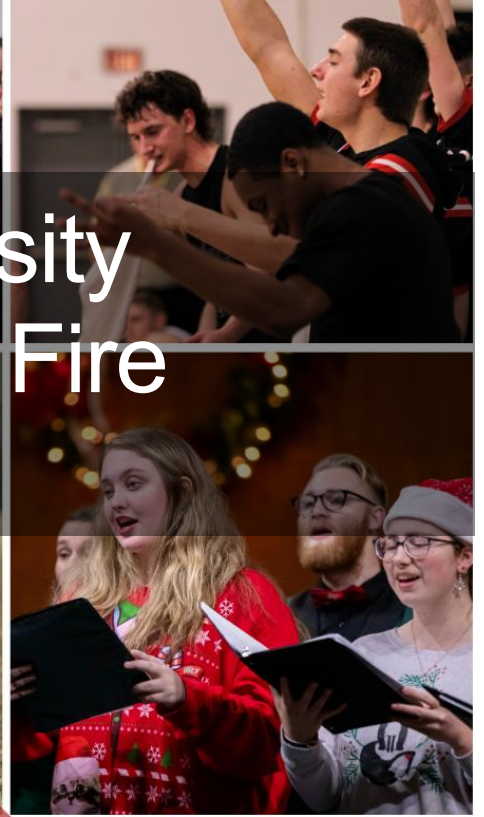


2025 Calvary University Annual Security and Fire Safety Report





President's Message

Dear Members of the Calvary Community,

In this 2025 annual Security and Fire Safety Report for the 2024 calendar year, you will find the resources that we offer to students, staff, faculty, and our surrounding community. In response to the Jeanne Clery Disclosure of Campus Statistics Act, this report demonstrates our strong commitment to campus safety and security.

We want to take a moment to extend our sincere appreciation and thanks for all you do to ensure the safety and well-being of our entire community. We know our collaboration and open communication throughout the year leads to many joint successes resulting in a safer and more inclusive campus. You play a role in ensuring the safety and security of our campus community and we are so grateful to you all for the time you take to assist us with the reporting of crimes. We know it is never easy to experience or witness a crime or receive information about others being victims of crime, so thank you for helping us to not only comply with this federal law, but to also ensure we are all doing everything we can to respond to and prevent future crime on our campus. Thank you for your attention to this important work.

Content in this report is contributed by a diverse group of individuals including those within the Security Department, the Student Affairs Department, and Title IX staff.

We here at Calvary University commit ourselves to providing a safe environment for all those who are a part of the Calvary community. The security department continues to uphold the strong law enforcement presence across the campus. They provide a 24-hour service through which suspicious activity may be reported, security escorts are available, and through which personnel are always available and eager to help.

Safety on campus is not confined to the limits of what a few individuals can do. The security department also promotes a watchful mindset throughout the community using methods such as security presentations, orientations, and drills. The department seeks to promote a mindset that is informed and mindful; the awareness that our students demonstrate is an invaluable resource which contributes to the welfare of the Calvary campus.

For questions or comments concerning this publication, please contact the Calvary Security Department at 816-898-2989. This outstanding security team is available 24 hours a day and endeavors to go above and beyond.

Respectfully,

A handwritten signature in black ink that reads "Alexander Granados".

Alexander Granados, M.Div., Th.M., Ph.D.

President

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2024 Annual Security and Fire Safety Report

Calvary University

The Clery Act

Choosing a postsecondary institution is a major decision for students and their families. Along with academic, financial, and geographic considerations, the issue of campus safety is a vital concern.

The *Clery Act*, found in section 485(f) of the *Higher Education Act of 1965*, as amended (*HEA*), requires IHEs that participate in the *Title IV HEA* federal student financial assistance programs to disclose campus crime statistics and security information.¹ Among other things, the *Clery Act* requires IHEs to provide timely warnings to the campus community of certain crimes reported to campus security authorities that represent a threat to students and employees, and to maintain a log of crimes reported to the campus police or security department. In addition, IHEs must include in their annual security report, a statement of policy regarding the institution's emergency response and evacuation procedures. This requirement complements and supports the importance of clearly delineating the responsibilities of individuals involved during an emergency response, the need to develop and implement notification and communication strategies to share information with the campus community, the imperative of testing and practicing a higher ed EOP, and the importance of keeping the community informed of current policies and procedures.¹ Campuses that fail to comply with the act can be penalized with large fines and may be suspended from participating in the federal financial aid program.

The Clery Act, formerly known as the Crime Awareness and Campus Security Act, was signed in 1990 and is named after formerly nineteen-year-old Jeanne Clery, who was raped and murdered in her Lehigh University residence hall in 1986. Clery's parents lobbied Congress to enact the law when they discovered students at Lehigh were not notified about 38 violent crimes that had occurred on campus in the three years prior to Clery's murder.

Compliance with the Clery Act

The Clery Act requires Calvary University (CU) to provide timely warnings of crimes that represent a threat to the safety of students or employees, and to make their campus security policies available to the public. The act also requires CU to collect, report, and disseminate crime data both to everyone on campus and to the Department of Education on an annual basis.

When the Higher Education Opportunity Act (HEOA) was signed into law in 2008, it amended the Clery Act by adding a number of safety and security related requirements to the Higher Education Act of 1965. To be in full compliance with the law, CU must do the following:

1. Publish and distribute an Annual Security Report to current and prospective students and employees by October 1 of each year. The report must provide crime statistics for the past three years, detail campus and community policies about safety and security measures, describe

¹ Accessed 9-8-2025 <https://rems.ed.gov/IHECleryAct.aspx>

campus crime prevention programs, and list procedures to be followed in the investigation and prosecution of alleged sex offenses.

An email, with the Annual Security and Fire Safety Report attached, is sent to every member of the CU community each year. In addition to the report itself, the email contains an exact Internet web link to the report, briefly describes the content of the report, and announces the availability of a paper copy of the report.

2. Provide students and employees with timely warnings of crimes that represent a threat to their safety. The Calvary Security Department (CSD) must also keep and make available to the public a detailed crime log of all crimes reported to them in the past 60 days. Crime logs must be kept for seven years, and logs older than 60 days must be made available within two business days upon request.
3. Keep the past three years of crime statistics detailing crimes that have occurred: on-campus; in CU residential facilities; in public areas on or near campus; and in certain non-campus buildings, such as fraternities/sororities and remote classrooms. CU must also report liquor and drug law violations and illegal weapons possession if they result in a disciplinary referral or arrest.
4. Disclose missing student notification procedures that pertain to students residing in any on-campus student housing facilities.
5. Disclose fire safety information related to any on-campus student housing facilities. This includes maintaining a fire log that is open to public inspection and publishing an Annual Fire Safety Report containing policy statements and fire statistics associated with each on-campus student housing facility. These statistics must include the location, cause, injuries, deaths and property damage of each fire.
6. Submit the collected crime and fire statistics to the Department of Education each fall.
7. Inform prospective students and employees about the availability of the Annual Fire Safety Report. The following statement is included on every prospective student enrollment application and every employment application:

“The Annual Security & Fire Safety Report, which contains statistics regarding crime on or near campus as well as campus fire statistics and institutional policies and procedures related to campus safety, may be found online at <https://www.calvary.edu/student-affairs/campus-security/>. You may also request a paper copy of The Annual Security & Fire Safety Report by contacting the Calvary Security Department at 816-898-2989 or emailing us at security.office@calvary.edu.”

CU has a vested interest in campus security and the personal safety of its students and employees. The following pages contain specific information, including crime prevention, fire safety, law enforcement authority, crime reporting policies, disciplinary procedures and other matters of importance related to security and safety on campus. This report also contains information about campus crime statistics.

Members of the campus community are encouraged to use this report as a guide for safe practices on and off campus. The report is available on the Internet at <https://www.calvary.edu/student-affairs/campus-security/>. For more information, contact CSD at (816) 898-2989 or email us at security.office@calvary.edu.

Campus Safety

This report contains information for the Kansas City campus, 15800 Calvary Road, Kansas City, MO 64147. This report contains emergency management information, campus crime statistics and critical campus safety information such as policies, crime prevention, crime reporting, and resources to aid you in becoming more safety-minded. The best protections against campus crime are: a strong law enforcement presence; an aware, informed, and alert campus community; and a commitment to reporting suspicious activities and using common sense when carrying out daily activities. CU strives to be a safe place to learn, live, work, and grow.

Calvary Security Department

The stated purpose of CSD is to protect lives and property, and maintain a safe and secure environment for the students, staff, faculty and visitors to our campus. Our approach is to involve the entire Calvary University family in the process of maintaining a safe campus.

CSD is located on the second floor of Madison Hall in Room 211. Security officers on-duty can be reached 24 hours a day, 365 days per year by calling (816) 898-2989.

Law Enforcement Authority

Our security officers provide a uniformed and equipped presence intended to deter crime. They also cooperate fully with local law enforcement officials. All CSD officers are trained to meet Kansas City Missouri Police Department (KCPD) Private Officer's Licensing Unit's (POLU) standards and carry a Class A license which grants them arrest authority. Security officers who have received additional training from KCPD are licensed to carry a firearm while on duty.

The Security Department coordinates with KCPD, the Belton Police Department, the Grandview Police Department, the Raytown Police Department, and the Cass County Sheriff's Office, for training, emergency response and/or active shooter drills. CSD's jurisdiction is defined by KCPD as the property of CU. CU has no "Non-Campus" sites currently.

Daily Security Log

CSD maintains a daily security log. The log contains any reported incidents and crimes. The most recent 60-day period of the log is available to the public upon request during normal security office hours at CSD office. Any portion of the log older than 60 days will be available within 2 business days of a request for public inspection. The log may be viewed at CSD office, 211 Madison Hall, 15820 Elmwood Avenue, Kansas City, MO 64147. We can also provide links to the log(s) via email.

Accurate and Timely Reporting of Criminal Offenses

Prompt and accurate reporting of criminal offenses aids in providing a timely response and timely warning notices to the community when appropriate, and assists in compiling accurate crime statistics. Community members, students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents in an accurate and timely manner to CSD and/or local law enforcement.

To report a crime or emergency on the CU campus, call CSD at (816) 898-2989 and/or 9-1-1. To report a non-emergency security or public safety related matter, call CSD Office at (816) 898-2989 or email us at security.office@calvary.edu.

Uniformed Security Officers are available 24 hours per day to respond to any request for assistance by calling (816) 898-2989.

Individuals on campus may also report crimes to a designated Campus Security Authority (CSA):

- Dean of Men (816) 425-6157
- Dean of Women (816) 425-6172
- Housing personnel – Resident Directors and Resident Assistants (816) 425-6162
- Title IX Coordinator (816) 425-6148
- Title IX Training Coordinator (816) 425-6148
- Athletic Director (816) 425-6156
- Men's Basketball Coach (816) 425-6156
- Maintenance Director (816) 768-6965

These designated individuals have significant responsibility for student and campus activities, and as such are trained to report incidents to CSD and/or law enforcement as may be necessary.

A student's privacy concerns are weighed against the needs of CU to respond to certain incidents and crimes. To the greatest extent possible, all reports will remain private. However, information may be shared with appropriate departments and agencies under a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community. Information reported to CSD is treated as confidential during the investigative phase, except as required by law. When major incidents occur, the KCPD and/or other law enforcement may also respond.

Applicable CSD incident reports are forwarded to appropriate campus department offices for review and potential action. CSD will investigate a report when it is deemed appropriate. Additional information obtained via the investigation may also be forwarded to the appropriate campus department.

Campus professional counselors and pastoral counselors, when employed as a counselor and acting within the scope of their employment at CU, are not considered to be CSAs and are not required to report crimes for inclusion in the annual disclosure of crime statistics. However, campus professional counselors and pastoral counselors are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual crime statistics.

Access to and Security of Campus Facilities

CU is a private institution and is not open to the general public except during special events. With the exception of essential personnel and services, and others as designated, buildings are locked and access is permitted only with proper authorization and identification after normal building hours. Buildings have individual hours which may vary at different times of the year. In these cases, the buildings are secured according to schedules developed by the department responsible for the building.

All exterior doors of Dormitory are kept locked 24 hours a day. We also strongly encourage residents to lock their individual room doors whenever possible. Additionally, during the registration process all residents of the dormitory are issued an electronic keycard for their room which also opens an exterior door. All keys and keycards are collected and accounted for at the end of each school year.

The Maintenance Department, CSD, and IT are the only entities that may make changes, additions, or alterations to CU approved or installed access systems. Hasps, padlocks, or other privately supplied locking devices are not allowed. These devices will be removed and the department or individual responsible will be charged for all costs incurred.

CSD and the Maintenance Department have access to all areas with the exception of specifically identified restricted or high security areas. The President, Vice Presidents, Deans, and the Chief of Security have access to all areas.

In order to protect the safety and welfare of students and employees of CU and to protect the property of CU, all persons on the property under the jurisdiction of CU that behave in a suspicious or threatening manner will be asked to identify themselves by a CU official. A person identifies himself/herself by giving his/her name, complete address, and stating truthfully his/her relationship to CU. A person may be asked to provide proof of identification which is subject to verification.

If any person refuses or fails upon request to present evidence of his/her identification and proof of his/her authorization to be in the building or on the campus, or if it is determined that the individual has no legitimate reason to be in the building or on campus, the person will be asked to leave and may be removed from the building or campus. CSD is available to assist with this request.

