

2026

Annual Campus Security & Fire Safety Report



Fairfield
UNIVERSITY

Public Safety



WHISTLE DEFENSE™

Campus Safety Program



- Be alert! Know your surroundings and be aware of who is in front of and behind you.
- Don't take shortcuts through parking lots and woods if you're alone or if they are known to be problem areas.
- If at all possible, don't carry a purse. If you must, keep your money and credit cards in a pocket or some other place.
- Carry as little cash as possible.
- Walk on highly travelled streets, and at night, travel only in well-lit areas.
- Carry your keys in your hand as you approach your room or office so you don't have to fumble for them outside your door.
- If someone attacks, don't resist unless you feel your life is in danger and you believe it is in your best interest.
- Remain calm and get the best possible description of your attacker, starting from head and working down to feet.
- If assaulted on campus, report it to the Department of Public Safety immediately.

PUBLIC SAFETY EMERGENCY
203-254-4090 OR EXT. 4090

2026 Annual Security & Fire Safety Report

Table of Contents

A Message From the Associate Vice President of Public Safety Keith Broderick	6
Institutional Overview and General Clery Geography	7
The Annual Security & Fire Safety Report	8
An Introduction	8
Policies for Preparing the Annual Security & Fire Safety Report	8
Law Enforcement Authority, Jurisdiction, and External Partnerships	9
Security and Access to Campus Facilities – Main North Benson Campus	11
Security and Access to Campus Facilities -- Bellarmine and Austin Campuses	13
Reporting Policy Statement -- Reporting Crimes And Other Emergencies	13
Voluntary Confidential Reporting Procedures	14
Campus Security Authorities	15
Reporting Sex-Based Discrimination	16
Fairfield University's Step-Up Stags Policy	16
Professional and Pastoral Counselor Confidentiality under the Clery Act	16
Policy Regarding Timely Warnings And Emergency Notifications	17
Timely Warnings	17
Emergency Notification (Stag Alert)	18
Emergency Response & Evacuation Procedures	19
2025 Emergency Response and Evacuation Exercise— “Hurricane Lucas”	21
General Prevention & Awareness Programs	22
Security Awareness Programs	22
Security Escort Service and Emergency Blue Phones	23
Crime Prevention Programs	24
Behavioral Intervention and Threat Assessment	26
Student Support and CARE Team	26
Missing Student Notification Procedure	26
University Weapons Policy	28

Hazing Policy, Reporting, Prevention, and Transparency	28
Fairfield University Hazing Policy.....	28
Reporting Hazing.....	29
Investigation and Response to Reports of Hazing	30
Connecticut Hazing Law.....	31
Hazing Prevention and Awareness Programs.....	31
Hazing Statistics & The Campus Hazing Transparency Report	32
Drug, Alcohol, & Substance Misuse Policy Statement	33
Student Alcohol Policy	33
Student Drug Policy	34
FERPA Parental Notification – Alcohol and Drug Violations.....	35
Hazing and Alcohol	35
Step-Up Stags (Amnesty Policy).....	35
Employee Drug & Alcohol Policy	35
Drug and Alcohol Abuse Prevention and Notification Programs	36
Annual Notification under the Drug-Free Schools and Communities Act (DFSCA)	38
Additional Substance Use Awareness and Support Resources	39
State and Federal Drug and Alcohol Laws	40
Clery Act–Required Education, Prevention, and Response Procedures for Dating Violence, Domestic Violence, Sexual Assault, and Stalking	40
Sex-Based Harassment, Discrimination & Retaliation Policy: Prevention & Awareness Programs	41
2025 Prevention and Awareness Programs Explained	42
Applicable Connecticut Definitions	44
Sex-Based Harassment, Discrimination & Retaliation Policy: Policy & Response Procedures	45
Resolution Process For Alleged Sexual Harassment Under Title IX (Known As Process “A”)	76
Resolution Process For Alleged Sex-Based Civil Rights Offenses/Discrimination (Known As Process “B”).....	112
Disclosure of Disciplinary Proceedings to Victims of Violent Crimes or Non-Forcible Sex Offenses.....	130
Sex Offender Registration Information	130
Compliance with Connecticut Campus Safety Statutes.....	130
2025 Clery Crime Statistics	132

Clery Act Definitions	132
Criminal Offenses Definitions (UCR Part I Crimes)	132
Violence Against Women Act Offense Definitions	133
Hazing Incident Definitions.....	135
Hate Crime Definitions.....	135
Arrests and Disciplinary Referrals for Violations of Law Definitions	136
Clery Geography Definitions.....	137
Unfounded Crimes	137
Hate Crime Reporting	137
Clery Crime Statistics—Fairfield University Main Campus.....	138
Clery Crime Statistics—Fairfield Bellarmine Campus	141
Clery Crime Statistics—Fairfield Austin Campus.....	144
2026 Annual Fire Safety Report.....	147
Department Overview	147
Reporting a Fire on Fairfield University Property	148
Fairfield University Building Emergency Evacuation Guidelines	148
Fire Drill Procedures and Statistics	149
Fire Drill Procedures	149
Fire Drills (as adopted from the CSFSC Part V 10.5)	150
Policies On Fire Safety Education & Training	150
Student Handbook Fire Safety Policies	151
Descriptions of Fire and Life Safety Systems for Residential Buildings	153
Fire Alarm Network.....	153
Sprinkler Systems.....	154
Range Hood Suppression Systems.....	155
Fire Extinguishers.....	155
Fire & Life Safety Improvements	155
Fire Statistics for On-Campus Student Housing Facilities 2023–2025.....	156
Fire Safety Systems and Evacuation Drills for the Calendar Year 2025	161

A Message From the Associate Vice President of Public Safety Keith Broderick

At Fairfield University, safety and security are fundamental to our mission. The Department of Public Safety is committed to fostering a campus where every student, faculty member, staff member, and visitor feels safe, respected, and supported. In keeping with *cura personalis*—care of the whole person—we recognize that a safe and secure environment is essential to the University’s educational mission and the well-being of our community.

To advance this mission, our officers provide protection 24 hours a day, seven days a week. We respond promptly to emergencies, investigate incidents thoroughly, and work in close partnership with local police, fire, and emergency medical services. Just as importantly, we emphasize prevention by conducting emergency drills, delivering safety education programs, maintaining fire safety systems, and ensuring that campus facilities remain secure and accessible.

Professionalism, integrity, and accountability are the cornerstones of our service. Every officer receives ongoing training in crisis response, crime prevention, Title IX compliance, emergency management, and community engagement. We follow established best practices in campus safety and measure our effectiveness by the trust and confidence of those we serve. In every interaction—whether assisting a student in need, supporting faculty and staff, or welcoming visitors—we demonstrate our commitment to fairness, dignity, and protection.

This Annual Security & Fire Safety Report is intended to serve as a resource for all members of the Fairfield University community. Within these pages, you will find the policies that guide our work, the statistics that reflect our vigilance, and the resources available to support you. The report explains how to report crimes or emergencies, what you can expect from our response, and how Fairfield University fulfills its obligations under federal and state safety laws. Together, through awareness, accountability, and care for one another, we can uphold the values of Fairfield University and advance its Jesuit mission.

Sincerely,
Keith Broderick
Associate Vice President of Public Safety
Fairfield University

Institutional Overview and General Clery Geography

Fairfield University is a private, coeducational Jesuit Catholic institution founded in 1942 and located on a 200-acre suburban campus in Fairfield, Connecticut. In the Fall of 2025, Fairfield University enrolled approximately 7,161 students—including 5,671 undergraduates and 1,490 graduate students—across five schools: the Charles F. Dolan School of Business, the John Charles Meditz College of Arts & Sciences, the Marion Peckham Egan School of Nursing & Health Studies, the School of Education & Human Development, and the School of Engineering & Computing. The main Fairfield campus offers a highly residential environment, with most undergraduates living in University housing, and is supported by extensive student services, academic resources, and co-curricular programming that promote wellness, leadership, and student success.

In addition to its main campus, Fairfield University operates the Fairfield Bellarmine Campus, located at 460 Mill Hill Avenue in Bridgeport, Connecticut. Officially opened in September 2023, Fairfield Bellarmine is a nonresidential satellite campus that offers two-year associate-degree programs grounded in Fairfield University's Jesuit educational mission. The campus provides a supportive commuter environment and includes classrooms, a science laboratory, study areas, student gathering spaces, and faculty, staff, advising, and administrative offices. The campus does not include residential housing.

Fairfield University also maintains the Fairfield Austin Campus, located at 7951 Shoal Creek Boulevard in Austin, Texas. Opened in 2023, it was the University's first permanent academic site outside Connecticut. The campus occupies space in a multi-tenant office building and houses programs offered by the Marion Peckham Egan School of Nursing & Health Studies, including the Accelerated Second Degree Nursing program and the Doctor of Nursing Practice in Nurse Anesthesia program. The approximately 23,000-square-foot facility includes classrooms, skills laboratories, a 21-bed learning laboratory, eight simulation rooms, and faculty offices. Like Fairfield Bellarmine, the Austin Campus is nonresidential.

For Clery Act reporting purposes, Fairfield, Bellarmine, and Austin are treated as separate campuses. The Fairfield Campus includes the main North Benson Road property, its on-campus student housing facilities, and public property immediately adjacent to, and accessible from, the campus. The University's Clery geography also includes additional properties owned or controlled by Fairfield University in and around the Town of Fairfield that support its educational mission and satisfy the applicable criteria for inclusion in Clery reporting. The Bellarmine Campus includes the multi-structure instructional site at 460 Mill Hill Avenue in Bridgeport, a separately leased parking facility, and public property immediately adjacent to, and accessible from, the campus. The Austin Campus encompasses Fairfield University's instructional space at 7951 Shoal Creek Boulevard and public property immediately adjacent to, and accessible from the campus. Across all

campuses, oversight of Clery Act compliance, administration of applicable Clery policies, and emergency notification—including administration of the StagAlert system—remains the responsibility of Fairfield University’s Department of Public Safety.

The Annual Security & Fire Safety Report

An Introduction

This Annual Security & Fire Safety Report (ASR) provides a summary of campus safety and fire-related incidents for the 2025 calendar year and is prepared in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as set forth in 20 U.S.C. § 1092(f). The purpose of this report is to equip current and prospective students, faculty, and staff with clear, accessible information about campus safety, enabling informed decisions and reinforcing Fairfield University’s ongoing commitment to transparency and community well-being. In addition to reporting statistics, this document also summarizes key University policies and procedures related to campus security, emergency response and evacuation, crime prevention, fire safety, alcohol and drug use, sexual misconduct, and other safety-related issues.

Policies for Preparing the Annual Security & Fire Safety Report

Fairfield University’s ASR is published annually on or before October 1, in accordance with federal law. The report is compiled by the Fairfield University Department of Public Safety in collaboration with various university departments, including but not limited to the Equity & Title IX Office, the Office of the Dean of Students, the Office of Residential Life, and the Fire Marshal’s Office. Policy disclosure statements are collected and reviewed by designated members of the Department of Public Safety, as well as other campus authorities, prior to inclusion. Unless otherwise noted, the policies described in this report apply to all Fairfield University campuses.

The statistics in this report reflect incidents that occurred within the University’s Clery-defined geography, which is defined as on-campus property, non-campus buildings or properties owned or controlled by Fairfield University, and public property immediately adjacent to and accessible from our campuses. Crime data is drawn from several sources, including the Fairfield University Department of Public Safety’s own internal records, the Fairfield Police Department, and other law enforcement agencies with jurisdiction over Fairfield University-affiliated properties.

Reports are also solicited from Campus Security Authorities (CSAs)—university officials with significant responsibility for student and campus activities. These individuals are required to report any crime or incident within Clery-reportable categories, regardless of whether a formal investigation is initiated. CSAs are contacted annually and receive training and guidance to support

accurate data collection and reporting. Fire statistics related to on-campus student housing are compiled by the Fairfield University Fire Marshal's Office and are included herein.

Fairfield University remains fully committed to meeting its obligations under federal law regarding the reporting and disclosure of campus crime and safety information. Each year, a campus-wide email is sent to all students, faculty, and staff with a link to access this report online, which can be located here: [Annual Security & Fire Safety Report](#). Printed copies are also available from the Department of Public Safety itself, which is located in the lower level of Loyola Hall.

Law Enforcement Authority, Jurisdiction, and External Partnerships

The Fairfield University Department of Public Safety is a uniformed, armed, and professional campus public safety organization staffed by approximately 25 officers. While Public Safety officers are not sworn law enforcement personnel and do not possess statutory arrest powers, they are licensed and authorized to carry firearms under Connecticut state law and operate at a high level of readiness and professionalism. All officers are certified Emergency Medical Technicians (EMTs) and are designated as "Supplemental First Responders" by the state of Connecticut, enabling them to provide emergency medical assistance and serve as a critical component of the University's emergency response system. Officers receive ongoing training in crisis intervention, emergency management, Title IX compliance, mental health first aid, de-escalation, firearms and use of force, and active threat response to ensure they remain prepared to address the evolving safety needs of the campus community.

Public Safety officers conduct foot, vehicle, and bicycle patrols of all main campus property 24 hours a day, 365 days a year, and respond to non-campus buildings or properties owned or controlled by Fairfield University, as well as public property immediately adjacent to and accessible from campus, on an as-needed basis. Their duties include responding to emergencies, providing security at campus events, patrolling academic and residential buildings, addressing safety concerns and suspicious activity, and facilitating access control.

Our officers are readily available to provide safety escorts, assist individuals in distress, and support the campus community during special events and crisis situations. The department works in close partnership with key campus stakeholders, including the Office of the Dean of Students as well as the Office of Residential Life, to maintain a safe, responsive, and well-coordinated safety infrastructure across all areas of campus life. The Department of Public Safety also supplements its patrol force with sworn officers from the Fairfield Police Department, specifically during special events on campus, as well as private security officers from United Security, Incorporated (USI), a premier security and investigative services firm known for providing customized, technology-driven protection solutions to government and commercial clients.

The Department of Public Safety's area of responsibility is limited to property owned, leased, or controlled by Fairfield University. The department does not provide routine services or patrols beyond these areas, and Fairfield University does not have any officially recognized student organizations with off-campus housing or noncampus facilities. Therefore, the University is not required to monitor or request crime statistics for any noncampus student organization locations, as none exist. However, the Department of Public Safety maintains strong working relationships with local law enforcement and encourages the prompt reporting of any off-campus incidents involving Fairfield University students.

The Department of Public Safety also conducts thorough administrative investigations into potential violations of the Student Code of Conduct, which often involve detailed interviews, evidence gathering and review, and coordination with relevant departments to support accountability, safety, and adherence to University standards. These investigations frequently inform disciplinary proceedings initiated by the Office of the Dean of Students. Although the Department of Public Safety does not conduct criminal investigations with legal authority, findings from these administrative inquiries may be shared with law enforcement when appropriate, in accordance with applicable laws and University confidentiality policies.

Although the Department of Public Safety is not a sworn agency, it maintains strong and active working relationships with the Fairfield Police Department, the Connecticut State Police, and federal law enforcement agencies. These partnerships are grounded in mutual trust, routine communication, and coordinated response efforts. While there are no formal memorandums of understanding (MOUs), the Department of Public Safety regularly consults with these agencies on matters impacting campus safety. Fairfield University and the Town of Fairfield also maintain an informal voluntary agreement to provide mutual aid during natural disasters or other large-scale emergencies, strengthening the overall safety and preparedness of both the University and the surrounding community.

The University utilizes USI contract security personnel to support the safety and security of the Fairfield Bellarmine Campus. Uniformed USI security officers are stationed at the campus whenever it is open to students, providing a visible security presence, conducting proactive and preventive patrols, deterring unauthorized activity, responding to incidents, and assisting members of the campus community. USI personnel maintain direct communication and a close working relationship with the Fairfield University Department of Public Safety. Additionally, the Bridgeport Police Department and Bridgeport Fire Department are the primary agencies responsible for providing law-enforcement, fire, rescue, and emergency medical services to the campus. Students, employees, and visitors should immediately call 911—or promptly notify an on-duty USI officer—to report any crime, fire, medical emergency, or other emergency requiring assistance. Fairfield University's Department of Public Safety should also be notified of crimes and significant

incidents so that the University can provide appropriate assistance and fulfill its campus-safety reporting and notification responsibilities.

The Fairfield University Austin Campus relies on the Austin Police Department and Austin Fire Department as the primary agencies responsible for providing law-enforcement, fire, rescue, and emergency medical services. Students, employees, and visitors should call 911 to report any crime, fire, medical emergency, or other emergency requiring assistance. Nonemergency criminal or public-safety concerns may be reported directly to the Austin Police Department. Members of the campus community are also encouraged to notify Fairfield University's Department of Public Safety of crimes and significant incidents so that the University can provide appropriate assistance and fulfill its campus-safety reporting and notification responsibilities.

Security and Access to Campus Facilities – Main North Benson Campus

Fairfield University is a privately owned institution, and access to campus is generally limited to students, faculty, staff, and authorized visitors. The public may be invited to attend cultural and recreational events on campus, with access limited to facilities in which the events are held. Students, faculty, and staff have access to academic, recreational, and administrative buildings as needed for their roles and responsibilities. Most campus buildings are open during regular business hours, and then secured after hours. Entry and exit must occur only through designated doors and, when campus gates are closed, access is permitted only through the University's main gate on North Benson Road, which gate is staffed by security personnel during this time. In emergency situations, access to parts of campus may be restricted in accordance with the University's emergency response protocols and under the direction of the Department of Public Safety in coordination with senior University leadership.

In consideration of and out of respect for student residents' privacy, security, and property, all residential facilities are secured and locked 24 hours a day. Access to these facilities is restricted to students and authorized personnel only. All residence halls are equipped with key card access readers that require a valid University ID to enter. Resident students may use their ID card to access any residence hall between 7:00 a.m. and 11:00 p.m. After 11:00 p.m., however, access is further limited to the student's assigned residence hall only, unless accompanied by a resident from that residence. University employees may enter residence halls on an as-needed basis, in accordance with established key and access control procedures.

The University's residential guest policies are outlined in the Student Handbook. Students may host up to two registered guests at a time, with all guests required to be registered at least 24 hours in advance of their visit. Hosts must greet their guests upon arrival, accompany them or remain aware of their whereabouts during the visit, and ensure their timely departure. Guests must carry

valid identification and a copy of their registration at all times. Overnight stays are limited to two consecutive nights, unless prior approval is obtained. Hosts must also obtain their roommates' consent for any overnight guest and are fully responsible for the behavior and adherence to University policies of their guests throughout the duration of the visit.

Students are expected to keep residence hall doors locked at all times, particularly when not present or when sleeping. The University prohibits tampering with security hardware such as card readers, keypads, and fire safety equipment. Screens may not be removed from windows, windows may not be used for entering or exiting except during an emergency, and students are also prohibited from using unauthorized electrical appliances or storing micromobility devices indoors. To protect individual privacy, students may not use recording, surveillance, or broadcasting devices in locations where others have a reasonable expectation of privacy, unless they have obtained prior consent from all parties involved. The use of drones or similar aerial devices on campus requires advance approval from the Department of Public Safety.

The Department of Public Safety conducts regular patrols of academic, residential, and administrative buildings, and responds to concerns related to unauthorized access, facility security, or suspicious activity. Officers work closely with the Offices of Residential Life, Facilities Management, and other campus departments to monitor access issues and support a safe and secure environment. In addition, certain areas of campus, including campus vehicle entrances, building entrances, public spaces, and parking lots, are monitored 24 hours a day by closed-circuit television (CCTV) systems to enhance security and support the safety of the University community. The system is monitored by the Department of Public Safety, as well as members of the Office of Residential Life, and recordings may be reviewed in response to reported incidents or for investigative purposes. The University also reserves the right to conduct periodic room inspections for health, safety, and policy compliance.

The Office of Residence Life employs a comprehensive residential staffing structure that includes full-time professional area coordinators (ACs) and student resident assistants (RAs). These individuals manage the daily operations of the residence halls and serve as primary points of contact for students with housing, roommate, or community concerns. Resident assistants maintain on-duty evening and overnight hours for their assigned halls, and area coordinators share on-call responsibilities across campus. In addition, resident Jesuits, campus ministers, and other University partners live within some residence communities to provide support and foster community engagement.

Facilities Management is responsible for all aspects of plant maintenance and operations, including new construction, energy systems, custodial services, and fire and environmental health and safety compliance. The University employs licensed electricians who conduct monthly lighting

inspections of campus buildings and parking areas. Full-time system mechanics monitor HVAC and temperature control systems, and a University carpenter is on call to respond to off-hour emergency repairs. Facilities staff also conduct regular campus walkthroughs and collaborate with the Department of Public Safety to identify and address physical safety concerns, such as malfunctioning lights, broken doors, or other maintenance issues that could impact the security of the campus. Emergency repairs during normal business hours should be directed to the Office of Residence Life or the area coordinator; after-hours emergencies should be reported to the Department of Public Safety, the resident assistant on duty, or via the LiveSafe app.

Security and Access to Campus Facilities -- Bellarmine and Austin Campuses

Fairfield University's Bellarmine Campus in Bridgeport, Connecticut, and its Austin Campus in Austin, Texas, are commuter-based academic centers without residential housing. Both campuses consist of privately controlled University spaces, with access limited to Fairfield students, faculty, staff, and other authorized visitors. Entry is managed through electronic key-card systems, and individuals without approved credentials are not permitted to enter. Visitors are allowed only for official University business or approved academic purposes and must be accompanied by or preapproved by University personnel.

Facilities at both campuses are open only during scheduled business and instructional hours; after-hours entry requires prior authorization. At the Bellarmine Campus, additional security is provided through closed-circuit security cameras that monitor entrances and key public areas. The camera system is monitored by on-site USI security personnel and Fairfield Department of Public Safety personnel at the main North Benson Road campus. Together, these access controls and security measures support Fairfield's academic mission while safeguarding students, faculty, staff, visitors, and University property.

Reporting Policy Statement -- Reporting Crimes And Other Emergencies

Fairfield University strongly encourages the accurate and prompt reporting of all crimes, emergencies, or suspicious activity to the Department of Public Safety. Campus community members—including students, faculty, staff, and visitors—are encouraged to report incidents directly to Public Safety by calling 203-254-4090, by calling 4090 *directly* from any campus phone, or by using one of the blue light emergency phones located throughout campus. These calls connect directly to the Public Safety Dispatch Center, which is staffed 24 hours a day. Members of the community may also report any such incidents in person to the Department of Public Safety, which is located on the lower level of Loyola Hall. Upon receiving a report, Public Safety will then dispatch an officer to the scene, who will then conduct an investigation and coordinate an appropriate response. In cases where a victim is unable to report a crime, anyone who has knowledge of the incident is strongly encouraged to report it on their behalf.

Accurate and prompt reporting not only ensures immediate response and support, but also allows the University to assess patterns, issue timely warnings when appropriate, and fulfill its obligation to include incidents in the annual statistical disclosures required by the Clery Act. Public Safety reports involving violations of the Student Conduct Code, University policy, or Title IX are shared with the appropriate offices, such as the Equity & Title IX Office, the Office of the Dean of Students, the Office of Residential Life, as well as other campus departments, for review and potential corrective action.

Additionally, students and employees may contact the Fairfield Police Department directly at any time by calling 911 in an emergency, or 203-254-4800 for non-emergency matters. They also retain the right to report criminal conduct occurring on property owned or controlled by the University to any appropriate law enforcement agency. Pursuant to Connecticut General Statutes § 10a-55b, Fairfield University fully supports this right and prohibits its administrators, Department of Public Safety personnel, and other officials from discouraging, obstructing, or otherwise interfering with any such report. Upon request, the University will assist students and employees in accessing appropriate law enforcement resources. In limited circumstances involving a serious or ongoing threat to health or safety, the University may independently notify law enforcement authorities consistent with applicable law and University policy.

Additionally, the University offers the LiveSafe mobile app, a free tool available on Android and Apple devices, which enables direct, real-time communication with Public Safety via text, voice, or multimedia messages, and includes GPS-enabled location sharing. This app is monitored 24 hours a day by Public Safety dispatchers and other personnel and allows users to submit reports anonymously if they choose. The app also supports discreet reporting, making it especially useful in sensitive or urgent situations.

Voluntary Confidential Reporting Procedures

Fairfield University provides confidential reporting options for individuals who wish to report incidents while preserving their anonymity, ensuring that concerns can be documented without requiring the disclosure of their personal identity. A Confidential Report Form can be accessed on the Department of Public Safety's own website ([Confidential Reporting Form](#)), as well as the Office of the Dean of Students website ([Confidential Reporting Form](#)). This form allows incidents to be reported anonymously, helping the University maintain accurate records of crimes, identify patterns or recurring issues, and issue timely warnings about potential threats.

Reports submitted in this manner are included in the University's annual Clery Act statistics, ensuring compliance while preserving the privacy of the reporting individual. The University's LiveSafe mobile app also offers an anonymous reporting option, providing a convenient way for

community members to share concerns confidentially from their mobile devices. Together, these tools ensure that Fairfield can respond effectively to potential risks while respecting the privacy and choices of individuals who come forward.

Campus Security Authorities

A Campus Security Authority (CSA) is an individual or organization that has specific crime-reporting responsibilities under the Clery Act. CSAs include the University's campus public safety department; individuals who are responsible for campus security or monitoring access to University property; individuals or organizations identified in University policy as persons or offices to whom crimes should be reported; and University officials who have significant responsibility for student and campus activities. This last category may include officials with responsibility for student housing, student discipline, student organizations, athletics, and other significant student programs and activities. CSAs are required to promptly report Clery Act crimes disclosed to them so the University can evaluate the information for statistical reporting and determine whether a timely warning or other safety response is necessary.

Each year, Fairfield University undertakes efforts to identify individuals whose positions and responsibilities meet the definition of a Campus Security Authority. Those individuals receive an annual email reminding them of their responsibilities under the Clery Act and directing them to promptly report Clery crimes to the Department of Public Safety. The annual communication identifies and defines the offenses reportable under the Clery Act, explains the geographic locations covered by the Act, provides instructions for submitting a report, and includes a link to a Campus Security Authority training video produced by the Clery Center. CSAs are instructed to report disclosed incidents even when they are uncertain whether the conduct or location falls within the Clery Act, so the University can make the appropriate determination.

Because resident assistants are student employees whose positions and assignments may change from year to year, the University separately identifies its resident assistants annually and provides them with live Campus Security Authority training. This training reviews their obligation to promptly report Clery Act crimes disclosed to them, explains the categories of reportable offenses, and includes a presentation of the Clery Center's Campus Security Authority training video. These annual identification, notification, and training efforts are intended to ensure that individuals who may receive reports of crimes understand their responsibilities and that the University receives the information necessary to provide timely safety information, support affected individuals, and maintain accurate Clery Act crime statistics.

Reporting Sex-Based Discrimination

Individuals may also report incidents of sex-based discrimination, harassment, retaliation, sexual assault, dating violence, domestic violence, and stalking directly to the University's Title IX Coordinator if they choose. Reports may be made by students, employees, third parties, or any individual with knowledge of the incident, regardless of where the conduct occurred, and may be submitted in person, by mail, by telephone at (203) 254-4357, by email at equity@fairfield.edu, or through the University's LiveSafe application.

Individuals may report incidents without initiating a formal complaint or disciplinary process, and supportive measures may be available regardless of whether a formal complaint is filed. Additional information regarding Title IX reporting options, confidential resources, supportive measures, and formal complaint procedures can be found in the "Sex-Based Harassment, Discrimination & Retaliation Policy" section of this Annual Security & Fire Safety Report, located below.

Fairfield University's Step-Up Stags Policy

Finally, Fairfield University's Step-Up Stags Policy is an amnesty initiative designed to encourage students to seek help during emergencies without fear of disciplinary action for minor community standards violations, such as underage alcohol use. When a student makes a good faith report to assist themselves or others—particularly in cases involving sexual misconduct, harassment, or other serious concerns—they may be granted amnesty from conduct sanctions at the discretion of the Office of the Dean of Students. This approach is rooted in bystander intervention theory and harm reduction models, which emphasize the importance of removing punitive barriers that might discourage individuals from seeking timely help. This policy aims to reduce harm, encourage reporting, and prioritize the safety and well-being of the campus community. More information on this program can be found in the Student Handbook.

Professional and Pastoral Counselor Confidentiality under the Clery Act

At Fairfield University, certain campus resources provide confidential support and are not designated as Campus Security Authorities (CSAs) under the Clery Act. Accordingly, when acting within the scope of their professional responsibilities, these individuals are not required to report crimes for inclusion in the University's Clery crime statistics. This exemption applies to professional counselors within the Counseling & Psychological Services Center, as well as pastoral counselors affiliated with Campus Ministry—but only when they are acting in their official capacity and providing counseling, medical, or spiritual care. This provision is designed to preserve the confidentiality of students seeking emotional, psychological, or spiritual assistance. While not obligated to report Clery-qualifying crimes, it is a matter of practice—when deemed appropriate—

for these professionals to inform the individuals they are counseling about procedures to report crimes voluntarily and confidentially for inclusion in the University's annual crime statistics.

Fairfield University is committed to both student safety and personal privacy and recognizes the importance of having confidential resources available who can offer support without initiating a formal report unless requested by the student. However, confidentiality may be limited in certain circumstances. For example, disclosure may be required if there is a serious threat of harm to the reporting party or others, or in cases involving known or suspected abuse or neglect of a minor, as required by state or federal law.

Policy Regarding Timely Warnings And Emergency Notifications

Timely Warnings

Fairfield University is committed to promoting campus safety through timely and transparent communication about potential threats to the community. In compliance with the Clery Act, the University issues Timely Warnings to alert students, faculty, and staff of certain crimes that occur within the University's Clery Act-defined geography when those crimes are determined to pose a serious or continuing threat to campus safety. The purpose of these warnings is to provide community members with enough information to make informed decisions about their personal safety, encourage preventive action, and help mitigate the risk of similar incidents occurring. When deciding whether to issue a warning, the Associate Vice President of Public Safety, or their designee, evaluates each report on a case-by-case basis, taking into account factors such as the type and location of the crime, whether the suspect remains at large, and the potential for future risk to others. Timely Warnings are issued as promptly as possible once sufficient relevant details are available, even if the full scope of the incident is not yet confirmed.

