A message from the President

Lamar University works diligently to maintain a safe and healthy campus environment for all our students. Campus crime statistics reflect that effort. Yet, reputation alone cannot ensure health and safety — continual diligence is required.

Our visible and effective campus police force is there to ensure your safety. But, campus safety — like that of any community — is enhanced when it becomes a team effort. When all are involved in watching out for each other, all benefit. Become aware of the behaviors that increase the risk of becoming a crime victim, and report suspicious activities.

Take the time to read this report and keep a copy of it throughout your time at Lamar. It contains helpful advice on how to stay safe.

As an institute of higher learning, we place great importance on the quality academic experience that will prepare you for your career. But that is only one of our priorities. We also must provide a learning and living environment that is healthy and secure.

We want your Lamar experience to be safe and rewarding.

Sincerely,

Kenneth R. Evans,
President

How This Report Is Compiled

The Lamar University Annual Security and Fire Report is published each year to provide you with information on security-related services offered by the university in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. This booklet was prepared with information provided to the Lamar University Police Department by the Beaumont Police Department, and the Lamar University Division of Student Engagement. It summarizes university programs, policies, and procedures designed to enhance your personal safety while you are here at Lamar.

The commonly reported crimes, requests for service, and provisions for the safety of the Lamar community on a 24-hour basis are similar to those of a city. We take campus security very seriously and are committed in our efforts to maintain a safe, secure environment for our students, faculty, staff and visitors. Your personal safety is a priority at Lamar. Maintaining a safe campus requires a dedicated partnership between the faculty, staff and students of Lamar University, the neighbors in our surrounding community and the Lamar University Police Department. Security is everyone’s responsibility. We need your cooperation and assistance to keep Lamar a safe place to live, work and learn.

University Police Department

The Lamar University Police Department comes under the direction of the Office of the Vice President for Finance and Operation, and is an integral part of providing a safe and secure community in the south end of Beaumont. As one of Southeast Texas’ larger law enforcement agencies, the Police Department provides comprehensive law enforcement and security services to all components of Lamar University as well as much of the surrounding neighborhood. Commissioned and non-commissioned officers staff the department. Commissioned officers are empowered to enforce laws and make arrests through the authority of the State of Texas. Lamar commissioned officers have the same authority as Beaumont police officers, and their officers routinely work and communicate with campus officers on any serious incidents that occur on or near campus. Lamar University operates no off-campus housing or off-campus student organizations; however, many graduate students and some undergraduate students live in neighborhoods surrounding Lamar. While the Beaumont Police Department has primary jurisdiction in areas off campus, Lamar officers can and do respond to incidents that occur in close proximity to campus. Lamar officers have direct radio communications with the city police, fire department and ambulance services to facilitate rapid response in any emergency situation.

All of Lamar’s commissioned officers have successfully completed law enforcement training at a state-certified police academy. In addition, all officers are required to attend annual in-service as well as on-the-job training. Full time police officers, security officers and community service officers are assigned regular shifts across campus and in Cardinal Village. Additionally, security cameras, strategically located across campus, are recorded by the University Police Department 24 hours a day.
**CRIME REPORTING POLICY**

It is the policy of Lamar University that all employees of the University considered to be a “Campus Security Authority” must report immediately to the Lamar University Police Department all crimes or reports of criminal activity that are brought to their attention. Lamar University considers all faculty members, administrators, managers, supervisors, employees of the Police Department and employees with significant contact with students, including but not limited to, contact through student campus activities, student discipline, student housing, student life administration and intercollegiate athletics to be a “Campus Security Authority”. Professional mental health, pastoral, or other licensed professionals legally bound by professional/client privileges when functioning in that capacity are not subject to this policy. The University permits anonymous reporting of crimes. All reported crimes will be investigated by the University and may become a matter of public record. Lamar University Campus Security Authorities include:

- University President
- Provost and Associate Provosts
- Vice Presidents and Associate Vice Presidents
- Deans and Associate Deans
- Division of Police and Public Safety employees, Contract Security Officers
- Title IX Coordinator
- University Housing Director, Associate Director, Residence Hall Coordinators, Community Assistants, and Desk Workers
- Athletics Director, Associate Directors, Coaching Staff, and Trainers
- Registered Student Organization (RSO) Faculty and Staff Advisors
- All Student Health Services Employees
- Academic Advisors
- Student Judicial Officers

This list of campus security authorities is subject to modification and is not intended to be all inclusive, due to changes in responsibilities within the university. The statistical information in this report has been compiled using information about crime and criminal activity obtained from campus security authorities, local police, and others. Information is supplied on a daily basis and statistics are compiled annually and disclosed as a report. Students and others are encouraged to report crimes immediately to the Lamar University Police Department or to appropriate University employees. Only through your help in promptly reporting criminal activity can the University take effective action to prevent crime and provide timely warnings of possible danger to the community.

**IMPORTANT REPORTING INFORMATION**

For emergencies from an on-campus telephone, contact the University Police Dept. (LUPD) by calling 8311 or 911. For off-campus emergencies, call (409) 880-8311 or 911. For emergencies during a campus power outage (no phones or electricity), call 838-7023 or 838-7024 for police dispatcher. Non-Emergency calls on-campus, Dispatcher 8307, Administrative Office 8305 or TDD Phone 7305. The University Police operates 24 hours a day.

To report instances of sexual misconduct to the Title IX administrator, please call Human Resources at 8375 or off campus, (409) 880-8375. In person reports may be made at the Office of Human Resources, 1030 Jim Gilligan Way, on the Lamar campus between the hours of 8 AM - 5 PM. Anonymous reports may be generated from the Title IX web page assessed from www.lamar.edu.

Confidential reports may be made at the Student Health Center located at 857 East Virginia on the Lamar campus. Their contact number is 8466 or off campus at (409) 880-8466 between the hours of 8 AM - 5 PM.

**CAMPUS ACCESS AND SECURITY**

Lamar University is a public and open campus. No effort is made to restrain the general public from entering the campus; however, the University Police Department reserves the right to bar individuals who are considered a threat to the well-being of the University community. LUPD provides 24-hour patrol of campus property and facilities, and designated building coordinators establish and maintain access to their respective buildings. Residence Hall access is by campus issued identification card only. The campus is routinely inspected for environmental safety hazards such as insufficient lighting and overgrown shrubbery; however, members of the University community are encouraged to report locations of concern to University Police.

**RESIDENCE HALLS**

The Lamar University student resident community accommodates 2500 students in double occupancy suites with private bedrooms. Services and programs intended to enhance the quality of life and to ensure the security and safety of the residents are a major priority of the university. The Cardinal Village staff includes a Director of Housing and full time Resident Directors as well as Community Assistants for each phase. Security and safety policies and procedures, especially regarding locking individual rooms, building entrances and related precautions are discussed with residents in crime prevention seminars, in building meetings and in printed materials which are posted and distributed.

**BLACKBOARD CONNECT-ED**

Lamar University has a notification system to reach individual students via e-mail, voice messages and/or text messaging. Incoming students should verify their primary phone number with the Records Office. New employees should verify their primary phone number with Human Resources.
SHUTTLES AND WALKING ESCORTS

The Lamar University Police is offering free shuttle service from 5:00 p.m. to 1:00 a.m. daily. Students utilizing this service must have a valid student I.D. The shuttle service provides transportation for students on campus and within the immediate vicinity of the campus. Students should call 880-2241 for this service.

EMERGENCY PHONES

Seventy emergency phones have been placed at strategic locations on campus. These phones include emergency call stations that are on white posts with blue lights on top. When an emergency phone is activated, the location of the call is automatically identified and the caller is connected to the police department. Locations of the telephones are marked on all parking maps and safety brochures. Individuals with hearing impairments should remain at the phone until an officer arrives.

TIMELY WARNINGS

The University is committed to making timely reports to the University community of crimes reported to campus security authorities or local law enforcement that are determined by those authorities to present a safety or security threat to students or employees. Crime Alerts will be made available to students and employees within 24 hours of the time that the incident is first reported to campus security authorities. After determining that an incident requires a crime alert, the University will do the following:

- The Lamar Police Department will post all Crime Alerts on its website: http://universitypolice.lamar.edu/.
- University Public Relations will distribute the crime alert via e-mail to the university community.
- The names of victims will not be included in a timely warning.

CRIME PREVENTION

The University offers a variety of informative programs for students and employees dealing with how to report and prevent crimes. These programs are available several times a year and on request by student groups, employees, or individuals. Please call (409) 880-8305 for further information on these programs.

Effective crime prevention is often a matter of common sense and being aware of one’s surroundings:

- Walk with friends in well-lighted areas.
- Always lock your car.
- Park in well-lighted areas.
- Have your keys ready when you approach your car, and check the front and back seats before entering.
- Keep your keys secure, lock your room or apartment, and do not leave personal belongings unattended.
- Engrave your name or identification on personal property.
- Be alert for strangers.
- If you are followed, cross the street, change direction and go to a well-lighted public area.
- Report the loss or theft of keys and valuables immediately to the University Police Department, (409) 880-8311.
- Report crimes, suspicious situations and security concerns immediately to the University Police Department (409) 880-8311.

DISCIPLINARY PROCEDURES AND SANCTIONS

All violations of federal, state and local laws and University regulations and rules are reported to the University Police Department. Each violation is considered one offense. Once a criminal report is filed with LUPD, it is investigated by the Criminal Investigation Division. When a suspect is identified, the case is referred to the Jefferson County District Attorney’s office for prosecution.

Aside from the criminal charges, the Vice President for Student Engagement refers the suspect for University disciplinary action. The vice president may choose to hear cases that involve charges of a sexual nature, hazing, cases involving temporary suspension or other cases in which the law may grant authority. If the vice president chooses not to hear a case, a judicial officer or judicial board will be appointed to pursue the case. All disciplinary hearings will adhere to the procedures for notification, evidence, counsel/advisors, burdens of proof, records, findings and appeals as outlined in the current edition of the Code of Student Life. University actions may include, but are not limited to, monetary fines, work hours, probation, mandatory participation in specific awareness/rehabilitation programs and/or suspension or expulsion from Lamar University. In all hearings, both the accused and accuser will have the opportunity to present their versions of the facts, to present other evidence in support of the case including witnesses, and to question evidence presented.

