in on-campus housing may designate a confidential contact to be notified within 24 hours of a missing student determination. The College will notify the Columbia Police Department within 24 hours of any determination that a residential student is missing and will notify the parent or guardian of any unemancipated student under 18 years of age.

Once notified, the **Columbia Police Department** becomes the lead agency responsible for the missing student investigation

Annual Fire Safety Report

The Annual Fire Safety Report is included in this document beginning on page 56.

SC POLICIES GOVERNING ALCOHOL AND OTHER DRUGS

Alcohol and Drugs

It is the College's policy to provide a learning, living and work environment that is free of illicit drugs, tobacco smoke, and the unlawful use or abuse of alcohol. Accordingly, the unlawful possession, use, purchase or distribution of alcohol on College property, or as part of any College activity, is prohibited; the unlawful possession, use, purchase or distribution of illicit drugs (including marijuana), controlled substances (including stimulants, depressants, narcotics and hallucinogenic drugs) or paraphernalia -- or the misuse of prescription drugs, including sharing, procuring, buying or using in a manner different from the prescribed person, or by someone other than the person for whom it was prescribed -- is prohibited on College property or as part of any College activity.

The College regards any student who possesses, uses, distributes, or contributes to another's use of illegal drugs or alcohol as engaging in unacceptable conduct. Students engaging in such use will be referred to the Assistant Director Student Experience-Residential for appropriate disciplinary action. For a first offense in the personal use of marijuana, students at a minimum will be placed on non-academic probation for one semester; additional sanctions may be imposed, at the discretion of the Assistant Director Student Experience-Residential. Subsequent offenses or violations of other parts of this policy may result in immediate suspension. Stephens cooperates with state authorities in their attempts to enforce existing laws regarding drugs and alcohol.

Alcohol and Drug Abuse Education

Drug and alcohol addiction is defined as both physical and psychological dependence on a substance. This addiction can reveal itself in a variety of ways; left untreated, drug and alcohol addiction can ruin marriages, destroy relationships, and impact children for years to come. Addiction can also lead to an early death. Treatment is often necessary to overcome these addictions. Training is provided to students through Vector and to employees by Vector and DOAS training online.

For employees, SC provides an Employee Assistance Program (EAP) for any employee who has a problem with substance abuse. If you suspect that you or someone close to you may have a problem with alcohol or other drugs...stop hurting and start healing. Employees can reach the EAP twenty-four hours a day by calling 1-833-276-0988, texting "hi" to 442-245-8065, or at www.EAPhelplink.com (contact Human Resources for Company Code for online access). These services are provided by Accentra Health, 1600 Tysons Blvd – Suite 1000, McLean, VA 22102.

Any employee or supervisor with additional questions related to alcohol and other drug problems may contact the Office of Human Resources at 229-217-4207.

SC POLICIES AND RESPONSE TO HAZING INCIDENTS

Hazing is defined as any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Stephens College does not tolerate hazing of any kind; students who participate in such activities will be subject to penalties up to and including expulsion.

The College defines hazing in three parts:

Subtle Hazing:

Behaviors that emphasize a power imbalance between new members/ rookies and other members of the group or team. Termed “subtle hazing” because these types of hazing are often taken-for-granted or accepted as “harmless” or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place new members/rookies on the receiving end of ridicule, embarrassment, and/or humiliation tactics. New members/rookies often feel the need to endure subtle hazing to feel like part of the group or team. (Some types of subtle hazing may also be considered harassment hazing).

Some Examples:

- Deception
- Assigning demerits
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members
- Requiring new members/rookies to perform duties not assigned to other members
- Socially isolating new members/rookies
- Line-ups and Drills/Tests on meaningless information
- Name calling
- Requiring new members/rookies to refer to other members with titles (e.g. “Mr.,” “Miss”) while they are identified with demeaning terms
- Expecting certain items to always be in one’s possession

Harassment Hazing:

Behaviors that cause emotional anguish or physical discomfort in order to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress for new members/rookies. (Some types of harassment hazing can also be considered violent hazing).

Some Examples:

- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing or humiliating attire
- Stunt or skit nights with degrading, crude, or humiliating acts
- Expecting new members/rookies to perform personal service to other members such as carrying books, errands, cooking, cleaning, etc.
- Sleep deprivation
- Sexual simulations
- Expecting new members/rookies to be deprived of maintaining a normal schedule of bodily cleanliness.
- Be expected to harass others

Violent Hazing:

Behaviors that have the potential to cause physical and/or emotional, or psychological harm.

Some Examples:

- Forced or coerced alcohol or other drug consumption
- Beating, paddling, or other forms of assault
- Branding
- Forced or coerced ingestion of vile substances or concoctions
- Burning
- Water intoxication
- Expecting abuse or mistreatment of animals
- Public nudity or forced sex-based activity
- Expecting illegal activity
- Bondage
- Abductions/kidnaps
- Exposure to cold weather or extreme heat without appropriate protection

MO Rev Stat § 578.365 defines hazing as follows:

A person commits the offense of hazing if he or she knowingly, actively, and not under duress participates in, solicits another person to participate in, or causes or plans a willful act, occurring on or off the campus of a public or private college or university, directed against a student or a prospective member, current member, or former member of an organization operating under the sanction of a public or private college or university, that recklessly endangers the mental or physical health or safety of a student or prospective member, current member, or former member for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm. Acts of hazing include:

- (1) Any activity which recklessly endangers the physical health or safety of the student or prospective member, current member, or former member, including but not limited to physical brutality, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or forced smoking or chewing of tobacco products;
- (2) Any activity which recklessly endangers the mental health of the student or prospective member, current member, or former member, including but not limited to sleep deprivation, physical confinement, or other extreme stress-inducing activity; or
- (3) Any activity that requires the student or prospective member, current member, or former member to perform a duty or task which involves a violation of the criminal laws of this state or any political subdivision in this state.

IA Code § 708.10 defines hazing as follows:

A person commits an act of hazing when the person intentionally or recklessly engages in any act or acts involving forced activity which endanger the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with a school, college, or university. Prohibited acts include, but are not limited to, any brutality of a physical nature such as whipping, forced confinement, or any other forced activity which endangers the physical health or safety of the student.

Campus Hazing Transparency Report

In compliance with Missouri's Danny's Law (§578.365 RSMo), Iowa Code § 708.10 (Hazing) and the Federal Stop Campus Hazing Act, Stephens College will publicly disclose administrative adjudications of hazing or hazing related convictions. The Campus Hazing Transparency Report is compiled and maintained by the office of Student Engagement. Records will include the name of any school organization involved, date(s) of occurrence, a description of specific hazing related findings, sanctions, adjudications, and convictions for any person or school organization. Public disclosure shall not include personal identifying information of any individual and shall be subject to the requirements of the Family Education Rights and Privacy Act (FERPA).

Reporting Hazing Incidents

Stephens College encourages all students, faculty, staff, and community members to promptly report any suspected hazing activity. The College is committed to maintaining a safe, respectful, and inclusive environment that supports student well-being and upholds the rights and dignity of all members of the campus community.

Reports of suspected hazing may be submitted to the appropriate College officials, including the Office of Student Success and Engagement, the Dean of Students, the Stephens College Security Department, or through any designated reporting process established by the College.

Stephens College Campus Safety and Security (573) 819-3690

Upon receipt of a hazing report, the College will review the information, assess any immediate safety concerns, and may contact the reporting party or other individuals for additional details as appropriate. Reports will be addressed promptly and in accordance with applicable College policies and procedures.

Any investigation and disciplinary process resulting from a hazing complaint will be conducted in accordance with the **Stephens College Student Code of Conduct** and other applicable College policies. Students or organizations found responsible for hazing may be subject to disciplinary action, up to and including suspension, expulsion, loss of organizational recognition, or other sanctions deemed appropriate by the College.

Stephens College prohibits hazing in all forms and encourages members of the campus community to report concerns without fear of retaliation. Retaliation against an individual who reports hazing or participates in an investigation is prohibited and may result in disciplinary action.

SC'S RESPONSE TO DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

The Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the State of Missouri regard sexual harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice.

Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved. Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, stalking, and other forms of sexual misconduct and exploitation.

Full policy information, grievance resolution procedures, and an online report form are available at stephens.edu/titleix.

It is the College's goal to empower individuals who believe they have experienced an incident of sex- or gender-based discrimination or harassment to make the decisions that are best for them. Various campus and community advocates, counselors and emergency first responders are available to offer assistance in this regard. Moreover, seeking assistance and advice promptly from one of these resources may also be important to ensure one's physical safety or to obtain medical care or other support. It may also be necessary to preserve evidence, which can assist the College and/or law enforcement in responding effectively. Assistance is available 24 hours a day, 7 days a week.

Being forced into sexual activity, even if it is a date, a steady relationship or a casual acquaintance, is still a sexual offense. Making decisions and regaining control are important to the healing process after an assault.