Persons who behave in a suspicious or threatening manner or are involved in suspicious or threatening activities should be reported to CSD.

Security Considerations

Proper lighting and building security are major factors in reducing crime on campus. The Maintenance Department maintains the buildings and grounds with a concern for safety and security. Inspections of campus facilities are conducted regularly, and repairs are made as quickly as possible. Individuals should report potential safety and security hazards, such as broken locks and windows. All members of the campus community are encouraged to report safety hazards to the Maintenance Department or CSD.

Campus security officers, working with the Maintenance Department, constantly monitor the exterior lighting on campus. Malfunctioning or non-functioning lights are referred to the responsible parties for repair, and CSD follows up to ensure the repairs are made. Security officers also monitor areas of the facilities that directly impact campus security such as doors, locks, and broken windows.

Keys and electronic keycards must be secured at all times. Assigned keys and keycards should remain in the care, custody and control of the assigned employee and not be given to other individuals. Any violations of this policy can result in disciplinary action in accordance with CU policies.

Missing Student Notification

CU will investigate any report of a missing CU student residing in an on-campus residential facility and take appropriate action to ensure all notifications and actions comply with legal mandates. Investigation of such reports will be initiated immediately by CSD and local law enforcement.

Registering Information

Student emergency contact information is collected during the application process and the information is stored in the student's electronic records. This data is only available to authorized individuals. For a

person under the age of 18 (who is not emancipated), and for purposes of missing student notification, the person(s) to be contacted must be a custodial parent or legal guardian.

Reporting a Missing Student

A student shall be deemed missing when they are absent from the College for more than 24 hours, or are absent from the dorms at curfew without a known reason. Any and all reports of missing students are encouraged to be reported immediately to CSD, the Student Affairs Department, and/or other Campus Security Authority which will then begin an immediate investigation. CSD is available 24 hours per day, 7 days per week at (816) 898-2989.

Investigation

CSD and/or the Student Affairs Department will initiate an investigation to determine the whereabouts of the reported missing person. All essential information will be gathered from the person making the report and from the student's acquaintances. This information includes, but is not limited to, personal descriptors, clothing last worn, locations where student may be, persons or witnesses who may have information, vehicle descriptions, information of the physical and mental well-being of the student, up-to-date photographs, class schedule, etc.

When a student who resides on campus is determined to be missing, the CSD and/or the Student Affairs Department will notify and work with KCPD and/or other jurisdictional authorities in attempting to determine the whereabouts of the student.

Contacting Family Members

Individuals identified by the student as their emergency contacts, and/or the parent(s) if the student is under 18 years of age, will be contacted by CSD, the Student Affairs Department or other Campus Security Authority, within 24 hours of the initial report.

In situations in which the student has failed to designate a contact for missing student notification, CSD and/or Student Affairs Department will use CU records and resources to continue its investigation. Family members, including those not formally identified by the student, may be contacted during the course of the investigation to resolve a report of a missing student.

Methods of Contacting a Reported Missing Student

CSD and other Calvary departments may work in cooperation and share records and information as appropriate to assess the status of a student reported as missing. Methods of attempting to locate a reported missing student include, but are not limited to, the following:

- Checking phone numbers and email addresses provided as well as social networking sites;
- Surveying the student's room or apartment, including contacting those with whom the student may live;
- Contacting friends, family members, known associates, faculty and other campus community members;
- Contacting extra jurisdictional law enforcement for assistance; and
- Assessing student's use of campus resources, such as ID card access or computer network systems.

Resolution of Missing Student Status

The missing student's emergency contacts will be advised of the resolution of a student's missing status. These contacts will further be advised of law enforcement options in cases where the student is not contacted through measures in this protocol. Contact notification will be made by CSD, the Student Affairs Department or other Campus Security Authority.

Emergency Response and Evacuation

CU is prepared to respond to any emergency situation in a deliberate and immediate fashion in order to minimize danger to our campus community. CSD has a prescribed emergency plan for various possible emergency scenarios including active shooter, earthquake, tornado, and fire. CU maintains relationships with several local law enforcement agencies and other first responders who come to the CU campus to perform drills and training throughout the year.

CU maintains an Emergency Text Alert Program (ETAP) notification system, provided by AMG Alerts, which can mass communicate emergency messages in a timely manner to our campus community via text, phone, and email.

How to Report an Emergency

The campus community is encouraged to call CSD (818) 898-2989 and/or 9-1-1 to report any on-campus situation that could constitute a significant emergency or dangerous situation involving an immediate or ongoing threat to the campus. Contacting CSD is the best way to help expedite an emergency notification to alert the rest of the campus community of the threat.

Response Procedures for an Emergency or Dangerous Situation

When a serious threat or disaster to the campus community occurs, CSD and CU will coordinate with other first responders, which may include the KCPD, the Belton Police Department, the Cass County Sheriff's Office and the Kansas City Fire Department. Depending on the nature and magnitude of the incident, other local, state, and federal agencies may be called upon for assistance.

Confirming a Significant Emergency or Dangerous Situation

First responders and essential personnel in CSD are responsible for initiating emergency warnings. Those responsible include, but are not limited to:

- Chief of Security
- Security Officer on duty

CSD works in close collaboration with agencies and departments both on and off campus to gather and assess information related to events that may pose an immediate threat or hazard to the CU community. CSD, as the first responders, will investigate all reported incidents to determine if the incident poses an immediate threat to the CU community. CSD will confirm the incident as a threat and implement procedures to minimize the impact of the incident to the CU community.

Authorized Officials

During or in the time leading up to an emergency that threatens life, safety, or security, it will be necessary for notification to be provided to the CU community with speed and accuracy. For this reason, all CSD personnel are authorized and trained to make timely emergency notifications to the CU

community by implementing the ETAP notification system and/or other means. In addition, any CU officer may authorize an emergency notification.

Notifying the Campus

Decisions concerning whether to issue a notification will be made on a case-by-case basis using the following criteria:

- Nature of the situation
- Continuing danger to the campus community
- Possible risk of compromising law enforcement efforts

CSD will without delay, taking into account the safety of the campus community, determine the content of the notification and initiate the notification system unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. CSD will activate the appropriate emergency notification system(s) and provide subsequent incident update notifications as may be required.

Notification Methods

The following methods may be used to notify the campus community of various emergencies that may affect the campus community:

- Emergency Text Alert Program (ETAP)
- Phone
- Text message
- Email
- Outdoor warning sirens
- Official CU website
- Local media
- Targeted communication – posters, letters, group meetings, etc.

The Emergency Text Alert Program (ETAP) notification system is Calvary University's campus-wide emergency notification system which is available at no additional cost to every member of the Calvary Community on a voluntary subscription basis. ETAP is used when there is a severe threat to the safety and health of the entire campus. Calvary's ETAP is provided by AMG Alerts. Subscribers to ETAP receive one or more of the following forms of emergency notifications: text message, phone message, and/or email.

Procedures for Evacuation in Emergency or Dangerous Situations

In the event of an emergency or dangerous situation, CSD will direct students, faculty, staff, and guests to evacuate a building, several buildings, a portion of the campus, or the entire campus. The campus community will be asked to follow building and campus evacuation protocols and to obey directions from CSD and on-scene emergency responders.

Certain events, like a hazardous materials release, may require the CU community and the general public to shelter-in-place to prevent exposure to harmful elements.

Drills and Exercises

The ETAP notification system is tested annually during the annual active shooter drill. Each test will be documented with a description of the exercise, the date, time, and whether it was announced or unannounced.

Fire drills are held once each semester, either announced or unannounced. A tornado drill is held annually in preparation for tornado season, either announced or unannounced. Before announced drills Calvary will publicize its emergency procedures to students, faculty, and staff. Each drill will be documented with a description of the exercise, the date, time, and whether it was announced or unannounced.

Promoting Emergency Procedures

CU promotes its emergency procedures through training sessions and drills. Students living on-campus receive training upon move-in and participate in drills held throughout the academic year.

Communication about Campus Crime

Timely Warnings

CU will issue a timely warning when it receives a report of a crime that represents a serious or continuing threat to the safety of members of the campus community. CU may also issue a warning to the campus community when other instances pose a safety concern (see Emergency Response and Evacuation section).

Initiating Timely Warnings

First responders and essential personnel in CSD are primarily responsible for initiating timely warnings. Those responsible include, but are not limited to:

- Chief of Security
- Security Lieutenant
- Security Officer(s) on duty

CSD in conjunction with various campus offices will distribute timely warning announcements when there appears to be a threat to the safety and security of persons on campus for the following crimes:

- Aggravated assault
- Arson
- Burglary
- Negligent manslaughter
- Motor vehicle theft
- Murder/non-negligent manslaughter
- Robbery
- Sexual offenses
- Domestic violence, dating violence, and stalking
- Violations of liquor laws, underage drinking, drug laws, or weapons possession laws
- Any other crime in which the victim was chosen on the basis of race, gender, gender identity, religion, disability, sexual orientation, ethnicity, or national origin

Decisions concerning whether to issue a timely warning will be made on a case-by-case basis using the following criteria:

- Nature of the crime

- Continuing danger to the campus community
- Possible risk of compromising law enforcement efforts

If the threat is sudden and serious a warning will be issued immediately and will be continually updated until the threat is contained or neutralized. If a threat is less immediate the warning will be fully developed and distributed after that point in time.

Crimes that could constitute a continuing threat include, but are not limited to:

- Serial crimes that target certain campus populations such as sex crimes or race-based crimes in which the perpetrator has not been apprehended, and
- Ongoing criminal activity in which there is no apparent connection between perpetrator and victim.

Crimes that would not constitute a continuing threat include, but are not limited to:

- Crimes in which the perpetrator has been apprehended, thereby eliminating the threat, and
- Crimes in which an identified perpetrator targets specific individuals to the exclusion of others, such as domestic violence.

Warning Content

The warning contains sufficient information about the nature of the threat to allow members of the campus to take protective action:

- A succinct statement of the incident
- Possible connection to previous incidents if applicable
- Date, time, and location of the warning
- Description and drawing of the suspect, if available
- Risk reduction and safety tips
- Other relevant and important information

Messages disseminated by the ETAP notification system are necessarily limited in message length and may include only the most critical and timely content. Additionally, CSD may need to keep some facts confidential to avoid compromising an ongoing investigation.

Notification Methods

The following methods may be used to notify the campus community of various emergencies that may affect the campus community:

- Emergency Text Alert Program
- Phone
- Text message
- Email
- Outdoor warning sirens
- Official CU website
- Local media
- Targeted communication – posters, letters, group meetings, etc.

How to Report a Criminal Offense

Reporting a crime or notifying law enforcement of suspicious activity helps to protect CU property and the campus community. To report a crime the campus community should contact an appropriate law

enforcement agency, CSD at (816) 898-2989, 9-1-1, or other appropriate off-campus law enforcement agency.

Reports may also be made to an identified campus security authority (CSA):

- Dean of Men (816) 425-6157
- Dean of Women (816) 425-6172
- Housing personnel – Resident Directors and Resident Assistants (816) 425-6162
- Title IX Coordinator (816) 425-6148
- Title IX Training Coordinator (816) 425-6148
- Athletic Director (816) 425-6156
- Men’s Basketball Coach (816) 425-6156
- Maintenance Director (816) 768-6965

Limited Voluntary Confidential Reporting

CU encourages anyone who is the victim or witness to any crime to promptly report the incident to CSD and/or local law enforcement. Anonymous reports may be filed for statistical reporting purposes. A student’s privacy concerns are weighed against the needs of CU to respond to certain incidents and crimes. To the greatest extent possible all reports will remain private. In compelling situations CU reserves the right to take reasonable action in response to any crime report, and information may be shared with appropriate departments and agencies under a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community. All reports submitted on a confidential or anonymous basis are evaluated for purposes of issuing a campus-wide “timely warning,” as well as inclusion in the annual crime statistics.

Alternatives to Immediately Filing a Police Report

- Report the crime at a later date.
- Make an anonymous report to Calvary Security Department.
- Contact a referral agency for help, the Student Services Department or the Title IX Coordinator.
- Make a complaint to the Title IX coordinator. Such a complaint may be used for actions which include, but are not limited to, on-campus disciplinary proceedings.

Definitions of Clery Act Crimes

Part 1 – Primary Crimes

1. MURDER AND NON NEGLIGENT MANSLAUGHTER
 - a. The willful (non-negligent) killing of one human being by another.
2. NEGLIGENT MANSLAUGHTER
 - a. The killing of another person through gross negligence.
3. AGGRAVATED ASSAULT
 - a. An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Simple assaults are excluded.
4. ARSON
 - a. Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

- a. Note that only fires determined through investigation to have been willfully or maliciously set are classified as arsons. Arson is therefore the only Clery Act offense that must be investigated before it can be disclosed. If other Clery Act offenses were committed during the arson incident, the most serious is counted in addition to the arson.
- 5. BURGLARY
 - a. The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.
- 6. ROBBERY
 - a. The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- 7. MOTOR VEHICLE THEFT
 - a. The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on the surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category.

Sex Offenses:

The Clery Act has four defined sex offenses for which crime statistics must be collected on Clery geography. They are: rape, fondling, incest and statutory rape.