In cases of alleged sexual assault, domestic violence, dating violence, or stalking:

- Proceedings will provide a prompt, fair, and impartial investigation and resolution; and be conducted by officials who receive annual training on issues related to domestic violence, dating violence, sexual assault, and stalking, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- The accuser and accused are entitled to the same opportunities to have a support person/advisor of their choice at any proceeding or related meeting.
- Both the accuser and accused will be informed in writing of the outcome of any disciplinary hearing, procedures for appealing the results of the proceeding, any change to the results that occurs prior to the time that such results become final and notification of final results.
SEX OFFENDER REGISTRATION INFORMATION

In 2002, the Wetterling Act (the federal law dealing with state registration of sex offenders) was amended by the Campus Sex Crimes Prevention Act (CSCPA) to require states to obtain information about enrollment or employment of registered sex offenders at institutions of higher education, and to provide that information to campus police departments or other appropriate law enforcement agencies.

The CSCPA requires universities to provide notice to the campus community of where information identifying registered sex offenders who are enrolled or employed at the institution can be obtained.

A provision was added to FERPA to allow a university to disclose information provided to it under the Wetterling Act concerning registered sex offenders, including personally identifiable, non-directory information from education records disclosed without prior consent.

Information identifying registered sex offenders must be provided to the campus police department or other appropriate law enforcement agency by the state. The university must advise the campus community where sex offender information can be obtained, and must make the information available to members of the campus community by some means. The Texas Department of Public Safety must obtain the information and provide it to the university. The university is not required to ask registrants or prospective employees about the information.

The Department of Public Safety has adopted the following procedure: Notification of Enrollment at or Employment by Institutions of Higher Education.

Any registered offender who is enrolled as a student of any university, college, community college, or other institution of higher education, or is, with or without compensation, a full-time or part-time employee of that university, college, community college, or other institution of higher education, or is carrying on a vocation at the university, college, community college, or other institution of higher education, shall report their status as an employee, student, or carrying on a vocation to their local law enforcement authority in the area for which they establish residence within this state.

For local registered sex offender information go to: https://records.txdps.state.tx.us/sexoffender/PublicSite/Application/Search/Results.aspx?SearchType=School&CampusId=1044

SEXUAL ASSAULT

Sexual Assault means any form of non-consensual sexual activity representing a continuum of conduct from forcible rape to non-physical forms of pressure designed to compel individuals to engage in sexual activity against their will. Examples of sexual assault include, but are not limited to, the following non-consensual sexual activity: sexual intercourse (vaginal or anal); oral sex; rape or attempted rape; penetration of an orifice (anal, vaginal, oral) with the penis, finger or other object; unwanted touching of a sexual nature; use of coercion, manipulation or force to make someone else engage in sexual touching, including touching of breast, chest, buttocks and genitalia; engaging in sexual activity with a person who is unable to provide consent; or knowingly transmitting a sexually-transmitted disease to another.

Lamar University is committed to enforcing all laws and regulations that deal with sexual assault, including acquaintance rape. Whenever a victim reports an alleged sexual assault violation, the University will inform the victim of the following:

- The options to notify law enforcement authorities and the assistance to do so.
- The existing counseling, mental health, or student services for victims of sexual assault both on and off campus including Lamar Student Health and the Rape Crisis Center.
- The opportunities and assistance to change academic, transportation, working, and on-campus living arrangements after an alleged sexual assault if reasonably available. The Office of the Provost and Vice President for Academic Affairs should be contacted for any change in the academic arrangements and the Office of the Vice President for Student Engagement will be responsible for changes in transportation, working, or on-campus living arrangements. These opportunities are available regardless whether the victim chooses to report the crime to the campus police. A representative from the Division of Student Engagement or the Office of the Provost will be appointed to work with the victim in making reasonable adjustments in these areas.

Each year, the police department, student health, and other campus organizations provide sexual assault awareness, education and prevention programs to the campus community designed to heighten awareness of these issues and to improve education and prevention on campus. In addition to the ongoing prevention and awareness campaigns for students and faculty, education programs on sexual assault, domestic violence, dating violence, and stalking programming exist for all incoming students and new employees. Information covered includes:

- Lamar University prohibits domestic violence, dating violence, sexual assault, and stalking;
The definition of domestic violence, dating violence, sexual assault, and stalking according to Texas law
the definition of consent, in reference to sexual activity
options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against another;
information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks.

If you feel you are the victim of a sexual assault, domestic violence, dating violence, or stalking, the police department will guarantee the following:
• We will meet with you privately, at a time and place of your choice to take your report.
• We cannot and will not notify your parents without your consent.
• Our officers will not prejudge you, and you will not be blamed for what occurred.
• We will treat you and your case with courtesy, sensitivity, dignity, understanding and professionalism.
• We will assist you in arranging for any necessary hospital treatment, or other medical needs.
• If you would feel more comfortable talking with a friend or advocate of your choice present, we will do our best to accommodate your request.
• Assist you in the process of obtaining an order of protection or campus no contact order.
• We will consider your case seriously, regardless of your gender or the gender or status of the suspect.

In proving a criminal offense, evidence is crucial in sexual assault cases. Some suggestions in safeguarding potential evidence of intimate partner violence include:
• Do not clean up the area or alter it in any way prior to police arrival, and
• Do not bathe, shower, or douche
• Do not change clothes prior to the medical examination
• Do not delete text messages or other electronic media related to the incident

If a victim chooses not to pursue criminal prosecution, the University can initiate disciplinary action that may result in sanctions ranging from a reprimand to expulsion. In cases of alleged sexual assault, the accuser and the accused are entitled to the same opportunities to have others present during a campus disciplinary proceeding and both the accuser and the accused shall be informed of the outcome of any campus disciplinary proceedings alleging a sexual assault. The final result includes only the name of the student, the violation committed and any sanction imposed by the institution against the student.

Lamar University does not tolerate any retaliation against anyone who exercises rights under the Clery Act and Title IX of the Civil Rights Act.

### DOMESTIC VIOLENCE

**Family (Domestic) Violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Victim, by a person with whom the Victim shares a child in common, by a person who is cohabitating with or has cohabitated with the Victim as a spouse or intimate partner or roommate, by a person similarly situated to a spouse of the Victim under the domestic or family violence laws of the State of Texas, 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 State of Texas.

Lamar University is committed to enforcing all laws and regulations that deal with domestic violence. Whenever a victim reports an allegation of domestic violence, the University will inform the victim of the following:
• The options to notify law enforcement authorities and the assistance to do so.
• The existing counseling, mental health, or student services for victims of domestic violence both on and off campus including Lamar Student Health and Jefferson County family violence resources.
• The opportunities and assistance to change academic, transportation, working and on-campus living arrangements after an occurrence of domestic violence if reasonably available. The Office of the Provost and Vice President for Academic Affairs should be contacted for any change in the academic arrangements and the Office of the Vice President for Student Engagement will be responsible for changes in transportation, working, or on-campus living arrangements. These opportunities are available regardless whether the victim choses to report the crime to the campus police. A representative from the Division of Student Engagement or the Office of the Provost will be appointed to work with the victim in making reasonable adjustments in these areas.

### DATING VIOLENCE

**Dating Violence** is violence committed by a person: who is or has been in a social relationship of a romantic or intimate nature with the Victim; and where the existence of such a relationship shall be determined by the Victim with consideration of the following factors: the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship.

Lamar University is committed to enforcing all laws and regulations that deal with dating violence. Whenever a victim reports an allegation of dating violence, the University will inform the victim of the following:
• The options to notify law enforcement authorities and the assistance to do so.
• The existing counseling, mental health, or student services for victims of dating violence both on and off campus including Lamar Student Health and Jefferson County family violence resources.
• The opportunities and assistance to change academic, transportation, working and on-campus living arrangements after an occurrence of dating violence if reasonably available. The Office of the Provost and Vice President for Academic Affairs should be contacted for any change in the academic arrangements and the Office of the Vice President for Student Engagement will be responsible for changes in transportation, working or on-campus living arrangements. These opportunities are available regardless whether the victim chooses to report the crime to the campus police. A representative from the Division of Student Engagement or the Office of the Provost will be appointed to work with the victim in making reasonable adjustments in these areas.

### STALKING

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

Lamar University is committed to enforcing all laws and regulations that deal with stalking. Whenever a victim reports an allegation of stalking, the University will inform the victim of the following:

- The options to notify law enforcement authorities and the assistance to do so.
- The existing counseling, mental health or student services for victims of stalking both on and off campus including Lamar Student Health and Jefferson County family violence resources.
- The opportunities and assistance to change academic, transportation, working and on-campus living arrangements after an occurrence of stalking if reasonably available. The Office of the Provost and Vice President for Academic Affairs should be contacted for any change in the academic arrangements and the Office of the Vice President for Student Engagement will be responsible for changes in transportation, working or on-campus living arrangements. These opportunities are available regardless whether the victim chooses to report the crime to the campus police. A representative from the Division of Student Engagement or the Office of the Provost will be appointed to work with the victim in making reasonable adjustments in these areas.

### SEXUAL MISCONDUCT

Lamar University has adopted and follows the Sexual Misconduct Policy from the Texas State University System. That policy and its procedures are as follows:

TENNESSEE STATE UNIVERSITY SYSTEM
SEXUAL MISCONDUCT POLICY AND PROCEDURES

1. Introduction

1.1 Institutional Values. The Texas State University System and its colleges, institutions, and universities are committed to creating and maintaining educational communities in which each individual is respected, appreciated and valued. The System diligently strives to foster an environment that permits and encourages everyone to perform at their highest levels in academia. The System’s focus on tolerance, openness, and respect is key in providing every member of the TSUS community with basic human dignity free from harassment, exploitation, intimidation or other sexual misconduct. Any report of behavior that threatens our institutional values, and breaches this Policy shall be promptly investigated and remediated in accordance with principles of law, fairness and equity to all parties involved.