These warnings include a brief description of the incident, the general location and time it occurred, available information about any suspect(s), and recommended safety precautions. Depending on the situation, warnings may be disseminated through multiple communication channels, including university-wide emails, text messages via the Stag Alert emergency notification system, postings on the Fairfield University website, and physical notices in impacted areas. All Timely Warnings are documented and reviewed as part of the University's Clery compliance process. In situations that do not meet the criteria for a Timely Warning but still present an immediate and significant threat to the health or safety of the community, the University may instead issue an Emergency Notification under its broader emergency communication protocols, as described below.

Emergency Notification (Stag Alert)

Fairfield University maintains a comprehensive emergency notification system, known as StagAlert, to promptly inform members of the campus community about significant emergencies or dangerous situations that pose an immediate threat to the health or safety of students or employees on campus, or in the immediate vicinity. Stag Alerts are sent through a program called Finalsite, which is a school-specific mass communication and website platform that includes emergency notification capabilities for campus warnings. It is designed for educational institutions to quickly and reliably inform their communities during a crisis and can send urgent messages across multiple channels simultaneously.

Once such an emergency is confirmed, the University will—without delay, and taking into account the safety of the community—determine the content of the notification and initiate the alert process, unless doing so would, in the professional judgment of responsible authorities, compromise efforts to contain the emergency, respond effectively, or assist a victim. The Department of Public Safety is primarily responsible for confirming the existence of an emergency and coordinating the notification process, in consultation with appropriate University officials and, when necessary, with external public safety agencies. Depending on the nature and location of the threat, notifications may be sent to the entire campus community or to targeted groups.

StagAlert delivers emergency alerts via multiple channels, including voice calls and/or text messages to one mobile number designated by the recipient, as well as e-mail messages sent automatically to the user's University-issued e-mail account. Students, faculty, and staff are reminded at least annually to review and update their emergency contact information. Both students and employees use the University's Workday system to manage their StagAlert emergency notification preferences, and is also where they can update their phone numbers, email addresses, and other contact information. Maintaining accurate and up-to-date information in Workday is essential to ensure that all members of the University community receive timely emergency notifications.

Fairfield University tests the StagAlert emergency-notification system at least once each calendar year. Tests may be announced or unannounced. Each test is documented, including the date, time, nature of the test, whether it was announced or unannounced, the results, and any necessary follow-up actions. Records of each test are retained for a minimum of seven years.

In addition to mobile and email alerts, StagAlert communications may be supplemented by other platforms such as university-wide emails, official social media channels, updates on the University website, and other tools deemed appropriate by the Department of Public Safety. In emergency situations that may have broader implications, Fairfield University may also disseminate

information to the general public—including parents, alumni, local residents, and the media. This external communication is coordinated by the Office of Marketing and Communications, which may issue press releases, post social media updates, or use other public-facing channels. While transparency with external audiences is a priority, such communications are never allowed to delay or interfere with the primary obligation to notify the campus community in a timely manner.

Emergency Response & Evacuation Procedures

In serious emergencies that may significantly impact campus operations, the University may activate its Emergency Operations Plan (EOP) to assess the situation, coordinate resources, and determine the appropriate course of action. In order to effectively respond to such emergencies, Fairfield University maintains a comprehensive emergency management program, led by the Department of Public Safety, which serves as the primary first responder agency. DPS officers are trained in the National Incident Management System (NIMS) and the Incident Command System (ICS), ensuring a consistent and standardized emergency response. Information on how the University notifies the campus community during emergencies can be found in the Emergency Notification and Timely Warning sections of this report, above.

The University's Emergency Operations Plan (EOP) provides an all-hazards framework for prevention, planning, response, recovery, and mitigation. It outlines procedures for incident classification, command structure, evacuation, sheltering, and coordination with external agencies. The EOP is approved by the University's governing body and shared with the State of Connecticut Department of Emergency Services and Public Protection, Region 1, as well as the Fairfield Police and Fire Departments, to ensure regional integration. The University also maintains formal and informal mutual aid agreements with regional public safety agencies and neighboring institutions of higher education. These agreements facilitate coordinated response efforts and resource sharing during large-scale incidents.

Under this plan, emergencies are classified into three threat severity levels to guide response actions:

- **Level I – Monitor:** A minor event with the potential to escalate, such as a severe weather watch or a localized utility disruption. DPS monitors conditions and prepares necessary resources.
- **Level II – Standby:** A situation that poses a credible risk to campus safety, such as a structure fire nearby or a severe storm warning. Additional personnel and resources may be mobilized.
- **Level III – Emergency:** A major incident directly affecting campus operations and requiring immediate and coordinated response—examples include active shooter situations, large

fires, or severe weather events, such as hurricanes. The EOP is fully activated, and the Emergency Operations Center (EOC) may be established.

In the event of an emergency, the Incident Commander (IC), typically the Associate Vice President of Public Safety, leads the University's response. The Incident Commander is supported by the Incident Management Team (IMT), which is composed of University personnel serving in essential functions, including Operations, Planning, Logistics, Public Information, and Finance. During large-scale incidents, the Emergency Operations Center (EOC) becomes the central coordination hub for policy decisions and operational planning. The EOC is typically located within the Department of Public Safety office, but can be relocated to alternate sites if needed. Strategic oversight and policy direction are provided by the Executive Policy Group (EPG), which includes the University President and other senior leaders. The University Fire Marshal also plays a critical role in supporting evacuation planning and coordination with local fire services.

Evacuations may be ordered by the Incident Commander or public safety authorities when an immediate threat to health or safety exists—such as a fire, bomb threat, hazardous materials incident, or other campus emergency. In such situations, all individuals on campus should take the following steps:

- *Follow posted evacuation routes and verbal instructions from the Department of Public Safety (DPS) and other emergency responders*
- *Remain calm and move quickly to avoid congestion or panic*
- *Close doors behind you (without locking) to help contain fire, smoke, or other hazards*
- *Avoid using elevators*
- *Assist individuals with disabilities by directing them to designated Areas of Rescue Assistance and notifying DPS of their location*
- *Proceed to designated assembly areas as directed and remain there until an official "All Clear" is given*
- *Do not re-enter buildings until explicitly authorized by public safety personnel*

Evacuation and relocation sites will be determined at the time of an incident based on its nature, location, and scale. While specific locations will be announced as needed, common sites such as the Barone Campus Center (BCC) and the RecPlex Field House may be used, depending on availability and suitability. Off-campus locations may also be designated in coordination with local emergency officials.

The Department of Public Safety also maintains a confidential electronic registry, within its dispatching software platform, of individuals who may need additional assistance during evacuations, which is routinely updated and shared with first responders. Transportation to

relocation or shelter sites will be coordinated through the University's Emergency Operations Center (EOC) using University shuttles and, if needed, town-provided vehicles, with pickup locations and destinations communicated promptly through official channels.

In some cases, however, individuals may be advised to shelter in place or temporarily relocate within campus rather than fully evacuate. These decisions are guided by the type and level of threat, building conditions, weather, and coordination with emergency response partners. Sheltering in place is used when evacuating may place individuals at greater risk—for example, during an active threat on campus or an unfolding public safety incident. When instructed to shelter in place, individuals should:

- *Stay indoors and move to an interior room above ground level, away from windows*
- *Shut and lock doors and windows; turn off lights and ventilation equipment*
- *Silence mobile phones and remain as quiet as possible*
- *Report your location and headcount to DPS at 203-254-4090*
- *Stay alert to updates via StagAlert, University email, or www.fairfield.edu*
- *Remain sheltered until an official "All Clear" is given by public safety personnel*

2025 Emergency Response and Evacuation Exercise— "Hurricane Lucas"

At least one annual emergency response test or exercise is conducted to evaluate the University's emergency and evacuation procedures. This may take the form of a drill, tabletop exercise, or functional simulation. Tests may be announced or unannounced and are publicized in advance as required. Each test is documented in accordance with Clery Act regulations, including the date, time, type of test, whether it was announced, and a summary of results and any corrective actions taken. In addition, Fairfield University conducts fire drills each semester in all residential buildings to ensure students and staff are familiar with evacuation procedures, information about which can be found in the Fire Safety Report, below.

On February 28, 2025, Fairfield University, in partnership with CohnReznick Advisory, conducted an announced, full-day functional emergency management exercise entitled "Hurricane Lucas." CohnReznick Advisory is a professional services firm that provides emergency management, risk management, operational resilience, and strategic advisory services to organizations preparing for and responding to complex emergencies. Sponsored by the University's Crisis Management Team, the exercise was designed to evaluate the University's ability to coordinate its response to a major emergency affecting campus operations. The scenario involved a simulated Category 1 hurricane making landfall near Fairfield during the academic year, resulting in storm surge, flooding, wind damage, utility disruptions, and impacts to residential and academic operations. CohnReznick

Advisory provided emergency management expertise in support of the exercise's planning, facilitation, and evaluation.

The exercise utilized the Homeland Security Exercise and Evaluation Program (HSEEP) methodology and involved participants from Public Safety, Facilities, Information Technology Services, Residence Life, Human Resources, Communications, Academic Affairs, Finance and Administration, Fairfield Prep, and senior University leadership. The University's Emergency Operations Center was activated, and participants operated within an Incident Command System framework while managing simulated emergency conditions.

Exercise objectives included evaluating operational coordination, situational awareness, emergency communications, public information and warning, emergency decision-making, and Emergency Operations Center functions. The exercise assessed the University's ability to establish a coordinated command structure, maintain a common operating picture, communicate with internal and external stakeholders, and provide timely emergency information to the campus community. The exercise demonstrated strengths in Emergency Operations Center activation, interdepartmental collaboration, continuity of operations, emergency communications, public information management, and dissemination of emergency notifications.

Following the exercise, Fairfield University completed a formal After-Action Report and Improvement Plan. The exercise was documented in accordance with University emergency management procedures and served as Fairfield University's annual test of emergency response and evacuation procedures. A similar exercise took place in July of 2026, focusing on the University's ongoing emergency and recovery plan, in the days and weeks following "Hurricane Lucas." The details of this exercise will be reported in Fairfield University's 2027 ASR.

General Prevention & Awareness Programs

Security Awareness Programs

Fairfield University delivers a comprehensive range of security awareness programs designed to educate students and employees on personal safety, emergency response, and crime prevention. These programs begin during First-Year Student Orientation and continue throughout the academic year in collaboration with the Office of Residence Life and the Office of the Dean of Students.

At the start of each academic year, all first-year students attend a mandatory safety presentation delivered by the Associate Vice President of Public Safety, which provides an overview of campus safety procedures, emergency protocols, reporting options, and available support resources. This presentation provides a foundational overview of campus safety procedures, how to report incidents, and the resources available to support students in emergencies. Students are also

introduced to behavioral expectations and practical safety strategies relevant to both residential life and campus-wide activities. In addition, even prior to arriving on campus, accepted students attend a resource fair where they are given the opportunity to engage directly with Public Safety officers, ask questions, and learn about available services and support.

New employees receive similar information during onboarding sessions coordinated by Human Resources, which include an overview of Fairfield's emergency notification systems, incident reporting protocols, and the role of the Department of Public Safety in maintaining a secure campus environment. As part of this orientation, employees are introduced to campus-wide safety expectations and the procedures in place for handling emergencies. In addition to live instruction, the Department of Public Safety publishes a Faculty/Staff Emergency Guide, which outlines how to respond to a wide range of critical incidents. The guide includes direction for responding to hostile situations, fires and explosions, hazardous material spills, medical emergencies, and other campus threats. It also reinforces the "Run, Hide, Fight" model for violent intruder response. This guide is available to all departments and serves as a critical resource for both new and existing employees to help ensure coordinated, informed responses during emergency events.

Throughout the academic year, the Department of Public Safety offers additional awareness programming—including presentations, targeted outreach, and responsive briefings—ensuring that the campus community remains informed, engaged, and prepared. Fairfield University emphasizes that safety is a shared responsibility. Through its awareness programming, the University encourages all students and employees to remain alert to their surroundings, to report concerning behavior, and to look out not only for their own safety but also for the well-being of others in the community.

Security Escort Service and Emergency Blue Phones

The Department of Public Safety provides a 24-hour Security Escort Service for students, faculty, staff, and visitors who would like assistance traveling safely from one campus location to another. The service is available at any time of day but may be particularly useful during evening and overnight hours, when an individual is traveling alone, or whenever someone feels uncomfortable walking to or from a campus location. Individuals may contact the Department of Public Safety to request an escort between locations on University property, including residence halls, academic and administrative buildings, parking areas, and other campus facilities. The service is intended to provide members of the University community with an additional safety resource and convenient access to Public Safety assistance whenever circumstances warrant.

The University also maintains a network of blue emergency phones strategically located throughout the campus. These highly visible emergency communication devices provide members of the University community with a direct means of contacting the Department of Public Safety

when immediate assistance is needed. Blue emergency phones are located in various outdoor areas and other key locations across campus, with additional emergency phones available within University residential buildings.

When activated, an emergency phone establishes direct communication with Public Safety personnel, allowing the caller to report an emergency, request assistance, or provide information concerning a safety or security concern. The phones serve as an important supplement to cellular telephone access by providing a readily identifiable and dedicated means of reaching Public Safety from locations throughout campus.

Together, the 24-hour Security Escort Service and the University's emergency phone network provide additional layers of safety and direct access to Public Safety personnel, complementing the University's broader emergency communication, patrol, and campus safety programs.

Crime Prevention Programs

The Department of Public Safety leads a robust suite of crime prevention programs aimed at promoting proactive safety practices and fostering a shared sense of responsibility across the Fairfield University community. These programs are designed to educate, empower, and engage students and employees in the prevention of crime and the promotion of community well-being.

For example, in observance of National Crime Prevention Month each October, the Department of Public Safety hosts a weeklong outreach initiative in the Barone Campus Center. This includes educational displays, informational tables, and direct engagement between officers and students. These events focus on topics such as theft deterrence, personal safety, identity protection, and emergency preparedness. Additional outreach, presentations, and training sessions occur throughout the year and are often customized in response to campus trends or concerns.

The Department of Public Safety also maintains a strong partnership with the Office of Residence Life to support crime prevention and student engagement within the residence halls. Once a year, typically in August, the Department of Public Safety meets with the entire professional Residential Life staff to deliver a comprehensive training program entitled "*Promoting a Shared Mission*." This presentation provides an overview of the Department's operations, how to request assistance, its role during incidents and campus events, and protocols for managing campus emergencies. It also reinforces core principles of crime prevention and personal safety. The goal of this annual program is to strengthen the working relationship between Residence Life and Public Safety, and to equip staff with the knowledge they need to support a safe and secure residential environment.

Thereafter, Public Safety personnel regularly attend monthly floor meetings in select residence halls, where Resident Assistants (RA's) meet with their students. These sessions provide an opportunity for officers to deliver important information about the Department of Public Safety's

role, crime prevention strategies, and general security awareness. Additionally, Public Safety personnel participate in select monthly staff meetings between Area Coordinators (AC's) and their Resident Assistants, offering similar updates, guidance, and safety-related insights. These meetings foster collaboration and ensure that residence life staff are kept informed of ongoing safety initiatives and emerging issues affecting their buildings.

The Department of Public Safety also plays a vital role in supporting the safety of Fairfield's international travel programs. A Public Safety representative serves on the University's International Travel and Program Review Committee (ITPRC) and provides pre-departure safety training to faculty leading trips abroad. These sessions cover international travel risks, situational awareness, emergency planning, and crisis response to ensure that all University-sponsored overseas experiences are conducted with the highest level of preparedness and care. Thereafter, the Department of Public Safety, operating on a 24-hour basis, serves as the initial point of contact for students and employees traveling abroad in the event of an emergency and is responsible for coordinating an appropriate institutional response to mitigate potential harm.

Fairfield University encourages all members of the campus community to take an active role in their personal safety and in the security of others. Crime prevention training reinforces this principle by providing practical strategies for reducing risk, recognizing potential threats, and responding appropriately to suspicious or dangerous situations. To assist students in protecting their property, the Department of Public Safety offers a Personal Property Inventory Form, available on the University's website. This tool allows students to document the make, model, serial number, and description of personal belongings—such as electronics, bicycles, or musical instruments—which can aid significantly in recovery efforts in the event of loss or theft. Students are encouraged to complete the form at the start of each semester and update it regularly.

In addition, each April, the Department of Public Safety participates in a campus-wide resource fair where officers engage students in an interactive drunk driving simulator experience. During this event, students wear goggles that simulate alcohol intoxication while attempting to operate a pedal vehicle through a controlled obstacle course. This hands-on activity is designed to reinforce the dangers of impaired driving in a safe, controlled, and educational setting.

Taken together, Fairfield University's crime prevention efforts reflect a dynamic and evolving approach to campus safety—one that leverages education, technology, policy, and engagement to reduce risk and promote a secure learning environment for all.

Behavioral Intervention and Threat Assessment

Fairfield University maintains a Community Threat Assessment Team (CTAT) to help preserve the safety and security of the campus community through early identification and intervention. Established in 2014, the CTAT is a multidisciplinary team that includes representatives from Counseling & Psychological Services, Human Resources, Student Life, Academic Affairs, and the Department of Public Safety. The team meets on an as-needed basis and is empowered to review concerns involving students, employees, or campus visitors who may pose a risk to themselves or others. The purpose of the CTAT is to identify potentially concerning behavior in its early stages and respond in a constructive, coordinated manner—connecting individuals to appropriate resources before issues escalate into dangerous or disruptive incidents. Members of the University community are encouraged to report any safety-related concerns involving threatening, erratic, or disruptive behavior.

Student Support and CARE Team

Fairfield University is committed to fostering a safe and supportive campus environment, recognizing that some students may experience personal, emotional, or academic challenges during their college journey. The University's CARE Team (Coordination, Assessment, Response, and Evaluation) is a multidisciplinary group composed of representatives from the Department of Public Safety, Student Life, Academic Affairs, and other University departments. The team meets regularly to review reports of non-emergency behavioral concerns involving students and coordinates appropriate outreach and support strategies.

Examples of concerns reviewed by the CARE Team include signs of distress, significant changes in behavior, suspected substance use, social withdrawal, or loss of a loved one. Faculty, staff, students, and parents are encouraged to submit a Student of Concern Report when they observe behaviors that may indicate a student is struggling. The CARE Team functions as a proactive early-intervention resource and does not respond to emergencies. Immediate threats should be reported directly to the Department of Public Safety at (203) 254-4090, or by calling 911.

Missing Student Notification Procedure

In accordance with Clery Act, Fairfield University has implemented a clear and comprehensive protocol for responding to reports of missing students. If any member of the University community has reason to believe that a student may be missing—regardless of whether the student resides on campus—they should immediately notify the Department of Public Safety (DPS) at (203) 254-4090. Any University employee who receives a report or credible concern regarding a missing student is likewise required to refer the report to DPS without delay. Time is a critical factor in missing person investigations, and all reports will be acted upon with urgency and professionalism.

Upon receipt of a report, the Department of Public Safety will immediately initiate a preliminary inquiry to determine whether the student is merely unaccounted for or reasonably believed to be missing. This assessment may include consultation with relevant campus offices, including the Office of Residence Life, the Office of the Dean of Students, faculty, or other community members, as appropriate. DPS will employ a range of investigative strategies suited to the circumstances, drawing on available University resources and data systems. This may involve reviewing routine patterns of behavior, contacting associates, or coordinating with campus partners to gather timely and relevant information. Officers are encouraged to exercise sound judgment, adapt their approach as new information emerges, and consider both conventional and creative methods to help resolve each case swiftly and appropriately.

As part of the annual registration and housing process, all students are given the opportunity to identify a general emergency contact. Additionally, students residing in on-campus housing are provided the option to designate a separate *confidential* contact specifically for missing person cases. While students may list the same individual for both purposes, the confidential contact is maintained separately and will be used exclusively in connection with a missing person investigation. This information is accessible only to authorized University officials and law enforcement personnel engaged in such investigations, and it is stored securely in accordance with applicable privacy protections.

If DPS determines that a student is missing, whether or not that student resides in on-campus housing, the University will initiate the following notifications without delay, *and no later than 24 hours after the determination has been made*:

- *Notify the student's confidential missing person contact (if designated)*
- *Notify the student's general emergency contact*
- *Notify the local law enforcement agency with jurisdiction, regardless of whether the student has provided a confidential or emergency contact*
- *If the missing student is under the age of 18 and not emancipated, notify the student's parent or legal guardian, in addition to any other designated contacts*

Fairfield University will always act with urgency and caution when responding to reports of missing students. The Department of Public Safety remains the lead coordinating agency throughout any missing person case, ensuring that all investigative steps, notifications, and communications are carried out thoroughly and in a timely manner. DPS will maintain ongoing coordination with law enforcement, campus departments, and the student's contacts, and will continue efforts to locate the student and protect their well-being until the case is resolved.

University Weapons Policy

All weapons are prohibited on University property. The term "weapons" should be understood to include, but is not limited to, firearms, paint guns, BB guns, air guns, slingshots, bows and arrows, various kinds of knives other than cooking utensils, and various kinds of martial arts devices capable of being used as weapons. Facsimiles, replicas, or reproductions of weapons (e.g., "air soft" guns) are also prohibited. In addition, the possession of fireworks or other dangerous chemicals and propelling any object in such a way as to endanger safety or property are prohibited.

The University recognizes a limited exception to this prohibition for facsimile or replica weapons used in connection with officially approved University productions or academic activities. Such use is subject to prior authorization and must comply with all applicable University policies and safety procedures, including oversight by the Department of Public Safety and adherence to established protocols governing the safe handling, storage, and use of such items.

Violations will likely result in sanctions ranging from student conduct probation to expulsion.

Hazing Policy, Reporting, Prevention, and Transparency

Hazing is expressly prohibited by University policy and may also constitute a violation of Connecticut state law. The University encourages the prompt reporting of suspected hazing and is committed to education and prevention efforts designed to increase awareness, promote healthy group environments, and prevent hazing before it occurs.

Fairfield University Hazing Policy

Fairfield University defines hazing as any activity expected of someone joining a group, or undertaken 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. Hazing is a complex social problem shaped by power dynamics operating within a group or organization and within a particular cultural context.

Hazing activities are generally considered to be physically abusive, hazardous, and/or sexually violating. The specific behaviors or activities within these categories may vary widely among participants, groups, and settings. While alcohol use is common in many types of hazing, examples of hazing practices include, but are not limited to:

- personal servitude
- sleep deprivation and restrictions on personal hygiene
- yelling, swearing at, or insulting members
- being required to wear embarrassing or humiliating attire in public

- consumption of vile substances or placing such substances on another person's skin
- branding
- physical beatings
- binge drinking and drinking games
- sexual simulation; and
- sexual assault

Forced or expressly mandated participation is not necessary for conduct to constitute hazing under University policy. If an individual feels that they will not be considered a fully participating member of the group or will be ostracized or otherwise disadvantaged for declining to participate in particular behaviors, such implied coercion may constitute hazing.

The University's policy recognizes the following forms of hazing:

Subtle Hazing: Behaviors that emphasize a power imbalance between members of a group or team. These types of hazing are often taken for granted or accepted as harmless or meaningless but breach reasonable standards of mutual respect and subject members to ridicule, embarrassment, and/or humiliation.

Harassment Hazing: Behaviors that cause emotional anguish or physical discomfort in order to make an individual feel that such conduct is necessary to become or remain part of the group. Harassment hazing may confuse, frustrate, or cause undue stress for members.

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

Given the serious nature of hazing, students found responsible for violating Fairfield University's hazing policy will, at a minimum, be placed on student conduct probation and may be subject to dismissal or expulsion.

Reporting Hazing

Fairfield University strongly encourages students, faculty, staff, and other members of the University community to promptly report suspected hazing.

Emergencies or situations involving an immediate threat to health or safety should be reported by calling 911 or the Fairfield University Department of Public Safety at (203) 254-4090. Public Safety is available 24 hours a day, seven days a week. Non-emergency concerns involving hazing may be reported to the Fairfield University Department of Public Safety, the Office of the Dean of Students, the Department of Athletics, or another appropriate University official. Reports may also be

submitted through the University's available online reporting mechanism ([Confidential Reporting Form](#)), or through the LiveSafe app.

Individuals are encouraged to report information concerning possible hazing even when they are uncertain whether the conduct ultimately constitutes hazing under University policy. Reports should include as much information as possible concerning the conduct, persons or organizations involved, location, and circumstances so that the University can appropriately evaluate and respond to the reported conduct.

Fairfield University prohibits retaliation against individuals who make good-faith reports of hazing or participate in an investigation or University process concerning reported hazing.

Investigation and Response to Reports of Hazing

Fairfield University reviews reports of suspected hazing and, when appropriate, investigates the circumstances to determine whether University policies have been violated and what responsive or disciplinary measures are warranted.

Reports alleging hazing by a student or student organization are reviewed by the Office of the Dean of Students, regardless of whether the report was initially submitted to that office, the Department of Public Safety, or another University official. The Office of the Dean of Students may gather and review relevant reports, documents, witness information, and other available evidence. Interim measures may be imposed at any point when necessary to protect the health, safety, security, or well-being of members of the University community; protect property; or prevent disruption of University operations.

When there is sufficient information indicating that a student or student organization may have violated the University's hazing policy or another provision of the Student Conduct Code, the Office of the Dean of Students provides notice of the alleged violation and refers the matter to the appropriate student conduct process. Depending upon the circumstances, the matter may be resolved through an administrative hearing or referred to an appropriate conduct board. The responding student or student organization is afforded the rights provided under the Student Conduct Code, including the opportunity to respond to the allegations, identify relevant witnesses and information, and have an advisor. Students are notified of the outcome in accordance with the Student Conduct Code and may appeal an eligible decision on the grounds and within the timeframe specified in that Code.

Reports involving conduct that may constitute a criminal offense may also be referred to or investigated by the Fairfield University Department of Public Safety and/or the appropriate law enforcement agency. The University may proceed with its administrative or disciplinary process

regardless of whether a related criminal investigation, arrest, charge, or prosecution is pending. University proceedings are separate from the criminal justice process.

Connecticut Hazing Law

Connecticut General Statutes § 53-23a defines hazing as any action that recklessly or intentionally endangers a person's health or safety in connection with initiation into, affiliation with, or continued membership in a student organization.

Hazing includes, but is not limited to, requiring indecent exposure, extreme mental stress, sleep deprivation, social isolation, unsafe confinement, assault, ingestion of a substance, or other physical activity that could adversely affect a person's health or safety. Institution-sponsored athletic practices, conditioning, competitions, and curricular activities are excluded. A person's express or implied consent is not a defense.

A student organization that violates the statute may be fined up to \$1,500 and lose its organizational rights and privileges for at least one year. An individual member may be fined up to \$1,000. The statute does not preclude prosecution for other crimes or available civil remedies.

Fairfield University's disciplinary process is independent of the criminal justice process. Conduct may violate the University's hazing policy even if it does not result in an arrest, criminal charge, prosecution, or civil action.

Hazing Prevention and Awareness Programs

Fairfield University is committed to preventing hazing through education, awareness, and primary prevention efforts intended to promote healthy group environments and address conduct and group dynamics that may contribute to hazing.

Fairfield University provides students with *Hazing Awareness and Prevention for Students*, an online educational program developed by Vector Solutions and administered by the Office of the Dean of Students. This research-informed course helps students understand the definition and dynamics of hazing; recognize behaviors, warning signs, and risks associated with hazing; understand the potential physical, psychological, disciplinary, and legal consequences of hazing; identify how hazing may be reported; and consider steps they can take to protect themselves and others and prevent hazing within student groups and organizations.

The training is required of all incoming first-year students. In addition, all student-athletes must complete the training each and every year throughout their enrollment at Fairfield University. Completion is mandatory and monitored by the University through the University's Vector Solutions learning-management platform. In addition, any student who registers to participate in a club sport

must read and sign an anti-hazing statement and agreement which defines hazing and the consequences for participating in it.

To promote awareness of the hazing-related requirements recently incorporated into the Jeanne Clery Campus Safety Act, Fairfield University also provides faculty and staff designated as Campus Security Authorities with access to the Clery Center's *We Don't Haze* educational video. The video is distributed through the University's Campus Security Authority notification and training materials and is intended to help faculty and staff understand what constitutes hazing, recognize behaviors and circumstances associated with hazing, and identify incidents that may require reporting.

By increasing awareness among employees who interact with students and student organizations, this educational resource supports the timely identification and reporting of potential hazing incidents and reinforces the University's broader commitment to hazing prevention.

Hazing Statistics & The Campus Hazing Transparency Report

The Jeanne Clery Campus Safety Act, as amended by the Stop Campus Hazing Act, requires institutions to collect and disclose statistics concerning qualifying reports of hazing.

For purposes of compiling the hazing statistics reported in this Annual Security & Fire Safety Report, Fairfield University applies the federal definition of hazing established by the Jeanne Clery Campus Safety Act, as amended by the Stop Campus Hazing Act. Hazing statistics represent reported incidents that meet the federal Clery Act definition of hazing and occur within the University's Clery Act geography. A reported hazing incident does not need to result in a finding of responsibility under University policy to be included in the University's Clery Act crime statistics.

Fairfield University began collecting statistics concerning reported hazing incidents on January 1, 2025, and hazing incident statistics are included in this year's report for each University campus.

In addition to the hazing information and statistics contained in this Annual Security & Fire Safety Report, Fairfield University maintains a separate Campus Hazing Transparency Report pursuant to the Stop Campus Hazing Act.