- 8. RAPE
 - a. The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- 9. FONDLING
 - a. The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age and/or because of his/her temporary or permanent mental incapacity.
- 10. INCEST
 - a. Non forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- 11. STATUTORY RAPE
 - a. Non forcible sexual intercourse with a person who is under the statutory age of consent.

Part 2 – Alcohol, drug and weapon violations

The Clery Act requires institutions collect statistics for violations of state law and or ordinances for drug, alcohol and weapons violations.

- 12. LIQUOR LAW VIOLATIONS
 - a. The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)
- 13. WEAPONS POSSESSION
 - a. The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons,

concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

14. DRUG ABUSE VIOLATIONS

- a. Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: Opium or Cocaine and their derivatives (Morphine, Heroin, Codeine); Marijuana; synthetic narcotics (Demerol, Methadone); and dangerous non-narcotic drugs (Barbiturates, Benzedrine).

Part 3 – Hate Crimes

The Clery Act requires institutions collect crime statistics for hates crime associated with either the commission of a primary crime or the lesser offenses of larceny-theft, simple assault, intimidation, destruction of or vandalism of a buildings or property.

15. HATE CRIMES

- a. A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.
 - a. Under the Clery Act, Hate Crimes include any of the following offenses motivated by bias: Murder and Non-negligent Manslaughter, Sexual Assault, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, Destruction/Damage/Vandalism of Property. Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property are included in your Clery Act statistics only if they are Hate Crimes
- b. Larceny-theft
 - a. The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
 - i. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.
- c. Simple Assault
 - a. An unlawful physical attack by one person on another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- d. Intimidation
 - a. To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or conduct, but without displaying a weapon or subjecting the victim to actual attack. Includes cyber-intimidation if victim is threatened on Clery geography.
- e. Destruction, damage or vandalism of property
 - a. To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of the property.

Part 4 - Hazing

Part 5 - Violence Against Women Act (2013) Crimes

16. DOMESTIC VIOLENCE

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

17. DATING VIOLENCE

- a. Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

18. STALKING

- a. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person's safety or the safety of others; or (2) suffer substantial emotional distress.
- b. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
- c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- d. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.²

Definitions of Geography

As specified in the Clery Act, the following property descriptions are used to identify the location of crimes on and around CU's campus.

On-Campus Buildings or Property

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

² Accessed 6-14-2024 <https://dps.usc.edu/alerts/clery/crime-definitions/>

Access 6-14-2024 <https://clery.memberclicks.net/2023-criminal-offenses-and-hate-crimes-webinar>

Non-Campus Buildings or Property

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

Public Building or Property

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

Preparation and Disclosure of Crime Statistics

CU is responsible for preparing and disclosing crime statistics in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), 20 U.S.C. Section 1092. This federal mandate requires the disclosure of certain crime statistics so current and potential families, students, and employees can be knowledgeable about the safety of college campuses.

The CU Chief of Security is responsible for collecting and reporting the annual crime statistics from the local police agencies and campus security authorities. This information is included in CU's Annual Security and Fire Safety Report (ASF SR). By October 1 of each year, notification of the new ASF SR is emailed to current students and employees. A hard copy of the report is available upon request at CSD and the Admissions Office. The crime statistics are also submitted to the U.S. Department of Education on an annual basis.

CSD collects its own statistics and accepts supplemental numbers from recognized student conduct administrators, and other Campus Security Authorities (CSAs), in their subordinate reporting roles. The Student Services Department provides statistics to CSD. CSD then annually requests statistical information from the appropriate law enforcement agencies for adjacent public areas. Clery reporting covers the preceding calendar year, January 1 to December 31.

CU protocols specify that aggravated assault, arson, negligent manslaughter, burglary, motor vehicle theft, murder/non-negligent manslaughter, and robbery are reported to CSD, either by having a CSA or the student contact CSD. In cases of sexual assault, domestic violence, dating violence, and stalking the victim or witness may report to CSD, the Title IX coordinator, or file an anonymous report (a statistical notation absent any names).

All relevant crime data are compiled by the Chief of Security and are included in CU's submission to the Department of Education annually by October 15.

The Chief of Security, in collaboration with other CU departments, produces the Annual Security and Fire Safety Report which contains policies, procedures and crime data as required by the Clery Act.

Non-Campus Crime Statistics

For this reporting period, CU has no areas which can be defined as Non-Campus Areas.

Figure 1 – Kansas City Campus Crime Statistics

	On-Campus			On-Campus Residence ¹			Public			Unfounded Cases		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Burglary: Total	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Attempted Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	1	0	0	0	0	0	0	1	0	0	0
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Offenses Forcible: Total	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Offenses Non-Forcible: Total	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0	0	0	0	0

Arrests	On-Campus			On-Campus Residence ¹			Public		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Violations	0	0	0	0	0	0	0	0	0
Weapons Violations	0	0	0	0	0	0	0	0	0

Non-Arrest Campus Referrals	On-Campus			On-Campus Residence ¹			Public		
	2022	2023	2024	2023	2023	2024	2022	2023	2024
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Violations	0	0	0	0	0	0	0	0	0
Weapons Violations	0	0	0	0	0	0	0	0	0

One hate crime was reported in 2023. No other hate crimes were reported in 2022.

The Kansas City Campus has no areas defined as “Non-Campus” areas.

¹On-Campus Residence crimes are included in the On-Campus totals.

Security Awareness and Crime Prevention Programs

Security awareness and crime prevention programs encourage students and employees to be aware of their responsibility for their own security and the security of others. CSD, in cooperation with other CU departments, is responsible for presenting security awareness and crime prevention programs to the campus community in an ongoing basis.

Security Programs

For Students

- Resident Discipleship Directors (RDD) and Resident Discipleship Leaders (RDL) receive safety training biannually and on an ongoing basis.
- Security Assembly: annually
- New student orientation: ongoing

For Staff

- New employee orientation: ongoing
- Faculty Staff Leadership Meeting: annually
- Security updates at staff meetings: ongoing
- RDD, RDL training: ongoing

For Our Campus Community

- Escort program: Ongoing

Programs Encouraging Personal Security and the Security of Others

For Students

- Title IX education: ongoing
- Domestic violence, dating violence, sexual assault, and stalking education: ongoing
- Bystander intervention awareness: ongoing
- Survivor ally awareness: ongoing

For Staff

- Title IX education: ongoing
- Domestic violence, dating violence, sexual assault, and stalking education: ongoing
- Bystander intervention awareness: ongoing
- Survivor ally awareness: ongoing

Crime Prevention Programming

Housing RDD, RDL Training

The Student Services Department, in coordination with CSD, provides training to all RDDs, RDLs. Topics include Campus Security Authority responsibilities, Title IX, crime prevention, safety, security, and emergency preparedness.

Campus Lighting Checks

CSD officers complete campus lighting checks on an ongoing basis. Malfunctioning or non-functioning lights are referred to the responsible parties for repair, and CS follows up to ensure the repairs are made. This inspection ensures adequate lighting for the public at night on campus.

Security Assembly

CSD provides a one hour presentation at the beginning of each school year which encourages and presents campus safety in all aspects: fire safety, tornado safety, active shooter response, personal safety awareness, best practices for crime prevention, normalcy bias, and other relevant topics.

Campus Safety Checks

CSD officers complete campus safety checks on an ongoing basis. If at any time there are any unsafe or hazardous conditions on campus, immediate action is taken as necessary to prevent access to the unsafe area(s) by individuals. The Maintenance Department is also notified.

Informational Correspondence

CU publishes information on how to access the campus crime statistics, campus police services, fire statistics, and important phone numbers. This information is made available to all CU employees and students.

For more information, please visit <https://www.calvary.edu/student-affairs/campus-security/>

Escort Program

The escort program provides a uniformed security guard to accompany students and employees between buildings, to vehicles, or other locations on campus. Anyone can request a security escort from one campus location to another for any reason at any time, 7 days per week, 24 hours per day.

Emergency Text Alert Program (ETAP)

CU is equipped to quickly mass communicate text messages to all personnel in the event of an emergency. This system allows CSD to effectively relay emergency information, procedures, and orders to individuals that voluntarily participate in the program. Rapid communication is a critical element for safety during an emergency. Emergency messages are typically sent simultaneously via three routes: text message, phone message and email. **If you are a student or employee of the university, you are already enrolled in this program.**

Vehicle Registration

Vehicle information is collected and window stickers are provided free of charge to help identify which on-campus vehicles are part of our campus community. Registration allows the Calvary Security Department to investigate and aid local law enforcement in the case of any incidents that may be related to a vehicle – motor vehicle theft, missing person, etc.

Suggested Crime Prevention Practices

- Do not hesitate to call CSD or local law enforcement when confronted.
- Keep your dormitory room locked.
- At night, walk in groups of at least two and stay on main walkways.
- When parking, remove valuables from view and lock your vehicle.
- Make copies of credit cards and other valuables in your wallet.
- Report all losses to CSD immediately.
- Do not leave personal property unattended.
- Be aware of your surroundings and what is going on around you.
- Do not hesitate to report suspicious individuals or activity to CSD.

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some

ways to be an active bystander. If you or someone else is in immediate danger, dial 9-1-1. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Disclosures to Victims of Alleged Crimes

Calvary University adheres to disciplinary procedures when students are involved in any violent crime or sex offense.

Pursuant to the Family Educational Rights and Privacy Act (FERPA) and consistent with the Student Handbook, a school is permitted to disclose to the harassed student information about the sanction imposed upon a student who was found to have engaged in harassment when the sanction directly relates to the harassed student.

Further, when conduct involves a crime of violence or sex offense, FERPA permits postsecondary institutions to disclose to the complainant, upon written request, the final results of a disciplinary proceeding against the alleged perpetrator, regardless of whether the institution concludes a violation was committed. Additionally, the institution may, upon written request, disclose to anyone — not just the complainant — the final results of a disciplinary proceeding if it determines that the student is an alleged perpetrator of a crime of violence or sex offense, and, with respect to the allegation made, the student has committed a violation of the institution's rules or policies. The final results are limited to the name of the alleged perpetrator, any violation found to have been committed, and any sanction imposed against the perpetrator by CU.

CU may not require that a complainant refrain from disclosing this information to others.

If the complainant is deceased as a result of the crime or offense, CU will provide the results of the disciplinary hearing to the victim's next of kin, if so requested. The records of deceased students may also be released or disclosed at the request of a parent, personal representative or other qualified representative of the student's estate, or pursuant to a court order or subpoena.

Alcohol and Other Drugs Policy

Alcohol Policy

Calvary University (the "University"), in order to promote its fundamental mission, has adopted a zero-tolerance policy for the use, consumption, possession, or distribution of alcohol on University property or at any University sponsored or sanctioned event, regardless of the age of the student. Participation in any

of the above activities is strictly prohibited. Furthermore, individuals are to refrain from the public possession or use of alcohol.

Any person violating this policy will be subject to disciplinary sanctions including, but not limited to, warnings, probation, expulsion, loss of employment, referral to law enforcement and/or prosecution.

Any person under the legal age for consumption of alcohol that is unlawfully using, consuming, possessing, or distributing alcohol will be subject to disciplinary sanctions including, but not limited to, expulsion. Any student over the age for legal consumption of alcohol that is using, consuming, possessing, or distributing alcohol may be subject to disciplinary sanctions as described in the Disciplinary Sanctions Section of this policy. Any employee over the age for legal consumption of alcohol that is using, consuming, possessing, or distributing alcohol on College property or at any college sponsored or sanctioned events, may be subject to administrative review and appropriate action, up to and including dismissal.

In addition to any punishment imposed by the University, any person suspected of violating any federal, state, or local law proscribing the use, possession, or distribution of the unlawful consumption or possession of alcohol will be referred to the appropriate law enforcement agency.

The display of any advertising of alcoholic beverages, including containers, is not allowed at the University. This includes but is not limited to: clothing, signs, lamps, posters, etc.

Legal Sanctions for Use, Possession, or Distribution of Alcohol

Missouri laws prohibit people under 21 years of age from purchasing, attempting to purchase, or possessing alcoholic beverages. (RSMo. 311.325) Anyone who sells or gives any alcoholic beverages to people under 21 years of age violates RSMo. 311.310. It is unlawful to obtain or attempt to obtain alcoholic beverages by using a fake or fraudulent identification. (RSMo. 311.328(3)) Anyone convicted of using fraudulent identification per RSMo. 311.320 is subject to penalties, including fines of up to \$1,000 and one year imprisonment. Conviction of any offense involving the possession or use of a controlled substance; the alteration, modification, or misrepresentation of a license to operate a motor vehicle; or the possession or use of any alcohol while operating a motor vehicle will require the surrender of a driver's license for a minimum of 90 days to a maximum of one year.

[City of Belton Legal Sanctions](#) – City of Belton Code of Ordinances, Article X, Division 2

[City of Kansas City Legal Sanctions](#) – City of Kansas City Code of Ordinances, Chapter 10

[State of Missouri Legal Sanctions](#) – Chapter 311, Chapter 577

Tobacco Policy

Calvary University, in order to promote its fundamental mission, does not allow the use or possession of any form of Tobacco on campus property. This policy includes E-cigarettes. Furthermore, individuals are to refrain from the public possession or use of tobacco.