1.2 Purpose of Policy. The Texas State University System and its component institutions are firmly committed to maintaining an educational environment free from all forms of sex discrimination. Sexual Misconduct, as defined in this Policy, is a form of sex discrimination and will not be tolerated. The Components will maintain an environment that promotes prompt reporting of all types of Sexual Misconduct and timely and fair resolution of Sexual Misconduct complaints. The Components will take prompt and appropriate action to eliminate Sexual Misconduct when such is committed, prevent its recurrence, and remedy its effects. This Policy defines and describes prohibited sexual conduct, establishes procedures for processing complaints of sexual misconduct, permits appropriate sanctions and identifies available resources.

1.3 Notice of Nondiscrimination. The System complies with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in educational programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act. Sexual misconduct, as defined in this Policy, constitutes a form of sex discrimination prohibited by Title IX and Title VII.

1.4 Applicability of this Policy. This Policy applies to all students, faculty, staff, and third parties within the System’s or its Components’ control. This Policy prohibits sexual misconduct committed by or against a student, faculty, staff or third parties. This Policy applies to sexual misconduct:

1.41 on Component premises;
1.42 at Component-affiliated educational, athletic, or extracurricular programs or activities;
1.43 that has an adverse impact on the education or employment of a member of the Component community; or
1.44 that otherwise threatens the health and/or safety of a member of the Component community.

1.5 Extent of Authority. While the Texas State University System is committed to investigating all complaints
of sexual misconduct and there is no geographical limitation to invoking this Policy, sexual misconduct that is alleged to have occurred at a significant distance from the Component and/or outside the Component property may be difficult for the Component to investigate. Additionally, the Component’s disciplinary authority may not extend to third parties who are not students or employees of the Component.

1.6 Effect of Criminal Prosecution. Proceedings under this Policy will not be dismissed or delayed because criminal investigation or prosecution is pending or charges have been reduced or dismissed. Proceedings may also continue if a party is no longer employed with or currently enrolled as a student of the Component.

1.7 Supersedes Existing Policies. In the case of allegations of sexual misconduct, this Policy supersedes any conflicting procedures and policies set forth in other Component documents.

2. DEFINITIONS

2.1 Complainant refers to the person making a complaint of sexual misconduct, and shall be referred to herein as either Complainant, Survivor, or Victim, and these terms may be used interchangeably throughout this Policy.

2.2 Component refers to all member institutions of the Texas State University System, including but not limited to, Lamar University, Lamar Institute of Technology, Lamar State College - Orange, Lamar State College - Port Arthur, Sam Houston State University, Sul Ross State University, Sul Ross State University Rio Grande College and Texas State University.

2.3 Component Affiliated Program or Activity refers to any program or activity, on or off campus, that is initiated, aided, authorized or supervised by the Component or by an officially-recognized organization of, or within, the Component.

2.4 Component Premises. Buildings or grounds owned, leased, operated, controlled or supervised by the Component including property that is within or reasonably contiguous to the premises owned by the Component but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor.)

2.5 Confidential Reporter refers to the person who makes a report of sexual misconduct anonymously.

2.6 Consent is an informed and freely and affirmatively communicated willingness to participate in a particular sexual activity. Consent can be expressed either by words or by clear and unambiguous actions, as long as those words or actions create mutually understandable permission regarding the conditions of each instance of sexual activity. It is the responsibility of the person who wants to engage in the sexual activity to ensure that s/he has the consent of the other to engage in each instance of sexual activity. (The definition of consent for the crime of sexual assault in Texas can be found at Texas Penal Code Section 22.011)


2.61 The Component will consider the following factors in determining whether consent was provided:

2.611 consent is a voluntary agreement or assent to engage in sexual activity;

2.612 someone who is incapacitated cannot consent;

2.613 consent can be withdrawn at any time;

2.614 past consent does not imply future consent;

2.615 silence or an absence of resistance does not imply consent;

2.616 consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another;

2.617 coercion, force, or threat invalidates consent; and,

2.618 being intoxicated or under the influence of alcohol, drugs, or any other substance is never an excuse for engaging in sexual misconduct.

2.7 Dating Violence is violence committed by a person:

2.71 who is or has been in a social relationship of a romantic or intimate nature with the Victim; and

2.72 where the existence of such a relationship shall be determined by the Victim with consideration of the following factors:

2.721 the length of the relationship;

2.722 the type of relationship; and

2.723 the frequency of interaction between the persons involved in the relationship (Texas Family Code Section 71.0021.)

http://www.statutes.legis.state.tx.us/Docs/FA/htm/FA.71.htm#7 1.0021

2.8 Dean of Students Office includes the Student Engagement Office, the Student Services Office and the Dean of Student Life Office.

2.9 Family (Domestic) Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Victim, by a
person with whom the Victim shares a child in common, by a person who is cohabitating with or has cohabitated with the Victim as a spouse or intimate partner or roommate, by a person similarly situated to a spouse of the Victim under the domestic or family violence laws of the State of Texas, 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 State of Texas. (Texas Family Code Section 71.004.)

http://www.statutes.legis.state.tx.us/Docs/FA/htm/FA.71.htm#71.004 2.10

2.10 Incoming Student refers to a student in their first semester of enrollment.

2.11 New Employee refers to a faculty or staff member who has not been previously employed by the Component or whose previous employment with the Component was more than one year from his or her latest date of hire with the Component.

2.12 Parties refers to the Complainant and Respondent.

2.13 Preponderance of the Evidence means the greater weight and degree of credible evidence. Preponderance of the evidence is the standard for determining allegations of sexual misconduct under this Policy. Preponderance of the evidence is satisfied if the action is more likely to have occurred than not.

2.14 Respondent refers to the person accused of sexual misconduct and shall be referred to herein as either Respondent, Alleged Perpetrator, or Perpetrator, and these terms may be used interchangeably throughout this Policy.

2.15 Responsible Employee refers to a campus employee who has the authority to redress sexual; who has the duty to report incidents of sexual misconduct to the Title IX Coordinator or other appropriate designee, or whom a student could reasonably believe has this authority or duty. Responsible employees shall include all administrators, faculty, staff, student workers, except:

2.151 any employee with confidentiality obligations as described in Section 3 below;
2.152 cafeteria staff who are not assigned administrative duties;
2.153 custodial staff who are not assigned administrative duties;
2.154 groundskeeper staff who are not assigned administrative duties;
2.155 maintenance staff who are not assigned administrative duties;
2.156 ranch/agricultural staff who are not assigned administrative duties; or
2.157 staff of campus physical plant who are not assigned administrative duties.

2.16 Retaliation means any adverse action threatened or taken against a person because he or she has filed, supported, or provided information in connection with a Complaint of Sexual Misconduct, including but not limited to direct and indirect intimidation, threats, and harassment.

2.17 Sexual Assault means any form of non-consensual sexual activity representing a continuum of conduct from forcible rape to non-physical forms of pressure designed to compel individuals to engage in sexual activity against their will. (Texas Penal Code Section 22.011)


2.171 Examples of sexual assault include, but are not limited to, the following non-consensual sexual activity:

2.1711 sexual intercourse (vaginal or anal);
2.1712 oral sex;
2.1713 rape or attempted rape;
2.1714 penetration of an orifice (anal, vaginal, oral) with the penis, finger or other object;
2.1715 unwanted touching of a sexual nature;
2.1716 use of coercion, manipulation or force to make someone else engage in sexual touching, including touching of breasts, chest, buttocks and genitalia;
2.1717 engaging in sexual activity with a person who is unable to provide consent; or
2.1718 knowingly transmitting a sexually-transmitted disease to another.

2.18 Sexual Exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited.

2.181 Examples can include, but are not limited to, the following behaviors:

2.1811 prostituting another;
2.1812 non-consensual electronically recording, photographing, or transmitting intimate or sexual utterances, sounds or images without the knowledge and consent of all parties involved;
2.1813 voyeurism (spying on others who are in intimate or sexual situations);
2.1814 going beyond the boundaries of consent (such as letting friends hide in a closet to watch another friend having consensual sex); or
2.1815 distributing intimate or sexual information about another person without that person’s consent.
2.19 Sexual Harassment is any unwelcome verbal, nonverbal, written, electronic or physical behavior of a sexual nature directed at someone, or against a particular group, because of that person’s or group’s sex, or based on gender stereotypes, severe or pervasive and where it meets either of the following criteria:

2.191 Submission, consent, or rejection of the behavior is believed to carry consequences for the individual’s education, employment, on-campus living environment or participation in a Component affiliated activity.

2.1911 Examples of this type of sexual harassment include, but are not limited to:

2.19111 pressuring another to engage in sexual behavior for some educational or employment benefit; or

2.19112 making a real or perceived threat that rejecting sexual behavior will result in a negative tangible employment or academic consequence.

2.192 The behavior has the purpose or effect of substantially interfering with another’s work or educational performance by creating an intimidating or hostile environment for employment, education, on-campus living or participation in a Component affiliated activity.

Examples of this type of sexual harassment can include, but are not limited to:

2.1921 persistent unwelcome efforts to develop a romantic or sexual relationship;

2.1922 unwelcome commentary about an individual’s body or sexual activities;

2.1923 unwanted sexual attention;

2.1924 repeatedly engaging in sexually-oriented conversations, comments or horseplay, including the use of language or the telling of jokes or anecdotes of a sexual nature in the workplace, office or classroom, even if such conduct is not objected to by those present; or

2.1925 gratuitous use of sexually-oriented materials not directly related to the subject matter of a class, course or meeting even if not objected to by those present.

2.20 Sexual Intimidation includes, but is not limited to:

2.201 threatening another with a non-consensual sex act;

2.202 stalking or cyber-stalking; or

2.203 engaging in indecent exposure as defined in Texas Penal Code 21.08

http://www.statutes.legis.state.tx.us/docs/pe/htm/pe.21.htm#21.08

2.21 Sexual Misconduct is a broad term encompassing a range of non-consensual sexual activity or unwelcome behavior of a sexual nature. The term includes but is not limited to sexual assault, sexual exploitation, sexual intimidation, sexual harassment, domestic violence, dating violence and stalking. Sexual misconduct can be committed by men or women, strangers or acquaintances and can occur between or among people of the same or opposite sex.

2.22 Sexual Violence Sexual violence refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent. All such acts are forms of Sexual Misconduct.