The Campus Hazing Transparency Report summarizes findings involving established or recognized student organizations that Fairfield University has found responsible for violations of the University's standards of conduct relating to hazing. This differs from the hazing statistics contained in the Annual Security & Fire Safety Report, which are based on reported hazing incidents meeting the federal Clery Act definition and occurring within Clery Act geography. For each qualifying finding of responsibility, the Campus Hazing Transparency Report contains the information required by federal law, including the name of the student organization, a general description of the violation and the University's findings, whether the violation involved the abuse or

illegal use of alcohol or drugs, any sanctions imposed upon the organization, and relevant dates associated with the incident, investigation, finding, and notice to the organization.

The Campus Hazing Transparency Report does not contain personally identifiable information about individual students and is maintained on Fairfield University's publicly accessible website, at the following address: [Fairfield Campus Hazing Transparency Report](#)

Drug, Alcohol, & Substance Misuse Policy Statement

In accordance with federal and state law—including the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Drug-Free Schools and Communities Act (DFSCA)—Fairfield University prohibits the unlawful possession, use, distribution, or manufacture of alcohol and controlled substances by students, employees, and guests on University property, or as part of any University-sponsored activity.

Student Alcohol Policy

Fairfield University upholds Connecticut law and University policy regarding the possession, use, and distribution of alcoholic beverages. No person under the age of 21 may purchase, possess, or consume alcohol. Individuals who are 21 or older may do so only in moderation, and then only as permitted by University policy. In addition, intoxication, public drunkenness, or any alcohol-related behavior that is reckless, abusive, or disruptive to the community is prohibited, regardless of age.

Open consumption of alcohol outdoors is prohibited unless the area has been designated for such use by the University and the event has been registered and approved through the Office of Conference and Event Management or the Office of the Dean of Students. Alcoholic beverages may only be served at University-sanctioned events by a licensed vendor operating under the University's liquor license. Alcohol is permitted at certain athletic events when sold or distributed through the University's license to individuals 21 or older.

Within student residences, alcohol use must be confined to private living areas and may not negatively impact other units. Consumption is prohibited in all common areas, including hallways, stairwells, bathrooms, kitchens, lounges, and porches. Open containers are not permitted in these areas, and no alcohol may be consumed or transported in public spaces. Townhouse porches, apartment hallways, and shared lounges are also alcohol-free. Additionally, students may not possess kegs, beer balls, common containers over 64 ounces (whether empty or full), or large quantities of alcohol intended for communal use. Brewing, fermenting, or manufacturing alcohol on campus is also strictly prohibited, regardless of age.

When alcohol is present at a gathering, hosts are responsible for ensuring compliance with all applicable laws and University policies, including preventing underage drinking. Connecticut law holds social hosts liable for serving alcohol to minors, even if the host is also a minor. Individuals who charge admission to an event where alcohol is served, or who collect money for cups, ice, or mixers as a proxy for alcohol sales, may be subject to criminal penalties under state law. Students hosting social gatherings in their residence hall room are limited to 12 individuals. If alcohol is present, all individuals in the room must be 21 or older. Hosts are responsible for ensuring that no alcohol is served or consumed by minors.

No student may bring alcohol into any University-sponsored event or venue, including on University-provided transportation. Students found attempting to do so will have the alcohol confiscated, may be denied entry or removed from the event, and may be referred for disciplinary action. Refunds will not be issued under these circumstances. Clubs and student organizations may not serve or permit alcohol at events without prior written approval from the Office of Student Engagement. Individuals who appear intoxicated—such as those vomiting, unable to walk without assistance, speaking incoherently, or exhibiting disruptive behavior—may be removed from campus events or referred for medical evaluation and discipline. Such behavior may result in disciplinary action, regardless of the individual's age or whether alcohol consumption occurred on or off campus.

Sanctions for alcohol violations range from a formal warning to suspension or expulsion, and may include fines, reflection papers, mandatory educational programs, substance misuse assessments, community service hours, loss of housing, parental notification, or other conditions based on the severity of the violation.

Student Drug Policy

Fairfield University prohibits the use, possession, or distribution of other illicit or controlled substances not lawfully prescribed, including narcotics, hallucinogens, stimulants, and drug paraphernalia (e.g., bowls, bongs, rolling papers, grinders, pens, scales). Further, although Connecticut law permits limited medical and recreational cannabis use, Fairfield University is required to comply with federal law. In accordance with the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act, all cannabis use, possession, cultivation, or distribution is prohibited on campus and at University-sponsored events—regardless of age, prescription status, or state law.

Students found in possession of another person's prescription medication or engaging in the distribution of any controlled substance—regardless of intent to sell—will be subject to disciplinary action. Disciplinary sanctions for drug and alcohol violations range from formal warnings and

educational programming to drug misuse assessments, housing removal, probation, as well as suspension or expulsion, depending on the nature and severity of the conduct. Violations of drug or alcohol laws may also result in criminal prosecution, ineligibility for federal student aid, and other serious legal consequences. Where appropriate, the University may refer cases to local, state, or federal law enforcement agencies.

FERPA Parental Notification – Alcohol and Drug Violations

Fairfield University may notify the parents or legal guardians of students under the age of 21 when the student is found responsible for a disciplinary violation involving alcohol or controlled substances. This is permitted under the *Family Educational Rights and Privacy Act (FERPA)*. Parental notification is considered when violations are serious, repeated, or pose a risk to the student's health, safety, or standing with the University. The intent is to support student well-being and reinforce shared accountability.

Hazing and Alcohol

The misuse of alcohol is frequently linked to hazing, which is strictly prohibited by Fairfield University and Connecticut state law. Any behavior that pressures, coerces, or encourages individuals to consume alcohol as a condition of joining or remaining in a group constitutes hazing and may result in suspension, expulsion, or referral for criminal prosecution.

Step-Up Stags (Amnesty Policy)

Fairfield University's *Step-Up Stags* amnesty policy is designed to reduce barriers to seeking emergency assistance in cases involving alcohol or drug use. A student who, in good faith, seeks help for themselves or another individual—such as by calling Public Safety or medical personnel—may be granted amnesty from conduct sanctions for minor violations (e.g., underage possession or personal use). This policy is grounded in harm reduction and bystander intervention models and is administered at the discretion of the Dean of Students.

Employee Drug & Alcohol Policy

All employees are subject to Fairfield University's drug-free workplace policy, which prohibits the unlawful possession, use, sale, or distribution of drugs or alcohol on University property, or during University-sponsored activities. Employees are expected to report to work unimpaired and remain free from the influence of alcohol, illegal drugs, or the misuse of prescription medications while on duty. The appropriate use of prescribed or over-the-counter medication is permitted, provided it does not impair job performance or safety.

Employees should promptly notify Human Resources of any job-related restrictions, and the University will comply with all applicable laws regarding reasonable accommodations. Employees seeking support for substance-related concerns are encouraged to contact Human Resources or utilize the University's Employee Assistance Program (EAP) for confidential assistance. Violations of this policy may result in disciplinary action and, where appropriate, referral for criminal prosecution.

Drug and Alcohol Abuse Prevention and Notification Programs

As a condition of participation in Title IV federal student financial aid programs, Fairfield University certifies that it has adopted and implemented a comprehensive Drug and Alcohol Abuse Prevention Program (DAAPP) available to all students and employees. These programs are designed to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol, while promoting education, early intervention, and ongoing support.

Fairfield University's prevention initiatives are coordinated by Counseling & Psychological Services, with the goal of fostering a healthy and informed campus culture. The following programs and initiatives are part of Fairfield University's DAAPP and may be tailored for general education, high-risk populations (e.g., student-athletes or residents), or targeted outreach:

Get Inclusive Online Programming

Prior to arriving on campus, all first-year students are required to complete *Get Inclusive*, an online alcohol education program. The course uses interactive modules to educate students about the risks and consequences of alcohol use and empowers them to make informed, responsible choices.

Athletics Compliance Trainings

All student-athletes participate in mandatory drug and alcohol education as part of their annual compliance meetings at the start of each academic year. These sessions address the physical and psychological effects of substance use, NCAA rules, the implications of using banned substances or illegal drugs, and drug testing protocols. Alcohol consumption is also covered, with reminders about the legal drinking age and the consequences of underage use.

Step-Up Stags

As part of Fall Orientation, incoming students participate in *Step-Up Stags*, a program focused on bystander intervention and Fairfield's amnesty policy. The initiative is designed to increase students' capacity and willingness to intervene when a peer may be in danger

due to alcohol use or other risky behavior. It also addresses how bystander action can reduce the likelihood of drug misuse, sexual assault, and other serious consequences.

FYE

The First-Year Experience (FYE) at Fairfield University helps new students transition into the academic and social life of the institution, with a strong emphasis on personal development and community engagement. Each student is paired with a New Student Leader (NSL) and a Community Associate (CA), both of whom serve as mentors throughout the fall semester.

Weekly FYE seminars cover topics such as time management, academic planning, homesickness, and resilience—but also focus significantly on safety and alcohol and drug education. Students learn practical strategies for avoiding underage alcohol consumption and drug use, receive training in bystander intervention, and are introduced to campus resources for support. These sessions aim to equip students with the tools needed to make responsible and healthy choices.

Alcohol-Free Programming

Students are encouraged to participate in the many alcohol-free events and activities held regularly throughout the semester. These programs offer fun and inclusive alternatives to alcohol-centered socializing. Information about upcoming events can be found on *Life@Fairfield*, the University's student engagement platform.

Ongoing Prevention Events

Throughout the academic year, the University offers additional educational events in high-traffic areas like the student center. These events focus on topics such as standard drink measurements, harm-reduction strategies, and the effects and consequences of alcohol use. Signature programs include the *Wellness Fair*, *Fresh Check*, and *The Bar Exam*, where students engage with simulation tools like Fatal Vision goggles to better understand blood alcohol concentration (BAC) levels and impairment. These events also incorporate consent education, especially in contexts involving alcohol, and often include collaborations with student groups and campus departments. In addition, the University offers several Naloxone training sessions each year, open to both on- and off-campus students, to equip participants with the knowledge and skills to respond to opioid overdoses.

Drug and Alcohol Education Workshops

Educational presentations on drug and alcohol misuse are available upon request for students, faculty, and staff. These workshops are designed to inform the campus

community about the health, legal, and social consequences of substance use and misuse, while reinforcing prevention strategies and support resources.

In addition to the information outlined in this report, a complete listing of Fairfield University's substance misuse prevention and education programs can be found on the Counseling & Psychological Services' public resource page, located here: [C&PS Resource Page](#). This page includes detailed descriptions of harm-reduction initiatives, educational workshops, early intervention services, and campus-wide prevention campaigns aimed at addressing alcohol and other drug misuse among students. The resource is maintained by Counseling & Psychological Services and is updated regularly to reflect current offerings and programming.

In addition to these campus-wide efforts, Fairfield University offers two structured, confidential interventions for students referred through the Dean of Students Office in coordination with Counseling & Psychological Services:

- *CHOICES* is a psychoeducational group intervention designed to help students reflect on their alcohol/cannabis/other drug use, correct misperceptions, and explore the impact of their choices. It promotes harm reduction and encourages healthier decision-making through open, motivational interviewing-based discussions.
- *Substance Misuse Assessment (SMA)* is a one-on-one clinical screening for students documented in more serious substance-related incidents. It combines a validated screening tool (SASSI) with a biopsychosocial evaluation to assess risk factors and offer supportive resources. Follow-up counseling is offered on a voluntary basis.

Both programs are designed to be nonjudgmental, educational, and student-centered. Completion is tracked through "attendance-only" notifications from the Counseling & Psychological Services Department to the Office of the Dean of Students to ensure confidentiality.

Annual Notification under the Drug-Free Schools and Communities Act (DFSCA)

To comply with the *Drug-Free Schools and Communities Act*, Fairfield University distributes, in writing each year, a summary of its drug and alcohol policies and programs to all students enrolled for academic credit and to all employees. This annual notification includes:

- *Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees*
- *A list of applicable legal sanctions under federal, state, or local laws for the unlawful possession or distribution of illicit drugs and alcohol*

- *A description of the health risks associated with the misuse of alcohol or illicit drugs; <https://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body>, <https://www.samhsa.gov/adult-drug-use>*
- *A list of drug and alcohol programs (counseling, treatment, rehabilitation, and reentry) that are available to students and employees*

This annual notification is distributed electronically at the start of each academic year to all enrolled students and current employees. While the annual notification is a separate federal requirement, Fairfield ensures that content in this Clery Report aligns with DFSCA distribution materials to maintain consistent messaging and institutional compliance.

Additional Substance Use Awareness and Support Resources

While the extent of alcohol and drug use varies across college campuses, many students do not engage in substance misuse. Nonetheless, alcohol and drugs are present in many campus environments and, when combined with other risk factors, can negatively affect student health, academic success, and well-being.

Fairfield University encourages students and employees to seek support early and often. The following confidential services are available:

University Resources

- **Counseling & Psychological Services** – Jogues Hall | 203-254-5566, Monday through Friday, 8:30 am-4:30 pm
- **Fairfield University Substance Misuse Program** – Includes assessments and group experiences | 203-254-5566, Monday through Friday, 8:30 am-4:30 pm
- **Campus Ministry** – Egan Chapel of St. Ignatius Loyola | 203-254-4000, ext. 2550
- **Office of the Dean of Students** – Barone Campus Center, 4th Floor | 203-254-4211
- **Counseling & Psychological Services On Call Counseling Service** -- Call 203-254-5566 (and press "1") to speak with the on-call counselor, after 4:30 pm and before 8:30 am, Monday through Friday, and also 24/7 on Saturdays and Sundays

Off-Campus Resources

- **Fairfield Counseling Services** – 125 Penfield Road, Fairfield, CT | 203-255-5777
- **Alcoholics Anonymous** – 866-STEPS12 | www.ct-aa.org
- **Narcotics Anonymous** – 800-627-3543 | www.na.org
- **Alcohol Addiction Center** – 866-278-8150 | alcoholaddictioncenter.org
- **988 Suicide & Crisis Lifeline**

These services offer education, counseling, prevention, and recovery and crisis support. Fairfield University remains committed to fostering a safe, healthy, and supportive campus environment.

State and Federal Drug and Alcohol Laws

Fairfield University is committed to ensuring that students and employees understand the legal consequences of substance-related offenses. In compliance with Clery and DFSCA regulations, the University provides access to comprehensive information on Connecticut and federal drug and alcohol laws. This information can be found in the Student Handbook and in the Resources and Compliance Statements section of the University website ([Fairfield University Resources and Compliance Statements](#)). These resources summarize:

- Connecticut State Laws, including penalties for illegal possession, distribution, underage alcohol use, and DUI violations, with enhanced sanctions for offenses near schools or involving minors.
- Federal Drug Laws, particularly those under Title 21 of the U.S. Code, which outline offenses related to drug trafficking, conspiracy, and possession, with significant penalties for violations near protected areas or involving minors.

Violations of these laws may result in University disciplinary action, criminal prosecution, and loss of federal student aid eligibility. Students and employees are encouraged to consult official sources, including the Connecticut General Statutes ([Connecticut General Statutes](#)), and the U.S. Drug Enforcement Administration ([DEA Official Website](#)), for the most current legal information.

Clery Act–Required Education, Prevention, and Response Procedures for Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Fairfield University maintains a strong commitment to ensuring that its learning and working environment is free from sexual misconduct, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking. The University’s prevention, education, and response measures are implemented in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Violence Against Women Act (VAWA) amendments, and applicable Connecticut law.

The University addresses sexual misconduct through a comprehensive framework that incorporates proactive prevention and awareness efforts, clearly defined policies and procedures, accessible support services for affected individuals, and enforcement mechanisms to hold violators accountable. All students and employees are expected to familiarize themselves with these policies, understand their rights and responsibilities under University policy and state law, and make use of available reporting and support resources when necessary.

The University's prevention and awareness programming is conducted on an annual and ongoing basis. These initiatives are designed to reduce the occurrence of sexual misconduct and related crimes, promote a clear understanding of consent, and encourage active bystander intervention. In addition, the University has established response procedures that are applied consistently upon receipt of a report of sexual assault, dating violence, domestic violence, or stalking. These procedures set forth the available resources, reporting channels, and investigative processes that guide the University's response and ensure that all matters are addressed promptly, equitably, and in accordance with applicable law and policy.

Sex-Based Harassment, Discrimination & Retaliation Policy: Prevention & Awareness Programs

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Violence Against Women Act (VAWA) amendments, and applicable Connecticut law, the University prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking, as defined for Clery Act purposes and under Connecticut law (see *Definitions* section of this report). These prohibitions apply to all students, faculty, staff, and third parties.

The University's prevention strategy is comprehensive, integrating education, awareness, primary prevention, and effective response into a unified framework. Programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for effectiveness. They address risk and protective factors at the individual, relationship, institutional, community, and societal levels, with the goal of building a culture of respect, accountability, and safety.

Fairfield University provides primary prevention and awareness programs for all incoming students and new employees, as well as ongoing prevention and awareness campaigns for all members of the University community throughout the academic year. These programs are delivered annually, as required under the Clery Act and VAWA amendments. Primary prevention programs are designed to stop misconduct before it occurs by promoting healthy relationships, positive communication, safe bystander intervention, and the reduction of risk factors associated with sexual and gender-based violence.

Ongoing campaigns and training sessions reinforce these messages by communicating the University's policies on sexual misconduct, providing Connecticut's definitions of relevant offenses and the definition of consent, promoting normative messaging that supports healthy social norms, addressing the connection between substance use and sexual assault, and offering practical strategies for bystander intervention and risk reduction that avoid victim-blaming. These initiatives are delivered through orientations, classroom presentations, in-person trainings,

awareness events, and targeted campaigns, ensuring that prevention and response efforts remain consistent, sustained, and accessible to all members of the campus community.

Bystander engagement is a central component of the University's prevention efforts. Bystander intervention refers to safe and positive actions that may be carried out by an individual or group to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. This includes recognizing situations of potential harm, understanding institutional and cultural conditions that may facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action in a way that prioritizes personal safety. Participants are encouraged to take an active role in preventing harm by calling for help, using intervention-based strategies, identifying allies, or creating safe distractions.

Risk reduction strategies are also incorporated into prevention programming. These strategies are designed to decrease perpetration and bystander inaction, increase empowerment for victims to promote safety, and help individuals and communities address conditions that facilitate violence. All risk reduction education is presented in a manner that avoids victim-blaming and instead emphasizes shared community responsibility and environmental prevention approaches.

2025 Prevention and Awareness Programs Explained

In 2025, Fairfield University implemented the following prevention and awareness activities (records of these activities are maintained for compliance and assessment purposes):

Date	Event Name	Audience	Prevention Content / Compliance Category
Mar. 25	Wellness Fair Table Event	General campus community	Risk reduction strategies; healthy relationships; substance use awareness
Apr. 1	Sexual Assault Awareness Month Event	General campus community	Sexual assault prevention; consent education; resource connections
Apr. 9	SA Awareness Table event	General campus community	Sexual assault prevention; consent education; resource connections
Apr. 13	SA Awareness Table event / Golf Cart	General campus community	Sexual assault prevention; consent education; resource connections

Date	Event Name	Audience	Prevention Content / Compliance Category
Apr. 29	Cram Jam Table Event	Bellarmine Students	An academic and wellness support event; providing students and adults with information on the Equity Office.
Apr. 29	Healthy Habits W. Fair	General campus community	Key initiatives for Alcohol Awareness Month and Sexual Assault Awareness Month
May 14	Consent in Motion / Golf Cart	Campus	Outreach to connect with students across campus. Engaging students in conversation in consent and bystanders.
Jul. 22	TIX Training	Bellarmine students	Consent education; Title IX overview; bystander intervention
Aug. 25	New Student Leader Training	Student leaders	Consent; bystander intervention; peer support roles
Aug. 25	Residence Life & CPA Training	Residence Life & CPA staff	Sexual misconduct policies; reporting obligations; bystander skills
Aug. 30	Step Up Stags Training	Entire incoming student class	Bystander intervention; consent; healthy relationships
Sep. 18	“What if I Share my Story” FYE Table event	First-year students	Consent; sexual misconduct prevention; bystander skills
Oct. 1	Light Vigil	General Campus	Gather to honor the lives lost to domestic violence, support survivors, and stand together as a community of hope and healing.
Oct. 6	Fresh Check Day / Consent Tabling Event	General campus community	Interactive expo booths, peer-to-peer messaging, support of multiple campus departments

Date	Event Name	Audience	Prevention Content / Compliance Category
Oct. 17	Consent in Motion / Golf Cart	Campus	Outreach to connect with students across campus. Engaging students in conversation in consent and bystanders.
Oct. 8, 15, 22, 29	Yoga DV awareness	Group participants	The Recreation Dept. holds Yoga classes every Wednesday in October. The instructor sets the class's intention in recognition of Domestic Violence Awareness.
Oct. 10, 17, 24, 31	Yoga DV awareness	Group participants	The Recreation Dept. holds Yoga classes every Wednesday in October. The instructor sets the class's intention in recognition of Domestic Violence Awareness.

These events incorporated prevention content such as understanding consent, recognizing warning signs of abusive behavior, responding to disclosures, intervening safely as a bystander, and connecting individuals to on-campus and community resources. Programs were delivered through in-person trainings, interactive table events, and awareness campaigns, often including games, peer-to-peer education, and resource distribution. Several events were linked to broader wellness and prevention initiatives, such as Fresh Check Day for mental health promotion and suicide prevention, and domestic violence awareness activities in partnership with the Center for Family Justice.

Applicable Connecticut Definitions

For educational and awareness purposes, the following definitions apply under Connecticut law:

- **Dating Violence** – Under *Conn. Gen. Stat. § 46b-38a*, dating violence means violence committed by a person in, or who has recently been in, a dating relationship with the victim. A “dating relationship” is a social relationship of a romantic, intimate, or sexual nature determined by the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved. Dating violence may include physical harm, bodily injury, assault, or threats of such harm.
- **Domestic Violence** – Under *Conn. Gen. Stat. § 46b-38a*, domestic violence means an incident resulting in physical harm, bodily injury, assault, or the infliction of fear that

physical harm, bodily injury, or assault will occur, between family or household members. “Family or household members” include current or former spouses, persons related by blood or marriage, persons who are cohabiting or who have cohabited, persons who have a child in common (regardless of whether they have lived together), and persons in, or who have recently been in, a dating relationship.

- **Sexual Assault** – Defined across *Conn. Gen. Stat. §§ 53a-70 through 53a-73a*, sexual assault includes a range of non-consensual sexual contact or conduct. This includes, but is not limited to, engaging in sexual intercourse or sexual contact without consent; engaging in sexual intercourse with someone who is physically helpless, mentally incapacitated, or under the age of consent; or engaging in sexual contact with someone through the use of force, threats, or coercion. Sexual assault encompasses multiple degrees, including aggravated forms involving use of a weapon, multiple perpetrators, or causing serious physical injury.
- **Stalking** – Under *Conn. Gen. Stat. § 53a-181d*, stalking occurs when a person willfully and repeatedly follows or lies in wait for another person, or repeatedly causes the other person to be contacted in a way that would cause a reasonable person to fear for their physical safety, the safety of others, or to suffer emotional distress. This can include in-person following, surveillance, or use of electronic communications to track or harass.
- **Consent** – Under *Conn. Gen. Stat. § 53a-65*, consent means an informed, freely given, and mutually understood agreement to engage in sexual activity. Consent must be active, not assumed, and may be revoked at any time. A person cannot consent if they are under the statutory age of consent, incapacitated due to drugs, alcohol, or other causes, unconscious, asleep, or coerced through force, threats, or intimidation. Past sexual history, manner of dress, or prior relationships do not constitute consent.

The Clery Act definitions of these offenses are provided in the “Policy & Response Procedures” section of this report.

Sex-Based Harassment, Discrimination & Retaliation Policy: Policy & Response Procedures

The University’s procedures for responding to reports of dating violence, domestic violence, sexual assault, and stalking are set forth in the Sex-Based Harassment, Discrimination & Retaliation Policy, included in full below. The inclusion of this policy fulfills the Clery Act’s requirement to describe the institution’s procedures once an incident is reported, including preserving evidence and protecting the safety of the complainant; explaining reporting options and available supportive measures; outlining investigation, hearing, and appeal processes; providing written notification of rights, resources, and accommodations; and ensuring a prompt, fair, and impartial resolution

process. By incorporating the complete policy text within this report, the University ensures that all students, employees, and other members of the campus community have immediate access to its detailed procedures in one place. This approach guarantees that every Clery-required element—such as disciplinary procedures, protective measures, victim rights, and available resources—is documented in a manner that is both comprehensive and consistent with University practice.

1. Glossary

The following glossary provides definitions of key terms as used in Fairfield University’s Sex-Based Harassment, Discrimination & Retaliation Policy. These definitions are provided to ensure clarity and consistency in the application of the policy and related procedures.

- **Advisor** means a person chosen by a party or appointed by the institution to accompany the party to meetings related to the Resolution Process, to advise the party on that process, and to conduct questioning for the party at the hearing, if any.
- **Complainant** means an individual who is alleged to be the victim of conduct that could constitute harassment or discrimination based on sex; or retaliation for engaging in a protected activity.
- **Confidential Resource** means an employee who is not an Employee with a Responsibility to Report and may not share with the Title IX Coordinator when they have received notice of harassment, discrimination, and/or retaliation (irrespective of Clery Act Campus Security Authority status).
- **Day** means a business day when the University is in normal operation. This does not include weekends or holidays when University offices are closed.
- **Decision-maker** under Process A means the person who hears evidence, determines relevance, and makes the Final Determination of whether this Policy has been violated and/or assigns sanctions. This person is also referred to as the “Chair” under Process A.
- **Directly Related Evidence** is evidence connected to the complaint, but which is neither inculpatory (tending to prove a violation) nor exculpatory (tending to disprove a violation) and cannot be relied upon by the investigation report or Decision-maker. Compare to Relevant Evidence, below.
- **Education program or activity** means locations, events, or circumstances where the University exercises substantial control over both the Respondent and the context in which the sexual harassment, discrimination, and/or retaliation occurs and also includes any

building owned or controlled by a student organization that is officially recognized by the University.

- **Employee with a responsibility to report** means an employee of the University who is obligated by policy to share knowledge, notice, and/or reports of harassment, discrimination, and/or retaliation with the Title IX Coordinator.
- **Final Determination** means a conclusion by the standard of proof that the alleged conduct did or did not violate policy.
- **Finding** means a conclusion by the standard of proof that the conduct did or did not occur as alleged (as in a “finding of fact”).
- **Formal Complaint** means a document submitted and signed by a Complainant or signed by the Title IX Coordinator alleging harassment or discrimination based on sex or retaliation for engaging in a protected activity against a Respondent and requesting that the University investigate the allegation.
- **Formal Grievance Process** means “Process A,” a method of formal resolution designated by the University to address conduct that falls within the policies included below, and which complies with the requirements of the Title IX regulations (34 CFR §106.45) and the Violence Against Women Act § 304.
- **Hearing Decision-maker(s)** refers to those who have decision-making and sanctioning authority within the University’s Formal Grievance process (“Process A”).
- **Informal Resolution** means a complaint resolution agreed to by the Parties and approved by the Title IX Coordinator that occurs prior to a formal Final Determination being reached.
- **Investigator** means the person(s) authorized by the University to gather facts about an alleged violation of this Policy, assess relevance, synthesize the evidence, and compile this information into an investigation report of Relevant Evidence and a file of Directly Related Evidence.
- **Notice** means that an employee, student, or third party informs the Title IX Coordinator or other Official with Authority of the alleged occurrence of harassing, discriminatory, and/or retaliatory conduct.
- **Official with Authority (OWA)** means an employee of the University explicitly vested with the responsibility to implement corrective measures for harassment, discrimination, and/or retaliation on behalf of the University. At Fairfield University, only employees who work in the Office of Equity are OWA.

- **Parties** include the Complainant(s) and Respondent(s), collectively.
- **Process A** means the Formal Grievance Process detailed in this policy.
- **Process B** means the administrative resolution procedures detailed in this policy that apply only when Process A does not, as determined by the Title IX Coordinator.
- **Relevant Evidence** is evidence that tends to prove (inculpatory) or disprove (exculpatory) an issue in the complaint.
- **Remedies** are post-Final Determination actions directed to the Complainant and/or the community as mechanisms to address safety, prevent recurrence, and restore access to the University's education program.
- **Respondent** means an individual who has been reported to be the perpetrator of conduct that could constitute harassment or discrimination based on sex; or retaliation for engaging in a protected activity.
- **Resolution** means the result of an Informal or Formal Grievance Process.
- **Sanction** means a consequence imposed on a Respondent who is found to have violated this Policy.
- **Sexual Harassment** is the umbrella category including the offenses of sexual harassment, sexual assault, stalking, dating violence, and domestic violence.
- **Threat Assessment Team** works to preserve the safety and security of the University Community. The Team is also a proactive mechanism to identify and address members of the community that may pose a danger to self, others and/or both. The Team is chaired by the Associate Director of Public Safety and includes representatives from Counseling & Psychology Services, Human Resources, Student Life, Academic Affairs, and Public Safety.
- **Title IX Coordinator** is the official designated by the University to ensure compliance with Title IX and the University's Title IX program. References to the Coordinator throughout this policy may also encompass a designee of the Coordinator for specific tasks.
- **Title IX Team** refers to the Title IX Coordinator, Deputy Title IX Coordinators, and any other administrators of the grievance processes outlined in this policy.
- **University** means Fairfield University, a postsecondary education program that is a recipient of federal funding.

2. Applicable Scope

The core purpose of this policy is the prohibition of sex-based discrimination and retaliation. Sometimes, discrimination involves exclusion from or different treatment in activities, such as admission, athletics, or employment. At other times, discrimination takes the form of harassment or, in the case of sex-based discrimination, it can encompass sexual harassment, sexual assault, stalking, sexual exploitation, dating violence, or domestic violence. When an alleged policy violation is reported, the allegations are subject to resolution using the University's "Process A" or "Process B," as determined by the Title IX Coordinator, and as detailed below.