Drug Policy

Calvary University, in order to promote its fundamental mission, has adopted a zero-tolerance policy for the use, consumption, possession, distribution, or manufacture of illicit or illegal drugs at all times. The University will not tolerate any of the above activities by any student, and any such activities may be cause for expulsion. Likewise, the University will not tolerate any of the above activities by any employee, and any such activities may be subject to administrative review and appropriate action, up to and including dismissal.

The University reserves the right to require a drug test from an individual where there is a reasonable suspicion that this drug-free policy has been violated. Failure to submit to a drug test is a major violation of the disciplinary rules and will result in expulsion or dismissal from the University.

In addition to any punishment imposed by the University, any person suspected of violating any federal, state, or local law proscribing the use, possession, distribution, or manufacture of illicit or illegal drugs will be referred to the appropriate law enforcement agency.

Legal Sanctions for Use, Consumption, Possession, or Distribution of Illicit or Illegal Drugs

Local, state, and federal laws provide specific penalties for Alcohol, drug, and narcotic offenses. Title 12 of chapter 195 of the Missouri Revised statutes makes it unlawful for any person to manufacture, sell, or deliver or possess with the intent to manufacture, sell, or deliver those drugs designated collectively as controlled substances. The punishment includes a term of imprisonment as well as a substantial fine.

[City of Belton Legal Sanctions](#) – City of Belton Code of Ordinances, Article X, Division 2
[State of Missouri Legal Sanctions](#), Chapter 195, Chapter 311, Chapter 577, Chapter 579.
[Federal Legal Sanctions](#)

RSMo	Description	Prison Term
597.105	Keeping or maintaining a public nuisance.	Up to 4 years, E/Felony
579.015	Possession or control of a controlled substance.	Up to 1 or 7 years, A/Misdemeanor - D/Felony
579.055	Distribution, delivery, manufacture, or production of a controlled substance, violations and attempted violations.	C,B, E, A/Felony
579.020	Unlawful distribution to a minor.	5 - 15 years, B/Felony
568.070	Unlawful purchase or transport with a minor.	5 - 15 years, B/Felony
195.214	Distribution of a controlled substance near schools.	10 years - life (30 years), A/Felony
579.030	Distribution of a controlled substance near a park.	10 years - life (30 years), A/Felony
579.030	Distribution of a controlled substance near public housing.	10 years - life (30 years), A/Felony
579.065	Trafficking drugs, first degree.	10 years - life (30 years), A/Felony
579.068	Trafficking drugs, second degree.	3 years - life (30 years), C,B,A/Felony
579.072	Providing materials for production of a controlled substance.	Up to 4 years, E/Felony
579.074	Unlawful use of drug paraphernalia.	Up to 1 or 7 years, A/Misdemeanor- D,E/Felony
579.076	Unlawful delivery or manufacture of drug paraphernalia.	Up to 4 years, A/Misdemeanor- E/Felony

579.078	Possession of an imitation controlled substance.	Up to 1 year, A/Misdemeanor
195.244	Advertisements to promote sale of drug paraphernalia or imitation controlled substances.	Up to 6 months, B/Misdemeanor
579.110	Possession of Methamphetamine precursors.	Up to 4 years, E/Felony
579.101	Possession or purchase of solvents to aid others in violations.	Up to 6 months or 4 years, B/Misdemeanor or E/Felony
579.103	Selling or transferring solvents to cause certain symptoms.	Up to 7 years, D/Felony

Students should be aware that alcohol and drug laws vary from State to State. If it is discovered by the University that a student violated the law of a state they were present in, Calvary will report the violation to the appropriate authorities of that state. The following list provides basic alcohol and drug laws of each state. This list may not be exhaustive and state laws may change without notice. Therefore, students are responsible to know the laws of the state they are present in. This information is provided for reference and does not constitute legal advice.

State	Alcohol Laws	Drug Laws
Alabama	Alabama Statues, Title 28	Alabama Statues, Title 13a, Chapter 12, Article 5
Alaska	Alaska Statues Title 4	Alaska Statues Title 17
Arizona	Arizona Liquor Law, Title 4	Arizona State Legislature , Title 13, Chapter 34
Arkansas	Arkansas Statues, Title 4 California Health and Safety Code,	Arkansas Code, Title 5
California	Division 10.7	California Health and Safety Code, Division 10.7
Colorado	Colorado Liquor Rules	Colorado Revised Statutes, Chapter 18
Connecticut	Connecticut Statues Chapter 545	Connecticut Criminal Code
Delaware	Delaware Code, Title 4	Delaware Code, Title 16
Florida	Florida Statutes Title XXXIV	Florida Statutes, Title XLVI, Chapter 893
Georgia	Georgia Code, Title 3	Georgia Code, Title 16, Chapter 13
Hawaii	Hawaii Code Title 16, Chapter 281	Hawaii Code Chapter 329
Idaho	Idaho Statutes, Title 23	Idaho Statues , Title 37, Chapter 27
Illinois	Illinois Liquor Control Act	Illinois statutes, Chapter 570
Indiana	Indiana Code, Title 7	Indiana Code, Title 35
Iowa	Iowa Statutes, Title IV, Chapter 123	Iowa Statutes, Chapter 124
Kansas	Kansas Statute, Article 41	Kansas Statutes, Article 57
Kentucky	Kentucky Statutes, Chapter 244 Louisiana Alcohol and Tobacco Control	Kentucky Statutes, Chapter 218A
Louisiana	Law	Louisiana Statutes, Title 40
Maine	Main Statutes, Title 38	Maine Statutes, Title 17, Chapter 45
Maryland	Maryland Alcoholic Beverages	Maryland Criminal Law, Title 5

Massachusetts	Massachusetts Statutes, Chapter 138	Massachusetts Statutes, Chapter 94C
Michigan	Michigan Statutes, Chapter 436	Michigan Statutes, Chapter 333
Minnesota	Minnesota Statutes, Chapter 340A	Minnesota Statutes, Chapter 152
Mississippi	Mississippi Statutes, Title 67	Mississippi Code, Title 41, Chapter 29
Montana	Montana Code, Title 16	Montana Code, Title 45 Chapter 9
Nebraska	Nebraska Code, Chapter 53	Nebraska Code, Chapter 28
Nevada	Nevada Statutes, Chapter 369	Nevada Statutes, Chapter 453
New Hampshire	New Hampshire Statutes, Title XIII	New Hampshire Statutes, Chapter 318
New Jersey	New Jersey Statutes, Title 33	New Jersey Statutes, Title 24:21
New Mexico	New Mexico Statutes, Title 15 Chapter 10	New Mexico Statutes, Chapter 26
New York	New York Alcoholic Beverage Control	New York Consolidated Laws, Article 33
North Carolina	North Carolina Statutes, Chapter 18B	North Carolina Statutes, Chapter 90
North Dakota	North Dakota Statutes, Title 5 Chapter 5	North Dakota Statutes, Title 19
Ohio	Ohio Code, Title 43 Chapter 4301	Ohio Code, Title 29, Chapter 2925
Oklahoma	Oklahoma Statutes, Title 37A	Oklahoma Statutes, Title 63
Oregon	Oregon Statutes, Title 37, Chapter 471	Oregon Statutes, Title 37, Chapter 475, 475B
Pennsylvania	Pennsylvania Statutes, Title 47	Pennsylvania statutes, Title 35
Rhode Island	Rhode Island Statutes, Title 3	Rhode Island Statutes, Title 21
South Carolina	South Carolina Code, Title 61	South Carolina Code, Title 44 Chapter 53
South Dakota	South Dakota Statutes, Title 35	South Dakota Statutes, Title 22
Tennessee	Tennessee Code, Title 39 Chapter 17 Part 7	Tennessee Code, Title 39 Chapter 17 Part 4
Texas	Texas Alcoholic Beverage Code	Texas Health and Safety Code, Title 6
Utah	Utah Code, Title 32B	Utah Code, Title 58 chapter 37
Vermont	Vermont Statutes, Title 7	Vermont Statutes, Title 18 Chapter 84
Virginia	Virginia Statutes, Title 4.1	Virginia Statutes, Title 18.2 Chapter 7
Washington	Washington Code	Washington Code
West Virginia	West Virginia Code, Chapter 60	West Virginia Code, Chapter 60A
Wisconsin	Wisconsin Statutes, Chapter 125	Wisconsin Statutes, Chapter 961
Wyoming	Wyoming Statutes, Title 12	Wyoming Statutes, Title 35 Chapter 7

The federal law makes it unlawful for any person to manufacture, distribute, create, or dispense or to possess with the intent to manufacture, distribute, create, or dispense controlled substances. Title 21 of United States Code provides terms of imprisonment and fines for violations of this Act. The nature of the offense and whether the person has committed any previous unlawful acts under this statute will determine the term of imprisonment as well as the amount of the fine.

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
All other Schedule IV drugs	Any amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

³ Accessed 8/9/2025 <https://www.dea.gov/sites/default/files/2021-12/Trafficking%20Penalties.pdf>

FEDERAL TRAFFICKING PENALTIES MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.⁴

⁴ Accessed 8/9/2025 <https://www.dea.gov/sites/default/files/2021-12/Trafficking%20Penalties.pdf>

Disciplinary Sanctions

In determining appropriate institutional disciplinary sanctions two major factors will be considered, 1) if the infraction was opposed to local, State, or Federal laws, and 2) if the infraction was opposed to University standards and the seriousness of the impact of the violation. To determine the impact of the violation it will be evaluated if the offense was illegal, if it was on-campus or off-campus, if there is a personal history of drug or alcohol abuse, and the impact on campus and student life. Depending on these determining factors, disciplinary action may range from a warning to expulsion. If illegal activity was involved, Law Enforcement will also be informed of the incident.

Federal Student Financial Aid Penalties for Drug Law Violations

Anyone who is convicted of a federal or state drug crime while receiving federal student aid will lose their eligibility to receive federal student aid until their eligibility is reestablished according to Title IV regulations. Eligibility can be reestablished by successfully completing a qualified drug rehabilitation program and passing two unannounced drug tests.

	Possession of illegal drugs	Sale of illegal drugs
First Offense	1 year from the date of conviction	2 years from date of conviction
Second Offense	2 years from the date of conviction	Indefinite period
3+ Offenses	Indefinite period	Indefinite period

Health Risks Associated with the Use of Illicit or Illegal Drugs or Alcohol

Medical studies indicate that users of illicit or illegal drugs or alcohol can suffer from a wide range of medical and psychological problems. Those problems can be as mild as depression or as severe as permanent brain damage or death. At the very least, use promotes poor application to academics and work as shown by poor study habits, lack of concentration, and loss of self-esteem. Additional information on the health risks associated with the use of illicit or illegal drugs or alcohol is available at <https://www.drugabuse.gov/drugs-abuse> or through the Student Services Department.

Drug and Alcohol Programs

All individuals are informed of Calvary's Zero-Tolerance Policy: the standards of conduct, applicable legal sanctions, a description of the related health risks, resources for counseling, treatment, rehabilitation, and re-entry, and a clear description of the disciplinary sanctions.

Faculty/Staff members who become aware of any Zero Tolerance Policy violations must report them to the Dean of Students or the appropriate vice president who will contact the appropriate authorities.

As there is no alcohol allowed on campus, Calvary offers a wide variety of alcohol-free events. The student lounge and the Warrior's Café are relaxed places for students and faculty/staff to congregate. The lounge features a movie room and games (pool, ping-pong, etc.). The Warrior's Café features a coffee shop, TV, and board games. Intramural sports, athletic events, theater, ministry opportunities, socials, and our variety of academic and personal enrichment activities are all healthy alternatives to drinking and drugs.

Counseling is available at the Student Services Office for no fee. Other local options for individual counseling are available with:

Abundant Life Counseling Services
Grace Counseling 4900 N Norton Ave. Kansas City, MO 64119 gracecounselingkc@gmail.com https://www.gracecounselingkc.com

Options for drug/alcohol treatment, including inpatient and/or outpatient treatment include:

Valley Hope Addiction Treatment & Recovery Center 10955 Granada Lane Overland Park, KC 66211 (913) 246-5250

Larry Ganschow, RASAC I Reigning Grace Counseling Center 11108 N. Oak Trafficway, Suite 209 Kansas City, MO 64115 (816) 694-1677 reigngracecounsel@rgcconline.org https://rgcconline.org/

The following steps will be used for re-entry from drug/alcohol related issues that students must fulfill. The student will:

- Be placed on Disciplinary Probation for a minimum of one year.
- Participate in regular counseling with an approved counselor specializing in drug/alcohol recovery.

Re-entry counseling may be done with either of the above resources.

- Allow open communication between the Counselor and the Student Services Department.
- Have regular meetings with the Student Services Department.

The Student Services Department will meet after one year to review the student's progress and status. At that time the department will decide on an appropriate course of action.

Title IX: Sexual Misconduct Policies and Procedures – Updated August 2024

INTRODUCTION

As established in Calvary University's Statement of Faith and Positions all members of the Calvary University community, faculty, trustees, students, and employees commit themselves to the inerrancy of the Bible and as such affirm two options for sexual expression: monogamous marital relations between one man and one woman or sexual celibacy. Within these two Biblical designs, there can be found sexual fulfillment, whereas outside of these two designs sexual expression is improper. The Bible establishes the created order given by God in creating human beings distinctly as male and female and this establishes the connection between biological sex and gender.