Remember, you are not alone, and you are not to blame. Sexual offenses can happen to anyone, regardless of age, gender, race, sexual orientation or socioeconomic status. In the event of sexual assault, Stephens College can offer supportive measures and assistance to help individuals feel safe and move on with their lives.

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

rainn.org – Rape, Abuse, and Incest National Network

www.justice.gov/ovw/sexual-assault – Department of Justice

www2.ed.gov/about/offices/list/ocr/index.html – Department of Education, Office of Civil Rights

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it." We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. If you or someone else are in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt. Below is a list of ways to be an active bystander:

Create a distraction

Try to interrupt the situation. A distraction can give the person at risk a chance to get to safety.

Ask directly

Talk directly to the person who might be in trouble.

Refer to an authority

Sometimes the safest way to intervene is to refer to a neutral party with the authority to change the situation, like an instructor or security guard.

Enlist others

It can be intimidating to approach a situation alone. Enlist another person to support you.

Your actions matter

Whether or not you were able to change the outcome, by stepping in you are helping to change the way people think about their role in preventing sexual assault.

Dating Safety and Risk Reduction

Meeting new people is exciting, but you should always be cautious when interacting with someone you don't know. Use your best judgment and put your safety first, whether you are exchanging initial messages or meeting in person. While you can't control the actions of others, there are things you can do to help you stay safe.

Online Safety

- Protect your personal information
- Stay in the online platform while you're getting to know someone – users with bad intentions often try to move the conversation to text, messaging apps, email, or phone right away
- Never send money or share financial information
- Block and report all suspicious or offensive behavior to the app
- Protect your account – don't share your password and be sure to log out if using a public or shared computer

Meeting in Person

- Don't be in a rush – take time to get to know someone before agreeing to meet or chat outside of an app – ask questions and screen for red flags – use the phone or video chat for screening before meeting
- Meet in public and stay in public for the first few times – if your date pressures you to go to a private location, cancel or end the date
- Tell friends or family about your plans including where you're going – have your charged cell phone with you at all times
- Be in control of your transportation so that you can leave whenever you want
- Know your limits – be aware of the effects of drugs and alcohol on you specifically; they can impair your judgement and your alertness – if your date tried to pressure you more than you're comfortable with, hold your ground and end the date
- Don't leave drinks or personal items unattended – know where your drink comes from and know where it is at all times and keep your phone, purse, wallet, ID/keys, and anything containing personal information on you at all times
- If you feel uncomfortable – LEAVE

Sexual Health & Consent

- Protect yourself – when used correctly and consistently, condoms can significantly reduce risk of contracting and passing on STIs
- Know your status – not all STIs show symptoms, and you don't want to be in the dark about your status – stay on top of your health and prevent the spread of STIs by getting tested regularly
- Talk about it before you get physically intimate with a partner
- Communication is everything!
- CONSENT – all sexual activity must start with consent and should include ongoing check-ins with your partner – consent can be withdrawn at any time, and sex is never owed to anyone

Risk Reduction Tips

With recognition that only those who commit sexual violence are responsible for those actions, these suggestions may nevertheless help you to reduce your risk of experiencing a non-consensual sexual act:

- Make your limits known as early as possible
- Tell a sexual aggressor “NO” clearly and firmly
- Try to remove yourself from the physical presence of a sexual aggressor
- Find someone nearby and ask for help

Take care of your friends and ask that they take care of you; a real friend will challenge you if you are about to make a mistake; respect them when they do.

If you find yourself in the position of being the initiator of sexual behavior, you owe sexual respect to your potential partner. These suggestions may help you to reduce your risk of being accused of sexual misconduct:

- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you
- Understand and respect personal boundaries
- DON'T MAKE ASSUMPTIONS about consent; about someone's sexual availability; about whether they are attracted to you; about how far you can go, or about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity, assume you DO NOT have consent
- Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension and communicate better. You may be misreading them. They may not have figured out how far they want to go with you yet. You must respect the timeline for sexual behaviors with which they are comfortable
- Don't take advantage of someone's drunkenness or drugged state, even if they did it to themselves
- Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage. Don't abuse that power
- Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior

- Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language

Our Commitment to Addressing Sexual Assault, Rape, Domestic Violence, Dating Violence, and Stalking

SC does not tolerate sexual misconduct or abuse, such as sexual assault or any other forms of nonconsensual sexual activity. Sexual misconduct in any form violates the Student Code of Conduct and may violate federal and state laws. Violations are subject to disciplinary sanctions through the Office of Student Success and Engagement and may result in arrest and prosecution under Missouri law. Please review the Student Handbook to review procedures, policies, and protocols for reporting and addressing allegations of student sexual misconduct. Student rights and responsibilities are addressed in the Student Handbook.

No Contact or Restraining Order

No contact or restraining orders will be handled on an individual basis. For students who do not have a restraining order, administration will make every effort to keep people apart on an individual basis.

What is Consent?

Consent is defined as voluntary, positive agreement between the participants to engage in specific sexual activity. If coercion, intimidation, threats, or physical force are used, there is no consent. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent. This includes impairment or incapacitation due to alcohol or drug consumption or being asleep or unconscious. Inducement of incapacitation of another with the intent to affect the ability of an individual to consent or refuse to consent to sexual contact almost always, if not always, negates consent. Silence does not necessarily constitute consent. Whether a person has taken advantage of a position of influence over an alleged victim may be a factor in determining consent.

Defining Sexual Assault, Rape, Domestic Violence, Dating Violence, and Stalking

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting system. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

In Missouri, MO. Rev. Stat. §566.100, sexual assault is defined as "sexual abuse". The statute states that "a person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion." that is perpetrated by a "person who has supervisory or disciplinary authority over another individual." More specific sex offenses are defined individually in the Missouri Revised Statutes.

In Iowa, IA Code § 709.1, sexual assault is also defined as "sexual abuse". It states: Any sex act between persons is sexual abuse by either of the persons when the act is performed with the other person in any of the following circumstances:

- (1) The act is done by force or against the will of the other. If the consent or acquiescence of the other is procured by threats of violence toward any person or if the act is done while the

other is under the influence of a drug inducing sleep or is otherwise in a state of unconsciousness, the act is done against the will of the other.

(2) Such other person is suffering from a mental defect or incapacity which precludes giving consent, or lacks the mental capacity to know the right and wrong of conduct in sexual matters.

(3) Such other person is a child.

Sexual assault is an umbrella term referring to a range of nonconsensual sexual contact, which can occur in many forms, including but not limited to rape and sexual battery.

Rape: Defined in the FBI's Uniform Crime Reporting system as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

MO. Rev. Stat. §566.030 states:

A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.

MO. Rev. Stat. §566.031 states:

A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.

In Iowa, Rape would fall under IA Code § 709.1, the code used above to define sexual assault.

Fondling: Defined in the FBI's Uniform Crime Reporting system as a touching of the private parts of another person for the purposes of sexual gratification, without consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

MO. Rev. Stat. §567.010 defines fondling (Sexual Contact) as follows: any touching of another person with the genitals or any touching of the genitals or anus of another person or the breast of a female person, or such touching through the clothing, for the purpose of arousing or gratifying sexual desire of any person or for the purpose of terrorizing the victim.

IA Code §709.14 refers to fondling as Lascivious conduct with a minor and states: It is unlawful for a person eighteen years of age or older who is in a position of authority over a minor to force, persuade, or coerce that minor, with or without consent, to disrobe or partially disrobe for the purpose of arousing or satisfying the sexual desires of either of them.

Incest: The FBI's Uniform Crime Reporting system defines as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

MO. Rev. Stat. §568.020 defines incest as follows:

A person commits the offense of incest if he or she marries or purports to marry or engages in sexual intercourse or deviate sexual intercourse with a person he or she knows to be, without regard to legitimacy, his or her:

- (1) Ancestor or descendant by blood or adoption; or
- (2) Stepchild, while the marriage creating that relationship exists; or
- (3) Brother or sister of the whole or half-blood; or

(4) Uncle, aunt, nephew or niece of the whole blood

IA Code §726.2 defines incest as: A person, except a child as defined in section 702.5, who performs a sex act with another whom the person knows to be related to the person, either legitimately or illegitimately, as an ancestor, descendant, brother or sister of the whole or half blood, aunt, uncle, niece, or nephew, commits incest.

Statutory Rape: Defined in the FBI's Uniform Crime Reporting system as a non-forcible sexual intercourse with a person who is under the statutory age of consent.

MO. Rev. Stat. §566.032 defines statutory rape in the first degree as follows:

A person commits the offense of statutory rape in the first degree if he or she has sexual intercourse with another person who is less than fourteen years of age.

MO. Rev. Stat. §566.034 defines statutory rape in the second degree as follows:

A person commits the offense of statutory rape in the second degree if being twenty-one years of age or older, he or she has sexual intercourse with another person who is less than seventeen years of age.