When the Respondent is a member of the University community, a Formal Complaint may be filed and a grievance process may be available depending on the status of the Complainant. This community includes, but is not limited to, students, student organizations, faculty, administrators, staff, and third parties such as guests, visitors, volunteers, vendors, contractors, invitees, and campers. The procedures below may be applied to incidents, to patterns, and/or to the institutional culture/climate, all of which may be addressed and investigated in accordance with this Policy.

The University recognizes that reports and/or Formal Complaints under this Policy may include multiple forms of discrimination and harassment as well as violations of other University policies; may involve various combinations of students, employees, and other members of the University community; and may require the simultaneous attention of multiple University departments. Accordingly, all University departments will share information, combine efforts, and otherwise collaborate, to the maximum extent permitted by law and consistent with other applicable University policies, to provide uniform, consistent, efficient, and effective responses to alleged discrimination and harassment or retaliation.

3. Title IX Coordinator

The Sr. Director, Equity, Dylan H. Gordon, serves as the Title IX Coordinator. The Title IX Coordinator has the primary responsibility for coordinating Fairfield's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remedy, and prevent discrimination, harassment, and retaliation prohibited under this policy.

4. Independence and Conflict of Interest

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy and these procedures. The members of the Title IX Team are vetted and trained to

ensure they are not biased for or against any party in a specific complaint, or for or against Complainants and/or Respondents, generally.

To raise any concern involving bias or conflict of interest by the Title IX Coordinator, contact the Vice President for Human Resources at hr@fairfield.edu, (203) 254-4080 or internal extension #2277.

Concerns of bias or a potential conflict of interest by any other Title IX Team member should be raised with the Title IX Coordinator.

Reports of misconduct or discrimination committed by the Title IX Coordinator should be reported to the Vice President for Human Resources at hr@fairfield.edu, (203) 254-4080 or internal extension #2277. Reports of misconduct or discrimination committed by any other Title IX Team member should be reported to the Title IX Coordinator.

5. Administrative Contact Information

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Dylan Gordon, Title IX Coordinator
Marisol Rivera-Barresi, Deputy
Title IX Coordinator
1073 North Benson Road
Fairfield, CT 06824-5195
203-254-4357 (HELP)
Equity@fairfield.edu

Inquiries may be made externally to:

Office for Civil Rights (OCR)
U.S. Department of Education
Lyndon Baines Johnson
Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov; Web: <http://www.ed.gov/ocr>

For complaints involving employee-on-employee conduct, inquiries may also be made externally to:

Equal Employment Opportunity Commission (EEOC)
Boston Area Office JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203-0506
Phone: 1-800-669-4000
Fax: 617-565-3196
TTY: 1-800-669-6820

ASL Video Phone: 844-234-5122

6. Notice/Complaints of Discrimination, Harassment, and/or Retaliation

Fairfield University has classified most employees as Employees with a Responsibility to Report any knowledge they have that a member of the community is experiencing sex-based harassment, discrimination, and/or retaliation. The section below includes information on reporting details, which employees have this responsibility, and their duties, accordingly.

Notice or complaints of sex-based discrimination, harassment, and/or retaliation may be made using any of the following options:

- 1) Submit a report or Formal Complaint with, or give verbal notice to the Title IX Coordinator, 203-254-4357 (HELP) or equity@fairfield.edu. Such a report or Formal Complaint may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator.
- 2) Report online, using the [LiveSafe app](#). The Department of Public Safety ([DPS](#)) will first respond and will notify the Title IX Coordinator, who will provide further information about filing a Formal Complaint. Anonymous reports are accepted via the LiveSafe app but can give rise to a need to investigate to determine if the parties can be identified. If not, no further formal action is taken, though measures intended to protect the community may be enacted. The University tries to provide supportive measures to all Complainants, which may be impossible with an anonymous report that does not identify the Complainant.

Because reporting carries no obligation to initiate a formal response, and because the University respects the Complainant's wishes regarding whether to make a formal complaint unless there is a compelling threat to health and/or safety, the Complainant is largely in control and should not fear

a loss of confidentiality by making a report that allows the University to discuss and/or provide supportive measures.

A Formal Complaint means a document or electronic submission submitted or signed by the Complainant or signed by the Title IX Coordinator alleging a policy violation by a Respondent and requesting that the University investigate the allegation(s). A complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information in the section immediately above, or as described in this section. As used in this paragraph, the phrase “document filed by a Complainant” means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the University) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the complaint, and requesting that the University investigate the allegations.

If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact the Complainant to ensure that a complaint is filed correctly.

7. Supportive Measures

Fairfield University will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and as reasonably available. They are offered without fee or charge to the parties to restore or preserve access to the University’s education program or activity, including measures designed to protect the safety of all parties and/or the University’s educational environment and/or to deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, the Title IX Coordinator will inform the Complainant, in writing, that they may file a formal complaint with the University either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented. Supportive measures will be provided if they are requested, available, and determined to be reasonable. Supportive measures can be requested by contacting the Title IX Coordinator.

The University will maintain the confidentiality of the supportive measures, provided that confidentiality does not impair the University’s ability to provide those supportive measures. The University will attempt to implement measures in a way that does not unreasonably burden any party.

Supportive measures may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services;
- Referral to the Employee Assistance Program;
- Referral to community-based service providers;
- Visa and immigration assistance;
- Assistance with obtaining legal representation;
- Student financial aid counseling;
- Education to the institutional community or community subgroup(s);
- Altering campus housing assignment(s);
- Altering work arrangements for employees or student-employees;
- Safety planning;
- Providing campus safety escorts;
- Providing transportation accommodations;
- Implementing contact limitations (no contact orders) between the parties;
- Academic support, extensions of deadlines, or other course/program-related adjustments;
- Campus No Trespass Warnings;
- Information on applying for protective orders and/or temporary restraining orders;
- Timely Warnings;
- Class schedule modifications, withdrawals, or leaves of absence;
- Increased security and monitoring of certain areas of the campus;
- Any other actions deemed appropriate by the Title IX Coordinator.

Violations of no contact orders or other restrictions will be referred to appropriate student or employee conduct processes for enforcement.

In addition to the above-listed supportive measures, the Title IX Coordinator will inform the Complainant of their right to report or decline to report to local law enforcement, as well as the University's ability to assist in notifying local law enforcement.

8. Emergency Removal

The University can act to remove a student Respondent from its education program or activities partially or entirely on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. This risk analysis is performed by the University's Threat Assessment

Team using its standard objective violence risk assessment procedures. The Threat Assessment Team will share its determination with the Title IX Coordinator.

When an emergency removal is imposed, the Title IX Coordinator will give the student notice of the action and the option to request to meet with the Vice President, Student Life prior to such action/removal being imposed, or within two (2) business days, to show cause why the action/removal should not be implemented or should be modified.

This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested in a timely manner (within two (2) business days), objections to the emergency removal will be deemed waived. A Complainant and their Advisor may be permitted to participate in this meeting if the Title IX Coordinator determines it equitable to do so. This section also applies to any restrictions that a coach or athletic administrator may place on a student-athlete arising from allegations related to Title IX. There is no appeal process for emergency removal decisions.

A Respondent may be accompanied by an Advisor of their choice when meeting with the Vice President, Student Life for the show cause meeting. In advance of the meeting, the Title IX Coordinator will give the Respondent access to a written summary of the basis for the emergency removal prior to the meeting to allow for adequate preparation.

The Vice President, Student Life has sole discretion under this policy to implement or modify an emergency removal and to determine the conditions and duration. The Vice President, Student Life will notify the Title IX Coordinator and the Respondent of their decision in writing. Violation of an emergency removal under this policy will be grounds for discipline within the student or employee conduct processes, which may include expulsion or termination.

The University will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. These actions could include, but are not limited to: removing a student from a residence hall, temporarily re-assigning work if the student is an employee, restricting a student's access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, authorizing an administrative leave, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics.

At the discretion of the Title IX Coordinator, alternative coursework options may be pursued to ensure as minimal an academic impact on the parties as possible.

When the Respondent is an employee, or a student employee, accused of misconduct in the course of their employment, existing provisions for interim action are applicable instead of the emergency removal process.

9. Promptness

Once the University has received notice or a Formal Complaint, all allegations are promptly acted upon. Complaints typically take 60-90 business days to resolve. However, there may be exceptions or extenuating circumstances that may cause a resolution to take longer.

If the general timeframes for resolution outlined in the University procedures will be delayed, the Title IX Coordinator will provide written notice to the parties of the delay, the cause for the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

10. Confidentiality/Privacy

The University attempts to preserve the confidentiality and privacy of reports.

The University will not share the identity of any individual who has made a report or Formal Complaint of harassment, discrimination, or retaliation; any Complainant, any individual who has been reported to be the perpetrator of harassment, discrimination, or retaliation; any Respondent; or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA), 20

U.S.C. 1232g; or its implementing regulations 34 C.F.R. § 99; or as required by law; or to carry out the purposes of 34 C.F.R. Part 106, including any investigation, hearing, or grievance proceeding arising under these policies and procedures.

The University reserves the right to determine which University officials have a legitimate educational interest in being informed about incidents that fall within this Policy, pursuant to the Family Educational Rights and Privacy Act (FERPA).

Only a small group of University officials who need to know will typically be told about the complaint. Information will be shared as necessary with Investigators, Decision-makers, witnesses, and the parties. The circle of people with this knowledge will be kept as tight as possible to preserve the parties' rights and privacy.

The University may contact parents/guardians of students to inform them of situations in which there is a significant and articulable health and/or safety risk, but will usually consult with the student first before doing so.

Confidentiality and reporting responsibilities are addressed more specifically below.

11. Jurisdiction of the University

This Policy applies to the education program and activities of Fairfield University, to conduct that takes place on the campus or on property owned or controlled by the University, at University-sponsored events, and in buildings owned or controlled by the University's recognized student organizations. The Respondent must be a member of the University's community in order for this Policy to apply.

This Policy can also be applicable to the effects of off-campus misconduct that effectively deprive a person of access to the University's educational program or activities. The University may also extend jurisdiction to off-campus and/or to online conduct when the Title IX Coordinator determines that the conduct affects a substantial University interest.

Regardless of where the conduct occurred, the University will address notice/complaints to determine whether the conduct occurred in the context of its employment or educational program or activity and/or has continuing effects on campus or in an off-campus sponsored program or activity. A substantial University interest includes:

- 1) Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeat violations of any local, state, or federal law;
- 2) Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any student, employee, or other individual;
- 3) Any situation that significantly impinges upon the rights, property, or achievements of oneself or others, significantly breaches the peace, and/or causes social disorder; and/or
- 4) Any situation that substantially interferes with the educational interests or mission of the University.

If the Respondent is unknown or is not a member of the University community, the Title IX Coordinator will assist the Complainant in identifying appropriate campus and local resources and support options. If criminal conduct is alleged, the University can assist in contacting local or campus law enforcement if the individual would like to file a police report.

Further, even when the Respondent is not a member of the University's community, supportive measures, remedies, and resources may be provided to the Complainant by contacting the Title IX Coordinator.

In addition, the University may take other actions as appropriate to protect the Complainant against third parties, such as barring individuals from University property and/or events.

All vendors serving the University through third-party contracts are subject to the policies and procedures of their employers, but may also be subject to this Policy.

When the Respondent is enrolled in or employed by another institution, the Title IX Coordinator can assist the Complainant in liaising with the appropriate individual at that institution, as it may be possible to pursue action under that institution's policy.

Similarly, the Title IX Coordinator may be able to assist and support a student or employee Complainant who experiences discrimination in an externship, study abroad program, or other environment external to the University where sexual harassment or nondiscrimination policies and procedures of the facilitating or host organization may give recourse to the Complainant.

12. Time Limits on Reporting

There is no time limitation on providing notice/complaints to the Title IX Coordinator. However, if the Respondent is no longer subject to the University's jurisdiction and/or significant time has passed, the ability to investigate, respond, and/or provide remedies may be more limited or impossible.

Acting on notice/complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of policy) is at the discretion of the Title IX Coordinator, who may document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate.

When notice/complaint is affected by a time delay, the University will apply the policy in place at the time of the alleged misconduct. Typically, this Policy is only applied to alleged incidents that occurred after August 14, 2020. For incidents that occurred prior to August 14, 2020, previous versions of this Policy will apply. Those versions are available from the Title IX Coordinator.

13. Online Harassment and Misconduct

Fairfield University's policies are written and interpreted broadly to include online and cyber manifestations of any of the behaviors prohibited below, when those behaviors occur in or have an effect on the University's education program and activities or when they involve the use of University networks, technology, or equipment.

Although the University may not control websites, social media, and other venues through which harassing communications are made, when such communications are reported to the University, it will engage in a variety of means to address and mitigate the effects.

Members of the community are encouraged to be good digital citizens and to refrain from online misconduct, such as feeding anonymous gossip sites; sharing inappropriate content via social media; unwelcome sexual or sex-based messaging; distributing, or threatening to distribute, nude or semi-nude photos or recordings without consent; breaches of privacy; or otherwise using the ease of transmission and/or anonymity of the Internet or other technology to harm another member of the University community.

Otherwise, such communications are considered speech protected by the freedom of expression. Supportive measures for Complainants will be provided, but protected expression cannot be subjected to discipline.

Off-campus harassing speech by employees, whether online or in person, may be regulated by the University only when such speech is made in an employee's official or work-related capacity.

14. Non-Discrimination Policy

Fairfield University adheres to all federal, state, and local civil rights laws and regulations prohibiting discrimination in private institutions of higher education.

Fairfield University provides equal employment opportunities to all employees and applicants for employment and does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of: race, religion, hearing status, color, sex, pregnancy, political affiliation, source of income, place of business, residence, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability (including perceived disability), age, marital status, family responsibilities, sexual orientation, gender identity, gender expression, veteran or military status (including disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, and Armed Forces Service Medal veteran), predisposing genetic characteristics, domestic violence victim status or any other protected category under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any resolution process on campus, with the Equal Employment Opportunity Commission, the State of Connecticut Commission on Human Rights and Opportunities, or other human rights agencies.

University policy is committed to affirmative action under law in employment of women, minority group members, individuals with disabilities, and protected veterans.

15. Policy on Sexual Harassment

Students, staff, administrators, and faculty are entitled to an employment and educational environment that is free of sexual harassment.

All offense definitions encompass actual and/or attempted offenses.

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

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.

Fairfield has adopted the following definition of sexual harassment in order to address the unique environment of an academic community, which consists not only of employer and employees, but of students as well.

Sexual harassment, as an umbrella category, includes the offenses of quid pro quo harassment, hostile environment sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is defined as:

Conduct on the basis of sex or that is sexual in nature that satisfies one or more of the following:

1) Quid Pro Quo:

- a. an employee of the University,
- b. conditions the provision of an aid, benefit, or service of the University,
- c. on an individual's participation in unwelcome sexual conduct.

2) Hostile Environment Sexual Harassment:

- a. unwelcome conduct,
- b. determined by a reasonable person,
- c. to be so severe, and
- d. pervasive, and,
- e. objectively offensive,
- f. that it effectively denies a person equal access to the University's education program or activity.

Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is below the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances ("in the shoes of the Complainant"), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Conduct that satisfies one or more of the following

3) **Sexual Assault**, defined as:

a. Rape:

- Penetration, no matter how slight,
- of the vagina or anus
- with any body part or object, or
- oral penetration by a sex organ of another person,
- without the consent of the Complainant.

b. Sodomy:

- Oral or anal sexual intercourse with another person,
- forcibly,
- and/or against that person's will (non-consensually), or
- not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

c. Sexual Assault with an Object:

- The use of an object or instrument to penetrate,
- however slightly,
- the genital or anal opening of the body of another person,
- forcibly,
- and/or against that person's will (non-consensually),
- or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

d. Fondling:

- The touching of the private body parts of the Complainant (buttocks, groin, breasts),
- for the purpose of sexual gratification,
- without the consent of the Complainant,

- including instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- e. Incest:
 - Non-forcible sexual intercourse,
 - between persons who are related to each other,
 - within the degrees wherein marriage is prohibited by Connecticut law.
- f. Statutory Rape:
 - Non-forcible sexual intercourse,
 - with a person who is under the statutory age of consent of 16.

4) Dating Violence, defined as:

- a. violence,
- b. on the basis of sex,
- c. committed by a person,
- d. who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - i. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - a) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - b) Dating violence does not include acts covered under the definition of domestic violence.

5) Domestic Violence, defined as:

- a. violence,
- b. on the basis of sex,
- c. committed by a current or former spouse or intimate partner of the Complainant,

- d. by a person with whom the Complainant shares a child in common, or
- e. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
- f. by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Connecticut, or
- g. by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Connecticut.

*To qualify as an incident of Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

6) **Stalking**, defined as:

- a. engaging in a course of conduct,
- b. on the basis of sex,
- c. directed at a specific person, that
 - i. would cause a reasonable person to fear for the person's safety, or
 - ii. the safety of others; or
 - iii. Suffer substantial emotional distress.

For the purposes of this definition—

- Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Fairfield reserves the right to impose any level of sanction, ranging from a reprimand up to and including suspension or expulsion/termination, for any offense under this policy. The more serious offenses are likely to result in suspension/expulsion/termination, where warranted.

Additional Definitions:

Consent: As used in the offenses above, the following definitions and understandings apply to the University's policy on consent to engage in sexual activity:

Force: Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., "Have sex with me or I'll hit you," which elicits the response, "Okay, don't hit me, I'll do what you want.").

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Coercion: Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Affirmative Consent is:

- active,
- clear, and
- voluntary agreement
- by a person
- to engage in sexual activity
- with another person.

At institutions of higher education in the state of Connecticut, affirmative consent is the standard used in determining whether consent to engage in sexual activity was given by all persons who engaged in the sexual activity. Affirmative consent may be revoked at any time during the sexual activity by any person engaged in the sexual activity. It is the responsibility of each person to ensure that they have the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that the affirmative consent is sustained throughout the sexual activity. It shall not be a valid excuse to an alleged lack of affirmative consent that the student or employee responding to the alleged violation believed that the student or employee reporting or disclosing the alleged violation consented to the sexual activity (i) because the responding student or employee was intoxicated or reckless or failed to take reasonable steps to ascertain whether the student or employee reporting or disclosing the alleged violation affirmatively consented, or (ii) if

the responding student or employee knew or should have known that the student or employee reporting or disclosing the alleged violation was unable to consent because such student or employee was unconscious, asleep, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of drugs, alcohol or medication. The existence of a past or current dating or sexual relationship between the student or employee reporting or disclosing the alleged violation and the responding student or employee, in and of itself, shall not be determinative of a finding of affirmative consent.

Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity. Consent can be given by a person's word or actions.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain *their* consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity must cease within a reasonable time.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on the University to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar and previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to BDSM or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying "no" may be part of the kink and thus consensual, so the University's evaluation of communication in kink situations should be

guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

Note: The definition of consent in the state of Connecticut for criminal prosecution of sex offenses differs from the definition used on campus to address policy violations. For purposes of criminal prosecution of sex offenses in the state of Connecticut, consent is not present when a person compels another person to submit to sexual contact by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person, which reasonably causes such other person to fear physical injury to himself or herself or a third person.

Incapacitation: A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated. “Should have known” is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, and how” of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

16. Policy on Other Sex-based Civil Rights Offenses/Discrimination

In addition to the forms of Sexual Harassment described in Section 15. Policy on Sexual Harassment, which will be investigated and resolved using Process A, Fairfield University also prohibits the following offenses as forms of discrimination when the act is based upon the Complainant’s actual or perceived sex. These will be investigated and resolved using Process B.

1) Discriminatory Harassment Based on Sex, defined as:

- a. conduct that meets the definition of Sexual Harassment as described in Section 16. Policy on Sexual Harassment, but that does not take place in the University's education program or activity, or
 - b. conduct that meets the definition of Sexual Harassment as described in Section 16. Policy on Sexual Harassment and takes place within the University's education program or activity, but does not take place in the United States, or
 - c. conduct that does not meet the definition of Sexual Harassment as described in Section 16. Policy on Sexual Harassment, but is unwelcome, sexual, sex-based and/or gender-based, verbal, written, online and/or physical conduct that is sufficiently severe or pervasive as to create a hostile, intimidating, or offensive learning, working, or living environment.
- 2) **Sexual Exploitation**, defined as: an individual taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not otherwise constitute sexual harassment under this Policy.

Examples of Sexual Exploitation include, but are not limited to:

- a. Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
- b. Invasion of sexual privacy
- c. Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually-related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person's consent), including the making or posting of revenge pornography
- d. Prostituting another person
- e. Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually-transmitted disease (STD) or infection (STI), without informing the other person of the virus, disease, or infection
- f. Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's

ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non- consensual sexual activity

- g. Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections
 - h. Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity
 - i. Knowingly soliciting a minor for sexual activity
 - j. Engaging in sex trafficking
 - k. Knowing creation, possession, or dissemination of child sexual abuse images or recordings;
- 3) **Sex-Based Discrimination**, defined as actions that deprive, limit, or deny other members of the community of educational or employment access, benefits, or opportunities, including treating an individual or a group of individuals differently because of their sex, including sexual orientation, gender identity, and gender expression, with the purpose or effect of depriving such individuals of equal access to or opportunity in employment or education.

Violation of any other University policies may constitute a Civil Rights Offense/Discrimination when a violation is motivated by actual or perceived sex and the result is a discriminatory limitation or denial of employment or educational access, benefits, or opportunities.

Violations of Section 16. Policy on Other Sex-based Civil Rights Offenses/Discrimination may result in sanctions up to and including expulsion/termination.

17. 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 and will be promptly investigated. Fairfield University will take all appropriate and available steps to protect individuals who fear that they may be subjected to retaliation.

Fairfield University and any member of the University'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 within Process B could be considered retaliatory if those charges could be applicable under Process A, when the Process B charges are made for the purpose of interfering with or circumventing any right or privilege afforded within Process A that is not provided by Process B. Therefore, the University carefully vets all complaints to ensure this does not happen, and to assure that complaints are routed to the appropriate process.

The exercise of rights protected by academic freedom and/or freedom of expression does not constitute retaliation.

Charging an individual with a Student Conduct Code violation, or other University policy 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.

18. Relationship with Academic Freedom and Freedom of Expression

Fairfield University is committed to protecting the academic freedom of its faculty and the freedom of expression of all members of the University community. That commitment is reflected in the University's policies on academic freedom and freedom of expression. Academic freedom and freedom of expression include the expression of ideas, controversial and otherwise, both within and outside the classroom and in keeping with different responsibilities within the workplace on campus. The policies on discrimination and harassment are to be applied in a manner that is balanced against, consistent with, and protective of, the rights of academic freedom and freedom of expression of all parties, and especially regarding this policy, when faculty and students are teaching and learning about sex/sexuality. However, said policies will defer to the requirements of the law under Title IX.

19. Confidential Resources & Employees with a Responsibility to Report

All University employees are expected to report actual or suspected discrimination, harassment, and/or retaliation based on sex to the Title IX Coordinator immediately, although there are some limited exceptions.

In order to make informed choices, it is important to be aware of confidentiality and reporting responsibilities when consulting campus resources. On campus, some resources may maintain confidentiality and are not required to report actual or suspected discrimination or harassment in a way that identifies the parties. They may offer options and resources without any obligation to inform the Title IX Coordinator unless a Complainant has requested the information be shared.

If a Complainant expects formal action in response to their allegations, reporting to any Employee with a Responsibility to Report can connect them with resources to report crimes and/or policy violations, and these employees will immediately pass reports to the Title IX Coordinator (and/or police, if desired by the Complainant), who will take action when an incident is reported to them.

The following sections describe the reporting options at Fairfield University for a Complainant or third party (including parents/guardians when appropriate):

Confidential Resources

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with:

On-Campus Resources:

- Counseling & Psychological Services (Students only) 203-254-5566; counseling@fairfield.edu; [Fairfield Counseling and Psychological Services](#)
- Student Health Center (Students only) 203-254-4000 ext. 2241; health@fairfield.edu; [Fairfield Health and Wellness](#)
- Jesuit Community clergy or other chaplains working within the scope of their licensure or ordination 203-254-4000 ext. 2664
- Employee Assistance Program (EAP) (Employees Only) 1-800-252-4555

Off-campus Resources:

- The Center for Family Justice
 - (203) 333-2233 (sexual assault hotline);
 - (203) 384-9559 (domestic violence hotline);
 - <https://centerforfamilyjustice.org/>
- Bridgeport Hospital (203) 384-3566 (emergency department)
- St. Vincent's Medical Center (203) 576-5877 (emergency department)

- Connecticut Sexual Assault Hotline (860) 550-6632 (English); (888) 568-8332 (Spanish)
- Connecticut Domestic Violence Hotline (888) 774-2900 (English); (844) 831-9200 (Spanish)

All of the above-listed individuals will maintain confidentiality when acting under the scope of their licensure, professional ethics, professional credentials, or official designation, except in extreme cases of immediacy of threat or danger or abuse of a minor/elder/individual with a disability, or when required to disclose by law or court order.

University employees who have confidential privilege as described above, and who receive reports within the scope of their confidential roles submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to their client, patient, or parishioner.

Employees with a Responsibility to Report and Formal Notice/Complaints

All employees of the University (including student employees), with the exception of those who are designated as Confidential Resources, are Employees with a Responsibility to Report and must promptly share with the Title IX Coordinator all known details of a report made to them in the course of their employment.

Employees must also promptly share all details of behaviors under this Policy that they observe or have knowledge of, even if not reported to them by a Complainant or third party.

Complainants may want to carefully consider whether they share personally identifiable details with non-confidential Employees with a Responsibility to Report, as those details must be shared with the Title IX Coordinator.

Generally, disclosures in climate surveys, classroom writing assignments or discussions, human subjects research, or at events such as “Take Back the Night” marches or speak-outs do not provide notice that must be reported to the Title IX Coordinator by employees, unless the Complainant clearly indicates that they desire a report to be made or seek a specific response from the University. Supportive measures may be offered as the result of such disclosures without formal University action.

Failure of an Employee with a Responsibility to Report, as described above in this section, to report an incident of harassment, discrimination, or retaliation of which they become aware is a violation of University policy and can be subject to disciplinary action for failure to comply.

When an Employee with a Responsibility to Report is engaged in harassment or other violations of this Policy, they still have a duty to report their own misconduct, however the University is not on

notice simply because a harasser is also an Employee with a Responsibility to Report unless the harasser does in fact report themselves.

Finally, it is important to clarify that an Employee with a Responsibility to Report who is themselves a target of harassment or other misconduct under this Policy is not required to report their own experience, though they are, of course, encouraged to do so.

20. When a Complainant Does Not Wish to Proceed

If a Complainant does not wish for their name to be shared, does not wish for an investigation to take place, and/or does not want a Formal Complaint to be pursued, they may make such a request to the Title IX Coordinator, who will evaluate that request in light of the duty to ensure the safety of the campus and to comply with state or federal law.

The Title IX Coordinator has ultimate discretion over whether the University proceeds when the Complainant does not wish to do so, and the Title IX Coordinator may sign a formal complaint to initiate a grievance process, usually upon completion of an appropriate violence risk assessment (See Process A, Section 3.a.).

The Title IX Coordinator's decision should be based on results of the violence risk assessment that show a compelling risk to health and/or safety that requires the University to pursue formal action to protect the community.

A compelling risk to health and/or safety may result from evidence of patterns of misconduct, predatory conduct, threats, abuse of minors, use of weapons, and/or violence. The University may be compelled to act on alleged employee misconduct irrespective of a Complainant's wishes.

The Title IX Coordinator must also consider the effect that non-participation by the Complainant may have on the availability of evidence and the University's ability to pursue a Formal Grievance Process fairly and effectively.

When the Title IX Coordinator executes the written complaint, they do not become the Complainant. The Complainant is the individual who is alleged to be the victim of conduct that could constitute a violation of this Policy.

When the University proceeds with the Title IX Coordinator signing the Formal Complaint, the Complainant (and/or their Advisor) may have as much or as little involvement in the process as they wish. The Complainant retains all rights of a Complainant under this Policy irrespective of their level of participation. Typically, when the Complainant chooses not to participate, the Advisor may be appointed as proxy for the Complainant throughout the process, acting to ensure and protect the rights of the Complainant, though this does not extend to the provision of evidence or testimony.

Note that the University's ability to remedy and respond to notice may be limited if the Complainant does not want the University to proceed with an investigation and/or grievance process and/or the Complainant does not wish to participate in the process. The goal is to provide the Complainant with as much control over the process as possible, while balancing the University's obligation to protect its community.

In cases in which the Complainant requests confidentiality/no formal action and the circumstances allow the University to honor that request, the University may offer Informal Resolution options, supportive measures, and remedies to the Complainant and the community, but will not otherwise pursue formal action.

If the Complainant elects to take no action, they can change that decision if they decide to pursue a formal complaint at a later date. Upon making a formal complaint, a Complainant has the right, and can expect, to have allegations taken seriously by the University, and to have the incidents investigated and properly resolved through these procedures. Please consider that delays may cause limitations on access to evidence, or present an issue with respect to the status of the parties.

21. Federal Timely Warning Obligations

Parties reporting sexual assault, domestic violence, dating violence, and/or stalking should be aware that under the Clery Act, the University must issue timely warnings for reported incidents that pose a serious or continuing threat of bodily harm or danger to members of the campus community.

The University will ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.

22. False Allegations and Evidence

Deliberately false and/or malicious accusations under this Policy are a serious offense and will be subject to appropriate disciplinary action. This does not include allegations that are made in good faith but do not result in a policy violation determination.

Additionally, witnesses and parties knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation, hearing, or informal resolution can be subject to discipline under appropriate University policies.

23. Amnesty for Complainants and Witnesses

The Fairfield University community encourages the reporting of misconduct and crimes by Complainants and witnesses. Sometimes, Complainants or witnesses are hesitant to report to

University officials or participate in grievance processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident.

It is in the best interests of the University community that all community members choose to report misconduct to University officials, that witnesses come forward to share what they know, and that all parties be forthcoming during the process.