The fall of humanity corrupted human sexuality in both spiritual and physical ways and as a community, we are committed to helping one another attain the highest standards of sexual morality, recognize the effects of sexual sin against God, self, and others, and condemn all forms of harassment or abuse.

Consistent with these principles, Calvary University is committed to complying with laws on sexual misconduct, including Title IX, the Jeanne Clery Act (Clery Act), and the Campus Sexual Violence Elimination Act (SaVE Act). The University has adopted policies and procedures to prevent and respond to incidents of sexual misconduct, as well as other forms of harassment and discrimination.

The University will respond promptly and effectively to reports of sexual misconduct, as well as other forms of harassment and discrimination, and will take appropriate action to prevent, correct, and, when appropriate, discipline behavior that violates this policy. The University will also take steps in the event of harassment or discrimination to remedy its discriminatory effects on the victim and others, if appropriate.

This policy does not condone sexual relationships or any behavior that is inconsistent with the University Statement of Faith and Positions, regardless of whether the parties' actions are welcome or consensual as defined in this policy, and violations of the University's Statement on Faith and Positions or any violation of other University policies may result in disciplinary sanctions, up to and including expulsion or termination.

In the event of a conflict between the provisions of this policy and the University's Statement of Faith and Positions, and related policies, the University's Statement of Faith and Positions and related policies will control.

SCOPE OF POLICY

The University's Title IX Sexual Misconduct Policy and Procedures ("Policy") applies to all Calvary University community members, including students, faculty, staff, and third parties, such as volunteers, contractors, and visitors.

TITLE IX POLICY AND PROCEDURES

Calvary University prohibits all forms of sexual activity outside of marriage and any form of sexual expression except distinctly biologically male and female as God created and as defined in the University's Statement of Faith and Positions. The term "sex" is to be interpreted following the University's Statement on Religious Freedom and Human Sexuality.

Calvary University adheres to the regulations established by Title IX and prohibits discrimination based on sex in all education programs, and activities including admissions and employment.

In addition to ensuring an environment free from unlawful discrimination, the University is responsible under Title IX to provide an environment free from all discrimination based on sex. The University takes the strongest possible stance against sexual misconduct in all its forms, including sexual harassment, sexual assault, sexual violence, domestic violence, dating violence, and stalking.

Non-Discrimination Policy

Calvary University policy prohibits discrimination based on race, sex, age, color, national or ethnic origin, marital status, or disability in employment, the recruitment and admission of students, scholarship-and loan programs, and in the operation of all college-administered programs, activities, and services.

Title IX Coordinator

The University has designated the individual below as the Title IX Coordinator. Any questions concerning Title IX can be referred to the Title IX Coordinator.

Jolene Rogers, Title IX Coordinator
15800 Calvary Rd
Kansas City, MO 64147
Madison Hall, Office 202
(816) 425-6248
humres@calvary.edu

DEFINITIONS

Terms used in this Policy have the following meanings:

Advisor: An Advisor is a person who has agreed to provide support and advice to a complainant or respondent.

Complainant: An individual who is alleged to be the victim of Prohibited Conduct.

1. A student or employee who is alleged to have been subjected to conduct that could constitute sex-based discrimination under this policy.
2. A person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under this policy who was participating or attempting to participate in the University's education program or activity at the time of the alleged discrimination.

The following people have a right to make a complaint of sex-based harassment, requesting that the University investigate and make a determination about alleged sex-based harassment under Title IX and this policy:

- A student or employee of the University who is alleged to have been subjected to conduct that could constitute sex discrimination under this policy.
- A person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under this policy while that individual was participating or attempting to participate in Calvary University's education program or activity.
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant.
- Calvary University's Title IX Coordinator.

Complaint: A complaint means an oral or written request to the recipient that can objectively be understood as a request for the recipient to investigate and decide about alleged discrimination under this policy and Title IX.

Consent: Consent is a voluntary understandable exchange of affirmative words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. See further details in the consent section.

Days and Timeframes: All days and timeframes referenced in this policy refer to business days.

Decision panel: The panel will objectively evaluate relevant evidence presented in the investigation report and decide on responsibility and recommended sanctions.

Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

Formal Complaint: A document submitted by a complainant and bearing the complainant's physical or digital signature, indicating the complainant is the one filing the formal complaint, requesting that Calvary University investigate the allegations of Prohibited Conduct. The Title IX Coordinator may also sign a formal complaint but is not considered the complainant by doing so.

To file a formal complaint, a complainant must be participating in or attempting to participate in Calvary University's education program or activity at the time a formal complaint is filed.

Informal Resolution: Parties may elect to participate in an informal resolution process utilizing a facilitator.

Informal Resolution Facilitator: The individual responsible for facilitating informal resolution. The informal resolution facilitator may be a Calvary University employee, the Title IX Coordinator, or an external contractor.

Investigator: The individual(s) responsible for investigating alleged Prohibited Conduct. The investigator(s) may be a Calvary University employee or an external contractor.

Investigative Report: A report completed by the investigator who investigated alleged prohibited conduct. It will include a summary of relevant evidence gathered during the investigation of a formal complaint of sexual harassment. The final report is shared with the complainant, the respondent, and any advisors with an opportunity for the parties to respond to the investigative report according to the regulations and this policy.

Parties: The parties are the complainant and respondent in a complaint.

Prohibited Conduct: Prohibited conduct refers collectively to all actions alleging or constituting sexual harassment, as defined within this policy.

Respondent: An individual who has been reported to have allegedly engaged in any form of Prohibited Conduct.

Retaliation: Retaliation against an individual for participating in any way in a report, investigation, or other proceeding under this Policy is strictly prohibited. See further details in the Retaliation section.

Sex: The term sex as used throughout this policy is to be interpreted following the University's Statement on Religious Freedom and Human Sexuality.

Supportive Measures: Measures designed to protect the safety of the parties or the University's educational environment, or to provide support during the grievance procedures or an informal resolution process. Supportive measures will be offered as appropriate, reasonable, and without unreasonably burdening a complainant or respondent in order to restore or preserve access to the University's education programs or activity. See details under Supportive Measures section.

Title IX Sexual Harassment: Sexual harassment is a form of discrimination and means harassment on the basis of sex, including stereotypes, characteristics, pregnancy, or related conditions, and includes:

Quid Pro Quo: an employee of the University conditioning an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.

Hostile Environment: any unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person access to the institution's education program or activity. Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- i) The degree to which the conduct affected the complainant's ability to access the University's education program or activity.
- ii) The type, frequency, and duration of the conduct.
- iii) The parties' ages, roles within the recipient's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct.
- iv) The location of the conduct and the context in which the conduct occurred.
- v) Other sex-based harassment in the recipient's education program or activity.

Title IX Sexual Harassment also includes the following:

Title IX Sexual Assault: Sexual assault is an offense classified as a forcible or nonforcible sex offense.

under the uniform crime reporting system of the Federal Bureau of Investigation. Sexual assault includes any of the following Prohibited Conduct:

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

- The touching of the private body part of another person for the purpose of sexual gratification without the consent of the alleged victim.
- Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Title IX Dating Violence: Violence including sexual or physical abuse or the threat of such abuse, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged victim; and where the existence of such a relationship shall be determined based on a 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.

Title IX Domestic Violence: Felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the alleged victim, by a person with whom the alleged victim shares a child in common, by a person who is cohabitating with or has cohabitated with the alleged victim as a spouse or intimate partner, by a person similarly situated to a spouse of the alleged victim under the domestic or family violence laws of Missouri.

Title IX Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

Cyberstalking is a form of stalking. Cyberstalking is the use of technology, specifically the internet, to stalk someone.

RETALIATION

The University is committed to a policy that encourages timely disclosure of sexual misconduct. Any person who, in good faith, reports sexual misconduct will be protected from retaliation. No one may intimidate, threaten, coerce or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual made a report or complaint, assisted, or participated or refused to participate in any manner in an investigation or proceeding, under this Policy. Allegations of Retaliation will be handled under the Community Standards for students and Standards of Conduct for faculty and staff.

CONSENT

Consent is an understandable exchange of affirmative words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. A person who wants to engage in a specific sexual activity is responsible for obtaining Consent for that activity. Silence or lack of resistance, in and of itself, does not constitute Consent. Consent can be given by words or actions, provided that those words or actions clearly communicate a willingness to engage in sexual activity. Consent must be informed, clearly communicated, and freely and actively given.

- A verbal “no,” even if it may sound indecisive or insincere, constitutes a lack of consent.
- When consent is requested verbally, the absence of any explicit verbal response constitutes a lack of consent.
- Consent cannot be obtained through coercion. Coercion is the use of threats (i.e., words or actions) or intimidation (i.e., implied threats) that would cause a reasonable person to engage in unwelcome sexual activity against their will.
- Consent may be withdrawn by any party at any time. An individual who seeks to withdraw Consent must communicate, through clear words or actions, a decision to cease the activity. Once Consent is withdrawn, the sexual activity must cease immediately. Consent must be re-established before resuming any sexual activity.
- Consent is automatically withdrawn when a party is no longer capable of consenting.
- Consent to sexual activity on one occasion does not constitute Consent to sexual activity on other occasions.
- Alcohol or Drugs: Consent cannot be obtained from an individual who is incapacitated, due to alcohol or drugs. An individual who is under the influence of alcohol and/or other drugs may be incapacitated, and therefore unable to Consent. Individuals who are asleep, unresponsive, or unconscious are incapacitated under this policy. An individual may be incapacitated if there is an inability to communicate coherently, inability to dress/undress without assistance, inability to walk without assistance, slurred speech, loss of coordination, vomiting, or the individual is unable to perform other physical or cognitive tasks without assistance.

REPORTING

Any individuals within the University Community may file a good faith report alleging a violation of the University's Policy and all campus community members are required to report information regarding allegations of harassment and Prohibited Conduct. In order to make informed choices, it is important to be aware of the reporting requirements some individuals have.

Reports to Authorized and Responsible Employees

There may be instances when a student or employee discloses alleged Prohibited Conduct to an employee of the University. Whether that disclosure constitutes actual notice to the University as defined in Title IX, triggering a response obligation under this Policy, depends on the role of the employee to whom the disclosure is made, as follows:

Responsible Employees: Calvary has taken the position that all employees of the University are considered Responsible under this Policy and are required to report allegations of sexual harassment or misconduct. Responsible Employees do not have the authority to take action to address Prohibited Conduct on behalf of the University except for a reporting obligation and to assist those by informing them of the reporting process and the Title IX Policy.

Authorized Employees: A disclosure or report of Prohibited Conduct made to an Authorized Employee is considered a report to the University triggering a response to implement corrective measures under this Policy. All authorized employees are required to report disclosures of Prohibited Conduct to the Title IX Coordinator. Notice to any Authorized Employee conveys actual knowledge to the University and a required response. The following individuals are authorized employees:

- Title IX Coordinator
- President
- Chief Operations Officer
- Chief Development Officer
- Chief Financial Officer
- Chief Academic Officer
- Athletic Director/Coaches /Trainers
- Associate Dean of Students
- Dean of Students
- Director of Human Resources
- Chief of Security

Reporting Obligations: Both Responsible and Authorized employees are to report all information regarding Prohibited Conduct to the Title IX Coordinator including:

- Details of the incident, names of the individuals involved, known witnesses; when and where the incident occurred, and all other known details of the incident.
- Information should be reported as soon as possible but not more than 48 hours after becoming aware of the alleged Prohibited Conduct by contacting the Title IX Coordinator using one of the following:
 1. Submit a report through the [online Link](#)
 1. This is the **preferred** reporting option.
 2. Email: Directly email the Title IX Coordinator (humres@calvary.edu)
 3. Phone: 816-425-6148
 4. In-Person to the Title IX Coordinator

When a report is received, the Coordinator will promptly contact the complainant to discuss the availability of supportive measures and to explain the process for filing a Formal or Informal Complaint. The University will provide the complainant with a written explanation of the complainant's rights and options as well as the resources available to them through both the institution as well as the community.

Formal Complaint: If the complainant desires to proceed with a formal complaint, the Title IX Coordinator will begin the formal complaint process.

If the complainant decides not to submit a formal complaint, the Title IX Coordinator may sign a formal complaint when the Coordinator deems it necessary to address the possible Prohibited Conduct, including in order to provide a safe and nondiscriminatory environment. In deciding whether to sign a complaint, the Title IX Coordinator may, but is not required to, consider factors such as whether the conduct alleged included threats, violence, serial predation, or weapons. A complainant is not required to submit a formal complaint to receive supportive measures.

A formal complaint can be withdrawn anytime up until a decision is made.

Anonymous Reporting: Except for authorized and responsible employees, any individual may anonymously report allegations of Prohibited Conduct through the online reporting form [here](#). Depending on the information provided, anonymous reporting may limit the University's ability to act in response to such a report.

Employee Reporting: All university employees except Advocates listed below are required and responsible for reporting Prohibited Conduct. The University does not have official notice of an incident until it is received by the Title IX Coordinator. Some employees may have legally protected or privileged confidential relationships, including licensed professional mental health counselors, licensed medical professionals, and ordained clergy and therefore are not required to report under this policy.