In Iowa, statutory rape falls under the sexual abuse statute, but IA Code §709.4 provides the following age restrictions concerning sexual abuse in the third degree:

- (1) The other person is fourteen or fifteen years of age and any of the following are true:
 - a. The person is a member of the same household as the other person.
 - b. The person is related to the other person by blood or affinity to the fourth degree.
 - c. The person is in a position of authority over the other person and uses that authority to coerce the other person to submit.
 - d. The person is four or more years older than the other person.

Domestic Violence: Includes a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. Both Missouri Revised Statute and Iowa Code refer to Domestic Violence as Domestic Assault.

MO. Rev. Stat. §565.072 Domestic Assault in the First Degree defined: A person commits the offense of domestic assault in the first degree if he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim.

MO. Rev. Stat. §565.073 Domestic Assault in the Second Degree: A person commits the offense of domestic assault in the second degree if the act involves a domestic victim, and he or she:

- (1) Knowingly causes bodily harm to such domestic victim by any means, including but not limited to, use of a deadly weapon or dangerous instrument, or by choking or strangulation;
or
- (2) Recklessly causes great bodily harm to such domestic victim; or
- (3) Recklessly causes bodily harm to such domestic victim by means of any deadly weapon.

MO. Rev. Stat. §565.074 Domestic Assault in the Third Degree: A person commits the offense of domestic assault in the third degree if he or she attempts to cause substantial bodily harm or knowingly causes bodily harm to a domestic victim.

MO. Rev. Stat. §565.076 Domestic Assault in the Fourth Degree: A person commits the offense of domestic assault in the fourth degree if the act involves a domestic victim, and:

- (1) The person attempts to cause or recklessly causes bodily harm to such domestic victim;
- (2) With criminal negligence the person causes bodily harm to such domestic victim by means of a deadly weapon or dangerous instrument;
- (3) The person purposely places such domestic victim in apprehension of immediate bodily harm by any means;
- (4) The person recklessly engages in conduct which creates a substantial risk of death or great bodily harm to such domestic victim;
- (5) The person knowingly causes physical contact with such domestic victim knowing he or she will regard the contact as offensive; or
- (6) The person knowingly attempts to cause or causes the isolation of such domestic victim by unreasonably and substantially restricting or limiting his or her access to other persons, telecommunication devices or transportation for the purpose of isolation.

IA Code §236.2 “Domestic abuse” means committing assault as defined in section 708.1 under any of the following circumstances:

- a. The assault is between family or household members who resided together at the time of the assault.
- b. The assault is between separated spouses or persons divorced from each other and not residing together at the time of the assault.
- c. The assault is between persons who are parents of the same minor child, regardless of whether they have been married or have lived together at any time.
- d. The assault is between persons who have been family or household members residing together within the past year and are not residing together at the time of the assault.
- e. The assault is between persons who are in an intimate relationship or have been in an intimate relationship and have had contact within the past year of the assault. In determining whether persons are or have been in an intimate relationship, the court may consider the following nonexclusive list of factors:
 - a. The duration of the relationship.
 - b. The frequency of interaction.
 - c. Whether the relationship has been terminated.
 - d. The nature of the relationship, characterized by either party’s expectation of sexual or romantic involvement.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged victim. Dating violence includes but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

MO. Rev. Stat. §455.010(7) considers dating violence to be domestic violence based on the definition of “Family” or “Household Member”. It states these terms include spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or

have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.

IA Code §236.2 considers dating violence to be domestic violence. It includes persons who are in an intimate relationship or have been in an intimate relationship and have had contact within the past year of the assault. In determining whether persons are or have been in an intimate relationship, the court may consider the following nonexclusive list of factors:

- a. The duration of the relationship.
- b. The frequency of interaction.
- c. Whether the relationship has been terminated.
- d. The nature of the relationship, characterized by either party's expectation of sexual or romantic involvement.

Stalking: The term "stalking" means:

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to
 - a. fear for his or her safety or the safety of others; or
 - b. Suffer substantial emotional distress.
2. For the purposes of this definition:
 - a. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 - b. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment of counseling.
 - c. Reasonable persons means a reasonable person under similar circumstances and with similar identities to the victim.
3. For the purpose of complying with the requirements of this section, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

MO. Rev. Stat. §565.255 defines stalking as follows:

Any person who purposely and repeatedly harasses or follows with the intent of harassing another person commits the crime of stalking.

Any person who purposely and repeatedly harasses or follows with the intent of harassing or harasses another person, and makes a credible threat with the intent to place that person in reasonable fear of death or serious physical injury, commits the crime of aggravated stalking.

IA Code §708.11 defines stalking as follows:

A person commits stalking when all of the following occur:

- a. The person purposefully engages in a course of conduct directed at a specific person that would cause a reasonable person to fear bodily injury to, or the death of, that specific person or a member of the specific person's immediate family.

- b. The person has knowledge or should have knowledge that the specific person will be placed in reasonable fear of bodily injury to, or the death of, that specific person or a member of the specific person's immediate family by the course of conduct.
- c. The person's course of conduct induces fear in the specific person of bodily injury to, or the death of, the specific person or a member of the specific person's immediate family.

What to do if you have been the victim of Sexual Assault, Domestic Violence, Dating Violence, or Stalking

1. Get to a safe place. First and foremost, an individual who is the victim of sexual assault, intimate partner violence, stalking or other violent actions is urged to get to a safe place away from the perpetrator or from any other potential danger as soon as possible. Individuals on campus that are not in a safe place should contact the Office of Safety and Security at (573) 819-3690 or local law enforcement at 911 immediately. Individuals off campus should contact local law enforcement at 911 immediately.
2. Seek support. Call someone who can help and support you through this process, such as a close friend, a relative, a residential adviser or a rape crisis counselor.
3. Get medical attention right away. Even if you do not want to report the event to the police, you may have hidden internal injuries, sexually transmitted infections, or a pregnancy that requires medical care. Having the evidence collected in this manner will help to keep all options available to you but will not obligate you to any course of action. Collecting evidence can assist the authorities in pursuing criminal charges, should you decide later to choose that option. Medical care, including emergency contraception (a way to prevent pregnancy after unprotected sex), is available at local hospital emergency rooms, as well as the Planned Parenthood Columbia Health Center at 711 North Providence Road, or the Planned Parenthood Des Moines – Susan Knapp Health Center at 2304 University Avenue.
4. Preserve evidence. Collecting evidence does not obligate an individual to any particular course of action, but it can assist law enforcement should criminal charges ultimately be pursued. For evidence collection purposes, do not shower, bathe, drink, eat, brush your teeth or hair, smoke, change your clothes or wash your linens. Such activities destroy physical evidence that could be useful in the possible prosecution of the alleged perpetrator. If you have already done so, which is a normal response, you should still seek medical care, as these activities do not necessarily prevent the collection of evidence. If you have changed clothing since the assault, bring the clothing you had on at the time of the assault with you to the hospital in a clean, sanitary container such as a 50 clean paper grocery bag or wrapped in a clean sheet (plastic containers do not breathe, and may render evidence useless). If you have not changed clothes, bring a change of clothes with you to the hospital, if possible, as they will likely keep the clothes you are wearing as evidence. Victims are also urged to photograph visible injuries. Pictures of injuries should be taken in both close-up and wide-angle formats.
5. Consider contacting campus or community resources. The Title IX Office is here to help you with anything you need including referrals and appointments. This could include the Counseling Center, (573) 876-7157. Campus Security also is available to assist you and may be reached by calling (573) 819-3690. True North of Columbia provides emergency shelter, counseling and advocacy services for victims of intimate partner violence and sexual assault. They can be reached at (573) 875-1370 or (800) 548-2480 or truenorthofcolumbia.org. The Iowa Coalition

Against Domestic Violence also supports through advocacy, coordination with local agencies, and victim services. They can be reached at (515)-244-8028.

6. Consider Contacting Law Enforcement. If you go to the hospital, law enforcement will automatically be called, but you are under no obligation to speak with them. Write down everything that you remember. Even if a detail seems small to you, it may be important. Sometimes victims of sexual assault will remain quiet for weeks, months or years before coming forward with an assault. If you have suffered harm and have been silent, seeking support from someone you can trust and feel comfortable with is important. Stephens College encourages you to talk to somebody in order to get the support you need.
 - The Columbia Police Department can be reached by calling 911 or (573) 874-7652 or an online crime report can be submitted at como.gov/police.
 - The Okoboji Police Department can be reached by calling 911 or (712) 332-7845

Medical Amnesty and Good Samaritan Laws

MO. Rev. Stat. §195.205

Missouri's "Good Samaritan" law is designed to save lives by encouraging people to seek emergency medical help if they experience or witness a drug or alcohol overdose or other medical emergency. Under this law, the person who seeks medical assistance and the person experiencing the medical emergency are protected from minor drug and alcohol violations.