2.23 Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

2.231 fear for his or her safety or the safety of others; or

2.232 suffer substantial emotional distress (Texas Penal Code Section 42.072)

http://www.statutes.legis.state.tx.us/Docs/PE/htm/PE.42.htm#42.072

2.24 Student refers to any person who has been accepted for admission, or who is currently or was previously enrolled in the Component on either a full-time or part-time basis.

2.25 Third party refers to any person who is not a current student or employee of the Component, including but not limited to, vendors and invited and uninvited visitors.

2.26 Third-Party Reporting refers to the submission of a complaint of sexual misconduct by a person on behalf of another person.

2.27 Title IX Coordinator is the person who has been designated by each Component to coordinate efforts to comply with and implement this Policy. The Title IX Coordinator is responsible for conducting the administrative investigation of reports of sexual misconduct and is available to discuss options, provide support, explain Component policies and procedures, and provide education on relevant issues. The Title IX Coordinator may designate one or more Deputy Title IX Coordinators. Each Component will identify and provide complete contact information for their Title IX Coordinator and all Deputy Coordinators in various locations, including, but not limited to, the Component’s website; the student’s handbook; the Dean of Students Office; and Campus Police or Security.

2.28 Title IX Investigator refers to the person who conducts the Title IX investigation.
3.0 Confidentiality

3.1 Limited Confidentiality of Reports to Employees. When considering reporting options, Victims should be aware that certain Component personnel can maintain strict confidentiality, while others have mandatory reporting and response obligations. Component personnel that are not confidential reporters as described in 3.4 and who receive a report of alleged sexual misconduct are required to share the information with appropriate administrative authorities for investigation and follow up. The Component will protect a Complainant's confidentiality by refusing to disclose his or her information to anyone outside the Component to the maximum extent permitted by law. As for confidentiality of information within the Component, the Component must balance a Victim's request for confidentiality with its responsibility to provide a safe and non-discriminatory environment for the Component community.

3.2 Confidentiality Requests and Interim Measures/ Accommodations. The Component's inability to take disciplinary action against an alleged discriminator or harasser because of a Complainant's insistence of confidentiality, will not restrict the Component's ability to provide appropriate measures for the reasonable safety of the Component community. The Complaint may also be used as an anonymous report for data collection purposes under the Clery Act.

3.3 Victim Identify Protected from Open Records. The Texas Public Information Act permits the identity of Victims of sexual assault to be withheld from those seeking records under the Act. (Attorney General Open Records Decision 339.)


3.4 Employees Required to Maintain Confidentiality. The following individuals are required to maintain confidentiality and shall not report any information about an incident to the Title IX Coordinator without a Victim's permission:

3.41 physical and mental health professionals, including licensed counselors who provide mental health counseling to members of the school community, and those who act under the supervision of a health care employee; and

3.42 individuals whose scope of employment include confidentiality requirements under Texas law.

3.43 Each Component will identify and provide complete contact information of such individuals in various locations, including, but not limited to, the Component’s website; the student’s handbook; the Dean of Students Office; and Campus Police or Security.

3.44 These individuals will maintain confidentiality in accordance with the law and their professional rules of conduct. They will assist in a crisis situation and provide information about possible resources, some of which may include law enforcement, medical assistance, psychological counseling, victim advocacy assistance, legal assistance, Component disciplinary action, immigration services and criminal prosecution. They will not reveal the Victim’s identity to anyone without the Victim’s permission except under very limited exceptions (e.g., if an immediate threat to the Victim or others is present, or if the Victim is a minor). Victims need not reveal their names if calling these individuals for information.

3.5 Employees Who Must Report – Responsible Employees. A responsible employee who receives a report of sexual misconduct must report to the Title IX Coordinator all relevant details about the alleged sexual misconduct shared by the Victim. A responsible employee should not share information with law enforcement without the Victim’s consent, or unless the Victim has also reported the incident to law enforcement.

3.51 Before a Victim reveals any information to a responsible employee, the employee should ensure that the Victim understands the employee’s reporting obligations - and, if the Victim wants to maintain confidentiality, direct the Victim to confidential resources.

3.52 If the Victim chooses to tell the responsible employee what happened, but also states that she or he wants to maintain confidentiality or does not want the matter investigated, the employee should tell the Victim that the Component will consider the request but cannot guarantee that the Component will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the responsible employee will also inform the Title IX Coordinator of the Victim’s request for confidentiality.

3.53 When weighing a Victim’s request for confidentiality or that no investigation or discipline be pursued, the Component will consider a range of factors, including the following:

3.531 the increased risk that the Alleged Perpetrator will commit additional acts of sexual or other violence, such as:

3.532 whether there have been other sexual misconduct complaints about the same Alleged Perpetrator;

3.533 whether the Alleged Perpetrator has a history of arrests or records from a prior school indicating a history of violence;

3.534 whether the Alleged Perpetrator threatened further sexual misconduct or other violence against the Victim or others;
3.535 whether the alleged sexual misconduct was committed by multiple Perpetrators;

3.536 whether the alleged sexual misconduct was perpetrated with a weapon;

3.537 whether the Victim was a minor at the time of the alleged conduct;

3.538 whether the Component possesses other means to obtain relevant evidence of the alleged sexual misconduct (e.g., security cameras or personnel, physical evidence); or

3.539 whether the Victim’s report reveals a pattern of conduct (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

3.6 Breaches of Confidentiality. Breaches of confidentiality or privacy committed by anyone receiving a report of alleged sexual misconduct or investigating the report of alleged sexual misconduct, may be considered a separate violation of this Policy and may result in disciplinary sanctions.

4. Reporting Policies and Protocols

4.1 Reporting Options. A Victim of sexual misconduct is encouraged to report to any of the sources below. Although the Victim of sexual misconduct may decline to report the incident, the Component supports, encourages and will assist those who have been the Victim of sexual misconduct to report the incident to any individual or entity listed in 3.4, 3.5 above and/or in this Section.

4.11 Local Law Enforcement. An individual may report an incident of sexual misconduct directly with local law enforcement agencies by dialing 911. Individuals who make a criminal complaint may also choose to pursue a complaint through the Title IX Coordinator.

4.12 A criminal investigation into the matter does not preclude the Component from conducting its own investigation. The result of a criminal investigation does not determine whether sexual misconduct, for purposes of this Policy, has occurred.

4.13 Component Police or Security. An individual may also report an incident of sexual misconduct to the Component police or security. Reporting to such officials helps protect others from future victimization; apprehend the alleged assailant; and maintain future options regarding criminal prosecution, Component disciplinary action and/or civil action against the alleged wrongdoer. For Components that employ sworn peace officers, a Victim may request that his or her identity be kept confidential when reporting sexual misconduct to a sworn peace officer. Filing a police report does not obligate the Victim to continue with criminal proceedings or Component disciplinary action. Components shall provide the Victim contact information for their campus police or security personnel.

4.14 Title IX Coordinator. Any incident of sexual misconduct can be brought to the attention of the Title IX Coordinator (See Section 2.27 for the contact information for each Title IX Coordinator). Although the Component strongly encourages reporting sexual misconduct to the police, a Victim may request administrative action by the Component with or without filing a police report.

4.15 Dean of Students Office. Any incident of sexual misconduct can be brought to the attention of the Dean of Students Office. Although the Component strongly encourages reporting sexual misconduct to the police, a Victim may request administrative action by the Component with or without filing a police report. The Dean of Students Office will promptly inform the Title IX Coordinator of the complaint.

4.16 Campus Security Authority. A complaint of sexual misconduct can be brought to a Campus Security Authority (CSA) as defined in each Component’s Annual Security Report. The CSA will promptly inform the Title IX Coordinator of the complaint. Each Component will identify and provide complete contact information for their CSA in various locations, including but not limited to the Component’s web page; the student’s handbook; the annual security report; and the Dean of Students Office.

4.17 Human Resources. A complaint of sexual misconduct may be brought to the Human Resources Department, which will promptly inform the Title IX Coordinator of the complaint.

4.18 Responsible Employee. An individual may report alleged sexual misconduct to a Responsible Employee, as that term is defined in 2.15 above. A faculty or staff member with any knowledge (including firsthand observation) about a known or suspected incident of sexual misconduct (other than those individuals identified in section 3.4 above) must report the incident to the Component police or security or the Component’s Title IX Coordinator. No employee is authorized to investigate or resolve Complaints without the involvement of the Component’s Title IX Coordinator.

4.19 Individuals may also file anonymous reports. Each Component shall provide the phone number and web address available for anonymous reports. Individuals who choose to file anonymous reports are advised that it may be very difficult for the Component to follow up and/or take action on anonymous reports, where corroborating information is limited. Anonymous reports may be used for Clery Act data collection purposes.
4.2 Preservation of Evidence. Preservation of evidence is critical in instances of sexual misconduct. Prompt reporting may preserve options that delayed reporting does not, including the preservation of physical evidence (which may be necessary to prove sexual misconduct or to obtain a judicial order of protection), the support of crisis counseling and immediate police response.

4.3 Interim Accommodations/Measures. When an incident of sexual misconduct is formally reported, the Component will consider interim accommodations to protect the Alleged Victim while the incident is investigated and adjudicated through this Policy. The Title IX Coordinator and other appropriate Component administrators cooperate together to identify alternative arrangements to preserve the rights of both the Alleged Victim and the Accused, as well as provide a safe overall educational or working environment until (and perhaps after) the report is investigated and any appropriate action is taken.

4.31 Interim accommodations may include changing academic, living, transportation or working situations; and, any interim disciplinary action must comply with System Rules and Regulations Chapter VI, section 5.(14).

4.32 Failure to adhere to the parameters of any interim accommodation may be considered a separate violation of this Policy and may result in disciplinary sanctions.

4.33 Component will honor any order of protection, no contact order, restraining order or similar lawful order issued by any criminal, civil or tribal court.

5. Retaliation

The Component takes reports of sexual misconduct very seriously and will not tolerate retaliation against those who make such reports or participate in the investigatory or adjudicatory process. Retaliation includes, but is not limited to, any adverse employment or educational action taken for making a report of sexual misconduct, or otherwise participating under this Policy. Any actual or threatened retaliation, or any act of intimidation to prevent or otherwise obstruct the reporting of sexual misconduct, or the participation in proceedings relating to sexual misconduct may be considered a separate violation of this Policy and may result in disciplinary sanctions. Any person who believes that she or he has been subjected to retaliation should immediately report this concern to their Title IX Coordinator as identified in 2.27 above.