Advocates: If a reporting party would like the details of an incident to be kept confidential, the reporting party may speak with one of the below advocates. Reporting parties need to be aware that the advocates will maintain confidentiality except in extreme cases of immediacy of threat or danger or abuse of a minor. These individuals are employees of Calvary and are not licensed counselors nor do they act in the role of a counselor. Licensed counselors are available free of charge and can be arranged through the Associate Dean of Students.

Advocates provide a confidential resource for students and can connect victims to professional help and guidance on Calvary’s Title IX policy. Advocates will still submit anonymous statistical information required by the Clery Act.

Karen Hange, Advocate	Education Building Office	816-425-6186	karen.hange@calvary.edu
Tim Hange, Advocate	Education Building Office	816-425-6184	tim.hange@calvary.edu
Aaron Heath, Advocate	Madison Hall	816-425-6131	aaron.heath@calvary.edu

Off campus reporting resources:

- Abundant Life Counseling Services, info@livingproof.co or (816-554-0944)
- Hope Haven crisis hotline (816-380-2833)
- Local law enforcement Call 911 or 816-348-4430
- Hospital Belton Regional Medical Center 816-348-1200
- National Mental Health Hotline: Call or Text 988 or 1-800-273-8255
<https://988lifeline.org>
- National Sexual Assault Hotline (RAINN): 1-800-656-4673 or
<https://www.rainn.org>
- National Dating/Domestic Violence Hotline: 1-800-799-7233 or
<https://thehotline.org>

False Reports and Other False Information

The submission of knowingly false information is prohibited and will be addressed under the University’s Community Standards for students and Grievance Procedures for faculty and staff. This provision does not apply to reports made and other information submitted in good faith, even if the facts alleged are not substantiated by an investigation and/or decision.

Time Frame For Filing A Complaint

Calvary University does not limit the timeframe for filing a complaint. The University encourages complaints to be filed as soon as reasonably possible following an alleged Prohibited Conduct because the University's ability to gather adequate information may be limited when a significant length of time has elapsed between an incident and the filing of a complaint. At the time a formal complaint is filed, the complainant must be participating or attempting to participate in Calvary University's programs or activities.

Further, the University's ability to complete its processes may be limited concerning a responding party who has graduated from, is no longer affiliated with, or is no longer employed by the University.

EMERGENCY REMOVAL AND ADMINISTRATIVE LEAVE

At any time, following receipt of information alleging a violation of Prohibited Conduct under this policy, the Title IX Coordinator in consultation with the President's Cabinet may remove a respondent, either entirely or partially, from the University's education programs and activities on an emergency basis, provided the coordinator has:

- Conducted a safety and risk analysis regarding the respondent.
- Determined that the emergency removal is justified based on an immediate threat to the physical health or safety of any other student or individual arising from the allegations of sexual misconduct.
- Provided the subject of the emergency removal with notice of the emergency removal decision and an opportunity to lodge an immediate appeal of the removal decision.
 - To appeal the removal decision, a written notification of the appeal must be provided to the Title IX Coordinator. The respondent must demonstrate that the emergency removal decision was incorrect.
 - The President will decide any challenges of removal orders filed by students or employees within three (3) business days of receipt and provide a written notification of the decision.

The University may place an employee respondent on administrative leave (with or without pay) during an investigation, or appeal process under this policy.

Federal Timely Warning Reporting Obligations

Victims of sexual misconduct should also be aware that university administrators must issue immediate timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. The University will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger.

AMNESTY POLICY

In exceptional cases, amnesty may be offered to witnesses during a Title IX investigation. Amnesty provides protection from disciplinary sanctions for infractions to those who have material information in an investigation. Amnesty may be granted in full or in part at the discretion of the investigators in consultation with the Title IX Coordinator, Dean of Students and Director of Human Resources (if an employee). Amnesty will be determined on a case-by-case basis and only applies to institutional investigations. It does not extend to external investigations.

SUPPORTIVE MEASURES

Supportive measures are non-disciplinary, non-punitive individualized services that may be provided to complainants or respondents upon request when deemed by the Title IX Coordinator to be appropriate and reasonably available. Supportive measures may also be imposed at the initiative and sole discretion of the Title IX Coordinator. Supportive measures are available beginning at any time after the submission of a report of Prohibited Conduct. A complainant may seek and be provided with supportive measures before or without ever filing a formal complaint.

Supportive measures are designed to restore or preserve equal access to educational programs and activities, without unreasonably burdening the other party. Supportive measures may be of any duration and may be modified at the discretion of the Title IX Coordinator, as circumstances warrant. Supportive measures will be kept confidential to the extent that doing so does not impair the ability to provide them.

Supportive measures may include, but are not limited to, the following:

- Access to counseling services.
- Extensions of deadlines or other course-related adjustments.
- Modification of work or class schedules.
- Mutual restrictions on contact between the parties (i.e., "no contact" orders.)

- Changes in work or housing locations.
- Leaves of absence.
- Increased security and monitoring of certain areas.
- Any other measures deemed appropriate by the Title IX Coordinator to preserve equal access to programs and activities.

A student or employee's failure to abide by the terms of any Supportive Measure may result in discipline and, depending on the circumstances, could be deemed to constitute Retaliation.

PRIVACY AND CONFIDENTIALITY

The University respects the privacy of individuals involved in any report of alleged Prohibited Conduct, and the Title IX Coordinator and others responsible for carrying out this Policy will disclose information only as required to implement this Policy or by law.

In cases that indicate a pattern, predation, threat, weapons, and/or violence, Calvary University may not be able to honor a request for confidentiality or an informal resolution. The University will take reasonable measures to protect the privacy of the parties and witnesses during a complaint, investigation, and grievance procedure. These steps will not restrict the ability of the parties to obtain and present evidence, including speaking with an investigator, consulting with family members, confidential resources, advocates, advisors, or otherwise.

Calvary University will maintain confidentiality regarding any supportive measures provided to the complainant or respondent, to the extent that doing so would not impair its ability to provide the supportive measures.

Truly confidential reporting refers only to the protections provided to information disclosed in legally protected or privileged relationships, including licensed professional mental health counselors, licensed medical professionals, and ordained clergy. When an individual shares information with one of these individuals (on campus or in the community) as a confidential communication in the course of a protected relationship, the confidential resource cannot disclose to any third party without the individual's written permission or unless required by ethical or legal obligations which compel the professional to reveal such information.

Calvary does not offer confidential resources and support services on campus but will refer individuals to third-party providers.

Informal Resolution

In addition to filing a formal complaint that is resolved through the Grievance Process, the complainant has the option to resolve the allegation through an Informal Process. This requires signed agreement from both the complainant and respondent to proceed according to an informal process. The informal resolution process may not be utilized for situations involving allegations that a Calvary University employee engaged in sexual misconduct toward a student.

See further details under the Informal Resolution section.

FORMAL GRIEVANCE COMPLAINT PROCEDURE AND PROCESS

Calvary University has adopted Title IX grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator.

To begin the formal resolution process, a complainant must file a formal complaint with the Title IX Coordinator. Alternatively, if the Title IX Coordinator receives a report of Prohibited Conduct but the complainant elects not to submit a formal complaint or the complainant is unknown, the Title IX Coordinator has the discretion to sign the complaint if doing so is necessary to address Prohibited Conduct.

Pursuing a formal complaint does not prevent a complainant from filing criminal charges. However, it is important to understand that the standard for criminal prosecution is different from that used in student and employee conduct proceedings. As a result, decisions rendered in either forum are not determinative of what will happen in the other.

Calvary University will treat complainants and respondents equitably. The University requires that the Title IX Coordinator, investigator, or decision maker will not have a conflict of interest or bias for or against the parties. The University presumes that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures.

The Title IX Coordinator may consolidate formal complaints if they involve multiple respondents, multiple complainants against one or more respondents, or one party against another when the allegations arise from the same facts or circumstances. If consolidated, all parties must receive the written determination.

INITIAL ASSESSMENT

The Title IX Coordinator will conduct an initial Title IX assessment to understand the nature and circumstances of the report. This assessment includes gathering information, addressing immediate health or safety concerns, assessing the complainant's safety and well-being, and determining whether the report raises a potential policy violation. The Title IX Coordinator (or designee) will reach out to the complainant and schedule a meeting within 3 business days.

The initial assessment will:

- Evaluate the report's details, including names and identifying information.
- Address immediate physical and emotional well-being and provide a list of resources on and off campus.
- Discuss the availability of supportive measures and the complainant's wishes regarding supportive measures.
- Inform the complainant of their rights to contact law enforcement, seek a civil protection order, or medical treatment.
- Refer the report to Calvary Security for crime log entry if required by the Clery Act.
- Assess the need for a timely warning under the Clery Act.
- Inform the complainant of their right to have an advisor present at meetings.
- Evaluate any alleged pattern of conduct by the respondent.
- Discuss the complainant's preferred resolution method – formal or informal.
- Explain the policy against retaliation and how to report it.

At the conclusion of the initial assessment, the Title IX coordinator will:

1. Issue a written notice of allegation and proceed with a formal investigation if the complaint involves Title IX harassment.
2. Work with Human Resources as necessary to investigate complaints involving University employees, ensuring compliance with Title IX and University policies.
3. Proceed with Informal Resolution if all parties consent, with the option to withdraw and revert to formal investigation.
4. Dismiss complaints outside Title IX jurisdiction, referring them to the appropriate University office for resolution. Any dismissal can be appealed by either party.

A formal complaint may be withdrawn at any point prior to the formal decision being made.

WRITTEN NOTICE OF ALLEGATION(S)

Upon the submission of a formal complaint, the Title IX Coordinator will notify the parties in writing and provide written notice of the following. The parties will have 10 business days to prepare a response before any initial interview:

- A copy of this policy and any informal resolution process.
- Notice of the allegations of Prohibited Conduct, with sufficient detail for the respondent to prepare a response before any initial interview, including, if known, the identities of the parties involved and the date and location of the incident.
- The respondent is presumed not responsible for the alleged Prohibited Conduct until a determination is made at the conclusion of the grievance procedures.
- The parties may have an advisor of their choice.
- Note: Calvary University's Community Standards and Handbook policies prohibit knowingly making false statements or knowingly submitting false information during the formal complaint processes.
- The parties are entitled to an equal opportunity to access the relevant evidence or an investigative report that accurately summarizes this evidence.
- Retaliation is prohibited.

If, during an investigation, Calvary University decides to investigate additional allegations of sex-based harassment by the respondent toward the complainant that is not included in the written notice, it will provide a new written notice of the additional allegations to the parties.

DISMISSAL OF TITLE IX SEXUAL HARASSMENT COMPLAINT

If any of the following circumstances are met, the Title IX Coordinator will dismiss the formal complaint as a Title IX Sexual Harassment incident.

- The misconduct alleged in the formal complaint would not constitute Title IX Sexual Harassment as defined in the policy.
- The complainant is not a member or seeking to be a member of Calvary University.
- The incident did not occur in the United States.
- Calvary University did not have control over the respondent.

- Calvary University did not have control over the context of the harassment, or the incident did not occur in the context of an educational activity or program.

Discretionary Dismissal

The Title IX Coordinator may dismiss a Title IX report or allegations at their discretion if:

- They are notified by the complainant in writing that the complainant wishes to withdraw the formal complaint or allegations.
- The respondent is no longer enrolled or employed by Calvary.
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations.

The Title IX Coordinator will promptly send notice of the dismissal, including the reasons for dismissal, to the complainant and respondent via email.

Both the complainant and respondent may appeal any decision to dismiss the formal complaint by submitting a request for appeal to the Title IX Coordinator by email within three (3) days of the date of the Title IX Coordinator's dismissal email. The appeal will be determined using the procedures outlined in the Appeals Section of this policy.

The notice of the dismissal will advise the parties whether the formal complaint will proceed as a possible violation of the Community Standards, Standards of Conduct, Statement of Faith and Positions, or other employment policies. The decision whether the matter will proceed as a violation under these other policies, and not Title IX Sexual Misconduct, is not subject to appeal.

ADVISORS

The parties are entitled to identify an Advisor of their choice, who may accompany them to all investigative interviews, and other meetings or proceedings held in connection with a formal complaint. An Advisor is a person who has agreed to provide support and advice to a complainant or respondent. The Advisor does not speak on behalf of the party or represent them in any way. The parties are responsible for identifying their own Advisor if they wish to have one.

The Advisor may confer with the individual whom they are advising quietly or using written notes when accompanying them to a meeting. The Advisor does not speak on behalf of the party. An Advisor whose presence is deemed to be disruptive will be required to leave and may be prohibited from participating in future meetings.

While Calvary may consider short delays in scheduling to reasonably accommodate an Advisor's availability, whether to grant such a request is at the sole discretion of the representative responsible for the event in question.

INFORMAL RESOLUTION

Participation in the informal resolution process is voluntary. Informal resolution is available only when a formal complaint has been filed and both parties agree to its use in writing.

Before initiating informal resolution, the Title IX Coordinator will provide the parties with written notice disclosing the allegations, the requirements of the process, the right to withdraw from informal resolution to pursue formal resolution, and any consequences of participation.

Informal resolution can be commenced at any point prior to the outcome of the formal resolution process.

The process is conducted by an informal resolution facilitator appointed by the Title IX Coordinator. The complainant, respondent, Title IX Coordinator, or facilitator may terminate the informal resolution at any time prior to its completion. The Title IX Coordinator may serve as the facilitator.