This law provides immunity from:

- Possession of a controlled substance (RSMO 579.015)
- Possession of drug paraphernalia (RSMO 579.074)
- Possession of an imitation controlled substance (RSMO 579.078)
- Keeping or maintaining a public nuisance (RSMO 579.105)
- Sale of alcohol to a minor (RSMO 311.310)
- Possession of an altered ID (RSMO 311.320)
- Purchase or possession of alcohol by a minor (RSMO 311.325)
- Violation of a restraining order
- Violation of probation or parole

To receive the protections under this statute, a person must actively seek medical assistance for an overdose or other medical emergency (i.e., call 911, or otherwise seek help). Under this law, the person who seeks assistance and the person who experiences the overdose or medical emergency may not be arrested, charged, prosecuted, convicted or have their property subject to civil asset forfeiture under any of these statutes.

This limited immunity does **not** provide immunity from any other crimes, including distribution of a controlled substance, manufacturing of drugs, active warrants, or any other crime.

IA Code § 701.12

Iowa's underage protection law offers immunity for people under the age of 21 seeking emergency assistance certain alcohol related crimes like public intoxication, underage possession of alcohol, or using a fake ID to purchase alcohol when the following conditions are met:

1. They must be the first person to seek emergency assistance.

2. They must provide the reporting person's name and contact information to medical or law enforcement personnel.
3. They must remain on the scene until assistance arrives or is provided.
4. They must cooperate with medical and law enforcement personnel.

IA Code § 124.418

Iowa's Good Samaritan Law encourages those who witness a drug overdose to stay and call 911, rather than running out of fear of prosecution. Overdose witnesses, defined as "overdose reporters" under the law, will not be arrested, charged or prosecuted for possession of a controlled substance, or delivery of a controlled substance or possession of drug paraphernalia, if the person makes a good faith effort to seek medical assistance for an overdose patient.

The Good Samaritan Law protects overdose reporters as long as they:

- are the first person to seek medical assistance for the overdose victim
- provide their contact information to emergency personnel
- remain on the scene until assistance is provided
- cooperate with emergency personnel

The Good Samaritan Law does not protect against arrest for open warrants and other crimes.

SC's Procedures for Responding to Reports of Sexual Assault, Domestic Violence, Dating Violence, and Stalking

In addition to the policies and procedures that have already been explained, there are other options in addition to, or in alternative to, contacting campus security officials regarding sexual assault, domestic violence, dating violence, and stalking.

Where to report concerns about conduct that may violate this policy		
Concerning conduct by a <i>student/student group</i>		Concerning conduct by an <i>employee or third party</i>
Title IX	Student Experience	Human Resources
Stamper Commons	Stamper Commons	Lela Raney Wood Hall
573-876-7230	573-876-7212	573-876-7172

If you or someone you know is the victim of a sexual assault, the victim has rights, expectations, and available programs/services, including:

- The right to report the incident to the Campus Safety and Security or local law enforcement authorities. Campus Safety and Security will assist victims in notifying either security officials or local law enforcement. Filing a police report does not mean the victim must pursue criminal charges. The victim maintains his or her rights throughout the process.
- Campus Safety and Security will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, other services available for victims, both within the school and community.
- Campus Safety and Security will provide written notification to victims about options for assistance in academic schedule changes, working situations, or protective measures. The Office of Student Engagement and/or other offices will provide such accommodation if the victim requests and if they are reasonably available.

- Campus Safety and Security will comply with all legal/lawful orders of protection, such as a 'no-contact' order or restraining orders. Each situation will be considered as to how it is best to be handled.
- Campus Safety and Security will protect the confidentiality of victims and other necessary parties. NO identifying information will be placed in publicly available records about the incident/ crime, criminal procedure (if any), disciplinary procedure (if any), or aftermath. Campus Safety and Security will also keep any accommodations or protective measures provided to the victim confidential, to the extent such confidentiality would not impair the ability of the school to do so.
- When a student or employee reports that he/she is a victim of dating violence, domestic violence, sexual assault, or stalking, Campus Safety and Security will provide the victim a written explanation of his/her rights and options, as explained in previous paragraphs and sections of this report.
- Students needing assistance in the areas of disabilities, mental health, or domestic abuse are encouraged to visit our website for resources

The following prevention programs, awareness programs, and services are available:

At Stephens College

Office of Safety & Security	Offers 24/7 safety, support, assistance, and conduit to local law enforcement	Call or text 573-819-3690	
LiveSafe App	Emergency options: link to dial 911, security, or send Security a message SafeWalk: Virtual escort across campus Access to local resources. Report suspicious activity.		Scan to download app
Counseling Center	Free, confidential counseling services to SC undergraduates and full-time graduate students.	Leave a message 573-876-7157	Make an appointment online: https://stephens.edu/stephens-college-counseling-center/
Office of Human Resources	Employee assistance	573-876-7172	Lela Raney Wood Hall Room 306

Statewide/National

Missouri	24-hour crisis hotline for the deaf and hard of hearing in MO	800-380-3323	For video calls: 321-800-3323 or Text: HAND to 839-863
Deaf Line			
Mid-Missouri Crisis Line	General crisis hotline	573-445-5035	
The Trevor Project	LGBTQ+ Peer support and crisis services	1-866-488-7386 Text START to 678-678	https://www.thetrevorproject.org/get-help/
Iowa	Statewide hotline for victim services	1-800-770-1650 or Text "iowahelp" to 20121	survivorshelpline.org
Iowa Victim Service Call Center			
Centers Against Abuse and Sexual Assault	Abuse and sexual assault crisis line and victim services	1-877-362-4612	caasaonline.org
Office of the Attorney General of Iowa	Victim Assistance Section	515-281-5044	
National	Provides access to a range of free services including support, information, and resources	1-800-656-HOPE (4673)	https://www.rainn.org/
RAINN - National Sexual Assault Telephone Hotline			
National Crisis Text Line	Offers 24/7 support from trained Crisis Counselors	Text HOME to 741-741	https://www.crisistextline.org/
Suicide Hotline	24/7 suicide and crisis lifeline	988	Call or text
SAMHSA	Substance Abuse & Mental Health Services Administration	1-800-662-HELP (4357)	https://www.samhsa.gov/

Local

Boone County, MO	Emergency shelter, advocacy, counseling, support groups	24/7 Hotline 1-800-548-2480	https://truenorthofcolumbia.org/
True North			
New Horizons	Mental health and wellness, crisis service	24-hr Crisis Line 1-800-395-2132	https://www.mo-newhorizons.com/
Boone County Prosecutor's Office	Provides victim assistance programs	573-886-4100	705 E Walnut St, Columbia, MO
Dickinson County, IA	Domestic violence, housing, advocacy services	Crisis Line 800-382-5603	familycrisiscenters.org
Family Crisis Centers			
Seasons Center	Behavioral health, substance abuse, crisis services	24/7 Crisis Line 844-345-4569	For hearing and speech impaired: Dial 711 https://seasonscenter.org/

Internal Disciplinary Procedures that will be Followed Once an Incident of Sexual Assault, Domestic Violence, Dating Violence, or Stalking has been Reported

Sexual misconduct and relationship violence, in any form, violates the Student Code of Conduct, and may violate federal and state laws. Violations of this policy are also subject to disciplinary sanctions through the Office of Student Success and Engagement (students) and/or the Office of Human Resources (employees). Reports or complaints alleging sexual assault, domestic violence, dating violence, and stalking are processed on the basis of the status of the accused perpetrator/offender:

- Reports/complaints against any SC employee will be processed by Human Resources.
- Reports/complaints against any SC student will be processed by Student Experience.
- Reports/complaints against any SC student/employee by individuals who are NOT members of the college community will be processed by the Human Resources Office or the Office of Student Success and Engagement, as appropriate.

Disciplinary procedures will be conducted in accordance with the SC Handbook.

STUDENT DISCIPLINARY PROCEDURE

The administration of Stephens College (SC) reserves the right to maintain a safe and orderly educational environment for students and employees. Therefore, when in the judgment of College officials, a student's conduct disrupts or threatens to disrupt the College community, appropriate disciplinary action will be taken to restore and protect the atmosphere of collegiality and mutual respect on campus. This procedure is intended to provide an orderly protocol for handling student disciplinary cases in accordance with the principles of due process and justice.

These student sanctions can be found in our SC Student Handbook and at:

https://stephens.edu/wp-content/uploads/2026/01/HANDBOOK-2026_Jan.pdf

Review Procedures

Persons wishing to report a non-academic violation of the SCC may initiate proceedings with a member of the residential life staff by completing an incident report. In certain circumstances, a student may file a written complaint with the Office of Student Success and Engagement. Upon receipt of a written complaint, a Student Experience Staff member - Assistant Director of Student Experience-Residential, Associate Vice President of Student Experience and/or the Vice President of Student Experience - shall review the matter and interview all relevant parties. If, following that review, the Student Experience staff member determines that there are not reasonable grounds to believe that a non-academic violation of the SCC has occurred, they shall dismiss the complaint and inform the accused student in writing. If the Student Experience staff member determines that there is a non-academic violation of the SCC, the staff member will assign a Conduct Administrator for the case and the student will go through the conduct process. The Student Code of Conduct procedures are listed below.