6. Immunity

The Component considers the reporting and adjudication of sexual misconduct cases of paramount importance. The Component does not condone underage drinking, illegal use of drugs or other criminal behavior; however, the Component may extend limited immunity from punitive sanctions when appropriate for those reporting incidents and/or assisting Victims of sexual misconduct, provided they are acting in good faith in reporting or participating in an investigation.

7. Prohibition on Providing False Information

Any individual who knowingly files a false Complaint under this Policy, or knowingly provides false information to Component officials, or who intentionally misleads Component officials who are involved in the investigation or resolution of a Complaint shall be subject to disciplinary action.

8. Risk Reduction Strategies

8.1 Purpose. The Component will engage in the risk reduction strategies outlined below to limit the risk of sexual misconduct for the campus community.

8.2 Training.

8.21 Primary Prevention Training. Every incoming student and new employee shall participate in prevention and education training regarding sexual misconduct. Primary prevention training programs shall be designed to promote awareness of sexual offenses and to incorporate risk reduction strategies to enable community members to take a role in preventing and interrupting incidents of sexual misconduct. The Component training will be based upon research and will be assessed periodically for effectiveness. Specifically, training will include:

8.211 awareness and prevention of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking;

8.212 definitions of sexual misconduct offenses which are prohibited by the Component as defined by Texas law;

8.213 definition of consent as defined by Texas law;

8.214 risk reduction, such as recognition of warning signs of possible sexual misconduct, situational awareness and safety planning;

8.215 bystander intervention to encourage identification of situations that might lead to sexual misconduct and promote safe intervention as a means to prevent the misconduct - bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;

8.216 procedures for reporting, investigating, and accessing possible sanctions for sexual misconduct as described in this Policy;

8.217 options for reporting sexual misconduct and the confidentiality that may attach to such reporting;

8.218 campus and community resources available to Complainants or Respondents;
8.219 interim safety measures available for Complainants; and,
8.210 descriptions of additional and ongoing sexual misconduct training.

8.3 Ongoing Sexual Misconduct Training. The Component’s commitment to raising awareness of the dangers of sexual misconduct includes offering ongoing education in the form of annual training, lectures by faculty, staff, mental health professionals and/or trained non-Component personnel. Ongoing training may include dissemination of informational materials regarding the awareness and prevention of sexual misconduct.

8.4 Training of Coordinators, Investigators, Hearing and Appellate Authorities. All Title IX Coordinators, Deputy Coordinators, Investigators and those with authority over sexual misconduct hearings and appeals shall receive training each academic year including, knowledge of offenses, investigatory procedures, due process and Component policy and procedures related to sexual misconduct.

9. Informal Resolution (Mediation)

9.1 Eligibility for Mediation. Informal resolution is available and appropriate for claims of Sexual Harassment, only if:

9.12 both parties are both willing to engage in mediation and consent to do so in writing;

9.13 the Complainant and the Respondent are both students or are both employees of the Component;

9.14 the Title IX Coordinator agrees that informal resolution is an appropriate mechanism for resolving the Complaint; and

9.15 the Complaint involves only Sexual Harassment as described in this Policy and does not involve any other sexual offense.

9.2 Mediation and Agreements. When the Title IX Coordinator determines informal resolution is appropriate and the parties consent in writing, the Title IX Coordinator will arrange or facilitate mediation in attempt to resolve the complaint. Agreements reached in mediation will be reduced to writing and signed by both parties. Agreements will be maintained by the Coordinator and shared only as necessary to implement the agreed resolution or as required by law.

9.3 Referral for Investigation. When mediation is not successful, or, if in the course of facilitating informal resolution the Title IX Coordinator learns of sexual offenses beyond sexual harassment, the informal resolution process will immediately terminate. The matter will then be referred for investigation in accordance with the procedures outlined below.

10. Investigation Procedures and Protocols

10.1 Actions Upon Receiving Report. Upon Component’s receipt of a report of sexual misconduct:

10.11 Assignment. The Title IX Coordinator will review the complaint and investigate the matter. Alternatively, the Title IX Coordinator may assign the investigation to a Deputy Coordinator or Investigator and advise the Complainant of the name and contact information of the individual assigned. Subsequent references to Investigator in this section refers to the individual investigating the complaint, whether a Title IX Coordinator, Deputy Coordinator, or Investigator.

10.12 Initial Meeting with Complainant. As soon as is practicable, the Investigator shall contact the Complainant (subsequent references to Complainant in this section include the Alleged Victim if the original Complainant was not the Victim) and schedule an initial meeting. At the initial meeting the Investigator will:

10.121 provide a copy of this Policy which explains the process and rights of all parties;

10.122 request additional information regarding the reported incident;

10.123 explain the investigatory process;

10.124 explain the options for reporting to law enforcement authorities, whether on campus or local police;

10.125 discuss confidentiality standards and concerns with the Complainant and advise that confidentiality may impact the Component’s ability to investigate fully;

10.126 determine whether the Complainant wishes to pursue a resolution (formal or informal) through the Component or seeks no resolution;

10.127 refer the Complainant, as appropriate, to the Counseling Center or other resources which may include law enforcement, medical assistance, psychological counseling, victim advocacy resources, legal resources, Component disciplinary action, immigration services, and criminal prosecution; and

10.128 discuss with the Complainant, as appropriate, possible interim accommodations/measures as described herein.

10.13 Interim Accommodations/Measures. The Investigator will determine and implement interim measures as appropriate and necessary for the Complainant’s safety and to limit potential retaliation. Such measures may include, but are not limited to:

10.131 campus no-contact orders;

10.132 reassignment of housing or work assignments;
10.133 temporary withdrawal or suspension from the Component, in accordance with System Rules and Regulations Chapter VI, § 5.(14);
10.134 escort or transportation assistance;
10.135 modification of class schedules; or
10.136 restrictions from specific activities or facilities.

The Component shall maintain as confidential any accommodations/measures provided to the Victim, to the extent allowed by law and to the extent that maintaining such confidentiality will not impair the ability to provide the accommodations/measures. Failure of any party to adhere to the parameters of any interim accommodation or measure may be considered a separate violation of this Policy and may result in disciplinary sanctions.

10.2 Prompt, Fair, and Equitable Investigation.

10.21 Timing of Investigation and Resolution. The Component shall make every reasonable effort to ensure that the investigation and resolution of a Complaint occurs in as efficient a manner as possible, with an expectation that the process (exclusive of any appeal procedures) will generally be completed within sixty (60) calendar days of the Complaint, absent extenuating circumstances. The Title IX Coordinator may modify this and any other deadlines contained in this Policy as necessary to accomplish the purposes stated and for good cause, including, but not limited to, the complexity of the investigation and semester breaks.

10.22 Notice of Allegations to Respondent. At the outset of an investigation, the Investigator will provide the Respondent prompt notice of the allegations against him or her in writing together with a copy of this Policy. Written Notice of Allegations will be provided to the Complainant concurrently with Respondent.

10.23 Equitable Treatment.

10.231 Investigator will remain neutral throughout the investigation and provide both the Complainant and Respondent opportunities to respond in person and in writing, to submit relevant documents, and to produce relevant witnesses.

10.232 The Complainant and Respondent will receive a minimum of forty-eight hours' notice of any sanction meeting, due process hearing or appellate meeting, if any.

10.233 Both Complainant and Respondent may have a representative or advisor present at all meetings a party has with the Investigator, Title IX Coordinator, Deputy Coordinator or other Component administrator related to a complaint. The representative or advisor may provide support, guidance or advice to the Complainant or Respondent, but may not otherwise directly participate in the meetings.

10.234 The Complainant, Respondent, and appropriate officials will, at least forty-eight hours’ in advance, be provided access to any information that will be used after the investigation but during informal and formal disciplinary meetings.

10.24 Investigation Activities. Investigator will gather and review information from Complainant, Respondent, and Witnesses. Investigator shall conduct site inspection, if necessary, and obtain other information from sources as appropriate given the nature of the complaint.

10.25 Report of Investigation. The Investigator will complete a written Investigative Report that includes summaries of interviews conducted; photographs, if any; documents and materials received; descriptions of relevant evidence; summaries of relevant electronic records; and a detailed report of the events related to the incident. When the Investigator is not the Title IX Coordinator the Investigative Report will be submitted to the Title IX Coordinator for review and finding.

11. Standard of Review and Finding

11.1 Review. The Title IX Coordinator will review the Report of Investigation under the “preponderance of the evidence” standard as defined in Section 2.13 of this Policy.

11.2 Finding. The Title IX Coordinator will make a written finding as to whether

11.21 no reasonable grounds exist that the Sexual Misconduct Policy was violated and the matter is closed, or
11.22 it is more likely than not that Respondent violated the Sexual Misconduct Policy, and which specific sections of the Policy were violated.

11.3 Rationale and Recommended Sanctions. The finding shall include the Title IX Coordinator's basis for the decision and recommended sanctions, if any. The Title IX Coordinator will communicate the Finding in writing simultaneously to the Complainant, Respondent, and Component Administrator (as defined in 12.2 below) with authority to determine and issue appropriate sanctions, if any.

12. Sanctions

12.1. Possible Sanctions. Sanctions for a Finding of a Policy violation will depend upon the nature and gravity of the misconduct and/or any record of prior discipline for sexual misconduct. Sanctions may include:

12.11 withholding a promotion or pay increase;
12.12 reassigning employment;
12.13 terminating employment;
12.14 barring future employment;
12.15 temporary suspension without pay;
12.16 compensation adjustments;
12.17 expulsion or suspension from the Component and/or System;
12.18 no-contact orders;
12.19 probation (including disciplinary and academic probation);
12.20 expulsion from campus housing;
12.21 restricted access to activities or facilities;
12.22 mandated counseling (e.g. educational programs such as batterer’s intervention);
12.23 disqualification from student employment positions;
12.24 revocation of admission and/or degree;
12.25 withholding of official transcript or degree;
12.26 bar against readmission;
12.27 monetary restitution; or
12.28 withdrawing from a course with a grade of W, F, or WF.