The Facilitator will present a framework of potential remedies to guide the parties in negotiation, but the parties themselves must come to an agreement. The Title IX Coordinator will use their discretion to ensure that the informal resolution is appropriate for the University. The parties may not bind the University to a resolution that the University does not deem appropriate.

Parties may wish to communicate through the Title IX Coordinator to minimize contact with each other, or they may communicate directly with each other.

After the informal process has ended, an investigation may be done by the Dean of Students Office or Human Resources to determine if violations of other policies occurred, and disciplinary sanctions are warranted.

At any time prior to agreeing on a resolution, any party may withdraw from the informal resolution process and the formal resolution process will resume. The Title IX Coordinator may use their discretion to determine if the process is not working (lack of good-faith effort by a party, at an impasse, etc.) the Title IX Coordinator may then require the matter to move to the Formal Resolution Process.

If the informal resolution is terminated and the formal resolution process resumes, specific statements made by either party during the informal resolution will not be

documented, retained, or shared outside the informal resolution process, and may not be used in a subsequent formal process. Additionally, the informal resolution facilitator shall not serve as a witness in a subsequent formal process.

The outcome of the informal resolution will be documented in an agreement signed by both the complainant and the respondent. The University will attempt to complete the informal resolution process within thirty (30) business days of the parties agreeing to participate, subject to extenuating or unanticipated circumstances. This period may be extended at the discretion of the Title IX Coordinator.

FORMAL RESOLUTION PROCESS TIMEFRAME

Calvary University strives to resolve all formal complaints within seventy-five (75) business days of submitting a formal complaint. The University will balance its desire to achieve a prompt resolution with the need to conduct a thorough and complete investigation, which may delay that timeframe.

Delays may result from several factors, including but not limited to the appeal of a dismissal, impacts of concurrent criminal processes, or an attempt at informal resolution. The Title IX Coordinator may extend the time for completion of the formal resolution process for good cause in their sole discretion.

and will provide written notice to the parties of the reason for extension or delay.

INVESTIGATION

The written notice of allegations will identify the appointed investigator(s). Either Party may object to the investigator on the grounds of conflict of interest or bias for or against the parties, by submitting an objection to the Title IX Coordinator, in writing within three (3) business days of receipt of the issuance of the written notice. The Title IX Coordinator, in their sole discretion, shall determine whether a different investigator should be appointed.

The investigator will conduct an investigation of the allegations in the formal complaint and is responsible for interviewing the parties and witnesses and gathering relevant evidence. All members of the administration, faculty, and/or staff, as well as students, are expected to cooperate with any investigation.

All parties will have an equal opportunity to identify witnesses, including fact and expert witnesses, and evidence, for the investigator. Parties will be provided with written notice of the date, time, location, participants, and purpose of all investigative interviews in

which they are expected to participate. parties may be accompanied by an Advisor of their choice at any investigative interview.

Evidence:

The following types of evidence, and questions are not permitted during the investigation process and will not be considered, except to determine whether one of the exceptions listed below applies:

- Evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality.
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness unless the University obtains that party's or witness's voluntary, written consent for use in its grievance procedures.
- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude a determination that sex-based harassment occurred.

Investigation Report

The investigator will prepare an investigation report summarizing all relevant evidence. The report will exclude all non-relevant evidence, as well as any evidence not subject to disclosure per the policy and regulations.

Preliminary Investigation Report

Prior to completing the investigation report, the investigator will send a preliminary report and accompanying documents, if any, to the parties who will have ten (10) business days to submit a written response to (1) present comments or feedback on the

facts as gathered, (2) submit additional information, and/or (3) identify additional witnesses or request the collection of other information by the investigator. If either party provides a written response or provides additional information, the content will be shared with the other party and incorporated as appropriate in the final investigative report. A party's failure to respond will be taken as their confirmation that the investigative report and any additional evidence is accurate. The response must be by the parties, not the party's advisor.

Final Report

After receiving the written responses and taking any necessary actions, the investigation report will be finalized within ten (10) days and include any additional comments from the parties and determinations of credibility of the parties and witnesses. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness. The parties are prohibited from disclosing or disseminating the evidence to any third parties and from using it for purposes other than carrying out the formal resolution processes.

Impact and Mitigation Statement: Either or both parties may submit a statement to the Title IX Coordinator for consideration by the Decision Panel. The Complainant may submit a written statement describing the impact of the prohibited conduct on the Complainant and/or expressing a preference about the sanction(s) to be imposed. The Respondent may submit a written statement explaining any factors that the Respondent believes should mitigate or otherwise be considered in determining the disciplinary action(s) imposed. Any impact or mitigation statement should be submitted no later than five (5) business days after receipt of the Preliminary Investigative Report. The Title IX Investigator will provide any statement(s) with the final investigative report to the Decision Panel

The final investigative report and any written responses by the parties will be provided to the Title IX Coordinator and the decision panel.

DECISION PANEL

The decision panel is responsible for reviewing the investigation report and objectively evaluating the evidence presented in the report. They will decide on responsibility and recommended sanctions.

The panel is trained and consists of the Director of Information Technology, the Registrar, and the Chair of the Business Administration department. If any of these individuals has been involved in the investigation in any way, the Cabinet will appoint a replacement. The panel will not consist of students. The panel's determination will be

made by a majority vote. The panel will have seven (7) business days to review the report, discuss and decide. An outcome letter detailing the decision will be issued within seven (7) business days of the decision being made.

Standard of Proof

The decision panel will make decisions on responsibility using a preponderance of the evidence standard, which, per the U.S. Department of Education, means that it is more likely than not that harassment, discrimination, or violence occurred.

Determination and Sanctions

Determination:

There are two possible findings the decision panel can make:

- Responsible for a violation of university policy
- Not responsible for a violation of university policy

Sanctions:

The following sanctions may be imposed upon a respondent found responsible for sexual misconduct. They are listed below and defined in either the Student Handbook or the Employee Handbook, respectively:

Student Sanctions:

- Verbal Warning; Training or Education, Written Warning; Probation; Expulsion

Employee Sanctions:

- Verbal Warning; Training or education, Written Warning; Suspension without Pay; Dismissal.

Grievance Process Outcome Letter

Within seven (7) business days of the decision the Title IX Coordinator will issue an outcome letter via email to the parties if a student. Human Resources will issue the outcome letter via email to the parties in employee matters.

The outcome letter will include:

- A description of the allegations that led to the investigation.
- A description of the procedural steps taken from the receipt of the formal complaint through determination.
- A statement of factual findings supporting the outcome.
- A statement of the conclusions regarding the application of this Policy to the facts.

- A statement and rationale for the result of each allegation, including a determination regarding responsibility.
- An explanation of the disciplinary sanctions imposed on the respondent, if any.
- A statement of whether remedies designed to restore or preserve equal access to education programs or activities will be provided to the complainant and will be identified only to the extent those remedies directly affect the respondent. The Title IX Coordinator is responsible for implementing such remedies.
- The procedures and permissible bases for the complainant and respondent to appeal. See Appeal section.

The outcome becomes final following the determination of the appeals, if any, or upon the date following the deadline for filing an appeal, if no appeal is pursued. No further appeals of any kind are permitted.

Appeal Process

Both parties have the right to appeal to the President's Cabinet via the Title IX Coordinator regarding the finding or the University's dismissal of a formal complaint. Any cabinet member who has been involved in another aspect of the particular Title IX Prohibited Conduct Outcome being appealed must recuse themselves from the appeal process so as not to create an actual or perceived conflict of interest. A conflict of interest may occur if a cabinet member reported the initial Prohibited Conflict, was a respondent or complainant, served as an advisor, or otherwise. Appeals must be submitted within five (5) business days of the determination of responsibility or dismissal of the formal complaint. In the event of an appeal, the Title IX Coordinator will provide the Cabinet with the Investigation Report.

When an appeal is filed the Title IX Coordinator will notify the other party in writing. Both parties will have five (5) business days to submit to the Title IX Coordinator a statement supporting or challenging the outcome.

The permissible basis for appeals are:

- Procedural irregularity that affected the outcome of the matter.
- New evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made that could affect the outcome.
- The Title IX Coordinator, investigator, or decision panel member had a conflict of interest or bias for or against a party that affected the outcome.

The President's Cabinet will typically issue a written decision on the appeal, including the result and a brief rationale, within ten (10) days of the receipt of the appeal materials.

The Cabinet has the discretion to direct a reopening of the investigation to consider new evidence, adjust the finding and/or recommended sanction, or make any other equitable determination. The parties will simultaneously receive a written decision describing the result of the appeal and the rationale for the result. If an appeal is filed, the determination will become final, and sanctions will be enforced on the date that the university provides the parties' written determination of the result of the appeal.

Once the determination goes into effect, either of the initial determination or the result of an appeal, other non-Title IX policy violations that took place in the incident and not covered by the Amnesty policy will be referred to the appropriate administrative office.

TRAINING

Any individual serving as Title IX Coordinator, investigator, decision panel member or appeals will receive training on this Policy.

The University also offers training for both staff and students covering legislation and Title IX. These trainings are described below:

STUDENT TRAINING

- Online training on the student portal available to new and existing students. Complete yearly.

EMPLOYEE TRAINING:

- All employees undergo online training upon hire and subsequently complete yearly training either online or during staff in-service.

APPENDIX

WRITTEN NOTIFICATION OF RIGHTS, OPTIONS, AND RESOURCES

Calvary provides complainants and respondents with a packet of information containing all rights (as listed below), options for reporting and accommodations, as well as resources available. A copy can be obtained through the Title IX Coordinator.

Rights of a Complainant

The complainant has a right to:

- Be treated with fairness and respect for their dignity.
- Be free from any suggestions that they must report sexual assaults or that they are responsible for assaults committed against them.
- Be free from any threat of retaliation or other attempts to prevent the reporting of sexual misconduct.
- Not be pressured by university personnel to report sexual assaults if they do not wish to, to report them as less serious offenses, or to refrain from reporting for any reason.
- Have their allegations of sexual assault treated seriously and their privacy honored.
- Receive options to pursue a criminal complaint, the college's disciplinary process, or both simultaneously.
- Be notified of local and national hotlines for medical, counseling, mental health, and student services for victims of sexual assault, whether or not the assault is formally reported.
 - Abundant Life Counseling Services: info@livingproof.co or (816-554-0944)
 - Hope Haven crisis hotline (816-380-2833)
 - Local law enforcement: Call 911 or 816-348-4430
 - Hospital Belton Regional Medical Center: 816-348-1200
 - National Mental Health Hotline: Call or Text 988 or 1-800-273-8255
<https://988lifeline.org>
 - National Sexual Assault Hotline (RAINN): 1-800-656-4673 or
<https://www.rainn.org>
 - National Dating/Domestic Violence Hotline: 1-800-799-7233 or
<https://thehotline.org>

- Be informed of and assisted in exercising any rights to confidential or anonymous testing for sexually transmitted infections, HIV, and pregnancy, and any rights to obtain communicable diseases test results of sexual assault suspects.
- Be informed of the possible availability of crime victim assistance compensation through the National Center for Victims of Crime or victimsofcrime.org
- Have access to counseling.
- To submit reports of sexual assault to be investigated and evaluated by appropriate criminal and civil authorities.
- Receive full and prompt cooperation and assistance of university officials in notifying proper civil authorities.
- See no contact orders issued promptly and in writing to all parties involved in a reported sexual assault after the University receives notice of a complaint if deemed appropriate.
- Receive reasonable supportive measures defined in the policy.
- Engage in an informal process if both parties agree and have the right to withdraw at any time, and the right to withdraw a formal complaint before a determination being made.
- Receive written and advance notice about the investigative process.
- Have the opportunity to present a list of witnesses and other evidence to the investigator and receive notice of the process, information about procedures, and written notice of the outcome equivalent to the process of the respondent.
- Have an advisor of their choice accompany them throughout the process.
- Be informed in a timely fashion of the outcome of the investigation.
- Have the right to appeal the outcome of the process.

Rights of a Respondent

A respondents' rights under Title IX and University policy include:

- The right to have disclosures of sexual harassment, sexual assault, domestic violence, dating violence, stalking, and/or sexual exploitation treated seriously.
- The right to be treated with fairness and respect throughout the process.
- The right to be informed of university policies and procedures being applied to their case, and to have those policies and procedures followed.

- The right to have the University keep their name and other information as confidential as possible. Information related to the complaint will be distributed on a need-to-know basis only. “Need-to-know” is typically defined by that level of information that is necessary to coordinate the provision of requested services, to protect the safety of individuals or community members, or to administer the University complaint process.
- The right to be accompanied by an advisor of their choice during any meeting or interview conducted in connection with the complaint.
- The right to be informed of their option to make a report to local law enforcement—and to not be discouraged from doing so.
- The right to engage in an informal process if both parties agree.
- The right to access appropriate resources and support measures to protect their safety and minimize the negative impacts of an incident on their educational opportunities.
- Available resources and interim measures may include:
 - reasonable academic accommodations
 - housing modifications
 - confidential counseling, health services or pastoral care
 - referrals to local community agencies for services.
- The right to have a determination of the facts based on a preponderance of evidence (a “more likely than not” standard).
- The right to be notified in writing of the outcome of the process related to the complaint.
- The right to be protected from retaliation by any member of the university community for reporting their experience or participating in the University process.
- If/when an outcome has been determined, the right to access an appeal process in accordance with university policies and procedures.