A. Initiation of Complaint

Any member of the Stephens College community may submit a report of an alleged violation of the Student Code of Conduct via the online form or to the Office of Student Success and Engagement.

Emergencies should be reported to Campus Security using the approved campus safety app.

Reports should be submitted as soon as is practical following discovery of the suspected misconduct. Absent extraordinary circumstances, reports (except those involving Sexual Misconduct) must be submitted within three (3) months following discovery of the alleged violation of the community standard. The determination to act on a complaint is at Stephens College's sole discretion.

B. Assignment of Conduct Administrator

Upon receipt, a complaint will be forwarded to the Associate Vice President of Student Experience for review, investigation, and determination of next steps. Any full-time or part-time staff member within the Office of Student Success and Engagement - Residential Life may serve as a Conduct Administrator.

C. Review and Investigation

The Conduct Administrator will review the report to determine whether it clearly alleges a violation of the Student Code of Conduct and, if so, begin the student conduct process. The process may include meeting with individuals who may have relevant information, obtaining written statements, and/or seeking other relevant records or information.

All members of the Stephens College community are expected to cooperate with the conduct process. A community member choosing not to participate will not necessarily delay the process. During a meeting, students may view the information being presented.

D. Determination of Policy Violation

If the Office of Student Success and Engagement determines there is evidence of an alleged violation that warrants referral to the conduct process, the Respondent (student accused of the alleged violation) will be contacted to schedule a preliminary meeting with the assigned Conduct Administrator. Depending on the severity of the violation, the Office of Student Success and Engagement may refer the conduct case to the Conduct Hearing Board. Communication regarding conduct procedures and meetings will be through the student's Stephens College email account. The preliminary meeting will serve to inform the Respondent of the details of the alleged misconduct and educate them about the conduct process. The Respondent will have the opportunity to ask questions and give information at this time.

If, at the time of referral, the Respondent is withdrawn from enrollment or unavailable for medical or leave of absence reasons, the student conduct process may be deferred until the Respondent returns or re-enrolls.

E. Failure to Respond/Participate in Process

Failure to respond to a request for a preliminary meeting within three (3) business days will not delay the conduct process. In such cases, the Conduct Administrator may proceed to the assignment of an outcome without the Respondent's input regarding adjudication preference or the allegations. Additionally, the Conduct Administrator may elect to have the charges heard by a Conduct Board instead of an Administrative Conference at any time before the start of an Administrative Conference. In an administrative conference, complaints are heard by one or more conduct administrators. If the conduct administrator assigns the case to the Conduct Board, the complaint will be heard by a voting board comprised of faculty, staff and a member of the Student Government Association.

F. Deferral of Process Pending Legal (Criminal/Civil) Action

If a student is charged with a criminal or civil violation involving the same incident, the Respondent may request up to a thirty (30) day postponement of the Student Conduct Process. The request must be made in writing to the Vice President of Student Experience within three (3) business days following the date of the informational meeting and must include a rationale.

If granted, the Vice President of Student Experience or designee may determine appropriate interim measures during the postponement. These remain in effect until the student conduct process is completed, including any appeal requests. The Associate Vice President of Student Experience or designee is responsible for reinstating the student conduct process at the conclusion of the postponement.

Appeals

1. Right of and Grounds for Appeal

Complainants and Respondents may appeal on one or more of the following grounds:

- There was a significant procedural error that affected the outcome.
- There is significant new evidence not previously known, which could have affected the outcome.
- The consequences imposed are grossly disproportionate to the violations found. Disagreement with the decision is not a sufficient ground for appeal.

2. Appeal Process

Appeals must be submitted via email to the Vice President of Student Experience within three (3) business days of the notification letter. Untimely appeals will not be considered. The appeal statement must specify grounds and all relevant information. The following guidelines apply to appeals:

The Vice President of Student Experience may appoint an impartial designee to serve as the appeals officer.

- The scope of the review shall be limited to the grounds for appeal.
- If no basis for appeal is present, the appeal is dismissed and the decision of the Conduct Board.
- If the appeal is not dismissed, the Vice President of Student Experience may order a new hearing, or may modify the sanctions previously assessed.
- The decision on appeal is final.
- During the appeal process, the accused's status as a student will not change except for reasons relating to the emotional or physical welfare of the accused, or for reasons involving the safety of persons or property. (See Involuntary Withdrawal Policy.)

3. Deferral of Consequences Pending Appeal

Appealing does not automatically defer the implementation of outcomes. The respondent may request a deferral in writing; the Vice President of Student Experience or designee may grant this at their discretion.

Outcomes

Outcomes or consequences issued under the Student Code of Conduct are intended to be educational in nature and should be commensurate with the violations found to have occurred. When determining appropriate consequences, the Conduct Administrator or Conduct Board may consider relevant factors, such as any past misconduct by the student (only after a decision has been made in the current

case), any failure to comply fully with previous consequences, the actual or potential harm caused by the violation, the degree of intent and motivation, and the severity, pervasiveness, and impact of the conduct.

Acceptance of responsibility for misconduct, voluntary steps taken by the student to remedy harm, and evidence of positive growth and learning on the part of the student may also be taken into account. It is important to note that impairment resulting from the voluntary use of alcohol or other illicit drugs will be considered an aggravating, not mitigating, factor. Such impairment cannot be used to excuse behavior or any alleged incident of misconduct.

Stephens College students are held to a higher standard of behavior than a court of law. Students are responsible for knowing, completing, and adhering to all deadlines, dates, and assignments as determined by a Conduct Administrator or Conduct Board. It is the student's responsibility to complete all outcomes; Conduct Administrators or Boards are not required to remind students of incomplete outcomes. Failure to complete outcomes may result in additional consequences under the Code.

Outcome Statuses

1. *Formal Warning*

Written notice that further, repeated, or other misconduct may result in more serious consequences. Warnings are often coupled with "Educational Outcomes" but may also be issued independently.

2. *Behavioral Probation Level 1 ("BP1")*

Indicates that a student has been found responsible for a violation of Stephens College policy and/or the Student Code of Conduct when the number or nature of their violation(s) is concerning. Additional violations during the probationary period may result in a more serious outcome. BP1 is in effect for a specified period.

3. *Behavioral Probation Level 2 ("BP2")*

Formal notice that a student's academic status or residential status at the College is in jeopardy due to one or more violations. Future violations during the BP2 period can result in more severe sanctions, including loss of housing, suspension, or expulsion. A student on BP2 may be prohibited from holding leadership roles (such as Orientation Leader, Resident Advisor, club officer, or team captain) or participating in Stephens College sponsored events and activities.

4. *Suspension from Stephens College*

Temporary separation for a specified time, after which the student may petition for reinstatement. During suspension, the student may not enroll in classes, participate in events or activities, or have student privileges. They must vacate the campus by a specified time and may not reenter without written permission from the Vice President of Student Experience or a designee. Students may also be removed from cross-registered classes at other institutions, and additional conditions may be required before readmission.

5. *Expulsion from Stephens College*

Permanent separation from the College, with no possibility of readmission. The student loses all rights and privileges and must vacate campus as specified. Reentry to campus is prohibited without written permission from the Vice President of Student Experience or designee.

Additional Outcomes

1. *Restitution*

The student is required to compensate those harmed by property damage or destruction for the full or partial monetary cost. Fines are not permissible under Stephens College's Code of Student Conduct + Community Standards.

2. *Modification or Loss of Housing Privileges*

Modification or revocation of a student's privileges to live in or visit College housing facilities, or relocation of on-campus housing (temporarily or permanently). Removal from housing does not entitle the student to a housing refund. For students with mandatory residency requirements, removal may result in suspension from the College as required by enrollment policies.

3. *Educational Outcome*

Includes, but is not limited to, work assignments, service to the College, or other related assignments. All educational outcomes must be approved by the Associate Vice President of Student Experience (or designee) and, where possible, relate to the violation.

4. *Other Consequences or Restrictions*

Any other consequences or restrictions deemed appropriate, such as required letters of apology, reflection statements, mandatory participation in programs/evaluations, no-contact or no-entry directives, loss of privileges, registration holds, revocation of degree, or notification to parents/guardians as permitted by FERPA.

Records and Confidentiality

The formal written decision will be provided to the accused, and where required by law, to the complainant, at no expense. A document articulating the nature of the complaint, the resolution of the hearing, and where appropriate, the sanction will be retained in the student's academic file. In cases in which a student has appealed successfully, all documentation related to the complaint that was dismissed will be removed from the student's file and destroyed.