12.2 Sanction Decision. The responsible Component Administrator will issue a decision regarding sanctions simultaneously to the Complainant and Respondent in writing within five (5) class days of receipt of the Finding. Administrators responsible for imposing sanctions are:

12.21 Student Respondent Sanctions. The Dean of Students will issue sanctions for students.

12.212 Student Employees. Where the Respondent is both a student and an employee, the Title IX Coordinator will determine whether the Respondent's status is that of student, staff, or faculty for disciplinary purposes. When the Respondent’s status is determined to be that of a student employed by the Component, the Dean of Students will consult with the AVP of Human Resources or their equivalent prior to issuing sanctions.

12.213 Due Process Hearing. Complainant or Student Respondent may elect to dispute the Finding and/or the sanction through a due process hearing. Procedures for the hearing are outlined in the System Rules and Regulations, Chapter VI §§ 5.7-5.9 and the Component’s Student Discipline Procedures, with exceptions as follows:

12.2131 The Component Representative for student due process hearings related to Sexual Misconduct shall be the Component’s Title IX Coordinator or his or her designee;
12.2132 The role of the hearing adjudicator(s) is to review the investigation and the appropriateness of the sanction for significant procedural errors or omissions;
12.2133 Parties may question their own witnesses, but they shall not ask questions of each other or the other party's witnesses;
12.2134 Each party shall receive notice of the hearing and has a right to be present; however, neither party shall be compelled to attend any hearing; and
12.2135 When a finding of sexual misconduct is upheld, sanctions listed in section 12.1 of this policy shall be imposed.

12.214 Staff Employee Respondents. The Respondent’s supervisor, or other authority within the Respondent’s chain of command, will issue sanctions in consultation with Human Resources.

12.215 Faculty Employee Respondents. The Department Chair will issue sanctions in consultation with the College Dean and Provost.

12.2151 Tenured Faculty Due Process Hearing. Tenured faculty receiving a sanction that impacts the faculty member’s continued employment, full-time salary (not including summer teaching) or demotion in rank may elect to dispute the Finding and the sanction through a due process hearing.

12.2152 Non-Tenured Faculty Due Process Hearing. A non-tenured faculty member receiving a sanction impacting the faculty member's continued employment, full-time salary (not including possible summer teaching) or demotion in rank termination sanction before the expiration of the stated period of his or her appointment may elect to dispute the Finding and sanction through a due process hearing.

12.2153 Procedures for Faculty Due Process Hearing. Hearing procedures are outlined in the System Rules and Regulations, Chapter V, § 4.54 and the Component’s Faculty Grievance Procedures or its equivalent with the following exceptions:

12.21531 The role of the hearing adjudicator(s) is to review the investigations and the appropriateness of the sanction for significant procedural errors or omissions; and
12.21532 Complainant shall receive notice of the hearing and has a right to be present. Complainant shall neither be compelled to attend any hearing, nor be questioned by the Respondent.
12.216 In any situation where the responsible administrator has a conflict, the employee next in line in authority will impose sanctions.

13. Appeal of Finding or Sanctions

13.1 Right to Appeal. If either Complainant or the Respondent is dissatisfied with the Title IX Coordinator’s Finding, sanction, and/or determination of a due process hearing, either party may appeal to the appropriate Component Appellate Authority as indicated below. References to “parties” in this section and in the System Rules and Regulations refer to the Respondent, Component Representative (Title IX Coordinator or designee), Component Administrator who imposed sanctions, and Complainant.

13.2 Grounds for Appeal. The grounds for any appeal are limited to the following:

13.21 previously unavailable relevant evidence;

13.22 substantive procedural error in the investigation or hearing;

13.23 sanction is substantially disproportionate to the finding; or

13.24 the finding was not supported by the evidence.

13.3 Procedure for Appeal.

13.31 An administrator receiving notice of appeal will provide a copy of the notice to the parties concurrently with receipt.

13.32 Students. Any appeal of the finding, sanction or determination of a due process hearing will be governed by the procedures outlined in the Student Conduct and Discipline Procedures in the System Rules and Regulations, Chapter VI, § 5.(10) and the Component’s Student Code of Conduct. However, the appeal officer (Component Appellate Authority) may only approve, reject or modify the decision and the appeal officer’s decision is final.

13.33 Staff Employees. Any appeal of the Finding or sanction against a staff employee will be governed by the procedures outlined in the System Rules and Regulations, Chapter V, § 2.15 and the Component’s Staff/Employee Grievance Procedures or its equivalent.

13.34 Non-Tenured Faculty. Appeal of the Finding or sanction against a non-tenured faculty member will be governed by the procedures outlined in the System Rules and Regulations, Chapter V, § 2.15 and the Component’s Staff/Employee Grievance Procedures or its equivalent. If the sanction includes non-reappointment or termination at the conclusion of a stated contract period, the procedure for appeal will be governed by the System Rules and Regulations, Chapter V, § 4.4.

13.35 Tenured Faculty and Non-Tenured Faculty Terminated During Annual Contract Period. Any appeal of the Finding or sanction against a tenured faculty member or a non-tenured faculty member during the term of his or her annual contract of employment will be governed by the procedures outlined in the System Rules and Regulations, Chapter V, § 2.15 and the Component’s Staff/Employee Grievance Procedures or its equivalent. Any appeal of a determination of a faculty due process hearing, or a sanction impacting the faculty member’s continued employment, full-time salary (not including possible summer teaching) or demotion in rank, is governed by the System Rules and Regulations, Chapter V, § 4.5.

13.4 Sanctions Pending Appeal. All sanctions imposed will remain in place while any appeal is pending, unless, in the discretion of the Component Administrator imposing the sanction, good cause exists to stay the sanction until completion of the appeal.

14. Final Decision

14.1 No Appeal. Decisions and sanctions imposed under this Policy are final when the period for appeal under the rules and policies referenced in paragraph 13 above have expired without initiation of an appeal by either party.

14.2 Conclusion of Appeal. An appealed decision is final as outlined in the rules and polices referenced in section 13 above.


14.31 The Title IX Coordinator will simultaneously notify the Complainant and the Respondent in writing of the outcome of the following stages of the process:

14.311 the Finding;

14.312 the sanction;

14.313 the outcome of a due process hearing, if any; and

14.314 the outcome of due process appeal, if any.

14.32 Any notice of outcome must include:

14.321 whether the alleged conduct occurred;

14.322 any sanctions imposed on the respondent that directly relate to the complainant,

14.323 and other steps the school has taken to eliminate the hostile environment, if the school finds one to exist, and prevent recurrence.

14.324 the Respondent should not be notified of the individual remedies offered or provided to the complainant.
Drugs and Alcohol

Alcoholic Beverages

State and federal statutes concerning alcoholic beverages will be strictly enforced on the Lamar University campus and at off-campus LU-sponsored events. Possession or consumption of alcoholic beverages on campus is restricted to certain approved areas.

Illicit Drugs

Possession, distribution, consumption and/or use of illicit drugs or narcotics on University property or property under control of Lamar University or at any event sponsored by the university or any University student organization, whether or not conducted on University property, is prohibited. This rule also applies to all illegal paraphernalia utilized in conjunction with the consumption and/or use of prohibited substances.

High Risk Alcohol Intake

People who consume large amounts of alcohol over a short period of time can reach very high blood alcohol levels before they pass out. This can lead to decreased breathing and death. Vomiting associated with high levels of alcohol may also cause choking and death.

High Risks of Alcohol

Health hazards associated with excessive use of alcohol or alcohol dependency include dramatic behavioral changes, retardation of motor skills, and impairment of reasoning and rational thinking. These factors result in a higher incidence of accidents and accidental death for such persons than for non-users of alcohol. Nutrition also suffers, and vitamin and mineral deficiencies are frequent. Prolonged alcohol abuse causes bleeding from the intestinal tract, damage to nerves and the brain, psychotic behavior, loss of memory and coordination. Damage to the liver often results in cirrhosis, impotence, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries and muscles. Damage to nerves or an organ is usually irreversible.

Health Risks of Other Drugs

Use of illicit drugs may lead to physiological and mental changes similar to those caused by alcohol, although changes are frequently more severe and more sudden. Death or coma resulting from overdose of drugs is also more frequent. Illicit drugs are commonly classified in seven categories: cocaine, amphetamines, heroin and other opiates, hallucinogens, solvent inhalants, steroids and marijuana.

In addition to adverse effects associated with use of a specific drug, intravenous drug users who use un-sterilized needles or who share needles with other drug users can develop AIDS, hepatitis, tetanus and infections in the heart. Brain damage may also result.

Evacuation and Lockdown Notifications

If a life threatening situation has occurred or is known to be in progress or there are strong indications of probable immediate life-threatening situation on or near campus, there may be a call for individuals to evacuate from campus or shelter in place. Therefore, every member of the campus community is encouraged to sign up for the emergency notification system (Connect-Ed). Members of the Lamar and Lamar Institute of Technology community should sign up for access to the emergency notification system.

The Connect-ED system is capable of contacting individuals on cellular, home or office phones, PDAs, voice mail, and by text message, e-mail and TTY/TTD. Through the Connect-ED system, Lamar University can contact thousands in minutes. The Connect-ED system will call home phone numbers, office phone numbers, cellular phone numbers and send text messages and emails from what is posted in the student and employee information systems. University employees and students are encouraged to add an off-campus phone number, such as a cell number, to their records in the myLAMAR employee information and Web for Students areas. Students may also add an off-campus email address.

Students are encouraged to verify their telephone and email information in myLAMAR. This should be done through web access for students. Connect-ED has been configured to send email to the first two email addresses provided (the first being the student’s myLAMAR e-mail). It will also send e-mail to the second address field.

The emergency notification system is tested weekly with a small user group, and a full test of the system occurs during the fall and spring semesters. Test messages to the campus community may or may not be announced. Unannounced test messages will indicate that the activation is a test or be followed immediately by an “all clear” message.