To encourage reporting and participation in the process, Fairfield University maintains a policy of offering parties and witnesses amnesty from minor policy violations – such as underage consumption of alcohol or the use of illicit drugs – related to the incident.

Amnesty does not apply to more serious allegations such as physical abuse of another or illicit drug distribution. The decision not to offer amnesty to a Respondent is based on neither sex nor gender, but on the fact that collateral misconduct is typically addressed for all students within a progressive discipline system, and the rationale for amnesty – the incentive to report serious misconduct – is rarely applicable to Respondent with respect to a Complainant.

Students: Sometimes, students are hesitant to assist others for fear that they may get in trouble themselves. For example, an underage student who has been drinking or using marijuana might hesitate to help take an individual who has experienced sexual assault to the Department of Public Safety. The University maintains a policy of amnesty for students who offer help to others in need.

Employees: Sometimes, employees are hesitant to report harassment, discrimination, or retaliation they have experienced for fear that they may get in trouble themselves. For example, an employee who has violated the policy prohibiting maintaining relationships that pose a direct conflict of interest and is then assaulted in the course of that relationship might hesitate to report the incident to University officials.

The University may, at its discretion, offer employee Complainants amnesty from such policy violations (typically more minor policy violations) related to the incident. Amnesty may also be granted to others on a case-by-case basis.

24. Federal Statistical Reporting Obligations

Certain campus officials – those deemed Campus Security Authorities (CSAs)– have a duty to report the following for federal statistical reporting purposes (Clery Act):

- 1) All “primary crimes,” which include criminal homicide, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, and arson;

- 2) Hate crimes, which include any bias-motivated primary crime as well as any bias-motivated larceny or theft, simple assault, intimidation, or destruction/damage/vandalism of property;
- 3) Violence Against Women Act (VAWA)-based crimes, which include sexual assault, domestic violence, dating violence, and stalking; and
- 4) Arrests and referrals for disciplinary action for weapons-related law violations, liquor-related law violations, and drug abuse-related law violations.

All personally identifiable information is kept private, but statistical information must be shared with the Department of Public Safety regarding the type of incident and its general location (on or off-campus or in the surrounding area, but no addresses are given) for publication in the Annual Security & Fire Safety Report and daily campus crime log.

Campus Security Authorities include: student affairs/student conduct staff, public safety, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisors to student organizations, and any other official with significant responsibility for student and campus activities.

25. Preservation of Evidence

The preservation of evidence in incidents of sexual assault and stalking is critical to potential criminal prosecution and to obtaining restraining/protective orders and is particularly time-sensitive. The University will inform the Complainant of the importance of preserving evidence by taking the following actions:

Sexual Assault

- Seek forensic medical assistance at the Bridgeport Hospital or St. Vincent's Hospital, ideally within 120 hours of the incident (sooner is better).
- Avoid showering, bathing, washing hands or face, or douching, if possible, but evidence may still be collected even if you do.
- Try not to urinate.
- If oral sexual contact took place, refrain from smoking, eating, drinking, or brushing teeth.
- If clothes are changed, place soiled clothes in a paper bag (plastic destroys evidence).
- Seeking medical treatment can be essential even if it is not for the purposes of collecting forensic evidence.

It is also important to preserve other evidence, such as text messages, voice messages, emails, letters, notes, photographs, videos, audio recordings, and social media messages.

Stalking

- Evidence in the form of text and voice messages will be lost in most cases if the Complainant changes their phone number.
- Make a secondary recording of any voice messages and/or save the audio files to a cloud server. Take screenshots and/or a video recording of any text messages or other electronic messages (e.g., Instagram, Snapchat, Facebook).
- Save copies of e-mail and social media correspondence, including notifications related to account access alerts.
- Take timestamped photographs of any physical evidence including notes, gifts, etc. in place when possible.
- Save copies of any messages, to include those showing any request for no further contact.
- Obtain copies of call logs showing the specific phone number being used rather than a saved contact name if possible.

During the initial meeting between the Complainant and the Title IX Coordinator, the importance of taking these actions will be reiterated, if timely.

26. Resources

On-Campus

- Counseling and Psychological Services (203) 254-5566 (students only, confidential)
- Student Health Center (203) 254-4000, ext. 2241 (students only, confidential)
- 24/7 Confidential Care Line (203) 256-7272 (SARA) (students only, confidential)
- Office of Financial Aid (203) 254-4125 (students only)
- Employee Assistance Program 1-800-252-4555 (employees only, confidential)
- Campus Ministry (203) 254-4000, ext. 3405 (students only)
- Clergy (203) 254-4000, ext. 2664 (confidential)
- Murphy Center for Ignatian Spirituality (203) 254-4000 ext. 2373 (confidential)
- Office of the Dean of Students (203) 254-4211 (students only)
- Office of Human Resources (203) 254-4000, ext. 2277 (employees only)
- Office of Residence Life (203) 254-4215

- Public Safety (203) 254-4090
- Sr. Director, Equity, (203) 254-4357

Off-Campus

- Bridgeport Hospital (203) 384-3000 (main)
- St. Vincent's Hospital (203) 576-6000 (main) or (203) 576-5877
- The Center for Family Justice, Campus Advocates (confidential) (203) 334-6154
(203) 333-2233 (sexual assault hotline); (203) 384-9559 (domestic violence hotline)
- Triangle Community Center (203) 853-0600
- Connecticut Office of the Victim Advocate (860) 550-6632 (confidential)
- Connecticut Legal Services (860) 344-0447 (confidential)
- Connecticut Institute for Refugees and Immigrants (203) 336-0141
- Integrated Refugee & Immigrant Services (IRIS) (203)-562-2095
- Fairfield Police Department (203) 254-254-4800 or 911

Resolution Process For Alleged Sexual Harassment Under Title IX (Known As Process “A”)

1. Overview

Fairfield University will act on any formal notice/complaint of violation of the Sex-Based Harassment, Discrimination, and Retaliation Policy (“the Policy”) that is received by the Title IX Coordinator. The proceedings will include a prompt, fair, and impartial process from the initial assessment to the final result.

The procedures below, known as Process A, apply **only** to qualifying allegations of Sexual Harassment involving students, staff, administrators, or faculty members. Alleged conduct that does not meet the definition of Sexual Harassment in this policy must be “dismissed” under Process A (more on dismissals below), but may be reinstated under Process B.

Process B is the procedure applicable to the resolution of other allegations, including Sex-Based Civil Rights Offenses/Discrimination described in this policy. Process B can also apply to conduct that meets the definition of Sexual Harassment (including quid pro quo and hostile environment sexual harassment, sexual assault, dating violence, domestic violence, and stalking, as defined

above), but does not also satisfy the jurisdictional requirements under Process A, as determined by the Title IX Coordinator.

Unionized/other categorized employees are subject to the terms of their agreements/employees' rights to the extent those agreements do not conflict with federal or state compliance obligations.

The procedures below may be used to address collateral misconduct arising 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. 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.

All references to the Title IX Coordinator also includes their designee (if applicable).

2. Notice/Complaint

Upon receipt of a Formal Complaint or notice to the Title IX Coordinator of an alleged violation of the Policy, the Title IX Coordinator initiates a prompt initial assessment to determine the next steps the University needs to take.

The Title IX Coordinator will initiate at least one of three responses:

1. Offering supportive measures because the Complainant does not want to file a formal complaint; and/or
2. An informal resolution (upon submission of a formal complaint); and/or
3. A Formal Grievance Process including an investigation and a hearing (upon submission of a formal complaint).

The University uses the Formal Grievance Process to determine whether or not the Policy has been violated. If so, the University will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, their potential recurrence, and/or their effects.

3. Initial Assessment

Following receipt of notice or a Formal Complaint of an alleged violation of this Policy, the Title IX Coordinator engages in an initial assessment, typically within five (5) business days. The steps in an initial assessment can include:

- If notice is given, the Title IX Coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.

- If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint themselves because a violence risk assessment indicates a compelling threat to health and/or safety.
- If a Formal Complaint is received, the Title IX Coordinator assesses its sufficiency and works with the Complainant to make sure it is correctly completed.
- The Title IX Coordinator reaches out to the Complainant to offer supportive measures.
- The Title IX Coordinator works with the Complainant to ensure they are aware of the right to have an Advisor.
- The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance process.
 - If a supportive and remedial response is preferred, the Title IX Coordinator works with the Complainant to identify their wishes, assesses their request(s), and implements accordingly. No Formal Grievance Process is initiated, though the Complainant can elect to initiate one later, if desired.
 - If an informal resolution option is preferred, the Title IX Coordinator assesses whether the complaint is suitable for informal resolution, and may seek to determine if the Respondent is also willing to engage in informal resolution.
 - If a Formal Grievance Process is preferred by the Complainant, the Title IX Coordinator determines if the misconduct alleged falls within the scope of the 2020 Title IX regulations:
 - If it does, the Title IX Coordinator will initiate the formal investigation and grievance process, directing the investigation to address:
 - an incident, and/or
 - a pattern of alleged misconduct, and/or
 - a culture/climate issue, based on the nature of the complaint.
 - If alleged misconduct does not fall within the scope of the 2020 Title IX regulations, the Title IX Coordinator determines that the regulations do not apply (and will “dismiss” that aspect of the complaint, if any), assesses which policies may apply, and will refer the matter

accordingly, including referring the matter for resolution under Process B, if applicable. Please note that dismissing a complaint under the 2020 Title IX regulations is solely a procedural requirement under Title IX which does not limit the University's authority to address a complaint with an appropriate process and remedies.

Violence Risk Assessment

In some cases, the Title IX Coordinator may determine that a Violence Risk Assessment (VRA) should be conducted by the Threat Assessment Team as part of the initial assessment. A VRA can aid in ten critical and/or required determinations, including:

- Emergency removal of a Respondent on the basis of immediate threat to an individual or the community's physical health/safety;
- Whether the Title IX Coordinator should pursue/sign a formal complaint absent a willing/able Complainant;
- Whether the scope of the investigation should include an incident, and/or pattern of misconduct, and/or climate of hostility/harassment;
- To help identify potential predatory conduct;
- To help assess/identify grooming behaviors;
- Whether it is reasonable to try to resolve a complaint through informal resolution, and if so, what approach may be most successful;
- Whether to permit a voluntary withdrawal by the Respondent;
- Assessment of appropriate sanctions/remedies (to be applied post-hearing); and/or
- Whether a Clery Act Timely Warning/Campus No Trespass Warning is needed.

Threat assessment is the process of evaluating the actionability of violence by an individual against another person or group following the issuance of a direct or conditional threat. A VRA is a broader term used to assess any potential violence or danger, regardless of the presence of a vague, conditional, or direct threat.

VRAs require specific training and are typically conducted by psychologists, clinical counselors, social workers, case managers, law enforcement officers, student conduct officers, or other Case Management Committee or Threat Assessment Team members. A VRA should occur in collaboration with the Threat Assessment Team. Where a VRA is requested by the Title IX

Coordinator, a Respondent refusing to cooperate may result in a charge of failure to comply within the appropriate student or employee conduct process.

A VRA is not an evaluation for an involuntary behavioral health hospitalization, nor is it a psychological or mental health assessment. A VRA assesses the risk of actionable violence, often with a focus on targeted/predatory escalations, and is supported by research from the fields of law enforcement, criminology, human resources, and psychology.

Complaint Dismissal (Mandatory and Discretionary)

The University must dismiss a formal complaint under Process A, or any allegations therein if, at any time during the investigation or hearing, it is determined that:

- The conduct alleged in the formal complaint would not constitute sexual harassment as defined above, even if proved; and/or
- The conduct did not occur in an educational program or activity controlled by the University (including buildings or property controlled by recognized student organizations), and/or the University does not have control of the Respondent; and/or
- The conduct did not occur against a person in the United States; and/or
- At the time of filing a formal complaint, a Complainant is not participating in or attempting to participate in the education program or activity of the University.

The University may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing:

- A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein; or
- The Respondent is no longer enrolled in or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon any dismissal, the University will promptly send written notice of the dismissal and the rationale for doing so simultaneously to the parties.

This dismissal decision is appealable by any party under the procedures for appeal below. A Complainant who decides to withdraw a complaint may later request to reinstate it or refile it.

4. Counterclaims

The University is obligated to ensure that the grievance process is not abused for retaliatory purposes. The University permits the filing of counterclaims but uses an initial assessment, described above, to assess whether the allegations in the counterclaim are made in good faith. Counterclaims by a Respondent may be made in good faith, but are, on occasion, made for purposes of retaliation instead. Counterclaims made with retaliatory intent will not be permitted.

Counterclaims determined to have been reported in good faith will be processed using the grievance procedures below. Investigation of such claims may take place after resolution of the underlying initial allegation, in which case a delay may occur.

Counterclaims may also be resolved through the same investigation as the underlying allegation, at the discretion of the Title IX Coordinator. When counterclaims are not made in good faith, they will be considered retaliatory and may constitute a violation of this policy or the Student Conduct Code.

5. Right to an Advisor

The parties may each have an Advisor of their choice present with them for all meetings, interviews, and hearings within the resolution process, if they so choose. The parties may select whoever they wish to serve as their Advisor as long as the Advisor is eligible and available.

“Available” means the party cannot insist on an Advisor who simply doesn’t have inclination, time, or availability. Also, the Advisor cannot have institutionally conflicting roles, such as being a Title IX administrator who has an active role in the matter, or a supervisor who must monitor and implement sanctions.

Choosing an Advisor who is also a witness in the process creates potential for bias and conflict of interest. A party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the hearing Chair.

The University may permit parties to have more than one Advisor upon special request to the Title IX Coordinator. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.

A. Who Can Serve as an Advisor

The Advisor may be a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. The parties may choose Advisors from inside or outside of the University community.

The Title IX Coordinator will also offer to assign a trained Advisor to any party if the party so chooses. If the parties choose an Advisor from the pool available from the University, the Advisor will be trained by the University and be familiar with the University's resolution process.

If the parties choose an Advisor from outside the pool of those identified by the University, the Advisor may not have been trained by the University and may not be familiar with University policies and procedures.

Parties also have the right to choose not to have an Advisor in the initial stages of the resolution process, prior to a hearing.

B. Advisors Role in Meetings and Interviews

The parties may be accompanied by their Advisor in all meetings and interviews at which the party is entitled to be present, including intake and interviews. Advisors should help the parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith.

The University cannot guarantee equal Advisory rights, meaning that if one party selects an Advisor who is an attorney, but the other party does not or cannot afford an attorney, the University is not obligated to provide an attorney.

C. Advisors in Hearings/University-Appointed Advisor

Under U.S. Department of Education regulations for Title IX, a form of indirect questioning (cross-examination) is required during the hearing, but must be conducted by the parties' Advisors. The parties are not permitted to directly question each other or any witnesses. If a party does not have an Advisor for a hearing, the University will appoint a trained Advisor for the limited purpose of conducting any questioning of the other party(ies) and witnesses.

D. Pre-Interview Meetings

Advisors and their advisees may request to meet with investigators conducting interviews/meetings in advance of these interviews or meetings. This pre-meeting allows Advisors to clarify and understand their role and the University's policies and procedures. This pre-meeting may also include the Title IX Coordinator.

E. Advisor Violations of University Policy

All Advisors are subject to the same University policies and procedures, whether they are attorneys or not, and whether they are selected by a party or assigned by the University. Advisors are expected to advise their advisees without disrupting proceedings. Advisors should not address University officials or investigators in a meeting or interview unless invited to do so (e.g., asking procedural questions).

The Advisor may not make a presentation or represent their advisee during any meeting or proceeding and may not speak on behalf of the advisee to the Investigator(s) or other Chair except during a hearing proceeding, during cross-examination.

The parties are expected to ask and respond to questions on their own behalf throughout the investigation phase of the resolution process. Although the Advisor generally may not speak on behalf of their advisee, the Advisor may consult with their advisee, either privately as needed, or by conferring or passing notes during any resolution process meeting or interview. For longer or more involved discussions, the parties and their Advisors should ask for breaks to allow for private consultation.

Any Advisor who oversteps their role as defined by this policy will be warned only once. If the Advisor continues to disrupt or otherwise fails to respect the limits of the Advisor role, the meeting/interview/hearing will be ended, or other appropriate measures implemented. Subsequently, the Title IX Coordinator will determine how to address the Advisor's non-compliance and future role.

F. Sharing Information with the Advisor

The University expects that the parties may wish to have the University share documentation and evidence related to the allegations with their Advisors.

The University provides a consent form that authorizes the University to share such information directly with a party's Advisor. The parties must either complete and submit this form to the Title IX Coordinator or provide similar documentation demonstrating consent to a release of information to the Advisor before the University is able to share records with an Advisor.

If a party requests that all communication only be made through their Advisor, the University will not comply with that request.

Advisors appointed by the institution will not be asked to disclose details of their interactions with their advisees to institutional officials or the Chair.

G. Privacy of Records Shared with Advisor

Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by the University. The University may restrict the role of any Advisor who does not respect the sensitive nature of the process or who fails to abide by the University's privacy expectations.

H. Expectations of an Advisor

The University generally expects an Advisor to adjust their schedule to allow them to attend University meetings when planned, but the University may change scheduled meetings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

The University may also make reasonable provisions to allow an Advisor who cannot be present in person to attend a meeting by telephone, video conferencing, or other similar technologies as may be convenient and available.

I. Expectations of the Parties with Respect to Advisors

A party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout. The parties are expected to inform the Investigator(s) of the identity of their Advisor at least two (2) business days before the date of their first meeting with Investigators (or as soon as possible if a more expeditious meeting is necessary or desired).

The parties are expected to provide timely notice to the Title IX Coordinator if they change Advisors at any time. It is assumed that if a party changes Advisors, consent to share information with the previous Advisor is terminated, and a release for the new Advisor should be secured. Parties are expected to inform the Title IX Coordinator of the identity of their hearing Advisor at least two (2) business days before the hearing.

For parties who are entitled to union representation, the University will allow the unionized employee to have their union representative (if requested by the party) as well as an Advisor of their choice present for all resolution-related meetings and interviews. To uphold the principles of equity, the other party (regardless of union membership) will also be permitted to have two Advisors. Witnesses are not permitted to have union representation or Advisors in grievance process interviews or meetings.

6. Resolution Processes

Resolution proceedings are private. All persons present at any time during the Resolution Process are expected to maintain the privacy of the proceedings in accordance with University Policy.

Although there is an expectation of privacy around what the Investigator(s) shares with parties during interviews, the parties have discretion to share their own knowledge and evidence with others if they so choose, with the exception of information the parties agree not to disclose as part of an Informal Resolution, discussed below. The University encourages parties to discuss with their Advisors any sharing of information before doing so.

A. Informal Resolution

Informal Resolution can include three different approaches:

- 1) **Supportive Resolution:** When the Title IX Coordinator can resolve the matter informally by providing supportive measures (only) to remedy the situation.
- 2) **Alternative Resolution:** When the parties agree to resolve the matter through an alternate resolution mechanism, usually before a formal investigation takes place.
- 3) **Accepted Responsibility:** When the Respondent accepts responsibility for violating policy, and desires to accept the recommended sanction(s) and end the Resolution Process.

To initiate Informal Resolution, a Complainant must submit a Formal Complaint, as defined above. A Respondent who wishes to initiate Informal Resolution should contact the Title IX Coordinator. The parties may agree as a condition of engaging in Informal Resolution that statements made or evidence shared during the Informal Resolution process will not be considered in the Formal Grievance Process unless all parties consent at a later time.

It is not necessary to pursue Informal Resolution first in order to pursue a Formal Grievance Process, and any party participating in Informal Resolution can stop the process at any time and begin or resume the Formal Grievance Process.

Prior to implementing Informal Resolution, the University will provide the parties with written notice of the reported misconduct and any sanctions or measures that may result from participating in such a process, including information regarding any records that will be maintained or shared by the University.

The University will obtain voluntary, written confirmation that all parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the parties to participate in Informal Resolution.

B. Alternate Resolution

Alternate Resolution is an informal mechanism by which the parties reach a mutually agreed upon resolution of an allegation. All parties must consent to the use of an Alternate Resolution mechanism.

The Title IX Coordinator may look to the following factors to assess whether Alternate Resolution is appropriate, or which form of Alternate Resolution may be most successful for the parties:

- The parties' amenability to Alternate Resolution;
- Likelihood of potential resolution, taking into account any power dynamics between the parties;
- The parties' motivation to participate;
- Civility of the parties;
- Results of a violence risk assessment/ongoing risk analysis;
- Disciplinary history;
- Whether an emergency removal is needed;
- Skill of the Alternate Resolution facilitator with this type of allegation;
- Complaint complexity;
- Emotional investment/capability of the parties;
- Rationality of the parties;
- Goals of the parties;
- Adequate resources to invest in an Alternate Resolution (time, staff, etc.)

The ultimate determination of whether an Alternate Resolution is available or could be successful is to be made by the Title IX Coordinator. The Title IX Coordinator is authorized to negotiate a resolution that is acceptable to all parties, and/or to accept a resolution that is proposed by the parties, usually through their Advisors.

The Title IX Coordinator maintains records of any resolution that is reached, and failure to abide by the resolution agreement may result in appropriate responsive/disciplinary actions. Results of complaints resolved by Informal Resolution or an Alternate Resolution are not appealable.

C. Respondent Accepts Responsibility for Alleged Violations

The Respondent may accept responsibility for all or part of the alleged policy violations at any point during the resolution process. If the Respondent indicates an intent to accept responsibility for all of the alleged misconduct, the formal process will be paused, and the Title IX Coordinator will determine whether Informal Resolution can be used according to the criteria above.

If Informal Resolution is applicable, the Title IX Coordinator will determine whether all parties and the University are able to agree on responsibility, sanctions, and/or remedies. If so, the Title IX Coordinator implements the accepted finding that the Respondent is in violation of University policy and implements agreed-upon sanctions and/or remedies, in coordination with other appropriate administrator(s), as necessary.

This result is not subject to appeal once all parties indicate their written assent to all agreed upon terms of resolution. When the parties cannot agree on all terms of resolution, the Formal Grievance Process will resume at the same point where it was paused.

When a resolution is accomplished, the appropriate sanction or responsive actions are promptly implemented in order to effectively stop the harassment or discrimination, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

7. Grievance Process Team

The Formal Grievance Process relies on a team of administrators to carry out the process.

Investigators

The Title IX Coordinator will appoint a previously designated and trained investigator to complete an investigation. All investigators – internal or external – will be selected from a group of qualified and trained individuals employed by the University or engaged by the University for the purpose of conducting investigations under the Policy.

Advisors

As described in the previous section on Advisors, the University maintains a pool of trained Advisors. Parties are entitled to an advisor of their choice, but the Title IX Coordinator will also offer to assign a trained Advisor for any party if the party so chooses. If the parties choose an Advisor from the pool available from the University, the Advisor will be trained by the University and be familiar with the University's resolution process.

Decision-Maker

As described more fully below, the Decision-Maker (or the "Chair") is responsible for convening and conducting the live hearing. Following the live hearing, the Chair will deliberate in order to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question. If the Respondent is determined to be responsible, then the Chair will determine the appropriate sanction(s).

The Decision-maker for faculty Respondents shall be the dean of the Respondent's college/school, or their designee, or an external decision-maker who has been engaged by the University for the purpose of making a decision. Additionally, a body of faculty members shall determine sanctions for tenured and tenure-track faculty members when the finding of the Decision-maker could result in a severe sanction or removal.

Appeal Decision-maker

- The Appeal Decision-maker for student Respondents and student groups, organizations, and teams shall be the Vice President for Student Life, or their designee.
- The Appeal Decision-maker for faculty Respondents shall be the Provost or their designee.
- The Appeal Decision-maker for staff Respondents shall be the Associate Vice President, Human Resources, or their designee.

Team Member Training

The team members receive training based on their respective roles. This training includes, but is not limited to:

- The scope of the University's Sex-Based Harassment, Discrimination & Retaliation Policy and Procedures;
- How to conduct investigations and hearings that protect the safety of Complainants and Respondents, and promote accountability;
- Implicit bias;
- Disparate treatment and impact;
- Reporting, confidentiality, and privacy requirements;
- Applicable laws, regulations, and federal regulatory guidance;
- How to implement appropriate and situation-specific remedies;
- How to investigate in a thorough, reliable, timely, and impartial manner by individuals who receive annual training in conducting investigations of sexual harassment, trauma-informed practices, and impartiality;
- How to uphold fairness, equity, and due process;
- How to weigh evidence;
- How to conduct questioning;
- How to assess credibility;
- Impartiality and objectivity;
- How to render findings and generate clear, concise, evidence-based rationales;
- The definitions of all offenses;
- How to apply definitions used by the University with respect to consent (or the absence or negation of consent) consistently, impartially, and in accordance with policy;
- How to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes;

- How to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias against Respondents and/or Complainants, and on the basis of sex, race, religion, and other protected characteristics;
- Any technology to be used at a live hearing;
- Issues of relevance of questions and evidence;
- Issues of relevance to create an investigation report that fairly summarizes relevant evidence
- How to determine appropriate sanctions in reference to all forms of harassment, discrimination, and/or retaliation allegations; and
- Recordkeeping.

The materials used to train all members of the team are publicly posted on the University website.

8. Formal Grievance Process: Notice of Investigation and Allegations

The Title IX Coordinator will typically take the following steps:

- Determine the identity and contact information of the Complainant;
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated.

The Title IX Coordinator will provide written Notice of the Investigation and Allegations (“NOIA”) to the Respondent upon commencement of the Formal Grievance Process. This facilitates the Respondent’s ability to prepare for the interview and to identify and choose an Advisor to accompany them. The NOIA is also copied to the Complainant, who is to be given advance notice of when the NOIA will be delivered to the Respondent.

The NOIA will include:

- A summary of all of the allegations;
- The identity of the involved parties (if known);
- The misconduct being alleged;
- The date and location of the alleged incident(s) (if known);
- The specific policies implicated;
- A description of the applicable procedures;
- A statement of the potential sanctions/responsive actions that could result;
- A statement that the University presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination;

- A statement that determinations of responsibility are made at the conclusion of the process and that the parties will be given an opportunity to inspect and review all directly related and/or relevant evidence obtained during the review and comment period;
- A statement about the University's policy on retaliation;
- Information about the confidentiality of the process;
- Information on the need for each party to have an Advisor of their choosing and suggestions for ways to identify an Advisor;
- A statement informing the parties that the University's Policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process;
- Detail on how the party may request disability accommodations during the interview process;
- A link to the University's VAWA Brochure;
- The name(s) of the Investigator(s), along with a process to identify to the Title IX Coordinator, in advance of the interview process, to the Title IX Coordinator any conflict of interest that the Investigator(s) may have; and
- An instruction to preserve any evidence that is directly related to the allegations.

Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various allegations.

Notice will be made in writing and will be delivered by the following method: emailed to the parties' University-issued email or designated accounts. Once, emailed, notice will be presumptively delivered.

9. Resolution Timeline

The University will make a good faith effort to complete the Resolution Process within a sixty to ninety (60-90) business day time period, including appeal if any, which can be extended as necessary for good cause by the Title IX Coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

10. Appointment of Investigators

Once the decision to commence a Formal Grievance Process is made, the Title IX Coordinator appoints one or more trained Investigator(s) to conduct the investigation, usually within five (5) business days of determining that an investigation should proceed.

11. Ensuring Impartiality

Any individual materially involved in the administration of the Resolution Process including the Title IX Coordinator, Investigator(s), and Decision-maker(s) may neither have nor demonstrate a conflict of interest or bias for a party generally, or for a specific Complainant or Respondent.

The Title IX Coordinator will vet the assigned Investigator(s) to ensure impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. At any time during the resolution process, the parties may raise a concern regarding bias or conflict of interest of any individual involved in the administration of the resolution process, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another trained individual will be assigned and the impact of the bias or conflict, if any, will be remedied. If the source of the conflict of interest or bias is the Title IX Coordinator, concerns should be raised with the Vice President for Human Resources.

The Formal Grievance Process involves an objective evaluation of all relevant evidence obtained, including evidence that supports that the Respondent engaged in a policy violation and evidence that supports that the Respondent did not engage in a policy violation. Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or witness.

The University operates with the presumption that the Respondent is not responsible for the reported misconduct unless and until the Respondent is determined to be responsible for a policy violation by the applicable standard of proof.

12. Investigation Timeline

Investigations are normally within thirty (30) business days, though some investigations may take substantially longer depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

13. Delays in the Investigation Process and Interactions with Law Enforcement

The University may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include, but are not limited to: a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of parties and/or witnesses, and/or accommodations for disabilities or health conditions.

The University will communicate in writing the anticipated duration of the delay and reason to the parties, and provide the parties with status updates if necessary. The University will promptly resume its investigation and resolution process as soon as feasible. During such a delay, the University will implement supportive measures as deemed appropriate.

University action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

14. Steps in the Investigation Process

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary.

All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record. Recordings of interviews are not provided to the parties, but the parties will have the ability to review the summary of the interview once the investigation report is compiled.

The Investigator(s) typically take(s) the following steps, if not already completed (not necessarily in this order):

- Assist the Title IX Coordinator, if needed, with conducting a prompt initial assessment to determine if the allegations indicate a potential policy violation;
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan;
- Work with the Title IX Coordinator, as necessary, to prepare the initial Notice of Investigation and Allegation (NOIA). The NOIA may be amended with any additional or dismissed allegations;
- Provide each party an opportunity to be interviewed, and to review and verify the Investigator's summary notes (or transcript) of the relevant evidence/testimony from their respective interviews and meetings;
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible;
- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose;
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary;

- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions;
- Complete the investigation promptly and without unreasonable deviation from the intended timeline;
- Provide regular status updates to the parties throughout the investigation;
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included;
- The Investigator(s) shares the report with the Title IX Coordinator and/or legal counsel for their review and feedback;
- The Investigator(s) gather, assess, and synthesize evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report;
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which the University does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten days. Each copy of the materials shared will be watermarked on each page with the role of the person receiving it (e.g., Complainant, Respondent, Complainant's Advisor, Respondent's Advisor);
- The Investigator(s) may elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses;
- The Investigator(s) will incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigator(s) should document all rationales for any changes made after the review and comment period;
- The Investigator will incorporate any relevant feedback, and the final report is then shared with all parties and their Advisors by the Investigator through secure electronic transmission or hard copy at least ten (10) business days prior to a hearing. The parties

and advisors are also provided with a file of any directly related evidence that was not included in the report.