Unlawful Sexual Harassment and Discrimination of Students Procedure

Stephens College is committed to providing an educational environment and workplace, as well as other programs, activities, and benefits that are free from discrimination and harassment based on a protected characteristic, and retaliation for engaging in a protected activity. Stephens College values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all involved. To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the education program or activity, Stephens College has developed policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of a protected characteristic, and for allegations of retaliation.

Stephens College reserves the right to address offensive conduct and/or harassment that (1) does not rise to the level of creating a hostile environment, or (2) that is of a generic nature and not based on a protected characteristic. Addressing such conduct will not result in the imposition of discipline under Stephens College policy, but may be addressed through respectful conversation, remedial actions, education, and/or other Informal Resolution mechanisms.

PROHIBITION ON RETALIATION

Protected activity under this Policy includes reporting alleged misconduct that may implicate this Policy, participating in the resolution process, supporting a Complainant or Respondent, assisting in

providing information relevant to an investigation, and/or acting in good faith to oppose conduct that constitutes a violation of this Policy.

Acts of alleged retaliation should be reported immediately to the Title IX Coordinator or a member of the Equity + Compliance Team, and it will be promptly investigated. Stephens College will take all appropriate and available steps to protect individuals who fear that they may be subjected to retaliation.

Stephens College and any member of the College’s community are prohibited from taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, 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 and procedure.

Filing a complaint under Process B could be considered retaliatory if those allegations could be subject to Process A, when the Process B allegations are made for the purpose of interfering with or circumventing any right or privilege provided afforded within Process A that is not provided by Process B. Therefore, Stephens College carefully vets all complaints to ensure this does not happen, and to ensure that complaints are routed to the appropriate process.

The exercise of rights protected under the First Amendment does not constitute retaliation.

Pursuing a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this Policy and procedure does not constitute retaliation, provided that the determination of responsibility, by itself, is not sufficient to conclude that any party has made a materially false statement in bad faith.

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this Policy and procedures, may be made internally to members of the Equity + Compliance Team:

Title	Title IX Coordinator	Director of Diversity, Equity, and Inclusion	ADA/504 Coordinator
Campus Office	LRW	Stamper Commons	Hugh Stephens Library
Phone #	573-442-2211	573-876-7230	573-876-7240

Complaints under this procedure can be expressed in writing, by telephone, or in person; individuals are, however, encouraged to express their complaints in writing to ensure all concerns are addressed.

TITLE IX PROCESS FOR COMPLAINANTS & RESPONDENTS

Overview of Three Procedures

Stephens College will act on any formal notice/complaint of violation of Equal Opportunity, Harassment, and Nondiscrimination Policy (“the Policy”) that is received by the Title IX Coordinator, the Equity + Compliance Team, or any other Official with Authority by applying the appropriate procedures that follow.

Process A procedures apply only to qualifying allegations of sexual harassment (including sexual assault, dating violence, domestic violence, and stalking, as defined in the Equal Opportunity, Harassment, and Nondiscrimination Policy) involving postsecondary students, staff, administrators, or faculty members.

If other policy definitions are invoked, such as policies on protected characteristic harassment or discrimination as defined above, the procedures known as “Process B” will be used for the resolution of such offenses.

Process B can also apply to sexual harassment (including sexual assault, dating violence, domestic violence, and stalking, as defined above) when jurisdiction does not fall within Process A, as determined by the Title IX Coordinator.

Process C applies when the Respondent is a student in the Children’s School at Stephens College or a minor participating in an educational program at Stephens.

The three procedures below may be used to address alleged collateral misconduct arising by the Respondent from the investigation of or occurring in conjunction with reported misconduct (e.g., vandalism, physical abuse of another) when alleged violations of the Policy are being addressed at the same time. In such cases, the Title IX Coordinator may consult with the campus officials typically overseeing such conduct (e.g., student conduct, academic affairs, human resources, etc.) to provide input as needed. All other allegations of misconduct unrelated to incidents covered by the Policy will be addressed through procedures described in the student, faculty, and staff handbooks.

TITLE IX INVESTIGATIVE PROCESS

1. Conduct prohibited under Title IX occurs.
2. A complaint is filed by the party impacted or on that party’s behalf.
3. An official notice of investigation is issued to the Complainant and Respondent.
4. Both parties should obtain Advisors at this point to help guide them through the process. Advisors may be present at every stage but may only actively participate during the live hearing. If either party is unable to identify an Advisor, the college is responsible for furnishing that party with an Advisor.
5. An investigation is conducted by the TCSG Title IX Investigator, which includes interviews with all parties involved and the collection of pertinent evidence.
6. The investigation report is prepared and issued to the Complainant and Respondent.
7. If the Investigator determines the complaint should be dismissed, the Complainant may appeal at this point. If the Investigator determines the complaint should continue through the process, both parties have the right to respond, in writing, during a review and response period.
8. Following this review and response period, a date and time is set for a live hearing.
9. During the live hearing, both parties are allowed to cross-examine the other party and all witnesses through their Advisors. The parties are not allowed to personally cross-examine each other. If requested, the parties can be separated into different rooms for the live hearing.
10. The Decision-Maker listens to the cross-examinations and may also conduct his/her own fact finding during the live hearing.

11. Following the live hearing, the Decision-Maker issues a written determination which makes findings of fact, rationale for decisions, sanctions to be imposed (if any), and explanation of the appeal process.

12. Either party may appeal the written determination to the TCSG Commissioner.

13. If appealed to the TCSG Commissioner, the Commissioner will review the written appeal documents from the parties, make a decision, and that decision is final.

Should you have questions about Title IX or the investigative process, please contact the Stephens College Title IX Coordinator at 573-442-2211. titleix@stephens.edu

RELATED AUTHORITY

- Title IX of the Educational Amendments of 1972
- 20 U.S.C. §§ 1681 et seq.
- Violence Against Women Reauthorization Act
- Campus Sexual Violence Elimination Act
- Titles VI and VII of the Civil Rights Act
- Age Discrimination Act
- Americans with Disabilities Act
- Americans with Disabilities Amendments Act of 2008 Rehabilitation Act, as amended
- Genetic Information Nondiscrimination Act

Sex Offender Registration — Campus Sex Crimes Prevention Act

Section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) provides for the registration and tracking of sex offenders. Institutions of higher education are required to issue a statement advising the campus community where to obtain law enforcement agency information provided by a state concerning registered sex offenders. The law 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 Missouri, convicted sex offenders must register with their local county sheriff. However, the Missouri State Highway Patrol maintains the statewide database and public registry. To obtain state information on individuals registered as sex offenders, visit the Missouri Sex Offender Registry web site at:

<https://www.msdp.dps.missouri.gov/CJ38/searchRegistry.jsp>

It should be noted that nothing in the Family Educational Rights and Privacy Act (FERPA) may be construed to prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders.

ANNUAL DISCLOSURE OF CRIME STATISTICS

A. While Stephens College is a reasonably safe environment, crimes do occur in rare instances. However, in compliance with the Clery Act, SC has a responsibility to disclose information about crime on and around our campuses.

SC maintains a close relationship with local law enforcement agencies where SC owns or controls property to ensure that crimes reported directly to these agencies that involve the college are brought to our attention. In addition to collecting Clery Act crime statistics from local law enforcement agencies, all reports of Clery Act crimes made directly to Campus Security Authorities are collected and maintained by SC Safety & Security Services.

B. Reporting Locations:

- **On-Campus:** Any building or property owned or controlled by SC within the same reasonably contiguous geographic area and used by SC in direct support of our institutional purposes.
- **Non-campus properties:** Non-campus property or buildings owned or controlled by SC that are frequently used by students and are not within the same reasonably contiguous geographic area of the institution.
- **Public properties:** Public property not owned or controlled by SC located immediately adjacent to and easily accessible from campus property, including thoroughfares, sidewalks, streets, lands, and parks.

C. Reportable Crimes and Violations as Defined by the Clery Act:

CRIMINAL OFFENSES

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

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

Rape: The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

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

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

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

- *The legal age of consent for sexual intercourse in the State of Missouri is seventeen (17) years old.*
- *The legal age of consent for sexual intercourse in the State of Iowa is sixteen (16) years old.*

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

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

Burglary: The unlawful entry of a structure to commit a felony or a theft.

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

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.

HATE CRIMES

Hate Crime: Any of the above-mentioned offenses (except manslaughter by negligence), and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that were motivated by bias.

Categories of Bias

- **Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind.
- **Religion:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
- **Sexual Orientation:** A preformed negative opinion or attitude a group of persons based on their actual or perceived sexual orientation.
- **Gender:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.
- **Gender Identity:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.
- **Ethnicity:** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion), and/or ideology that stresses common ancestry.
- **National Origin:** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- **Disability:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness.

Larceny-Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

Simple Assault: Unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to an actual physical attack.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

VAWA OFFENSES

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to - a) fear for his or her safety or the safety of others; or b) suffer substantial emotional distress.