Emergency Warning Activation Policy

Lamar University and Lamar Institute of Technology

It is the explicit policy of Lamar University that it is FAR BETTER TO ACTIVATE WARNINGS, which later prove to be unfounded, THAN NOT TO WARN. False alarms may reduce the effectiveness of subsequent well-founded warnings, but the failure to warn the University community of imminent danger may have far more tragic consequences. Delay required to contact an exhaustive call list has proven deadly in real-life situations. When in doubt, issue a warning appropriate to achieve the following goals:

1. To preserve life and protect the lives of all involved in hazardous incident(s).

2. To provide prompt warning of circumstances and suggested defensive actions to persons in or around the campuses so as to minimize risk to innocent bystanders.
3. To include the apprehension of criminal actors, neutralization of weaponry, protection of property, enforcement of applicable laws and resumption of normal University activities.

**EMERGENCY SIREN**

Lamar University maintains an emergency siren system to give warning to the LU/LIT area in case of imminent emergency situations. The system will be activated by the Lamar Police Department.

**RECOMMENDED ACTION UPON SIREN ACTIVATION**

The purpose of the siren is to give persons on or near campus area notice that an immediate life-threatening situation exists or may occur soon in the Lamar vicinity. It means:

**“IMMEDIATE danger to life is likely...BE ALERT... SEEK INFORMATION AND A SAFE HAVEN NOW!”**

**WHEN IN DOUBT, SHELTER IN PLACE.**

The recommended course of action will call upon affected public to utilize some judgment. When the siren is heard, persons must:

**STOP:** All impacted must stop and take stock of where they are and what is happening around them. The siren is sounded to prevent people from walking into a deadly situation without notice.

**ASSESS:** If it is safe to change locations (seek shelter) do so immediately but with extreme caution. If there appears to be no threat at your location wait until additional information (e.g. Connect-Ed, telephone, etc) is available to guide your decision.

**SEEK INFORMATION:** It is likely that many Lamar phones will be overloaded in event of siren activation. Persons should seek access to any available informational source such as friends, local media, and/or campus office contacts (other than Lamar P.D.). Text/call a friend or anyone who might be able to give further information. The Connect-Ed system will likely be activated and furnish information but there is some delay before all calls are completed.

**SEEK SAFE HAVEN:** Events may require one to shelter in place or leave campus area immediately depending upon nature of threat. Whichever course of action is appropriate, be conscious of potential threats and act calmly so as not to make the situation worse. Look carefully before entering buildings, classrooms or other potential shelter areas; drive safely if leaving area. Share your information with others whenever it is safe to do so. If you reach an area of perceived safety, STAY THERE until the official “ALL CLEAR” is received!

**MISSING STUDENTS**

Missing student notification policies and procedures for Students Who Reside in On-campus Student Housing Facilities

A. It is very important that information about missing or possibly missing students be promptly reported to at least one of the following persons or organizations:

1. Lamar University Police Department
2. Presidents, Lamar University & Lamar Institute of Technology
3. Vice-President for Student Engagement, Lamar University
4. Vice-President for Student Services, Lamar Institute of Technology
5. Vice-President for Academic Affairs, Lamar Institute of Technology

B. Any missing student report must be referred immediately to LUPD.

C. A student shall be considered “missing” following an abnormal unexplained absence of 24 hours. A report will be made regardless of the time period if there is reason to believe the student’s life or well-being is threatened.

D. Each student must be encouraged to identify a contact person or persons whom Lamar University/Lamar Institute of Technology (hereafter “LU/LIT”) shall notify within 24 hours of the determination that the student is missing, in the event that the student has been determined to be missing by LUPD or a law enforcement agency.

E. The student contact information will be treated as confidential and be accessible only to authorized campus officials. Contact information will only be disclosed to law enforcement personnel responsible for a missing person investigation.

F. If a student is under 18 years of age and not emancipated, LU/LIT must notify a custodial parent or guardian within 24 hours of the determination by LUPD or other law enforcement agency that the student is missing. Any additional contact person(s) designated by the missing student will also be notified within 24 hours of the determination that the student is missing.

**CRIME STATISTICS**

Lamar University’s crime statistics are determined according to the Federal Bureau of Investigation’s uniform crime reporting standards without regard to guilt or innocence. Statistics reflect reports made to campus officials as well as University and local police departments. No crimes addressed in the below chart or other crimes reported involved bodily injury to any person in which the victim was intentionally selected because of actual or perceived race, gender, religion, sexual orientation, ethnicity or disability of the victim.

For more information about LUPD guidelines and procedures, request a copy of the Annual Report from the University Police Department and the Code of Student Life from the Office of Student Engagement.

Information on financial aid, Lamar University retention rates, graduation rates etc. that an institution is required to disclose or provide to an individual on a one-to-one basis through an appropriate mailing or publication, including
direct mailing through the U.S. Postal Service, campus mail, or electronic mail is available upon request by any interested party. Contact the Office of the President at (409) 880-8405. Information about crime statistics and crime-prevention programs is available on the University's web site at: http://universitypolice.lamar.edu/ Information on the Texas Sex Offender Registration Program is available at: https://secure.txdps.state.tx.us (select “Public Site”)

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*THREE YEAR STATISTICS: Changes to the Clery Act requires that Student Residential Facilities be specified as a separate geographic category beginning with the 1999 statistics.
This report contains information related to fire safety in campus housing at Lamar University, in accordance with the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The LU Department of Residence Life creates this report on an annual basis, relying on information provided by collaborative departments, including, but not limited to, the LU Campus Police and the Department of Residence Life.

The LU Department of Residence Life maintains the campus housing fire log and reports fire statistics annually in conjunction with the “Annual Crime Report” that provides information in compliance with Campus Police and Campus Security Crime Statistics Act.

Fire Stats & Fire Log

The LU Department of Residence Life maintains the campus housing fire log and all statistics on fires and related injuries, death, and loss in campus housing as defined by the Clery Act.

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Cause/Type</th>
<th>Fine For Damage</th>
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<tr>
<td>1/25/11</td>
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<td>Smoke Detector</td>
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<td>1/25/11</td>
<td>Phase 2</td>
<td>Report of Gas Leak</td>
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<tr>
<td>2/2/11</td>
<td>Phase 2</td>
<td>Broken Sprinkler Leak</td>
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<tr>
<td>2/3/11</td>
<td>Phase 1</td>
<td>Broken Sprinkler Head</td>
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<tr>
<td>2/3/11</td>
<td>Phase 1</td>
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<tr>
<td>4/6/2011</td>
<td>Phase 1</td>
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<tr>
<td>9/20/2011</td>
<td>Morris Hall Bldg F1</td>
<td>Resident accidentally set off fire alarm</td>
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<tr>
<td>12/4/2011</td>
<td>Monroe Hall</td>
<td>Heating unit overheated and began to smoke</td>
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<tr>
<td>1/24/2012</td>
<td>Gentry Hall 7109</td>
<td>Sprinkler was set off; no fire</td>
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<td>2/11/2012</td>
<td>Monroe Hall 34010</td>
<td>Bag in microwave caught fire</td>
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<td>2/12/2012</td>
<td>Gentry Hall Kitchen</td>
<td>Burnt food caused smoke</td>
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<tr>
<td>2/15/2012</td>
<td>Gentry Hall 2205</td>
<td>Resident set off sprinkler system; no fire</td>
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<td>3/27/2012</td>
<td>Gentry Hall Community Center</td>
<td>Ceiling vent fan in custodial closet overheated and caught fire, Extinguished by fire department</td>
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<td>3/27/2012</td>
<td>Gentry Hall Community Center</td>
<td>Ceiling vent fan in custodial closet overheated and caught fire, Extinguished by fire department</td>
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<td>10/21/2012</td>
<td>Monroe Hall 1st Floor Laundry</td>
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<td>12/2/2012</td>
<td>Combs Hall 20070</td>
<td>Smoke detector malfunction</td>
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<td>2/10/2013</td>
<td>Morris Hall</td>
<td>Burnt food caused smoke</td>
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<td>3/17/2013</td>
<td>Cheek Street</td>
<td>Vehicle Fire, No damage to building</td>
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<td>4/8/2013</td>
<td>Monroe Hall</td>
<td>Smoke in laundry room, (mech)</td>
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<td>5/5/2013</td>
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<td>Fire alarm pulled</td>
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<td>Gentry Hall</td>
<td>Alarm malfunction set off alarm</td>
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<td>7/20/2013</td>
<td>Monroe Hall</td>
<td>Low water pressure set off alarm</td>
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</table>

FIRE DRILLS

Mandatory supervised fire drills are conducted at a minimum of once each semester in the fall and spring semesters, conducted within the time of after the 15th class day, during the hours between 6pm and 10pm when the majority of students will be present. Fire drills were conducted on the following dates during the past year:

- March 4, 2013 (Cardinal Village)
- August 15, 2013 (Gentry Hall, Morris Hall, Combs Hall)
- August 16, 2013 (Gentry Hall, Morris Hall, Combs Hall, Campbell Hall)
- October 29, 2013 (Gentry Hall, Morris Hall, Combs Hall, Campbell Hall)

Fire Drills are coordinated by the Residence Life Staff, by each resident director for each phase. The Director of Residence Life coordinates the details of the drill in accordance with the Resident Director and the Lead Community Assistant for the designated phase, the local fire department, the fire alarm company, and the LU Police dept. Community Assistants (CA’s) assist with orderly and timely evacuation of the building, and directing students to the designated evacuation site. Students failing to vacate are subject to student conduct disciplinary action. A post
drill review is conducted with all staff present to discuss the success of the drill and additional necessary actions that may be required for future drills. Then a report is generated and given to the Risk Management Safety Specialist of Lamar University.

**EVACUATION PROCESS OF RESIDENCE LIFE**

All employees and students should familiarize themselves with the location of stairs and emergency exits within the buildings in which they work. In addition, they should learn the locations of the fire extinguishers in the building and learn how to operate these extinguishers. Following are the standard procedures for use in case of fire emergency evacuation instructions that are applicable to most campus classroom and administrative buildings that do not have more than two floors. If the building in which you work has special building evacuation procedures, you should study these in advance of any emergency.

**Fire Procedure**

- If you discover a fire in a building, activate the nearest fire alarm pull station. If no fire alarm is available, immediately notify occupants of the building to evacuate the building.

- Telephone the Lamar Police by dialing 8311 on any campus telephone. Tell the dispatcher the location and nature of the fire. The dispatcher will call the Beaumont Fire Department on their special direct line, and dispatch all available police and maintenance units to assist in evacuation of the building.