15. Role and Participation of Witnesses in the Investigation

Witnesses (as distinguished from the parties) who are employees of the University are strongly encouraged to cooperate with and participate in the University's investigation and Resolution Process. Student witnesses and witnesses from outside the University community are encouraged to cooperate with University investigations and to share what they know about a complaint.

Although in-person interviews for parties and all potential witnesses are ideal, circumstances (e.g., study abroad, summer break) may require individuals to be interviewed remotely. Skype, Zoom, FaceTime, WebEx, or similar technologies may be used for interviews if the Investigator(s) determine that timeliness, efficiency, or other reasons dictate a need for remote interviewing. The University will take appropriate steps to reasonably ensure the security/privacy of remote interviews.

Witnesses may also provide written statements in lieu of interviews or choose to respond to written questions, if deemed appropriate by the Investigator(s), though not preferred.

16. Recording of Interviews

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If Investigator(s) elect to audio and/or video record interviews, all involved parties should be made aware of audio and/or video recording.

17. Evidentiary Considerations in the Investigation

The investigation does not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; or 2) questions and evidence about the Complainant's sexual predisposition; or 3) questions and evidence about the Complainant's prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Within the boundaries stated above, the investigation can consider character evidence generally, if offered, but that evidence is unlikely to be relevant unless it is fact evidence or relates to a pattern of conduct.

18. Referral for Hearing

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a hearing.

The hearing cannot be held less than ten (10) business days from the conclusion of the investigation – when the final investigation report is transmitted to the parties and the Decision-maker(s)–unless all parties and the Decision-maker(s) agree to an expedited timeline.

The Title IX Coordinator will select an appropriate Decision-maker depending on whether the Respondent is an employee or a student. Allegations involving student-employees in the context of their employment will be directed to the appropriate Decision-maker depending on the context and nature of the alleged misconduct.

19. Hearing Decision-maker Composition

The University will designate a single Decision-maker, who will Chair the hearing.

The Decision-maker will not have had any previous involvement with the investigation. The Title IX Coordinator may elect to have an alternate Decision-maker sit in throughout the hearing process in the event that a substitute is needed for any reason.

The Title IX Coordinator may not serve as a Decision-maker or Chair in the matter but may serve as an administrative facilitator of the hearing if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a designee may fulfill this facilitator role. The hearing will convene at a time and venue determined by the Chair or designee.

20. Evidentiary Considerations in the Hearing

Any evidence that the Chair determines is relevant may be considered. The hearing does not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) questions of evidence about the Complainant's sexual predisposition; or 3) questions or evidence about the Complainant's prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Within the boundaries stated above, the hearing can consider character evidence generally, if offered, but that evidence is unlikely to be relevant unless it is fact evidence or relates to a pattern of conduct.

Previous disciplinary action of any kind involving the Respondent may be considered in determining an appropriate sanction upon a determination of responsibility. This information is only considered at the sanction stage of the process, and is not shared until then.

The parties may each submit a written impact statement prior to the hearing for the consideration of the Chair at the sanction stage of the process when a determination of responsibility is reached.

Decision-makers are strictly forbidden from reading these written impact statements prior to a finding on responsibility.

Applicable Standard of Evidence

After post-hearing deliberation, the Decision-maker(s) renders a determination based on the preponderance of the evidence; whether it is more likely than not that the Respondent violated the Policy as alleged.

21. Notice of Hearing

No less than ten (10) business days prior to the hearing, the Title IX Coordinator will send a Notice of Hearing to the parties. Once emailed, notice will be presumptively delivered.

The Notice of Hearing will contain:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable hearing procedures, and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the hearing.
- A description of any technology that will be used to facilitate the hearing.
- Information about the option for the live hearing to occur with the parties located in separate rooms using technology that enables the Decision-maker(s) and parties to see and hear a party or witness answering questions. Such a request must be raised with the Title IX Coordinator at least five (5) business days prior to the hearing.
- A list of all those who will attend the hearing, along with an invitation to object to any Decision-maker(s) on the basis of demonstrated bias or conflict of interest. This must be raised with the Title IX Coordinator at least five (5) business days prior to the hearing.
- Information on how the hearing will be recorded and on access to the recording for the parties after the hearing.

- A statement that if any party or witness does not appear at the scheduled hearing, the hearing may be held in their absence, and the party's or witness's testimony and any statements given prior to the hearing will not be considered by the Decision-maker(s). For compelling reasons, the Title IX Coordinator may reschedule the hearing.
- Notification that the parties may have the assistance of an Advisor of their choosing at the hearing and will be required to have one present for any questions they may desire to ask. The party must notify the Title IX Coordinator if they do not have an Advisor, and the University will appoint one. Each party must have an Advisor present. There are no exceptions.
- A copy of all the materials provided to the Chair about the matter, unless they have been provided already (The final investigation report may be shared using electronic means that preclude downloading, forwarding, or otherwise sharing.).
- An invitation to each party to submit to the Chair an impact statement pre-hearing that the Decision-maker will review during any sanction determination.
- An invitation to contact the Title IX Coordinator to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the hearing, at least seven (7) business days prior to the hearing.
- Notice that parties cannot bring mobile phones/devices into the hearing.

Hearings for possible violations that occur near or after the end of an academic term (assuming the Respondent is still subject to this Policy) and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer.

22. Alternative Hearing Participation Options

If a party or parties prefer not to attend or cannot attend the hearing in person, the party should request alternative arrangements from the Title IX Coordinator at least five (5) business days prior to the hearing.

The Title IX Coordinator can arrange to use technology to allow remote testimony without compromising the fairness of the hearing. Remote options may also be needed for witnesses who cannot appear in person. Any witness who cannot attend in person should let the Title IX Coordinator know at least five (5) business days prior to the hearing so that appropriate arrangements can be made.

23. Pre-Hearing Preparation

After any necessary consultation with the parties, the Chair will provide the names of persons who will be participating in the hearing and all pertinent documentary evidence, to the parties at least ten (10) business days prior to the hearing.

Any witness scheduled to participate in the hearing must have been first interviewed by the Investigator(s) or have proffered a written statement or answered written questions unless all parties and the Chair assent to the witness's participation in the hearing.

The parties will be given the name of the Decision-maker at least seven (7) business days in advance of the hearing. All objections to any Decision-maker must be raised in writing, detailing the rationale for the objection, and must be submitted to the Title IX Coordinator as soon as possible and no later than five (5) days prior to the hearing. Decision-makers will only be removed if the Title IX Coordinator concludes that their bias or conflict of interest precludes an impartial hearing of the allegation(s).

The Title IX Coordinator will give the Decision-maker(s) a list of the names of all parties, witnesses, and Advisors at least seven (7) business days in advance of the hearing. Any Decision-maker who cannot make an objective determination must recuse themselves from the proceedings when notified of the identity of the parties, witnesses, and Advisors in advance of the hearing. If a Decision-maker is unsure of whether a bias or conflict of interest exists, they must raise the concern to the Title IX Coordinator as soon as possible so a new Decision-Maker can be timely appointed.

During the ten (10) business day period prior to the hearing, the parties have the opportunity for continued review and comment on the final investigation report and available evidence. That review and comment can be shared with the Chair at the pre-hearing meeting or at a hearing and will be exchanged between each party by the Chair.

24. Pre-Hearing Meetings

The Chair will convene a pre-hearing meeting(s) with the parties and their Advisors. In advance of this meeting, Parties are required to submit the questions or topics they (the parties and their Advisors) intend to ask or probe at the hearing so that the Chair can rule on their relevance ahead of time to avoid any improper evidentiary introduction in the hearing or to provide recommendations for more appropriate phrasing.

However, Advisors are not precluded from asking questions that have not been previously reviewed by the Chair at the hearing. Advisors may also request reconsideration on a pre-hearing ruling by the Chair based on any new information or testimony offered at the hearing. The Chair must

document and share with each party their rationale for any exclusion or inclusion at a pre-hearing meeting.

With full agreement of the parties, the Chair may decide in advance of the hearing that certain witnesses do not need to be present if their testimony can be adequately summarized by the Investigator(s) in the investigation report or during the hearing.

At each pre-hearing meeting with a party and their Advisor, the Chair will consider arguments that evidence identified in the final investigation report as relevant is, in fact, not relevant. Similarly, evidence identified as directly related but not relevant by the Investigator(s) may be argued to be relevant. The Chair may rule on these arguments pre-hearing and will exchange those rulings between the parties prior to the hearing to assist in preparation for the hearing. The Chair may consult with legal counsel and/or the Title IX Coordinator, or ask either or both to attend pre-hearing meetings.

The pre-hearing meeting(s) will not be recorded. The pre-hearing meetings may be conducted as separate meetings with each party/advisor(s), with all parties/advisors present at the same time, remotely, or as a paper-only exchange. The Chair will work with the parties to establish the format.

25. Hearing Procedures

At the hearing, the Chair has the authority to hear and make determinations on all allegations of discrimination, harassment, and/or retaliation and may also hear and make determinations on any additional alleged policy violations that occurred in concert with the discrimination, harassment, and/or retaliation, even though those collateral allegations may not specifically fall within the Policy. The Chair will answer all questions of procedure.

The Chair will allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the Chair and the parties and the witnesses will then be excused. All witnesses must speak on their own behalf.

26. Joint Hearings

In hearings involving more than one Respondent or in which two (2) or more Complainants have accused the same individual of substantially similar conduct, the default procedure will be to hear the allegations jointly.

However, the Title IX Coordinator may permit the investigation and/or hearings pertinent to each Respondent to be conducted separately if there is a compelling reason to do so. In joint hearings, separate determinations of responsibility will be made for each Respondent with respect to each alleged policy violation.

27. The Order of the Hearing – Introductions and Explanation of Procedure

The Chair explains the procedures and introduces the participants.

The Chair then conducts the hearing according to the hearing script. At the hearing, recording, witness logistics, party logistics, curation of documents, separation of the parties, and other administrative elements of the hearing process are managed by a non-voting hearing facilitator who may be the Title IX Coordinator (so long as the Title IX Coordinator is not the Investigator) or is appointed by the Title IX Coordinator. The hearing facilitator may attend to: logistics of rooms for various parties/witnesses as they wait; flow of parties/witnesses in and out of the hearing space; ensuring recording and/or virtual conferencing technology is working as intended; copying and distributing materials to participants, as appropriate, etc.

28. Investigator Presents the Final Investigation Report

The Investigator(s) will then present a summary of the final investigation report, including items that are disputed facts and those that are not, and will be subject to questioning by the Chair and the parties (through their Advisors).

Neither the parties nor the Chair should ask the Investigator(s) their opinions on credibility, recommended findings, or determinations, and Advisors and parties will refrain from discussion of or questions for Investigators about these assessments. If such information is introduced, the Chair will direct that it be disregarded.

29. Testimony and Questioning

Once the Investigator(s) present(s) the report and are questioned, the parties and witnesses may provide relevant information in turn, beginning with the Complainant, and then in the order determined by the Chair. The Chair will facilitate questioning of the parties and witnesses by the Decision-maker(s) and then by the parties through their Advisors (“cross-examination”).

All questions are subject to a relevance determination by the Chair. The Advisor, who will remain seated during questioning, will pose the proposed question orally, electronically, or in writing (orally is the default, but other means of submission may be permitted by the Chair upon request if agreed to by all the parties and the Chair), the proceeding will pause to allow the Chair to consider the question (and state it if it has not already been stated aloud), and the Chair will determine whether the question will be permitted, disallowed, or rephrased.

The Chair may invite explanations or persuasive statements regarding relevance with the Advisors, if the Chair so chooses. The Chair will then state their decision on the question for the record and advise the party/witness to whom the question was directed, accordingly. The Chair will explain any decision to exclude a question as not relevant, or to reframe it for relevance.

The Chair will limit or disallow questions on the basis that they are irrelevant, unduly repetitious (and thus irrelevant), or abusive. The Chair has final say on all questions and determinations of relevance. The Chair may consult with legal counsel on any questions of admissibility. The Chair may ask Advisors to frame why a question is or is not relevant from their perspective but will not entertain argument from the Advisors on relevance once the Chair has ruled on a question.

If the parties raise an issue of bias or conflict of interest of an Investigator or the Chair at the hearing, the Chair may elect to address those issues, consult with legal counsel, and/or refer them to the Title IX Coordinator, and/or preserve them for appeal. If bias is not in issue at the hearing, the Chair should not permit irrelevant questions that probe for bias.

30. Refusal to Submit to Cross-Examination and Inferences

Neither parties nor witnesses are required to participate in the resolution process outlined in these procedures. The school will not draw any adverse inferences from a complainant's, respondent's or witness's decision not to participate or to remain silent during the process. An investigator or decision-maker, in the investigation or the hearing respectively, will reach findings and conclusions based on the information available.

If collateral charges of policy violations other than sexual harassment are considered at the same hearing, the Decision-maker(s) may consider all evidence it deems relevant, may rely on any relevant statement as long as the opportunity for cross-examination is afforded to all parties through their Advisors, and may draw reasonable inferences from any decision by any party or witness not to participate or respond to questions.

If a party's Advisor of choice refuses to comply with the University's established rules of decorum for the hearing, the University may require the party to use a different Advisor. If a University-provided Advisor refuses to comply with the rules of decorum, the University may provide that party with a different Advisor to conduct cross-examination on behalf of that party.

An Advisor may not be called as a witness at a hearing to testify to what their advisee has told them during their role as an Advisor unless the party being advised consents to that information being shared. It is otherwise considered off-limits, and an Advisor who is an institutional employee is temporarily alleviated from mandated reporter responsibilities related to their interaction with their advisee during the resolution process.

31. Recording Hearings

Hearings (but not deliberations) are audio-recorded by the University for purposes of review in the event of an appeal. The parties may not record the proceedings and no other unauthorized recordings are permitted.

The Decision-maker(s), the parties, their Advisors, and appropriate administrators of the University will be permitted to listen to the recording or review a transcript of the recording in a controlled environment determined by the Title IX Coordinator, upon request. No person will be given or be allowed to make a copy of the recording without permission of the Title IX Coordinator.

32. Deliberation, Decision-making, Standard of Proof, and Sanctions

The Chair will deliberate in closed session to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question. The preponderance of the evidence standard of proof is used.

When there is a finding of responsibility on one or more of the allegations, the Decision-maker(s) may then consider the previously submitted party impact statements in determining appropriate sanction(s).

The Chair will ensure that each of the parties has an opportunity to review any impact statement submitted by the other party(ies). The Chair may – at their discretion – consider the statements, but they are not binding.

The Chair will review the statements and any pertinent conduct history provided by Title IX Coordinator and will determine the appropriate sanction(s), in consultation with other University administrators or the body of faculty members, as the Chair deems appropriate.

The Chair will then prepare a written deliberation statement and deliver it to the Title IX Coordinator, within five (5) business days detailing the determination, rationale, the evidence used in support of its determination, the evidence not relied upon in its determination, credibility assessments, and any sanctions. The timeframe for submitting this statement may be extended for good cause.

33. Notice of Outcome

Using the deliberation statement, the Title IX Coordinator will work with the Chair to prepare a Notice of Outcome letter. The Title IX Coordinator will then share the letter, including the final determination, rationale, and any applicable sanction(s) with the parties and their Advisors within 5 business days of receiving the Decision-maker(s)' deliberation statement. The timeframe for sharing the Notice of Outcome may be extended for good cause.

The Notice of Outcome will be shared with the parties simultaneously. Notification will be made in writing and will be delivered by email to the parties' University-issued email or otherwise approved account. Once emailed, notice will be presumptively delivered.

The Notice of Outcome will articulate the specific policy(ies) reported to have been violated, including the relevant policy section, and will contain a description of the procedural steps taken

by the University from the receipt of the misconduct report to the determination, including any and all notifications to the parties, interviews with parties and witnesses, site visits, methods used to obtain evidence, and hearings held.

The Notice of Outcome will specify the finding on each alleged policy violation; the findings of fact that support the determination; conclusions regarding the application of the relevant policy to the facts at issue; a statement of, and rationale for, the result of each allegation to the extent the University is permitted to share such information under state or federal law; any sanctions issued which the University is permitted to share according to state or federal law; and whether remedies will be provided to the Complainant to ensure access to the University's educational or employment program or activity.

The Notice of Outcome will also include information on when the results are considered by the University to be final, any changes that occur prior to finalization, and the relevant procedures and bases for any available appeal options.

34. Sanctions

Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s);
- The Respondent's disciplinary history;
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation;
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation;
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community;
- The impact on the parties;
- Any other information deemed relevant by the Chair.

The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

A. Student Sanctions

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination:

- *Formal Warning:* A formal statement that the conduct was unacceptable and a warning that further violation of any University policy, procedure, or directive will result in more severe sanctions/responsive actions.
- *Restriction:* The temporary restriction on participation in University-sponsored programs and activities, access to University facilities, or other privileges for a defined period of time.
- *Required Counseling:* A mandate to meet with and engage in either University-sponsored or external counseling to better comprehend the misconduct and its effects.
- *Disciplinary Probation:* A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- *Dismissal:* Termination of student status for a defined period of time and/or until specific criteria are met.
- *Expulsion:* Permanent termination of student status and revocation of rights to be on campus for any reason or to attend University-sponsored events.
- *Withholding Diploma:* The University may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities as a sanction if the student is found responsible for an alleged violation.
- *Revocation of Degree:* The University reserves the right to revoke a degree previously awarded from the University for fraud, misrepresentation, and/or other violation of University policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- *Organizational Sanctions:* Deactivation, loss of recognition, loss of some or all privileges (including University registration) for a specified period of time.

- *Other Actions:* In addition to or in place of the above sanctions, the University may assign any other sanctions as deemed appropriate.

B. Employee Sanctions/Responsive Actions

Responsive actions for an employee who has engaged in harassment, discrimination, and/or retaliation include:

- *Warning – Verbal or Written*
- *Performance Improvement Plan/Management Process*
- *Enhanced supervision, observation, or review*
- *Required Counseling*
- *Required Training or Education*
- *Probation*
- *Denial of Pay Increase*
- *Loss of Oversight or Supervisory Responsibility*
- *Demotion*
- *Transfer*
- *Reassignment*
- *Delay of tenure track progress*
- *Assignment to new supervisor*
- *Restriction of stipends, research, and/or professional development resources*
- *Suspension with pay*
- *Suspension without pay*
- *Termination*
- *Other Actions:* In addition to or in place of the above sanctions/responsive actions, the University may assign any other responsive actions as deemed appropriate.

C. Tenured or Tenure-track Faculty Sanctions

When a tenured or tenure-track faculty member has been found responsible for a policy violation that could result in a severe sanction or removal, a body of faculty members shall determine sanctions from a list provided by the Decision-maker. The Decision-maker shall provide their finding and rationale in writing to the body of faculty members along with 3 options for sanctioning. The body of faculty members shall choose from the 3 options and provide the Decision-maker in writing with their sanction and rationale one day after receiving the finding, rationale, and sanction options list from the Decision-maker.

35. Withdrawal or Resignation While Charges Pending

A. Student(s)

Should a student decide to not participate in the Resolution Process, the process proceeds absent their participation to a reasonable resolution. Should a student Respondent permanently withdraw from the University, the Resolution Process ends with a dismissal, as the University no longer has disciplinary jurisdiction over the withdrawn student.

However, the University may continue to address and remedy any systemic issues or concerns that may have contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination, and/or retaliation. The student who withdraws or leaves while the process is pending may not return to the University in any capacity. Admissions and Human Resources will be notified accordingly. Such exclusion applies to all campuses of the University.

If the student Respondent only withdraws or takes a leave for a specified period of time (e.g., one semester or term), the Resolution Process may continue remotely and that student is not permitted to return to University unless and until all sanctions, if any, have been satisfied.

B. Employees

Should an employee Respondent resign with unresolved allegations pending, the Resolution Process ends with dismissal, as the University no longer has disciplinary jurisdiction over the resigned employee.

However, the University will continue to address and remedy any systemic issues or concerns that contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination, and/or retaliation.

The employee who resigns with unresolved allegations pending is not eligible for admission or rehire with the University or any campus of the University, and the records retained by the Title IX Coordinator and Human Resources will reflect that status.

36. Appeals

Any party may file a request for appeal (“Request for Appeal”), but it must be submitted in writing to the Title IX Coordinator within 5 business days of the delivery of the Notice of Outcome.

A single Appeal Decision-maker will Chair the appeal. No Appeal Decision-maker will have been involved in the process previously, including in any dismissal appeal that may have been heard earlier in the process.

The Request for Appeal will be forwarded to the Appeal Chair or designee for consideration to determine if the request meets the grounds for appeal (a Review for Standing).

This review is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds and is timely filed.

A. Grounds for Appeal

Appeals are limited to the following grounds:

- (A) Procedural irregularity that affected the outcome of the matter;
- (B) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- (C) The Title IX Coordinator, Investigator(s), or Chair had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

If any of the grounds in the Request for Appeal do not meet the grounds in this Policy, that request will be denied by the Appeal Chair and the parties and their Advisors will be notified in writing of the denial and the rationale.

If any of the grounds in the Request for Appeal meet the grounds in this Policy, then the Appeal Chair will notify the other party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigators and/or the original Chair.

The other party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigators and/or the original Chair will be emailed a copy of the request with the approved grounds and then be given 5 business days to submit a response to the portion of the appeal that was approved and involves them. All responses will be forwarded by the Appeal Chair to all parties for review and comment.

The non-appealing party (if any) may also choose to raise a new ground for appeal at this time. If so, that will be reviewed to determine if it meets the grounds in the Policy by the Appeal Chair and either denied or approved. If approved, it will be forwarded to the party who initially requested an appeal, the Investigator(s) and/or original Chair as necessary, who will submit their responses in 5 business days, which will be circulated for review and comment by all parties. If not approved, the parties will be notified accordingly, in writing.

Neither party may submit any new requests for appeal after this time period. The Appeal Chair will collect any additional information needed and all documentation regarding the approved

grounds and the subsequent responses, and the Appeal Chair will render a decision in no more than 5 business days, barring exigent circumstances. All decisions apply the preponderance of the evidence standard.

A Notice of Appeal Outcome will be sent to all parties simultaneously including the decision on each approved ground and rationale for each decision. The Notice of Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanctions that may result which the University is permitted to share according to state or federal law, and the rationale supporting the essential findings to the extent the University is permitted to share under state or federal law.

Notification will be made in writing and may be delivered by the following method: emailed to the parties' University-issued email or otherwise approved account. Once emailed, notice will be presumptively delivered.

B. Sanctions Status During the Appeal

Any sanctions imposed as a result of the hearing are stayed during the appeal process. Supportive measures may be reinstated, subject to the same supportive measure procedures above.

If any of the sanctions are to be implemented immediately post-hearing, but pre-appeal, then emergency removal procedures (detailed above) for a show cause meeting on the justification for doing so must be permitted within 48 hours of implementation.

If the original sanctions include separation in any form, the University may place a hold on official transcripts, diplomas, graduations, and course registration pending the outcome of an appeal. The Respondent may request a stay of these holds from the Title IX Coordinator within two (2) business days of the notice of the sanctions. The request will be evaluated by the Title IX Coordinator or designee, whose determination is final.

C. Appeal Considerations

- Appeals are not intended to provide for a full re-hearing (de novo) of the allegation(s). In most cases, appeals are confined to a review of the written documentation or record of the original hearing and pertinent documentation regarding the specific grounds for appeal.
- Decisions on appeal are to be deferential to the original decision, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so.

- An appeal is not an opportunity for Appeal Chair to substitute their judgment for that of the original Chair merely because they disagree with the finding and/or sanction(s).
- The Appeal Chair may consult with the Title IX Coordinator and/or legal counsel on questions of procedure or rationale, for clarification, if needed. Documentation of all such consultation will be maintained.
- Appeals granted should normally be remanded (or partially remanded) to the original Investigator(s) and/or Chair for reconsideration.
- Once an appeal is decided, the outcome is final: further appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new hearing).
- In rare cases where an error cannot be cured by the original Chair (as in cases of bias), the Appeal Chair may order a new investigation with new investigators and/or a new hearing with a new Chair.
- The results of a remand to a Chair cannot be appealed. The results of a new hearing can be appealed, once, on any of the three available appeal grounds.
- In cases in which the appeal results in reinstatement to the University or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

37. Long-Term Remedies/Other Actions

Following the conclusion of the resolution process, and in addition to any sanctions implemented, the Title IX Coordinator may implement additional long-term remedies or actions with respect to the parties and/or the campus community that are intended to stop the harassment, discrimination, and/or retaliation, remedy the effects, and prevent reoccurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Education to the individual and/or the community
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of campus safety escorts
- Climate surveys

- Policy modification and/or training
- Provision of transportation accommodations
- Implementation of long-term contact limitations between the parties
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX Coordinator, certain long-term support or measures may also be provided to the parties even if no policy violation is found.

When no policy violation is found, the Title IX Coordinator will address any remedies owed by the University to the Respondent to ensure no effective denial of educational access.

The University will maintain the confidentiality of any long-term remedies/actions/measures, provided confidentiality does not impair the University's ability to provide these services.

38. Failure to Comply with Sanctions and/or Responsive Actions

All Respondents are expected to comply with the assigned sanctions, responsive actions, and/or corrective actions within the timeframe specified by the Chair (including the Appeal Chair).

Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/action(s), including suspension, expulsion, and/or termination from the University. A suspension will only be lifted when compliance is achieved to the satisfaction of the Title IX Coordinator.

39. Recordkeeping

The University will maintain for a period of seven years records of:

1. Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under federal regulation;
2. Any disciplinary sanctions imposed on the Respondent;
3. Any remedies provided to the Complainant designed to restore or preserve equal access to the University's education program or activity;
4. Any appeal and the result therefrom;
5. Any Informal Resolution and the result therefrom;
6. All materials used to train Title IX Coordinators, Investigators, Decision-makers, and any person who facilitates an Informal Resolution process. The University will make these training materials publicly available on the University's website; and

7. Any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment, including:
 - a. The basis for all conclusions that the response was not deliberately indifferent;
 - b. Any measures designed to restore or preserve equal access to the University's education program or activity; and
 - c. If no supportive measures were provided to the Complainant, document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

The University will also maintain any and all records in accordance with state and federal laws.

40. Disabilities Accommodations in the Resolution Process

Fairfield University is committed to providing reasonable accommodations and support to qualified students, employees, or others with disabilities to ensure equal access to the University's resolution process.

Any student needing such accommodations or support should contact the Director of Accessibility and any employee needing such accommodations or support should contact the Office of Human Resources, who will review the request and, in consultation with the person requesting the accommodation and the Title IX Coordinator, determine which accommodations are appropriate and necessary for full participation in the process.

41. Revision of this Policy and Procedures

This Policy and procedures apply to conduct that occurs on or after August 14, 2020. The policy and procedures in place at the time the conduct occurred shall apply to conduct that occurred prior to August 14, 2020.

This Policy and procedures supersede any previous policy(ies) addressing harassment, sexual misconduct, discrimination, and/or retaliation for incidents occurring on or after August 14, 2020, under Title IX and will be reviewed and updated annually by the Title IX Coordinator. The University reserves the right to make changes to this document as necessary, and once those changes are posted online, they are in effect.

During the resolution process, the Title IX Coordinator may make minor modifications to procedures that do not materially jeopardize the fairness owed to any party, such as to accommodate summer schedules. The Title IX Coordinator may also vary procedures materially with notice (on the institutional website, with the appropriate effective date identified) upon

determining that changes to law or regulation require policy or procedural alterations not reflected in this Policy and procedures.

If government laws or regulations change – or court decisions alter – the requirements in a way that impacts this document, this document will be construed to comply with the most recent government laws or regulations or court holdings. This document does not create legally enforceable protections beyond the protections of the background state and federal laws which frame such policies and codes, generally.

This Policy and procedures are effective August 14, 2020.

Resolution Process For Alleged Sex-Based Civil Rights Offenses/Discrimination (Known As Process “B”)

- Process B is applicable when the Title IX Coordinator determines Process A is inapplicable, or offenses subject to Process A have been dismissed.
- If Process A is applicable, Process A must be applied in lieu of Process B.
- The University can substitute any alternative process instead of Process B, if desired.
- VAWA Section 304 requirements apply to Process B or any alternative process for reports that fall under VAWA.
- Title IX requirements outside of Section 106.30 (based on the original 1975 regulations, the 2001 Revised Guidance, etc.) may also be applicable to Process B.

1. Overview

Fairfield University will act on any formal or informal allegation or notice of violation of the Policy that is received by the Title IX Coordinator or a member of the administration, faculty, or other employee, with the exception of confidential resources, as articulated in the Policy above. All references herein to a Title IX Coordinator also include a designee of the Title IX Coordinator.

The procedures described below apply to allegations of Other Sex-Based Civil Rights Offenses/Discrimination as described in this policy including to alleged conduct to which Process A does not apply.

Unionized or other categorized employees will be subject to the terms of their respective collective bargaining agreements/employees’ rights to the extent those agreements do not conflict with federal or state compliance obligations.

These procedures may also be used to address collateral misconduct arising from the investigation of or occurring in conjunction with harassing or discriminatory conduct (e.g., vandalism, physical abuse of another). All other allegations of misconduct unrelated to incidents covered by this policy will be addressed through the procedures elaborated in the respective student, faculty, and staff handbooks.