HAZING

Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- (a) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- (b) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including
 - (1) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - (2) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - (3) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - (4) causing, coercing, or otherwise inducing another person to perform sexual acts; ♦ any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - (5) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

- (6) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.”
- (c) **A student organization** is defined as an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

ARRESTS AND DISCIPLINARY REFERRALS FOR CERTAIN VIOLATIONS

Drug Law Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Weapon Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

D. Crime Statistics – Clery Act Data:

The following Annual Security Report data provides Clery Act crime data for selected crimes that have been reported to SC Safety & Security Services, local law enforcement agencies, or to Campus Security Authorities. The statistics reported for the sub-categories on liquor laws, drug laws, and weapon law violations represent the number of people arrested or referred to SC judicial authorities for the respective violations.

SC will publish the Annual Security Report annually by October 1st and submit the crime statistics portion of the report via the Department of Education database by the required deadline each year.



JEANNE CLERY CAMPUS SAFETY ACT

Annual Security and Fire Safety Report

Crime Statistics for the years 2023, 2024, and 2025

Fire Statistics for On-Campus Housing for the years 2023, 2024, and 2025

Stephens College Main Campus - Columbia, Missouri

Stephens College Okoboji Campus - Okoboji, Iowa

**Note: In accordance with the Stop Campus Hazing Act, institutions are required to report Hazing statistics beginning with the 2025 calendar year. Because the requirement to collect and disclose Hazing statistics too effect on January 1, 2025, "N/A" will be used in place of statistics for any prior years referenced in this report.*

CRIME STATISTICS, STEPHENS COLLEGE
MAIN CAMPUS
1200 E Broadway, Columbia, MO 65201

CRIME STATISTICS - STEPHENS COLLEGE MAIN CAMPUS												
CRIMINAL OFFENSES	ON CAMPUS						NON-CAMPUS			PUBLIC PROPERTY		
	STUDENT HOUSING			OTHER								
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	1	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	1	0	0	1	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
VAWA OFFENSES												
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
HAZING												
Hazing	N/A	N/A	0	N/A	N/A	0	N/A	N/A	0	N/A	N/A	0

**Note: In accordance with the Stop Campus Hazing Act, institutions are required to report Hazing statistics beginning with the 2025 calendar year. Because the requirement to collect and disclose Hazing statistics too effect on January 1, 2025, "N/A" will be used in place of statistics for any prior years referenced in this report.*

CRIME STATISTICS, STEPHENS COLLEGE
MAIN CAMPUS
1200 E Broadway, Columbia, MO 65201

Other Offenses	Year	ARRESTS				DISCIPLINARY REFERRALS			
		ON CAMPUS		Non-Campus	Public Property	ON CAMPUS		Non-Campus	Public Property
		Student Housing	Other			Student Housing	Other		
Drug Law Violations	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Liquor Law Violations	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Weapons Laws Violations	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0

There were no Unfounded Crimes for the Stephens College Main Campus for the reporting years 2023, 2024, or 2025.

There were no reported Hate Crimes for the Stephens College Main Campus for the reporting years 2023, 2024, or 2025.

CRIME STATISTICS, STEPHENS COLLEGE
OKOBOJI SUMMER THEATRE COMPANY CAMPUS
2001 US Highway 71, Okoboji, Iowa 51355

CRIME STATISTICS - STEPHENS COLLEGE MAIN CAMPUS												
CRIMINAL OFFENSES	ON CAMPUS						NON-CAMPUS			PUBLIC PROPERTY		
	STUDENT HOUSING			OTHER								
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
VAWA OFFENSES												
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
HAZING												
Hazing	N/A	N/A	0	N/A	N/A	0	N/A	N/A		N/A	N/A	0

**Note: In accordance with the Stop Campus Hazing Act, institutions are required to report Hazing statistics beginning with the 2025 calendar year. Because the requirement to collect and disclose Hazing statistics too effect on January 1, 2025, "N/A" will be used in place of statistics for any prior years referenced in this report.*

**CRIME STATISTICS, STEPHENS COLLEGE
OKOBOJI SUMMER THEATRE COMPANY CAMPUS
2001 US Highway 71, Okoboji, Iowa 51355**

Other Offenses	Year	ARRESTS				DISCIPLINARY REFERRALS			
		ON CAMPUS		Non-Campus	Public Property	ON CAMPUS		Non-Campus	Public Property
		Student Housing	Other			Student Housing	Other		
Drug Law Violations	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Liquor Law Violations	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025		0	0	0	0	0	0	0
Weapons Laws Violations	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0

There were no Unfounded Crimes for the Stephens College Okoboji Campus for the reporting years 2023, 2024, or 2025.

There were no reported Hate Crimes for the Stephens College Okoboji Campus for the reporting years 2023, 2024, or 2025.

FIRE SAFETY DISCLOSURE FOR ON-CAMPUS STUDENT HOUSING

Reporting a Fire

Students, employees, and visitors should immediately report any fire or suspected fire to emergency responders by pulling fire alarm or calling **911**. After contacting emergency services, individuals should notify **Stephens College Campus Safety and Security** as soon as it is safe to do so.

Campus Safety and Security (573) 819-3690

When reporting a fire, provide:

- The exact location of the fire.
- Whether anyone is injured or trapped.
- The type and extent of the fire, if known.
- Your name and contact information.

All fires, including those that have been extinguished prior to the arrival of emergency responders, should be reported to Campus Safety and Security. Reported fires are documented in the College's fire log and included in the annual fire statistics as required by the Clery Act.

If a fire alarm sounds, all occupants must immediately evacuate the building and proceed to the designated assembly area. Occupants should not re-enter the building until authorized by emergency responders or College officials.

Pulling a fire alarm under false circumstances or tampering in any way with fire safety equipment is a serious offense which could jeopardize the lives of people in your residence hall. It is prohibited to tamper with room smoke detectors. This will result in a hefty fine and disciplinary sanctions from the local authorities and/or the College. If the room smoke detector needs the battery changed, contact the Office of Safety and Security.

Residence Hall Evacuation Procedures

Stephens College maintains emergency evacuation procedures for all residence halls to protect the safety of residents, guests, and visitors during emergencies. Residence hall occupants are required to immediately evacuate any building upon activation of a fire alarm or when directed by Stephens College Security, the Columbia Fire Department, or other emergency officials.

Residents are instructed to use the nearest safe exit, avoid elevators during fire emergencies, proceed to designated assembly areas, and remain outside until an official all-clear is provided. Residence Life staff and Resident Assistants assist with evacuation efforts, occupant accountability, and communication with emergency responders when conditions permit.

Individuals requiring evacuation assistance are encouraged to notify Residence Life in advance and may be assisted through established emergency procedures. Emergency responders are notified of individuals who may require additional assistance during an evacuation.

Stephens College Security coordinates emergency response activities, communicates with local emergency services, assists with building evacuations, and facilitates reentry once a building has been deemed safe for occupancy. Reentry into an evacuated residence hall is prohibited until authorized by emergency responders or College officials.

The College conducts periodic evacuation drills, provides fire safety and emergency preparedness education, and reviews residential emergency procedures regularly to promote community awareness and readiness.

In the event a residence hall cannot be reoccupied following an emergency, Stephens College may provide temporary housing accommodations and related support services as circumstances warrant.

Fire Safety Education and Training Programming

Stephens College provides fire safety education and training programs designed to promote fire prevention, emergency preparedness, and life safety awareness among students and employees. Fire safety programming includes:

- Fire safety information provided to residential students during move-in and new student orientation programs.
- Training on residence hall fire evacuation procedures, emergency exits, designated assembly locations, and appropriate actions during fire alarms.
- Periodic fire drills conducted in campus residential facilities to familiarize occupants with evacuation procedures and promote prompt response during emergencies.
- Fire safety awareness communications distributed throughout the academic year addressing common fire hazards, including cooking safety, the proper use of electrical appliances, and prohibited items such as candles and other open flames.
- Fire safety education and training conducted in coordination with the **Columbia Fire Department**, which may include fire prevention presentations, emergency preparedness education, demonstrations, and other life safety programs for students and employees.
- Ongoing education provided by Campus Safety and Security regarding emergency reporting procedures, fire prevention practices, and individual responsibilities during a fire or other campus emergency.

Stephens College encourages all members of the campus community to actively participate in fire safety training and drills and to promptly report fire hazards, fire incidents, or safety concerns to

Campus Safety and Security. The College remains committed to partnering with the Columbia Fire Department and other emergency response agencies to enhance fire safety awareness and preparedness across campus.

Mandatory Supervised Drills

In order to ensure your knowledge of the proper procedures and exit routes from the halls, each hall has at least one supervised fire drill each semester. Continuous ringing of the fire alarm bell means either there is a fire requiring residents to vacate the building or there is a drill. Follow the procedure. Quickly close your window, obtain a coat, towel and shoes, leave the room light on, shut your unlocked door and proceed out of the building as instructed. Failure to leave the hall during a fire drill will result in a \$50 fine and possibly other disciplinary sanctions.