- If the fire has not spread from its point of origin, attempt to extinguish the fire using fire extinguishers. However, “Safety of Life” is the prime concern.

- Do not attempt to extinguish a fire in a laboratory or a chemical fire unless you know what chemicals are involved and have been trained in the correct procedures and types of extinguishers to be used for fighting such fires. “Safety of Life” remains the prime concern.

- Do not reenter an evacuated building until you have been advised that it is safe to do so.

**Other Instructions**

If you have knowledge of what chemicals are present at the location of a fire, or of other hazards near a fire, tell a Lamar University police officer or fire department personnel on the scene, and remain available to give further assistance if needed.

**Policies and Procedures on Appliances and Smoking of Residence Life**

These Rules and Regulations are incorporated by reference into the Lease Agreement between Landlord and Tenant and are a part thereof. They are promulgated for the purpose of preserving the welfare, safety, and convenience of tenants in CARDINAL VILLAGE and for the purposes of making a fair distribution of services and facilities for all tenants, and for the purpose of preserving Landlord’s property from abusive treatment. The complete list of policies and procedures can be found on our website once the student logs our website or can receive a copy in our front office.

**LU CODE OF CONDUCT RELATED FIRE POLICIES**

1. Fire warning devices and safety equipment are to be used only in case of emergency. The sounding of a fire alarm should be taken seriously. In the event of an alarm, tenants are to vacate the premises immediately. Tenants will be instructed by university or Cardinal Village staff when they will be allowed to return to their apartments. Tenants who do not vacate their apartments during a fire alarm are subject to disciplinary action. The intentional sounding of an alarm outside of an emergency situation is a criminal offense and a material breach of the Lease Agreement. At lease commencement Landlord will test the smoke detectors in premises (room) for proper operation and working batteries. Upon notification by resident owner will replace batteries. Tampering or altering smoke detectors will result in a $100.00 fine. Any violation is a default under the Lease which would entitle Landlord to declare a default and pursue all remedies provided to Landlord.

2. Fire code prohibits storage or use of barbecue grills in or on any building, walkway, stairway or balcony.

3. The use and/or possession of candles, whether new or used, on the premises are not permitted. This includes candles which have had their wicks removed and is for decorative purposes only. All candles and flammables will be removed from premises immediately. In the event of a violation of this rule, $25.00 fine will be assessed against per candle.

4. Some small appliances, such as radios, televisions, irons, refrigerators not exceeding four cubic feet and microwaves not exceeding 600 watts are permitted. Space heaters, halogen lamps, and other heating devices present a fire hazard and are prohibited. Tenant should check with landlord regarding permissibility of other small appliances.

5. Lamar University is a tobacco free campus.
1. **DAMAGE, CONDEMNATION OR DESTRUCTION OF PREMISES.** If, in the opinion of the Landlord, the Premises or CARDINAL VILLAGE should become un-tenantable to lease during the term hereof because of damage, condemnation or destruction by fire or other casualty, Landlord shall have the right to terminate this Lease, or move Tenant to similar accommodations within CARDINAL VILLAGE and repair and restore the Premises. In the event of such damage, condemnation or destruction to the Premises or CARDINAL VILLAGE without the fault of Tenant, his agents or guests, Tenant’s obligation to pay Rent hereunder shall be abated only if Landlord terminates this Lease or does not furnish Tenant with similar accommodations at CARDINAL VILLAGE;

2. Keeping any handguns, firearms, or weapons of any type, or any explosive, inflammable, or any extra hazardous substances, or any article or thing of a dangerous nature on the Premises or CARDINAL VILLAGE;

3. Misuse, in violation of the laws of the State of Texas and rules and regulations of CARDINAL VILLAGE, of alcoholic beverages or the illegal manufacture, sale, possession, or use of narcotics, marijuana, hypnotics, stimulants, hallucinogens, or other similar known controlled substances or harmful or habit-forming drugs and/or chemicals within the Premises or CARDINAL VILLAGE by Tenant or Tenant’s guests;

4. Inability or refusal on the part of Tenant to adjust to the concept and requirements of living in a student residence environment;

5. Violation of any of the covenants and agreements of this Lease by Tenant or of any of the rules and regulations governing the Premises or CARDINAL VILLAGE made by Landlord, whether such rules and regulations are now in existence or subsequently created in the future.

**Fire Safety Education and Training Programs**

All Residence Life staff members are trained according to the emergency management plans established. All LU Residence Life staff members are trained based upon standard university protocols for fire safety, with an additional training session on specific protocols for Community Assistants (CA’s), included below:

**CA Procedure for Fire/Sounding Alarm**

1. Every time a fire alarm sounds, exit the building – always assume there is a fire.

2. If a fire is confirmed and alarm is not sounding, activate the closest pull station.

3. Immediately notify LU Police whenever fire alarm is sounding.

4. If confirmed fire, call LU Police.

5. CA’s should assist with crowd control and orderly evacuation of building (staff should exit with residents, banging on every apartment door and loudly stating “PLEASE EVACUATE,” or if confirmed fire, CA’s should NEVER put themselves in harms way.

6. Help keep residents at designated evacuation stations away from buildings. Do not re-enter a building until instructed to do so by LU Police, Fire Department, On Call CA Staff, and On Call Maintenance Tech, typically after alarms have been reset.

7. Remain alert at all times, paying attention for any information about vandalism/false alarms. Camera footage is helpful, so help notice any suspicious activity around exits.

**Reporting of Fire Safety Information**

All fire safety concerns should immediately be reported to the LU Police at 409-880-8305.

Information related to fire safety reporting for residence life should be submitted to the Director of Residence Life at 409-880-8550 or housing@lamar.edu

**Plans for Future Improvements in Fire Safety**

No facility-related future improvements are currently planned. Future plans may target requiring all new residents to attend fire safety and cooking safety courses before access is granted to common kitchen facilities. And also have CA’s present programs on fire safety and rules and regulations of Cardinal Village.

Review this report online:
http://students.lamar.edu/campus-safety/index.html
RESOURCE CONTACT INFORMATION

- EMERGENCY ............................................................................................................. 911
- Jefferson County Victims’ Assistance Center ............................................. 409-833-3377 / 409-983-3377
- Family Services Women and Children Shelter ................................. 409-835-7575 / 800-621-8862
- Rape and Suicide Crisis Center of SE Texas ................................. 409-835-3355 / 800-793-2273
- Family Services of SE Texas ................................................................. 409-833-2668
- National Center of Victims of Crime .............................................................. 800-394-2255
- Texas Dept of Criminal Justice Victim Services ............................................. 800-848-4284
- National Domestic Violence Hotline ............................................................... 800-799-7233
- Beaumont Police Department ................................................................. 409-880-3865

Campus Resources

- Lamar University Police .......................... 409-880-8311 Dispatch / 409-880-8305 Administration
- Student Health and Counseling Center .............................................................. 409-880-8466
- Title IX Coordinator .................................................................................... 409-880-8375
### OUTSIDE EMERGENCY PHONES

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<tr>
<td>Galloway Building</td>
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<td>C-2 East Side of Lot by Curb</td>
<td>West Side of Building</td>
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<tr>
<td>Science Auditorium</td>
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<td>Setzer Student Center</td>
<td>North/West Corner of Building</td>
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<td>Communication</td>
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<tr>
<td>Health Center</td>
<td>South/West Corner of Building</td>
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<tr>
<td>Family &amp; Consumer Sciences/Library</td>
<td>South/West Corner of Building</td>
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<tr>
<td>Center for Developmental Studies</td>
<td>South/East Side of Building</td>
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<td>Energy Management Building</td>
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<td>Midway Between Buildings</td>
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### BUILDING LEGEND - NUMERICAL LISTING

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<td>Technology Center (T6)</td>
<td>37 CV1 Gentry Hall</td>
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<td>Center for Developmental Studies</td>
<td>38 CV4 Campbell Hall</td>
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<td>3 A</td>
<td>Archer</td>
<td>39 P Plummer</td>
<td>Information, MCMT</td>
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<td>4 AT</td>
<td>Art</td>
<td>40 CV2 Morris Hall</td>
<td>University Honors, MCMT</td>
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<td>5 CB</td>
<td>Cecil Beeson</td>
<td>41 ES1</td>
<td>Program, MCMT</td>
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<td>7 SSC</td>
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<td>Visitor’s Center and Cabana Area, MCMT</td>
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<td>9 PP</td>
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<td>44</td>
<td>John Gray Center, MCMT</td>
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<td>Williams Building, MCMT</td>
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<td>46 SBS Social &amp; Behavioral Science</td>
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<td>50 SH Speech and Hearing Custodial Services</td>
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<td>Sponsored Programs, MCMT</td>
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<td>Carl Parker</td>
<td>52 TA2 Technical Arts II</td>
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<td>53 TA3 Technical Arts III</td>
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<td>54 TA4 Technical Arts IV</td>
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<td>55 TA5 Technical Arts V</td>
<td>Engineering Research Center, MCMT</td>
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<td>Mary and John Gray Library</td>
<td>56 TH University Theatre</td>
<td>Gladys City Boomtown, MCMT</td>
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<td>26 H</td>
<td>Hayes Biology</td>
<td>57A TA1 Technical Arts V Annex</td>
<td>Athletic Complex, MCMT</td>
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<td>59 TH Dining Hall</td>
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<td>60 TH W Combs Hall</td>
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<td>Maes (Computer Science)</td>
<td>61 TH Dining Hall</td>
<td>Provost Umphrey Stadium, MCMT</td>
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<td>31 L</td>
<td>Lucas Engineering</td>
<td>62 TH W Combs Hall</td>
<td>H. D. &quot;Tex&quot; &amp; Emma Strait, MCMT</td>
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<td>McFaddin Ward (Health Science)</td>
<td>63 HHPA Health &amp; Human</td>
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<td>33 SUR</td>
<td>Sheila Umphrey</td>
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<td>Music-Speech</td>
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<td>Monroe Hall, MCMT</td>
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<td>36 Newman Catholic Center</td>
<td>68 HHPB Health &amp; Human</td>
<td>Montagne Center, MCMT</td>
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