2. Initial Assessment

Following intake, receipt of notice, or a complaint of an alleged violation of the University's Sex-Based Harassment, Discrimination & Retaliation Policy, the Title IX Coordinator engages in an initial assessment, which is typically one to five (1-5) business days in duration. If circumstances require, the Vice President for Human Resources will designate another person to oversee the process below should an allegation be made about the Coordinator or the Coordinator is otherwise unavailable or unable to fulfill their duties.

The steps in an initial assessment can include:

- The Title IX Coordinator provides the Complainant with information about their options and resources, including supportive measures.
- The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers a Supportive Response, an Informal Resolution, or an Administrative Resolution.
 - If a Supportive Response is preferred, the Title IX Coordinator works with the Complainant to identify their wishes and then seeks to facilitate implementation. The Administrative Resolution Process is not initiated, though the Complainant can elect to initiate it later, if desired.
 - If an Informal Resolution option is preferred, the Complainant submits a written complaint and the Title IX Coordinator assesses whether the complaint is suitable for informal resolution. The Title IX Coordinator may seek to determine if the Respondent is also willing to engage in Informal Resolution.
 - If Administrative Resolution is preferred, the Complainant submits a written complaint and, as appropriate, the Title IX Coordinator initiates the investigation process and determines whether the scope of the investigation will address:
 - An incident;
 - A potential pattern of misconduct; or
 - A culture/climate issue

- In some cases, the Title IX Coordinator may determine that a Violence Risk Assessment (VRA) should be conducted by the Threat Assessment Team as part of the initial assessment. Please see Section 3 of Process A.

Based on the initial assessment, the University will initiate one of these responses through the Title IX Coordinator:

- **Supportive Response** – measures to help restore the Complainant’s education access, as described in the Policy.
- **Informal Resolution** – only when all parties and the University agree to Informal Resolution, or when the Respondent is willing to accept responsibility for violating policy. This can also include a remedies-only response.
- **Administrative Resolution** – investigation of policy violation(s), a finding of responsibility or non-responsibility for a policy violation, and the opportunity to appeal to an Appeal Decision- maker.

The investigation and the subsequent Administrative Resolution determine whether the Policy has been violated. If so, the University will promptly implement effective remedies designed to end the discrimination, prevent recurrence, and address the effects.

The process followed considers the preference of the parties but is ultimately determined at the discretion of the Title IX Coordinator. At any point during the initial assessment or formal investigation, if the Title IX Coordinator determines that the available information cannot support the conclusion that policy has been violated, the process will end, and the parties will be notified.

The Complainant may request that the Title IX Coordinator review the determination and/or re-open the investigation. This decision lies in the sole discretion of the Title IX Coordinator, but the request is usually only granted in extraordinary circumstances.

3. Resolution Process Team

The Resolution Process relies on a team of officials for implementation.

Investigators

The Title IX Coordinator will appoint a previously designated and trained investigator to complete an investigation. All investigators – internal or external – will be selected from a group of qualified and trained individuals employed by the University or engaged by the University for the purpose of conducting investigations under the Policy.

The Title IX Coordinator will provide the Parties with the name(s) of the person(s) assigned to investigate the reported conduct (the “Investigator(s)”) in the Notice of Investigation and Allegations. As soon as possible, but no later than three 3 business days after delivery of the identity of the Investigator(s), the Parties should inform the Title IX Coordinator (in writing) of any conflicts of interest with regard to the selected Investigator(s). The Title IX Coordinator will consider the nature of the conflict and determine if different individuals should be assigned as Investigator(s). The Title IX Coordinator’s decision regarding any conflicts is final.

Advisors

As described in the previous section on Advisors, the University maintains a pool of trained Advisors. Parties are entitled to an advisor of their choice, but if the parties choose an Advisor from the pool available from the University, the Advisor will be trained by the University and be familiar with the University’s Resolution Process.

Decision-makers – Findings and Sanctions

The Decision-Maker for determination of responsibility for Process B complaints is the Investigator. Where the Respondent is found responsible, the Decision-Maker for the purposes of sanctions is the following:

The Sanctioning Decision-maker for student Respondents and student groups, organizations, and teams shall be the Dean of Students, or their designee, or an external decision-maker who has been engaged by the University for the purpose of making a decision.

Additionally, a body of faculty members shall determine sanctions for tenured and tenure-track faculty members when the finding of the Decision-maker could result in a severe sanction or removal.

The Sanctioning Decision-maker for staff Respondents shall be the Vice President for Human Resources, or their designee, or an external decision-maker who has been engaged by the University for the purpose of making a decision.

Appeal Decision-maker

The Appeal Decision-maker for student Respondents and student group, organizations and teams shall be the Vice President for Student Life, or their designee.

The Appeal Decision-maker for faculty Respondents shall be the Provost, or their designee.

The Appeal Decision-maker for staff Respondents shall be the Senior Vice President for Finance and Administration, or their designee.

Upon notification of the Appeal Decision-maker's identity, the parties must notify the Title IX Coordinator in writing within three (3) days of any conflict of interest with regard to the Decision-maker. The Title IX Coordinator will consider the nature of the conflict and determine if a different individual should be assigned as the Appeal Decision-maker. The Title IX Coordinator's decision regarding any conflicts is final.

4. Counterclaims

Counterclaims by the Respondent may be made in good faith or may instead be motivated by a retaliatory intent. The University is obligated to ensure that any process is not abused for retaliatory purposes.

The University permits the filing of counterclaims, but uses the initial assessment, described above in the Policy section, to assess whether the allegations are made in good faith. If they are, the allegations will be processed using the resolution procedures below, typically after resolution of the underlying allegation. Counterclaims made with retaliatory intent will not be permitted.

A delay in the processing of counterclaims is permitted, accordingly. Occasionally, allegations and counterclaims can be resolved through the same investigation, at the discretion of the Title IX Coordinator. When counterclaims are not made in good faith, they will be considered retaliatory, and may constitute a violation of this Policy.

5. Advisors

Both parties are entitled to have an Advisor accompany them through the Process.

A. Expectations of an Advisor

The University generally expects an Advisor to adjust their schedule to allow them to attend University meetings when planned, but the University may change scheduled meetings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

The University may also make reasonable provisions to allow an Advisor who cannot attend in person to attend a meeting by telephone, video conferencing, or other similar technologies as may be convenient and available.

Parties whose Advisors are disruptive or who do not abide by University policies and procedures may face the loss of that Advisor and/or possible Policy violations.

Advisors are expected to consult with their advisees without disrupting University meetings or interviews. Advisors do not represent parties in the process; their role is only to advise.

B. Expectations of the Parties with Respect to Advisors

Each party may choose an Advisor who is available to accompany them throughout the process. The Advisor can be anyone, including an attorney, advocate or support person but should not be someone who is also a witness in the process. “Available” means the party cannot insist on an Advisor who simply doesn’t have inclination, time, or availability. Also, the Advisor cannot have institutionally conflicting roles, such as being a Title IX administrator who has an active role in the matter, or a supervisor who must monitor and implement sanctions.

Witnesses are not entitled to be accompanied by Advisors throughout the process, though they can be advised externally.

The parties are expected to inform the Investigators of the identity of their Advisor at least two

(2) business days before the date of their first meeting with the Investigator(s) (or as soon as possible if a more expeditious meeting is necessary or desired).

The University also provides a consent form that authorizes the University to share such information directly with their Advisor. The parties must either complete and submit this form to the Title IX Coordinator or provide similar documentation demonstrating consent to a release of information to the Advisor before the University is able to share records with an Advisor.

If a party requests that all communication only be made through their Advisor, the University will not comply with that request. Upon written request of a party, the University will copy the Advisor on all communications between the University and the party.

The parties are expected to provide timely notice to the Title IX Coordinator if they change Advisors at any time. It is assumed that if a party changes Advisors, consent to share information with the previous Advisor is terminated, and a release for the new Advisor must be secured. Parties are expected to inform the Title IX Coordinator of the identity of their hearing Advisor at least two (2) business days before the hearing.

For parties who are entitled to union representation, the University will allow the unionized employee to have their union representative (if requested by the party) as well as an Advisor of their choice present for all resolution-related meetings and interviews. To uphold the principles of equity, the other party (regardless of union membership) will also be permitted to have two Advisors. Witnesses are not permitted to have union representation or Advisors in grievance process interviews or meetings.

6. Resolution Options

Proceedings are private. All persons present at any time during the Resolution Process are expected to maintain the privacy of the proceedings in accord with University Policy.

While there is an expectation of privacy around what is discussed during interviews, the parties have discretion to share their own experiences with others if they so choose, but are encouraged to discuss with their Advisors first before doing so.

A. Informal Resolution

Informal Resolution is applicable when the parties voluntarily agree to resolve the matter through Alternate Resolution when the Respondent accepts responsibility for violating Policy or when the Title IX Coordinator can resolve the matter informally by providing remedies to

resolve the situation. The Title IX Coordinator has discretion to determine if an investigation will be paused during Informal Resolution, or if it will be limited, or will continue during the Informal Resolution process.

It is not necessary to pursue Informal Resolution first in order to pursue Administrative Resolution, and any party participating in Informal Resolution can stop the process at any time and request the Administrative Resolution Process. Further, if an Informal Resolution fails after the resolution is finalized, Administrative Resolution may be pursued.

I. Alternate Resolution

Alternate Resolution is an informal process, by which the parties mutually agree to resolve an allegation. The parties and the University must consent to the use of Alternate Resolution.

The Title IX Coordinator determines if Alternate Resolution is appropriate, based on the willingness of the parties, the nature of the conduct at issue, and the susceptibility of the conduct to Alternate Resolution.

In an Alternate Resolution, a trained administrator may facilitate a dialogue with the parties to an effective resolution, if possible. Or, the Title IX Coordinator, with the consent of the parties, may negotiate and implement any agreement to resolve the allegations that satisfies all parties and the University.

Institutionally-imposed sanctions are not possible as the result of an Alternate Resolution Process, though the parties may agree to accept sanctions and/or appropriate remedies.

The Title IX Coordinator maintains records of any resolution that is reached, and failure to abide by the resolution can result in appropriate enforcement actions.

The results of Alternate Resolution are not appealable.

II. Respondent Accepts Responsibility for Alleged Violations

The Respondent may accept responsibility for all or part of the alleged policy violations at any point during the Resolution Process. If the Respondent accepts responsibility, the Title IX Coordinator makes a determination that the individual is in violation of University Policy.

The Title IX Coordinator then determines appropriate sanction(s) or responsive actions, which are promptly implemented in order to effectively stop the harassment, discrimination, and/or retaliation; prevent its recurrence; and remedy the effects of the conduct, both on the Complainant and the community.

If the Respondent accepts responsibility for all of the alleged policy violations and the Title IX Coordinator or designee has determined appropriate sanction(s) or responsive actions, which are promptly implemented, the process is over. The Complainant will be informed of this outcome.

If the Respondent accepts responsibility for some of the alleged policy violations and the Title IX Coordinator has determined appropriate sanction(s) or responsive actions, which are promptly implemented for those violations, then the remaining allegations will continue to be investigated and resolved. The parties will be informed of this outcome. The parties are still able to seek Alternate Resolution on the remaining allegations, subject to the stipulations above.

B. Administrative Resolution

Administrative Resolution can be pursued for any complaint for which the Respondent has not accepted responsibility that constitutes conduct covered by the Policy, that does not fall under Process A, at any time during the process. Administrative Resolution starts with an investigation.

If Administrative Resolution is initiated, the Title IX Coordinator will provide written notification of the investigation to the parties at an appropriate time during the investigation. Typically, notice is given at least 48 hours in advance of an interview. Advanced notice facilitates the parties' ability to identify and choose an Advisor, if any, to accompany them to the interview.

Notification will include a meaningful summary of the allegations, will be made in writing, and may be delivered by the following method: emailed to the parties' University-issued or designated email account.

Once emailed, notice will be presumptively delivered. The notification should include the policies allegedly violated, if known at the time. Alternatively, the policies allegedly violated can be provided at a later date, in writing, as the investigation progresses, and details become clearer.

The University aims to complete all investigations within sixty (60) business days, which can be extended as necessary for good cause by the Title IX Coordinator.

Once the decision is made to commence an investigation, the Title IX Coordinator appoints an Investigator or Investigator(s) to conduct the investigation.

The Title IX Coordinator will vet the assigned Investigator(s) to ensure impartiality by ensuring there are no conflicts of interest or disqualifying bias.

The Title IX Coordinator will do the following when a report or complaint is received:

- Determine the identity and contact information of the Complainant
- In coordination with campus partners (e.g., the Title IX Coordinator), initiate or assist with any necessary supportive measures
- In coordination with campus partners (e.g., the Title IX Coordinator), identify all policies implicated by the alleged misconduct
- Assist the Title IX Coordinator with conducting an initial assessment to determine if there is reasonable cause to believe the Respondent has violated policy
- If there is insufficient evidence to support reasonable cause, the process is closed with no further action
- Prepare the initial Notice of Investigation and Allegation (NOIA) on the basis of the initial assessment. Notice may be one step or multiple steps, depending on how the investigation unfolds, and potential policy violations may be added or dropped as more is learned.

The parties may, at any time during the Resolution Process, raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another individual will be assigned and the impact of the

bias or conflict, if any, will be remedied. If the bias or conflict relates to the Title IX Coordinator, concerns should be raised with the Vice President for Human Resources.

The University will make a good faith effort to complete the investigation as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

The University may undertake a short delay in its investigation (several days to weeks, to allow evidence collection) when criminal charges based on the same behaviors that invoke the University's Resolution Process are being investigated by law enforcement. The University will promptly resume its investigation and Resolution Process once notified by law enforcement that the initial evidence collection process is complete.

University action(s) are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

Investigations involve interviews with all relevant parties and witnesses, obtaining available, relevant evidence, and identifying sources of expert information, as necessary.

All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence, and to fully review and respond to all evidence, on the record.

7. Investigation

The Investigator(s) typically take the following steps, if not already completed (not necessarily in this order):

- Conduct an impartial investigation;
- Meet with the Complainant to finalize their statement, if necessary;
- Investigators will update the NOIA accordingly and provide it to the parties.
- Notice should inform the parties of their right to have the assistance of an Advisor of their choosing present, including but not limited to a University-trained Advisor, for all meetings attended by the advisee;
- When formal notice is being given, it should provide the parties with a written description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential sanctions/responsive actions that could result;

- Give an instruction to the parties to preserve any evidence that is directly related to the allegations;
- Provide the parties and witnesses with an opportunity to review and verify the Investigator's summary notes from interviews and meetings with that specific party or witness;
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible;
- Interview all relevant individuals and conduct follow-up interviews as necessary;
- Allow each party the opportunity to suggest questions they wish the Investigator(s) to ask of the other party and witnesses;
- Complete the investigation promptly and without unreasonable deviation from the intended timeline;
- Provide regular status updates to the parties throughout the investigation;
- Write a comprehensive investigation report fully summarizing the investigation and all evidence;
- Share the report with the Title IX Coordinator and/or legal counsel for review and feedback;
- Provide the parties with a copy of the draft investigation report when it is completed;
- Provide each party with a full and fair opportunity to respond to the report in writing within; ten (10) business days and incorporate those responses, if any, into the report;
- Investigators may choose to respond in writing in the report to the responses of the parties, and/or to share the responses between the parties for their responses, while also ensuring that they do not create a never-ending feedback loop;
- Provide the final report to the Title IX Coordinator.

8. Determination

The Investigator shall also make factual findings based on a preponderance of the evidence and, based on those findings, come to a conclusion as to whether the Policy was violated.

9. Additional Details of the Investigation Process

A. Witness responsibilities

Witnesses (as distinguished from the parties) who are faculty or staff of the University are expected to cooperate with and participate in the University's investigation and Resolution Process. Failure of a witness to cooperate with and/or participate in the investigation or Resolution Process constitutes a violation of Policy and may be subject to discipline.

B. Remote processes

Parties and witnesses may be interviewed remotely by phone, video conferencing, or similar technologies if the Investigator(s) determine that timeliness, efficiency, or other causes dictate a need for remote interviewing. Witnesses may also provide written statements in lieu of interviews, or respond to questions in writing, if deemed appropriate by the Investigator(s), though this approach is not ideal. When remote technologies are used, the University makes reasonable efforts to ensure privacy, and ensures that any technology does not work to the detriment of any party or subject them to unfairness.

C. Recording

No unauthorized audio or video recording of any kind is permitted during the Resolution Process including investigative interviews. If Investigator(s) elect to audio and/or video record interviews, all involved parties must be made aware of the audio and/or video recording.

D. Evidence

Any evidence that is relevant and credible may be considered, including an individual's prior misconduct history as well as evidence indicating a pattern of misconduct, subject to the limitation in (E) below. The process should exclude irrelevant or immaterial evidence and may disregard evidence lacking in credibility or that is improperly prejudicial.

E. Sexual History/Patterns

Unless the Title IX Coordinator/Investigator determines it is appropriate, the investigation and the finding do not consider: (1) incidents not directly related to the possible violation, unless they evidence a pattern; (2) the irrelevant sexual history of the

parties (though there may be a limited exception made with regard to the sexual history between the parties); or (3) irrelevant character evidence.

F. Previous Allegations/Violations

While previous conduct violations by the Respondent are not generally admissible as information supporting the current allegation, the Investigator(s) may supply the Decision-maker for Sanctions with information about previous good faith allegations and/or findings, when that information suggests potential pattern and/or predatory conduct.

Previous disciplinary action of any kind involving the Respondent may be considered in determining the appropriate sanction(s).

Character witnesses or evidence may be offered. The investigator will determine if the character evidence is relevant. If so, it may be considered. If not, it will be excluded.

G. Notice of Outcome

If the Respondent admits to the violation(s), or is found in violation by the Investigator, the Sanctioning Decision-Maker, in consultation with the Title IX Coordinator or any other University administrator as the Sanctioning Decision-Maker deems appropriate, determines sanction(s) and/or responsive actions, which are promptly implemented in order to effectively to stop the harassment, discrimination, and/or retaliation; prevent its recurrence; and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

The Title IX Coordinator informs the parties of the Notice of Outcome within three (3) business days of the resolution, ideally simultaneously, but without significant time delay between notifications. Notifications are made in writing and must be delivered by the following method: emailed to the parties' University-issued or designated email account. Once emailed, notice is presumptively delivered.

The Notice of Outcome specifies the finding for each alleged policy violation, any sanction(s) that may result which the University is permitted to share pursuant to state or federal law, and the rationale supporting the findings to the extent the University is permitted to share under state or federal law.

The Notice will detail when the determination is considered final (See Section 11. Appeals below) and will detail any changes that are made prior to finalization.

Unless based on an acceptance of violation by the Respondent, the Notice of Outcome may be appealed by either party. The Notification of Outcome also includes the grounds on which the parties may appeal and the steps the parties may take to request an appeal of the findings. More information about the appeal procedures can be found below.

10. Sanctions

Sanction Factors, Student Sanctions, Employee Sanctions/Responsive Actions, and Tenured or Tenure-track Faculty Sanctions are identical to those found under Process A. Please see Section 34. Sanctions, above.

11. Withdrawal or Resignation While Charges are Pending

The policy on Withdrawal or Resignation While Charges are Pending is identical to that found under Process A. Please see Section 34. Withdrawal or Resignation While Charges are Pending, above.

12. Appeals

Appeal Decision-maker:

- The Appeal Decision-maker for student Respondents and student group, organizations, and teams shall be the Vice President for Student Life, or their designee.
- The Appeal Decision-maker for faculty Respondents shall be the Provost or their designee.
- The Appeal Decision-maker for staff Respondents shall be the Vice President for Human Resources Senior Vice President for Finance and Administration, or their designee.

Upon notification of the Appeal Decision-maker's identity, the parties must notify the Title IX Coordinator in writing within three (3) days of any conflict of interest with regard to the Decision-maker. The Title IX Coordinator will consider the nature of the conflict and determine if a different individual should be assigned as the Appeal Decision-Maker. The Title IX Coordinator's decision regarding any conflicts is final.

All requests for appeal consideration must be submitted in writing to the Title IX Coordinator within five (5) business days of the delivery of the written finding of the Investigator and Decision-Maker for Sanctions. Any party may appeal the findings only under the grounds described below.

A single Appeal Decision-maker will Chair the appeal. Any party may appeal, but appeals are limited to the following grounds:

1. Procedural irregularity that significantly affected the outcome of the matter;
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
3. The Title IX Coordinator, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

When any party requests an appeal, the Title IX Coordinator will share the appeal request with the other party(ies) or other appropriate persons such as the Investigator(s), who may file a response within five (5) business days. The other party may also bring their own appeal on separate grounds.

If new grounds are raised, the original appealing party will be permitted to submit a written response to these new grounds within five (5) business days. These responses or appeal requests will be shared with each party. The Appeal Chair will review the appeal request(s) within five (5) business days of completing the pre-appeal exchange of materials. If grounds are not sufficient for an appeal, or the appeal is not timely, the Appeal Chair dismisses the appeal.

When the Appeal Chair finds that at least one of the grounds is met by at least one party, additional principles governing the review of appeals include the following:

- Decisions by the Appeal Chair are to be deferential to the original decision, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is compelling justification to do so.
- Appeals are not intended to be full re-hearings (de novo) of the allegation(s). In most cases, appeals are confined to a review of the written documentation or record of the investigation and pertinent documentation regarding the grounds for appeal.
- An appeal is not an opportunity for the Appeal Chair to substitute their judgment for that of the original Investigator(s) or original Decision-maker merely because they disagree with the finding and/or sanction(s).
- Appeals granted based on new evidence should normally be remanded to the Investigator(s) for reconsideration. Other appeals should be remanded at the discretion of the Appeal Chair.
- Sanctions imposed as the result of Administrative Resolution are implemented immediately unless the Title IX Coordinator stays their implementation in extraordinary circumstances, pending the outcome of the appeal.

- For students: Graduation, study abroad, internships/externships, etc., do NOT in and of themselves constitute exigent circumstances, and students may not be able to participate in those activities during their appeal.
- All parties will be informed in writing within five (5) business days of the outcome of the appeal without significant time delay between notifications, and in accordance with the standards for Notice of Outcome as defined above.
- Once an appeal is decided, the outcome is final; further appeals are not permitted, even if a decision or sanction is changed on remand.
- In rare cases when a procedural or substantive error cannot be cured by the original Investigator(s) and/or original Decision-maker (as in cases of bias), the Appeal Chair may recommend a new investigation and/or Administrative Resolution Process, including a new resolution administrator.
- The results of a new Administrative Resolution Process can be appealed once, on any of the three applicable grounds for appeals.
- In cases in which the appeal results in the Respondent's reinstatement to the University or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable.

13. Long-Term Remedies/Actions

Following the conclusion of the Resolution Process, and in addition to any sanctions implemented, the Title IX Coordinator may implement long-term remedies or actions with respect to the parties and/or the campus community to stop the harassment, discrimination, and/or retaliation; remedy its effects; and prevent its reoccurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Education to the community
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of campus safety escorts

- Climate surveys
- Policy modification
- Provision of transportation accommodations
- Implementation of long-term contact limitations between the parties
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX Coordinator, long-term remedies may also be provided to the Complainant even if no policy violation is found.

When no policy violation is found, the Title IX Coordinator will address any remedial requirements owed by the University to the Respondent.

14. Failure to Complete Sanctions/Comply with Interim and Long-term Remedies/Responsive Actions

All Respondents are expected to comply with conduct sanctions, responsive actions, and corrective actions within the timeframe specified by the Title IX Coordinator.

Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/responsive/corrective action(s), including suspension, expulsion, and/or termination from the University.

15. Recordkeeping

In implementing this policy, records of all allegations, investigations, resolutions, and hearings will be kept indefinitely, or as required by state or federal law or institutional policy, by the Title IX Coordinator in the Title IX case database.

16. Disabilities Accommodation in the Resolution Process

Fairfield University is committed to providing reasonable accommodations and support to qualified students, employees, or others with disabilities to ensure equal access to the resolution process at the University. Any student needing such accommodations or support should contact the Office of Accessibility, and any employee needing such accommodations or support should contact the Office of Human Resources, who will review the request and, in consultation with the person requesting the accommodation, and the Title IX Coordinator, determine which accommodations are appropriate and necessary for full participation in the process.

17. Revision of this Policy and Procedures

This Policy and procedures apply to conduct that occurs on or after August 14, 2020. The policy and procedures in place at the time the conduct occurred shall apply to conduct that occurred prior to August 14, 2020.

This Policy and procedures supersede any previous policy(ies) addressing harassment, sexual misconduct, discrimination, and/or retaliation under Title IX and will be reviewed and updated annually by the Title IX Coordinator. The University reserves the right to make changes to this document as necessary, and once those changes are posted online, they are in effect.

During the Resolution Process, the Title IX Coordinator may make minor modifications to procedures that do not materially jeopardize the fairness owed to any party, such as to accommodate summer schedules. The Title IX Coordinator may also vary procedures materially with notice (on the institutional website, with the appropriate effective date identified) upon determining that changes to law or regulation require policy or procedural alterations not reflected in this Policy and procedures.

If government laws or regulations change – or court decisions alter – the requirements in a way that impacts this document, this document will be construed to comply with the most recent government regulations or holdings.

This document does not create legally enforceable protections beyond the protection of the background state and federal laws which frame such policies and codes, generally.

This Policy and procedures are effective August 14, 2020. Modified from: ATIXA 2023 One Policy, Two Procedures Model.

Use and adaptation of this model with citation to ATIXA is permitted through a limited license to Fairfield University. All other rights reserved. ©2023 ATIXA.

Disclosure of Disciplinary Proceedings to Victims of Violent Crimes or Non-Forcible Sex Offenses

In compliance with federal law, Fairfield University will, upon written request, disclose the final results of any institutional disciplinary proceeding conducted against a student who is the alleged perpetrator of a crime of violence or a non-forcible sex offense (such as incest or statutory rape) to the alleged victim of that crime or offense. If the alleged victim is deceased as a result of the crime or offense, the University will treat the victim's next of kin as the alleged victim and provide them with the outcome of the disciplinary proceeding, if requested in writing.

This disclosure is intended to promote transparency and provide victims and their families with access to information about the institution's response to serious allegations of misconduct. "Final results" refers to the name of the student, the violation committed, and any sanction imposed by the institution as a result of the disciplinary proceeding.

Please note: This provision applies only to crimes of violence, as defined by 18 U.S.C. §16, and to non-forcible sex offenses, and it does not require that the incident be adjudicated under Title IX or result in criminal prosecution.

Sex Offender Registration Information

In accordance with the Campus Sex Crimes Prevention Act of 2000 and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), Fairfield University is required to inform the campus community where law enforcement information regarding registered sex offenders may be accessed. In Connecticut, individuals convicted of certain sex offenses are required to register with local law enforcement. The Connecticut Department of Emergency Services and Public Protection maintains a public registry of sex offenders, including those who live, work, or attend school in the state.

Members of the Fairfield University community may access this information through the Connecticut Sex Offender Registry maintained by the Connecticut State Police at [Connecticut Sex Offender Registry](#). Connecticut law also requires registered sex offenders to report any affiliation with institutions of higher education, including if they are enrolled as a student, employed, volunteering, or engaged in a vocation at the institution. If the method of accessing this information changes, Fairfield University will notify the campus community accordingly.

Compliance with Connecticut Campus Safety Statutes

Fairfield University is an independent institution of higher education, as defined by Conn. Gen. Stat. § 10a-173(a), and is therefore subject to additional Connecticut laws governing campus safety,

security policy disclosure, and crime reporting, including Conn. Gen. Stat. §§ 10a-55a through 10a-55c. In addition to this Annual Security & Fire Safety Report, the University prepares a separate Connecticut Campus Safety and Security Compliance Report addressing certain Connecticut-specific disclosure and reporting requirements, including campus crime rate calculations, accident-related reporting information, and other state-required security policy disclosures not expressly required under federal law.

Many of the policies, procedures, and statistical disclosures required under Connecticut law overlap with information already contained within this Annual Security & Fire Safety Report pursuant to the Clery Act. Accordingly, several portions of this report are incorporated by reference into the University's Connecticut Campus Safety and Security Compliance Report for purposes of satisfying overlapping state and federal disclosure obligations. The Connecticut Campus Safety and Security Compliance Report is available upon request through the Fairfield University Department of Public Safety.

2025 Clery Crime Statistics

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”), Fairfield University classifies and counts reported crimes using the uniform definitions outlined in federal regulations, as informed by the Federal Bureau of Investigation’s Uniform Crime Reporting (UCR), Summary Reporting System (SRS), and National Incident-Based Reporting System (NIBRS), as well as the Violence Against Women Act (VAWA). These definitions are used exclusively for purposes of Clery Act statistical reporting and may differ from definitions used under state or local law. The following information is provided so that students, employees, and members of the public may understand how the University categorizes, counts, and reports Clery Act crimes and related statistics in the below tables.

Clery Act Definitions

These definitions, including the Clery Act’s crime categories and location classifications, are provided to help readers accurately interpret the statistics presented in the tables. Each statistic should be read in conjunction with these definitions to ensure a proper understanding of how incidents are classified and reported under federal requirements.

Criminal Offenses Definitions (UCR Part I Crimes)

The following definitions establish the framework for interpreting the University’s crime statistics for UCR Criminal Offenses in accordance with federal Clery Act requirements.

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.

Sex Offenses – Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Sexual Assault – An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s UCR program.

Sexual Assault – 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.

Sexual Assault – 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 age or because of temporary or permanent mental incapacity.

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

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

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. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary – The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft – The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned— including joyriding.)

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.

Violence Against Women Act Offense Definitions

The following definitions establish the framework for interpreting the University's crime statistics for Violence against Women Act (VAWA) offenses in accordance with Clery Act requirements.

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.

For the purposes of this definition-

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.
- Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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—

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition—

A. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

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

C. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hazing Incident Definitions

For purposes of Clery Act statistics, hazing means any intentional, knowing, or reckless act committed by one or more persons against another person, regardless of that person's willingness to participate, that:

- Occurs in connection with initiation into, affiliation with, or maintenance of membership in a student organization; and
- Causes or creates a risk—beyond the reasonable risks ordinarily associated with participation in the institution or organization—of physical or psychological injury.