Use of Electrical Appliances, Open Flames, Smoking

Fire safety is everyone's responsibility. Use only heavy-duty UL-approved extension cords. In addition, live holiday trees, candles, halogen lamps, non-electric fuel lamps and lanterns, simmer pots, and incense may not be used or kept in campus housing.

The College reserves the right to impose reasonable limits on the use or storage of appliances or equipment in campus residence halls to decrease the danger of fire and damage from overloading the electrical circuits. Disallowed items include but are not limited to: halogen lamps, microwave or toaster ovens, hot plates, air 41 conditioner units (standing or window) deep fat fryers, gas or charcoal grills, power tools, coffee pot with a hot plate heating device, hot pots or track lighting. The kitchen items may be used in the community kitchens.

Candles and incense are fire hazards. Insurance requirements and safety standards strictly prohibit their use in student rooms. Violating this policy will lead to disciplinary action and/or fines. Decorative candles will be permitted without wicks.

Residents who are in violation of this policy will be charged \$50 and the item will be confiscated and held until it can be removed from campus.

Stephens College prohibits the use of any lit cigarette, cigar, pipe, bidi, clove cigarette and any other smoking product, including electronic cigarettes, on campus. The College prohibits any advertising or sale, or free sampling of all tobacco products, including smokeless tobacco, on college property. Littering the campus with the remains of tobacco products or any other related waste product is prohibited.

Future Improvements in Fire Safety

Stephens College is committed to the continuous enhancement of fire safety awareness, prevention, and emergency preparedness within its residential communities. Planned and ongoing fire safety initiatives include:

- Conducting regular fire drills in residential facilities to familiarize students and staff with evacuation routes, procedures, and assembly locations.
- Expanding fire safety education and awareness programming during new student orientation and throughout the academic year.
- Providing periodic fire prevention training and informational campaigns addressing common residence hall fire hazards, including improper use of electrical appliances, cooking equipment, and prohibited open flames.
- Evaluating opportunities to enhance resident engagement through fire safety presentations, tabletop exercises, and collaboration with local fire service professionals.
- Reviewing and updating fire evacuation procedures and emergency response protocols to ensure alignment with current best practices and regulatory requirements.
- Assessing fire safety equipment and systems on an ongoing basis to identify opportunities for improvements that enhance the safety of students, faculty, staff, and visitors.

Stephens College will continue to review its fire safety programs, training efforts, and emergency preparedness initiatives to promote a safe living and learning environment for all members of the campus community.

Campus Residential Facility Fire Safety Systems

Facility Name/ Address	Fire Alarm Monitoring	Evacuation Plans & Placards	Sprinkler System	Smoke Detector	Fire Extinguisher	Drills 2025
Searcy Hall 1308 Windsor St	Yes	Yes	Yes	Yes	Yes	2
Prunty Hall 109 Melbourne St	Yes	Yes	Yes	Yes	Yes	2
Wood Hall 5 S College Ave	Yes	Yes	Yes	Yes	Yes	2
Columbia Hall 14 Waugh St	Yes	Yes	Yes	Yes	Yes	2

Fire Statistics for On-Campus Student Housing Facilities 2023-2025

2023 Main Campus Residential Facility Fires								
Facility Name/ Address	Total # of Fires	Fire #	Date	Time	Cause of Fire	# of Injuries	# of Deaths	Value of Damage
Searcy Hall <i>1308 Windsor St</i>	1	1	5/5/23	14:45	Unintentional - Electrical	0	0	\$50,000
Prunty Hall <i>109 Melbourne St</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Wood Hall <i>5 S College Ave</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Columbia Hall <i>14 Waugh St</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

2024 Main Campus Residential Facility Fires								
Office of Student Success and Engagem ent	Office of Student Success and Engagem ent	Office of Student Success and Engagem ent	Office of Student Success and Engagem ent	Office of Student Success and Engagem ent	Office of Student Success and Engagem ent	Office of Student Success and Engagem ent	Office of Student Success and Engagem ent	Office of Student Success and Engagem ent
Searcy Hall <i>1308 Windsor St</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Prunty Hall <i>109 Melbourne St</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Wood Hall <i>5 S College Ave</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Columbia Hall <i>14 Waugh St</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

2025 Main Campus Residential Facility Fires								
Facility Name/ Address	Total # of Fires	Fire #	Date	Time	Cause of Fire	# of Injuries	# of Deaths	Value of Damage
Searcy Hall <i>1308 Windsor St</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Prunty Hall <i>109 Melbourne St</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Wood Hall <i>5 S College Ave</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Columbia Hall <i>14 Waugh St</i>	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

APPENDIX A

Related Offenses and Violations of Missouri Law

Additional applicable Missouri and Iowa Sex Offenses and Crimes Against Persons include, but are not limited to the following:

MO. Rev. Stat. §566.060 Sodomy, first degree
MO. Rev. Stat. §566.061 Sodomy, second degree
MO. Rev. Stat. §566.062 Statutory sodomy, first degree
MO. Rev. Stat. §566.064 Statutory sodomy, second degree
MO. Rev. Stat. §566.067 Child molestation, first degree
MO. Rev. Stat. §566.068 Child molestation, second degree
MO. Rev. Stat. §566.069 Child molestation, third degree
MO. Rev. Stat. §566.071 Child molestation, fourth degree
MO. Rev. Stat. §566.083 Sexual misconduct involving a child
MO. Rev. Stat. §566.086 Sexual contact with a student
MO. Rev. Stat. §566.093 Sexual misconduct, first degree
MO. Rev. Stat. §566.095 Sexual misconduct, second degree
MO. Rev. Stat. §566.151 Enticement of a child
MO. Rev. Stat. §565.050 Assault, first degree
MO. Rev. Stat. §565.052 Assault, second degree
MO. Rev. Stat. §565.054 Assault, third degree
MO. Rev. Stat. §565.056 Assault, fourth degree
MO. Rev. Stat. §565.090 Harassment, first degree
MO. Rev. Stat. §565.091 Harassment, second degree
MO. Rev. Stat. §565.110 Kidnapping, first degree
MO. Rev. Stat. §565.120 Kidnapping, second degree
MO. Rev. Stat. §565.130 Kidnapping, third degree
IA Code §709.2 Sexual abuse in the first degree
IA Code §709.3 Sexual abuse in the second degree
IA Code §709.4 Sexual abuse in the third degree
IA Code §709.4A Sexual abuse in the fourth degree health care professionals
IA Code §709.8 Lascivious acts with a child
IA Code §709.12 Indecent contact with a child
IA Code §708.1 Assault
IA Code §708.7 Harassment
IA Code §710.1 Kidnapping
IA Code §710.10 Enticing a minor
IA Code §711.1 Robbery

Applicable Missouri and Iowa Drug Law violations include, but are not limited to the following:

MO. Rev. Stat. §579.015 Possession of a controlled substance
MO. Rev. Stat. §579.020 Delivery of a controlled substance
MO. Rev. Stat. §579.050 Manufacture of an imitation controlled substance

MO. Rev. Stat. §579.055 Manufacture of a controlled substance
MO. Rev. Stat. §579.065 Trafficking drugs, first degree
MO. Rev. Stat. §579.068 Trafficking drugs, second degree
MO. Rev. Stat. §579.097 Inhalation or inducing others to inhale solvent fumes to cause certain reactions
MO. Rev. Stat. §579.101 Possession or purchase of solvents to aid others in violations
MO. Rev. Stat. §579.110 Possession of methamphetamine precursors
IA Code §124.401 Prohibited Acts – manufacture, delivery, possession – counterfeit substances
IA Code §124.406 Distribution to person under age eighteen
IA Code §124.407 Gatherings where controlled substances unlawfully used
IA Code §124.414 Drug paraphernalia

Applicable Missouri and Iowa Liquor Law violations include, but are not limited to the following:

MO. Rev. Stat. §577.010 Driving while intoxicated
MO. Rev. Stat. §577.012 Driving with excessive blood alcohol content
MO. Rev. Stat. §577.017 Consumption of alcoholic beverages while driving
IA Code §123.46 Consumption or intoxication in public places
IA Code §321J Operating while intoxicated

Applicable Missouri and Iowa Weapons Law violations include, but are not limited to:

MO. Rev. Stat. §571.015 Armed criminal action
MO. Rev. Stat. §571.030 Unlawful use of weapons
MO. Rev. Stat. §571.031 Blair’s Law – Unlawful discharge of firearm
MO. Rev. Stat. §571.072 Unlawful possession of explosive weapon
MO. Rev. Stat. §571.150 Use or possession of a metal-penetrating bullet during the commission of a crime
MO. Rev. Stat. §571.230 Duty to carry permit
IA Code §724.3 Unauthorized possession of offensive weapons
IA Code §724.4C Possession or carrying of dangerous weapons while under the influence
IA Code §724.30 Reckless use of a firearm

END OF REPORT