Hazing includes whipping, beating, striking, electronic shocking, harmful substances placed on the body, sleep deprivation, exposure to the elements, confinement, extreme calisthenics, coerced consumption of food, alcohol, drugs, or other substances, coerced sexual acts, threats creating a reasonable fear of bodily harm, and activities that involve—or require another person to commit—a violation of local, state, Tribal, or federal law.

A student organization includes any organization at the University in which at least two members are enrolled students, whether or not the organization is established or recognized by the University. Examples include clubs, societies, associations, athletic and club sports teams, fraternities, sororities, bands, and student government.

Hate Crime Definitions

In accordance with federal and state law, institutions are required to report all hate crimes falling within the federally mandated crime categories. These incidents must be further classified by the type of bias that motivated the crime—such as bias based on race, gender, religion, sexual orientation, ethnicity, national origin, gender identity, or disability.

For Clery Act reporting, hate crimes also include larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property when motivated by bias. These offenses must be reported in the institution's annual hate crime statistics when evidence indicates that the victim was intentionally selected because of one or more of the aforementioned bias categories.

For each of the above offenses, and for the additional offenses listed below, the University must report whether the incident was motivated by bias against a victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

Hate Crime Defined - A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the

perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

Larceny-Theft – The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

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

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

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

Arrests and Disciplinary Referrals for Violations of Law Definitions

The following definitions establish the framework for interpreting the University's crime statistics for weapon, drug, and liquor law violations in accordance with federal Clery Act requirements.

Weapons: Carrying, Possessing, Etc. – The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Abuse Violations – The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State/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.

Referred for campus disciplinary action – The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

Clery Geography Definitions

On-Campus – Any building or property owned or controlled by the institution within the same reasonably contiguous geographic area, and used in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On-Campus Student Housing Facility – Any student housing facility that is owned or controlled by the institution, or located on property owned or controlled by the institution, and within the reasonably contiguous geographic area that makes up the campus.

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

Public Property – All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

Unfounded Crimes

A crime may be classified as unfounded for Clery Act purposes only when sworn law enforcement personnel determine, following a complete and thorough investigation, that the report was false or baseless because the crime was neither attempted nor completed, the allegations did not satisfy the elements of the offense, or the incident was improperly classified as a crime.

In the years 2023, 2024, and 2025, there were *no* unfounded crimes.

Hate Crime Reporting

In the years 2023, 2024, and 2025, there were *no* reported hate crimes.

Clery Crime Statistics—Fairfield University Main Campus

Fairfield University Main Campus 1073 North Benson Road, Fairfield, CT						
Crime Classification	Year	On Campus Student Housing	On Campus ¹ Total	Non-Campus Building/Property	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	2	3	0	0	3
	2024	2	2	0	0	2
	2023	2	2	1	0	3
Fondling	2025	6	6	0	0	6 ²
	2024	2	3	0	0	3
	2023	4	4	0	0	4
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	0	0	0	0	0

¹ The On-Campus Total column includes *all* crimes reported within the University's on-campus Clery geography, including crimes occurring in academic, administrative, athletic, and other campus facilities, as well as in on-campus student housing. The On-Campus Student Housing column separately identifies the portion of the On-Campus Total that occurred in University residential facilities. Because the student housing figures are already included in the On-Campus Total, the figures in these two columns should not be added together.

² One Fondling incident included in the 2025 statistics was alleged to have occurred in 2023. Under the Clery Act, crimes are recorded for the calendar year in which they are reported. Accordingly, although six incidents are included in the 2025 statistics, only five were alleged to have occurred in 2025.

Fairfield University Main Campus 1073 North Benson Road, Fairfield, CT						
Crime Classification	Year	On Campus Student Housing	On Campus ¹ Total	Non-Campus Building/Property	Public Property	Total
	2023	0	0	0	0	0
Aggravated Assault	2025	1	1	0	0	1
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Burglary	2025	1	2	0	0	2
	2024	0	1	0	0	1
	2023	2	2	1	0	3
Motor Vehicle Theft	2025	0	1	0	0	1
	2024	0	0	0	0	0
	2023	0	1	0	0	1
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	1	0	0	1
VAWA Offense Reporting						
Dating Violence	2025	2	2	0	0	2
	2024	1	1	0	0	1
	2023	1	1	0	0	1
Domestic Violence	2025	1	1	0	0	1
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Stalking	2025	1	2	0	0	2
	2024	1	3	0	0	3
	2023	3	5	0	0	5
Hazing Statistics						
Hazing	2025	0	0	0	0	0
	2024 ³	N/A	N/A	N/A	N/A	N/A

³ Hazing statistics for 2023 and 2024 are designated as “N/A” because the Stop Campus Hazing Act, enacted on December 23, 2024, required institutions to begin collecting hazing-incident statistics no later than January 1,

Fairfield University Main Campus 1073 North Benson Road, Fairfield, CT						
Crime Classification	Year	On Campus Student Housing	On Campus ¹ Total	Non-Campus Building/Property	Public Property	Total
	2023	N/A	N/A	N/A	N/A	N/A
Arrests & Referrals For Disciplinary Action						
Weapons Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	1	1	0	0	1
Drug Law Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Liquor Law Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Weapons Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	1	1	0	0	1
Drug Law Disciplinary Referrals	2025	11	12	0	0	12
	2024	13	13	0	0	13
	2023	17	19	0	0	19
Liquor Law Disciplinary Referrals	2025	81	94	0	0	94
	2024	112	116	0	0	116
	2023	127	147	0	0	147

2025. Accordingly, 2025 is the first calendar year for which institutions were required to collect—and subsequently report—hazing statistics.

Clery Crime Statistics—Fairfield Bellarmine Campus

The Fairfield Bellarmine Campus has no on-campus student housing; therefore, that category is designated “N/A.” The campus, located at 460 Mill Hill Avenue in Bridgeport, Connecticut, opened in September 2023. Accordingly, the 2023 statistics represent only a partial year of operation (September through December).

Fairfield Bellarmine Campus 460 Mill Hill Avenue, Bridgeport, CT						
Crime Classification	Year	On Campus Student Housing	On Campus Total	Non-Campus Building/Property	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Negligent Manslaughter	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Rape	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Fondling	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Incest	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Statutory Rape	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Robbery	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Aggravated Assault	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0

Fairfield Bellarmine Campus 460 Mill Hill Avenue, Bridgeport, CT						
Crime Classification	Year	On Campus Student Housing	On Campus Total	Non-Campus Building/Property	Public Property	Total
Burglary	2025	N/A	2	0	0	2
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Motor Vehicle Theft	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Arson	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
VAWA Offense Reporting						
Dating Violence	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Domestic Violence	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Stalking	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Hazing Statistics						
Hazing	2025	N/A	0	0	0	0
	2024 ⁴	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
Arrest & Referrals For Disciplinary Action						
Weapons Arrests	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0

⁴ See footnote 3, above.

Fairfield Bellarmine Campus 460 Mill Hill Avenue, Bridgeport, CT						
Crime Classification	Year	On Campus Student Housing	On Campus Total	Non-Campus Building/Property	Public Property	Total
	2023	N/A	0	0	0	0
Drug Law Arrests	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Liquor Law Arrests	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Weapons Disciplinary Referrals	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Drug Law Disciplinary Referrals	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0
Liquor Law Disciplinary Referrals	2025	N/A	0	0	0	0
	2024	N/A	0	0	0	0
	2023	N/A	0	0	0	0

Clery Crime Statistics—Fairfield Austin Campus

The Fairfield Austin Campus has no on-campus student housing or Noncampus Buildings or Property; therefore, those categories are designated “N/A.” The campus, located at 7951 Shoal Creek Boulevard in Austin, Texas, opened in June 2023. Accordingly, the 2023 statistics represent only a partial year of operation (June through December).

Fairfield Austin Campus 7951 Shoal Creek Boulevard, Austin, TX						
Crime Classification	Year	On Campus Student Housing	On Campus Total	Non-Campus Building/Property	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Negligent Manslaughter	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Rape	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Fondling	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Incest	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Statutory Rape	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Robbery	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Aggravated Assault	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0

Fairfield Austin Campus 7951 Shoal Creek Boulevard, Austin, TX						
Crime Classification	Year	On Campus Student Housing	On Campus Total	Non-Campus Building/Property	Public Property	Total
Burglary	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Motor Vehicle Theft	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Arson	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
VAWA Offense Reporting						
Dating Violence	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Domestic Violence	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Stalking	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Hazing Statistics						
Hazing	2025	N/A	0	N/A	0	0
	2024 ⁵	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
Arrest & Referrals For Disciplinary Action						
Weapons Arrests	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0

⁵ See footnote 3, above.

Fairfield Austin Campus 7951 Shoal Creek Boulevard, Austin, TX						
Crime Classification	Year	On Campus Student Housing	On Campus Total	Non-Campus Building/Property	Public Property	Total
	2023	N/A	0	N/A	0	0
Drug Law Arrests	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Liquor Law Arrests	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Weapons Disciplinary Referrals	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Drug Law Disciplinary Referrals	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0
Liquor Law Disciplinary Referrals	2025	N/A	0	N/A	0	0
	2024	N/A	0	N/A	0	0
	2023	N/A	0	N/A	0	0

2026 Annual Fire Safety Report

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), and as a Title IV institution, Fairfield University publishes this Annual Fire Safety Report that provides a comprehensive overview of fire safety policies, practices, and outcomes on campus.

The Annual Fire Safety Report contains fire statistics for the three most recent calendar years for which data are available. It also describes the fire protection and life safety systems in each residential facility, summarizes annual fire drills, and sets forth University policies on electrical appliances, smoking, open flames, and evacuation procedures. In addition, the report outlines fire safety education and training programs for students and employees, and it includes the University's plans for future improvements to life safety measures.

Federal law requires that institutions maintaining on-campus student housing distribute the Annual Fire Safety Report, or a notice of its availability, to all enrolled students and current employees by October 1 of each year. The report must also be made available to prospective students and employees, and the University submits the required statistics to the U.S. Department of Education, which makes them publicly accessible. The Fire Safety Report for Fairfield University is published as part of this annual Campus Security report, which may be found at [Annual Security & Fire Safety Report](#).

Department Overview

The Office of Environmental Health and Safety (EH&S) is responsible for maintaining and enforcing standards of quality and safety throughout the Fairfield University campus. Staffed by a Connecticut state-certified Fire Marshal, the EH&S office provides professional advice to campus departments on all aspects of health and life safety. The goal of the Office of EH&S is to maintain and constantly strive to improve the safety and well-being of students, faculty, staff, and visitors to Fairfield University.

The campus Fire Marshal is the authority having jurisdiction over Fairfield University properties. The duties of the Fire Marshal include conducting routine inspections of campus buildings, addressing both fire and life safety concerns, as well as all aspects of academic and employee safety. The Fire Marshal is in direct communication with the Town of Fairfield Fire Marshal, reviewing documents for new construction and remodeling/renovations, and keeping the local fire department up to date with changes on campus.

EH&S and the Office of the Fire Marshal are part of the Facilities Management Department. Facilities Management has broad responsibility for all aspects of plant maintenance and operations, in addition to all new construction, energy management, custodial services, and fire and environmental health and safety management. The department manages Fairfield's 215-acre campus and more than 3.5 million square feet of building space.

Reporting a Fire on Fairfield University Property

If a fire is actively burning, has been extinguished, or if evidence of a potential fire is discovered on Fairfield University property, you must report it immediately to the Department of Public Safety (DPS) at (203) 254-4090, or by calling 911. Anytime a building fire alarm is activated, it must be followed up with a phone call to DPS or 911 to ensure that the activation is properly investigated.

All reported fires on campus will be investigated by the Department of Public Safety, the University Fire Marshal, and the Town of Fairfield Fire Department. All fires, regardless of size or cause, will be documented in compliance with the Clery Act.

Fairfield University Building Emergency Evacuation Guidelines

When an emergency is discovered in a building that requires evacuation, the fire alarm system can be activated by operating a pull station located in building corridors and next to exit doorways.

Note: *The fire alarm will also activate automatically if a smoke detector, heat detector, or the building's sprinkler system is triggered.*

Upon hearing or seeing the activation of a building fire alarm—or if you become aware of any situation where it is unsafe to remain inside—you must immediately evacuate. Close the door to the room you are leaving, and follow the illuminated exit signs in the corridors, which will direct you to a safe route out of the building. Do not use elevators during an emergency evacuation. Become familiar with at least two possible exit routes from your location in advance, as your quickest path out may not be the way you entered.

If you are not on the ground level and are unable to travel up or down stairs due to a physical restriction, proceed to the nearest elevator lobby and use the two-way emergency phone located outside the elevator, or call for assistance on your cell phone. Remain in place until a rescuer arrives or until the emergency is resolved and it is safe to remain in the building. If you cannot reach the elevator area because of a hazardous condition, you have two options:

- *Remain in the room you are in, close the door, and shelter in place.*

- *Enter the nearest protected stairwell (most campus buildings have stair towers), close the door, and wait on the landing inside.*

In either case, if you are able, call 911 or DPS at (203) 254-4090 and provide your location and situation. Check the accessibility of nearby stairwells before relying on them as an emergency option.

Once you have safely evacuated, remain far enough away from the building to allow emergency personnel to conduct their operations. Re-entry into the building will only be permitted once emergency services personnel or another authorized official declare it safe to do so.

All residence halls have evacuation maps posted inside dorm rooms. Please review your evacuation options in advance and remember that all egress paths are identified by exit signs throughout building corridors.

Fire Drill Procedures and Statistics

Fire drill reports are kept in both hard copy and electronic formats. Reports are reviewed bi-annually and prior to each series of drills. These reports indicate the various times associated with the drill and the length of time needed to evacuate. They also indicate staff presence and any concerns or comments that may arise whether it be student conduct or otherwise.

Below is an excerpt from the University's Emergency Evacuation Plan as it pertains to fire drills.

Fire Drill Procedures

Fire drills are conducted throughout the academic year. Fairfield University's academic year consists of two semesters (September - December and January - May). A series of two drills are conducted each semester for a total of four per year per dormitory.

All residential buildings classified as Residential Halls (R-2 dormitories) begin each semester with announced fire drills that are conducted during normal business hours. These drills are followed up later in the semester with a series of unannounced fire drills. Buildings classified as Residential Halls include: Gonzaga, Loyola, Campion, Jogues, Regis, 70 McCormick Rd, Bowman Hall, Faber Hall, Dulles Hall, Kostka, and Claver. Dolan Hall, and 47 Mahan Road are classified as R-2 apartments. The Fire Marshal conducts fire drills in these respective buildings as necessary.

The Townhouse Complex and Barnyard Manor are occupied by upper-class students. These consist of two- and three-story townhouse-style residences, each provided with two dedicated, separate, accessible exits that discharge directly to a public way. Therefore, fire drills are not

conducted for occupants living in these buildings. Off-campus housing consists of one- and two-family dwellings, which also do not have regularly scheduled fire drills.

Fire Drills (as adopted from the CSFSC Part V 10.5)

10.5.1 Where required. Emergency egress and relocation drills shall be designed in cooperation with the local authorities and shall consider the needs of the physically challenged.

10.5.1.1 Fire Drills. Crisis Response Drills. Each local and regional board of education shall provide for a fire drill and a crisis response drill to be held in the schools of such board in accordance with section 10-231 of the Connecticut General Statutes.

10.5.2 Drill Frequency. Emergency egress and relocation drills shall be held with sufficient frequency to familiarize occupants with the drill procedures and to establish conduct of the drill as a matter of routine. Drills shall include suitable procedures to ensure that all people subject the drill participate.

10.5.3 Orderly Evacuations. When conducting drills, emphasis should be places on orderly rather than on speed.

10.5.4 Simulated Conditions. Drills shall be held at expected and unexpected times and under varying conditions to simulate the unusual conditions that can occur in an actual emergency.

10.5.5 Relocation Area. Drill participants shall relocate to a predetermined location and remain at such location until a recall or dismissal signal is given.

10.5.6 A written record of each drill shall be completed by the person responsible for conducting the drill and maintain in an approved manner.

Policies On Fire Safety Education & Training

EH&S and the Office of the Fire Marshal are committed to providing and facilitating educational opportunities for faculty, staff, and students. It is our policy to provide training programs for all Residence Life staff (both full-time employees and student resident assistants (RAs)) on an annual basis prior to each academic year. Continuing education for Residence Life staff is provided on an as needed and/or requested basis. Residential building evacuation procedures are reviewed and practiced twice each semester.

General fire safety education is available to various departments and is conducted upon request. Campus-wide fire extinguisher training is provided as required or when requested by the Campus Fire Marshal.

The Fairfield Fire Department conducts pre-planning activities on campus throughout the year. They also carry out training drills on University property in various firefighting and technical rescue disciplines. These efforts help ensure familiarity with the campus layout and enhance preparedness for potential hazards.

Student Handbook Fire Safety Policies

Smoking

Smoking is prohibited in all University buildings and facilities. The use of electronic cigarettes, vaporizers, and hookahs are also prohibited in all University buildings and facilities. Consistent with applicable state law, this prohibition includes all the student residences (residence halls, townhouses, houses, and apartments). Violations may result in sanctions including, but not limited to, a fine, an educational activity, or community service.

Open Flame

Candles, incense, Tiki torches, fireworks, gasoline, butane or other flammable liquids, barbecue grills (including, but not limited to, propane, charcoal, wood, and electric), and any other devices that produce an open flame are prohibited in all residential areas. Additionally, the storage of electric- or gas-powered vehicles or equipment is prohibited in residential spaces, including on porches and next to buildings.

Christmas Trees and Decorations

Natural Christmas trees, other trees, and shrubbery are not permitted in any student residence (including townhouses, houses, and apartments). Decorations or other room furnishings may not be attached to or suspended from light fixtures, ceilings, or fire safety equipment. Decorations must also not block windows or doors. Refer to the Windows/Doors section for more information. No more than 20% of any wall may be covered by decorations, including but not limited to tapestries, posters, decals, and other wall coverings.

Electrical Appliances

Students must exercise care in the use of electrical appliances in their rooms or units. All appliances and extension cords must be U.L. approved. Approved appliances include, but are not limited to: pod-style coffee makers without a warming plate, small popcorn poppers, small televisions, small stereos, curling irons, hair dryers, and computers.

Approved appliances should be equipped with an automatic shut-off feature. Unapproved appliances or devices include, but are not limited to: toaster ovens, microwave ovens and refrigerators (other than University-issued micro-fridge units), electric frying pans, George Foreman-type grills, and fog machines. George Foreman-type countertop grills, coffee pots, and microwaves are permitted in apartments and townhouses only, provided that students properly dispose of grease and the items remain in the kitchen area. Unapproved appliances found in student rooms will be confiscated and may not be returned.

Lighting

Light strands are permitted but may not be placed in doorways, on ceilings, or across windows, nor may they be wrapped around piping or in contact with fire equipment or devices. They must consist of mini lights designated for indoor use. LED strips and other lights with adhesive backing are prohibited due to potential paint and wall damage. Students may be assessed repair costs at the end of the semester or year if such lights cause visible damage to walls, ceilings, or University furnishings. Halogen lights and neon signs are strictly prohibited.

Tampering with Fire Safety Equipment and Arson

The deliberate setting of a fire on Fairfield University property is a serious offense and will result in removal from housing and/or dismissal from the University. Local authorities will be notified.

Tampering with firefighting equipment (e.g., fire extinguishers, smoke detectors, heat sensors), reporting bomb scares, or setting off false fire and emergency alarms endangers lives and constitutes a serious violation of state and federal laws, as well as University regulations.

Failure to evacuate a building during a fire alarm is a serious matter that may endanger your life and the lives of others. Individuals who do not leave a building will be subject to disciplinary action.

Fire hazards—including, but not limited to, natural Christmas trees, candles, incense, Tiki torches, building materials, motorcycles, electric- or gas-powered vehicles, gasoline, butane or other flammable liquids, barbecue grills (including, but not limited to, charcoal, propane, or electric), and other devices that produce an open flame—are strictly prohibited.

Descriptions of Fire and Life Safety Systems for Residential Buildings

Fire Alarm Network

All buildings on Fairfield University property are equipped with an NFPA 72 fire alarm system, with the exception of off-campus residential one- and two-family houses, which are equipped with residential fire alarm systems.

Fairfield University has upgraded its existing Simplex TrueSite Workstation (TSW) fire alarm network, which can support four network loops with up to 392 Simplex panels, to now include integrated email notification and vectored support monitoring. The network consists of individual fire alarm control panels that communicate directly with the TSW network while maintaining the status and control of their own dedicated circuit points.

The Simplex network system reports to the Public Safety Dispatch Center in Loyola Hall, Room 2. Fairfield University has also installed Siemens Fire Alarm Systems in the Mahoney Arena, Alumni House, Bowman Hall, Claver Hall, and Donnarumma Hall. The Siemens network system also reports to Public Safety in Loyola Hall, Room 2.

Each node reports to a UL-listed alarm-receiving TSW annunciator located in the Department of Public Safety's Dispatch Center. The TSW includes a UPS battery backup system that provides up to 72 hours of power in the event of an outage, as well as an internal UL watchdog card that ensures the fire alarm application remains active and automatically relaunches upon reboot.

The fire alarm systems in the following dormitory buildings are equipped with two methods of signaling a fire alarm:

Campion Hall, 70 McCormick Hall, Jogues Hall, Bowman Hall, Regis Hall, Loyola Hall, Gonzaga Hall, 42 Langguth, Meditz Hall, Kostka Hall, Claver Hall, 47 Mahan Hall, Dulles Hall, Faber Hall, Dolan Hall.

Single Occupancy or Suite Fire Alarm

- *This fire alarm will sound only in the dorm room or suite where the smoke detector was activated.*
- *It is a local alarm, signaling an issue in the specific room that triggered the smoke detector and needs to be addressed.*
- *DPS will respond to investigate the cause of the alarm.*
- *If smoke from the room or suite activates a smoke detector in a common area, a full building fire alarm will occur.*

- *During a single occupancy fire alarm, all occupants of the building are not required to evacuate.*

Full Building Fire Alarm (FBFA)

- The entire building will go into full alarm.
- This occurs when a detector is activated in a common area such as a lounge, corridor, or kitchen. Other actions that will activate a full building fire alarm include activation of a pull station, sprinkler waterflow alarm, Denlar stove hood activation, or multiple local alarms sounding simultaneously.
- The Fairfield Fire Department will respond.
- All occupants of the building are required to evacuate during a full building fire alarm.

Sprinkler Systems

All residential halls are fully sprinklered with automatic sprinkler systems and fire department standpipes.

The Residential Quad—which includes 70 McCormick Road, Gonzaga Hall, Loyola Hall, Campion Hall, Jogues Hall, Regis Hall, Bowman Hall, and 42 Langguth—has wet sprinkler and standpipe systems. All flow and tamper switches are electronically monitored through the fire alarm system in each respective building.

The Village Complex—which includes Kostka Hall, Claver Hall, Meditz Hall, and 47 Mahan Road—has wet sprinkler and wet or dry standpipe systems. All flow and tamper switches are electronically monitored through the fire alarm system in each respective building.

Dolan Hall, Faber Hall, and Dulles Hall are equipped with both automatic wet and dry sprinkler systems, as well as dry standpipes, with electronic tamper switch monitoring throughout.

The Townhouse Complex consists of 17 buildings, each containing 6 to 8 apartments. All buildings are fully sprinklered with NFPA 13R sprinkler systems. All flow and tamper switches are electronically monitored through the fire alarm system in each respective building.

The Barnyard Manor has 3 buildings, all of which are fully sprinklered with NFPA 13R sprinkler systems. All flow and tamper switches are electronically monitored through the fire alarm system in each respective building.

Range Hood Suppression Systems

All Townhouse units, Barnyard units, and common kitchens in the dormitories are equipped with Denlar hoods installed above the stove cooktops. These hoods are designed to extinguish fires by discharging a wet chemical suppressant, shutting off power to the cooking appliance, and activating the building fire alarm system. These actions are triggered when a fusible link beneath the hood melts due to heat from a fire below.

Fire Extinguishers

There are ABC fire extinguishers in the buildings throughout campus in accordance with the Connecticut Fire Safety and Prevention Code.

Fire & Life Safety Improvements

The Office of the Fire Marshal, in conjunction with Facilities Management, has expanded the installation of Denlar cooking fire suppression hood units to include all residential halls and apartment buildings.

All Townhouse, Barnyard, and off-campus housing buildings are now equipped with carbon monoxide (CO) detectors that are integrated with the fire alarm detection system. CO alarm activations are reported directly to the Department of Public Safety. These systems ensure prompt response and enhance the overall safety of campus residents.

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

On-Campus Residential Facilities 1073 North Benson Road	Year	Total Fires in Each Building	Cause of Fire	Number of Injuries Requiring Treatment at Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Bowman Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Barnyard 20	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Barnyard 21	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Barnyard 22	2025	1	Candle	None	None	\$500.00
	2024	0	N/A	N/A	N/A	N/A
	2023	1	Candle	None	None	\$1675.90
Campion Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Claver Hall	2025	0	N/A	N/A	N/A	N/A
	2024	1	Smoking	None	None	\$210.00
	2023	0	N/A	N/A	N/A	N/A
Dolan Hall	2025	0	N/A	N/A	N/A	N/A

On-Campus Residential Facilities 1073 North Benson Road	Year	Total Fires in Each Building	Cause of Fire	Number of Injuries Requiring Treatment at Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Dulles Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Faber Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Gonzaga Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Jogues Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	1	Smoking	None	None	\$62.10
Kostka Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
42 Langguth	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A

On-Campus Residential Facilities 1073 North Benson Road	Year	Total Fires in Each Building	Cause of Fire	Number of Injuries Requiring Treatment at Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Loyola Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
47 Mahan	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Meditz Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
70 McCormick	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Regis Hall	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 1	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 2	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A

On-Campus Residential Facilities 1073 North Benson Road	Year	Total Fires in Each Building	Cause of Fire	Number of Injuries Requiring Treatment at Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
	2023	0	N/A	N/A	N/A	N/A
Townhouse 3	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 4	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 5	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 6	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 7	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 8	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
	2025	0	N/A	N/A	N/A	N/A

On-Campus Residential Facilities 1073 North Benson Road	Year	Total Fires in Each Building	Cause of Fire	Number of Injuries Requiring Treatment at Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Townhouse 9	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 10	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 11	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 12	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 12-7	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 13	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 14	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	1	Electrical	None	None	Unknown

On-Campus Residential Facilities 1073 North Benson Road	Year	Total Fires in Each Building	Cause of Fire	Number of Injuries Requiring Treatment at Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Townhouse 15	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 16	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A
Townhouse 17	2025	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2023	0	N/A	N/A	N/A	N/A

Fire Safety Systems and Evacuation Drills for the Calendar Year 2025

For the chart below, please note that an “X” indicates that the identified fire safety system, device, evacuation plan, or placard is present at the listed residential facility. A blank cell indicates that the identified item is not present. The number shown in the final column reflects the number of evacuation drills conducted at that facility during the 2025 calendar year.

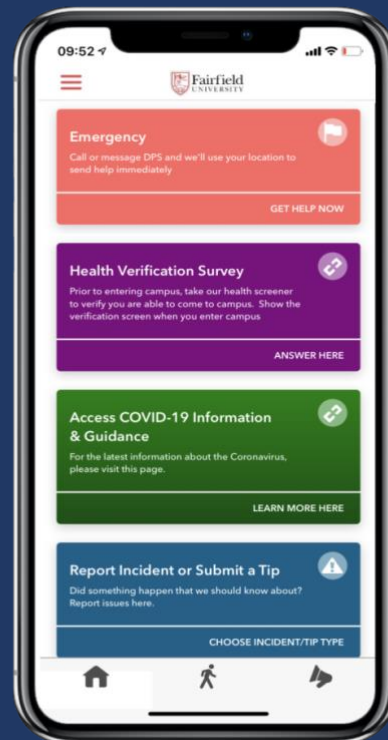
Facility Name	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Number of Evacuation Drills
Bowman Hall	X		X	X	X	X	4
Barnyard 20	X		X	X	X		0
Barnyard 21	X		X	X	X		0
Barnyard 22	X		X	X	X		0
Campion Hall	X		X	X	X	X	4
Claver Hall	X		X	X	X	X	4
Dolan Hall	X		X	X	X	X	4
Dulles Hall	X		X	X	X	X	4

Facility Name	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Number of Evacuation Drills
Faber Hall	X		X	X	X	X	4
Gonzaga Hall	X		X	X	X	X	4
Jogues Hall	X		X	X	X	X	4
Kostka Hall	X		X	X	X	X	4
42 Langguth	X		X	X	X	X	4
Loyola Hall	X		X	X	X	X	4
47 Mahan	X		X	X	X	X	4
Meditz Hall	X		X	X	X	X	4
70 McCormick	X		X	X	X	X	4
Regis Hall	X		X	X	X	X	4
Townhouse 1	X		X	X	X		0
Townhouse 2	X		X	X	X		0
Townhouse 3	X		X	X	X		0
Townhouse 4	X		X	X	X		0
Townhouse 5	X		X	X	X		0
Townhouse 6	X		X	X	X		0
Townhouse 7	X		X	X	X		0
Townhouse 8	X		X	X	X		0
Townhouse 9	X		X	X	X		0
Townhouse 10	X		X	X	X		0
Townhouse 11	X		X	X	X		0
Townhouse 12	X		X	X	X		0
Townhouse 12-7	X		X	X	X		0
Townhouse 13	X		X	X	X		0
Townhouse 14	X		X	X	X		0
Townhouse 15	X		X	X	X		0
Townhouse 16	X		X	X	X		0
Townhouse 17	X		X	X	X		0



Get the App

1. Download “LiveSafe”
from Google Play
or App Store.
2. Register with
your phone
number.
3. Search &
select Fairfield.
You’re set.



Fairfield University