Preventive and Intervention Strategies

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where

bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander.

- If you or someone else is in immediate danger, call 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.
- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK.
- Speak up when someone discusses plans to take advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document.

Risk Reduction Tips

Each person has a sinful nature after the fall, and each person is responsible for his/her own misconduct; here are strategies to reduce one's risk of becoming a victim of sexual sin.

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation. Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don't know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Try not to load yourself down with packages or bags as you may appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have transportation money (cab, rideshare, etc.).
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together.

- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately. Local authorities can be reached by calling 911 in most areas of the U.S.
- If you suspect you or a friend has been drugged, contact law enforcement. Be explicit with doctors so they can give you the correct tests.

How to Help a Friend

Responding with compassion, validation, and support when an individual discloses that they may have been a victim of sexual harassment or misconduct can be an important part of their healing process. Sometimes the most valuable advice comes from someone the individual already trusts. Strive to respond to an individual's disclosure with the sensitivity and respect they deserve.

Prioritize safety

Make sure the survivor is safe. Help the survivor get to a safe place if needed. If you are concerned for their immediate safety, call 911 or Calvary Security (816-331-8700).

Listen

It takes courage for someone to reveal that they are a victim or survivor. Listen actively and without judgment. Avoid asking questions or digging for details. It's best to allow them to control what information they share.

Provide information

Learn about the support services available and refer to the University policy for more information.

Let them make their own decisions

It is important to provide information but to allow your friend to make their own choices. Support their decisions even if you don't agree with them.

Remind them you care

Let your friend know that you are there to help them through this.

Don't guarantee confidentiality

Employees who are required to report sexual harassment or misconduct may not be able to maintain confidentiality under Title IX and this Policy. If you are required to report the incident, explain your reporting responsibilities to the person who has disclosed the information to you.

Take care of yourself

Providing support to a friend can be difficult. Don't forget to take care of yourself. It may be helpful to reach out and talk to someone about how you are feeling.

Annual Fire Safety Report

The Campus Fire Safety Right-to-Know Act is an amendment to the Higher Education Opportunity Act. This amendment serves to increase campus fire safety awareness across the nation, providing students and their families with the fire safety records of colleges and universities. Signed into law on August 14, 2008, this amendment requires post-secondary institutions to publish fire safety information and statistics, much as is already done with other crime statistics, such as campus theft and assault.

Additionally, the National Student Loan Program requires all eligible Title IV institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The published annual fire safety report must also include the following with regards to on-campus student housing facilities:

1. The number of injuries related to fire that result in treatment at a medical facility.
2. The number of deaths related to fire.
3. A description of each on-campus student housing facility fire safety system, including the fire sprinkler system.
4. The number of regular mandatory supervised fire drills.
5. Policies or rules on portable electrical appliances, smoking, and open flames (such as candles), procedures for evacuation, and policies regarding fire safety education and training programs provided to students, faculty, and staff.
6. Plans for future improvements in fire safety, if determined necessary by such institution.⁵

In addition, each institution is required to report fire safety information to the U.S. Department of Education.

Collectively this information provides prospective and current students information regarding the policies, concerns, and fire safety conditions that are present at Calvary University (CU).

Smoking and Open Flames in Student Housing

CU regulates smoking and open flames in on-campus housing. CU maintains fire safety policies and procedures. See the Student Handbook or the Calvary Security Department (CSD) for more information.

CU further reserves the right to direct residents to remove from their rooms or residences any hazardous materials. The final decision regarding removal of such materials will be made by the Director of Operations after review by the Dean of Students. Items may be confiscated and held by CU if they violate hall fire safety and/or jeopardize security and community living.

Open Flames, Incense and Flammable Storage

Candles used for decorative purposes are prohibited. Candles and other devices with open flames, as well as incense and fireworks, are prohibited. Additionally, flammable liquids such as propane, gasoline, petroleum-based solvents, paint thinners, and similar flammable materials, may not be stored inside any residence.

⁵ Accessed 8/9/2025 [https://www.umaryland.edu/fire-marshal/fire-safety/campus-fire-safety-right-to-know-act/#:~:text=The%20Campus%20Fire%20Safety%20Right,%3B%20and%20\(B\)%20to%20make](https://www.umaryland.edu/fire-marshal/fire-safety/campus-fire-safety-right-to-know-act/#:~:text=The%20Campus%20Fire%20Safety%20Right,%3B%20and%20(B)%20to%20make)

Smoking

CU is a tobacco-free campus. Smoking or use of tobacco is not permitted on the CU campus. Tobacco use includes the possession of any lighted tobacco product, or the use of any oral tobacco product.

Fire Safety Education and Training Programs

CU promotes campus fire safety on an ongoing basis through various safety education and training programs.

Residence hall staff receive orientation to the operations and locations of the fire alarm system, as well as a review of their roles during a fire or fire drill. The Resident Discipleship Directors (RDDs) and Resident Discipleship Leaders (RDLs) receive general fire safety and fire extinguisher training at the beginning of each semester.

Students receive a general orientation to the fire systems present in the building during the first week of the residents' arrival. Staff also review evacuation and emergency procedures with residents. Residence hall students participate in one fire drill during both the fall and spring semesters.

Reporting a Fire Occurring in an On-Campus Student Housing Facility

Individuals discovering a fire at a CU on-campus student housing facility should dial 911 and then the Calvary Security Department at (816) 898-2989 to report the fire and activate the fire alarm system. Although fire alarms on campus are monitored by a central station and are programmed to automatically summon the fire department upon activation, the fire should still be promptly reported.

Fire Drills

Dormitory

One fire drill is conducted during the fall semester and one fire drill is conducted during the spring semester. Fire drills may be announced or unannounced. The fire drills are designed to give students an opportunity to evacuate the residence hall in a non-emergency situation. All residents must leave the building when the alarm sounds for the drill. Failure to do so will result in disciplinary action.

Fire Alarm System

The **Dormitory** is equipped with a building fire alarm system, and each student room has a smoke detector. When the building alarm sounds, all residents are required to leave the building. Residents cannot re-enter a building until permitted by hall staff/security/the fire department. Any interference with the operation of a smoke detector or any other fire safety equipment will result in disciplinary action in addition to being liable for damages and subject to applicable criminal and civil penalties.

Suppression System

A sprinkler system is provided in the dormitory for additional safety in the event of a fire. Residents must be careful not to damage, tamper with, cover, or hang items from the sprinkler heads or an accidental discharge of water may result. In addition, residents may not store personal items within 18 inches of any sprinkler head.

Fire Safety and Prevention

- Equipment room doors are not to be left open or unlocked.
- Fire doors must be kept closed at all times unless held open by fire release devices.
- Exits must be maintained absolutely clear of obstructions.
- Only approved exit locks will be installed.
- Other devices will not be allowed.
- Panic bars will not be disabled by use of chains or padlocks in occupied rooms or areas.
- Exit doors must be marked and must be operable.
- Storage is restricted to areas designed and designated for that purpose.
- Storage space will be located so that a fire in a storage space will not impact avenues of escape from the building.
- Storage areas and containers for combustible materials will be an authorized design so that a fire in the storage area or container will be confined.
- Flammable liquids will be stored in appropriate storage containers and cabinets.
- Chemicals will be sorted and discarded appropriately per appropriate guidelines issued by the Maintenance Department.
- Storage under a stairway or in a stairwell is not permitted.
- Each storeroom will be given frequent fire inspections.
- Discard unused items. Large items or quantities will be secured separately.
- Improper electric wiring will not be allowed.
- Decorations of paper based material for false ceilings, murals, etc., will not be permitted.
- Fire extinguishers of the appropriate type will be placed as required, regularly inspected and recharged
- In addition to those required by law, fire extinguishers have been placed in most classrooms.
- Waste products will not be allowed to accumulate.
- There is no smoking permitted anywhere on the CU campus.
- Open flames are not permitted in or near any campus structure with the exception of the gas stoves located in designated kitchens in the residential duplex.

Fire Evacuation Procedures

Students in On-Campus Housing

In the event of a continuous sounding of the fire alarm in the dorm, students should proceed as follows:

1. All persons inside a residential facility are required to leave the building immediately.
 - a. CU staff may assist with the evacuation of the building as availability and safety permit.
2. When an alarm sounds follow these guidelines:
 - a. Close room doors and windows.
 - b. Try to have shoes and a coat/jacket on.
 - c. Leave via the nearest, safest exit, path, or route.
 - d. Don't panic - move quickly outside the building to at least 50 feet away from the structure and to the designated assembly point, and check in with CU staff.
 - i. Do not use elevators as exit routes. Use the closest stairwells.
 - e. Do not re-enter the building until the "all clear" announcement is given by emergency personnel.

If you are on an upper floor, are hearing impaired, have mobility issues, or are unable to escape from your room:

- a. Close your door and seal it off with a towel or blanket.
 - a. Duct tape often works well to seal cracks.
- b. Dial 911 and then CSD (816-898-2989) and relay all information pertaining to the fire (i.e., location, floor, room, building, etc.) to the officer. Don't hang up until directed to do so.
- c. Hang a bright colored sheet or towel from your window to alert emergency crews to your location.
- d. Open your upper window for fresh air if necessary. If smoke enters the room from the outside, CLOSE your window immediately.
- e. Wait for rescue. Don't panic, open the door, or prematurely jump from your window.

Campus Employees

It is important for employees to familiarize themselves with the procedures of fire reporting.

In the event of a continuous sounding of the fire alarm in any facility, all people are to do as follows:

3. All persons inside the facility are required to leave the building immediately.
 - a. Other CU staff may assist with the evacuation of the building as availability and safety permit.
4. When an alarm sounds follow these guidelines:
 - a. Close room doors and windows.
 - b. Try to have shoes and a coat/jacket on.
 - c. Leave via the nearest, safest exit, path, or route.
 - d. Don't panic - move quickly outside the building to at least 50 feet away from the structure and to the designated assembly point.
 - i. Do not use elevators as exit routes. Use the closest stairwells.
 - e. Do not re-enter the building until the "all clear" announcement is given by emergency personnel.

If you are on an upper floor, are hearing impaired, have mobility issues, or are unable to escape from your room:

- f. Close your door and seal it off with a towel or blanket.
 - a. Duct tape often works well to seal cracks.
- g. Dial 911 and then CSD (816-898-2989) and relay all information pertaining to the fire (i.e., location, floor, room, building, etc.) to the officer. Don't hang up until directed to do so.
- h. Hang a bright colored sheet or towel from your window to alert emergency crews to your location.
- i. Open your upper window for fresh air if necessary. If smoke enters the room from the outside, CLOSE your window immediately.
- j. Wait for rescue. Don't panic, open the door, or prematurely jump from your window.

Fire Safety Systems in On-Campus Housing

The dormitory is equipped with central station-monitored fire detection systems, sprinkler systems, pull boxes and smoke detectors in every room. All campus residential facilities have smoke detectors. The fire systems safety report is shown in Figure 2.

Fire Safety Definitions

On-campus student housing facility is any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus.

Cause of fire is the factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

Fire is any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire drill is a supervised practice of a mandatory evacuation of a building for a fire.

Fire-related injury is any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters, or any other individuals.

Fire-related death is any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire; or dies within one year of injuries sustained as a result of the fire.

Fire safety system is any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

Value of property damage is the estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

Daily Fire Log

CU tracks fires which occur in on-campus housing. Figures 3, 4 and 5 provide information pertaining to fires that have occurred at CU on-campus housing facilities for the 2022, 2023, and 2024 calendar years.

CSD maintains — available for public inspection upon request — a fire log that includes a listing of all fires that occur in an on-campus student housing facility. The report includes the nature, date, time and general location of each fire. The log may be viewed at the Calvary Security Department Office, 211 Madison Hall, 15820 Elmwood Avenue, Kansas City, MO 64147.

Post-Fire Contact Information

Contact CSD to report fires that have been successfully extinguished in on-campus housing: (816) 898-2989 or email us at security.office@calvary.edu. CSD will investigate and generate a report as appropriate.

Plans for Future Improvements in Fire Safety

Calvary University continually evaluates the fire protection system in residential facilities. Upgrades to the system occur through replacements or building renovations. There are no plans for further upgrades to existing fire protection systems at this time in our residential facilities.

Figure 2 - Fire Safety Systems in On-Campus Housing

Residential Facility	Building Fire Alarm	Room Detection	Pull Stations	Monitored by Central Station	Fire Evacuation Maps	Sprinkler System	Fire Extinguishers	Fire-Rated Doors	Fire Drills Conducted
Dormitory	YES	YES	YES	YES	YES	YES	YES	YES	2
Philadelphia Hall	NO	YES	NO	NO	NO	NO	YES	YES	0
Duplex	NO	YES	NO	NO	NO	NO	YES	NO	0

Figure 3 - Statistics and Related Information Regarding Fires in Residence Facilities: 2022

Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries Requiring Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by a Fire
Dormitory 256	0	0	N/A	0	0	0
Philadelphia Hall	0	0	N/A	0	0	0
Duplex	0	0	N/A	0	0	0

Figure 4 - Statistics and Related Information Regarding Fires in Residence Facilities: 2023

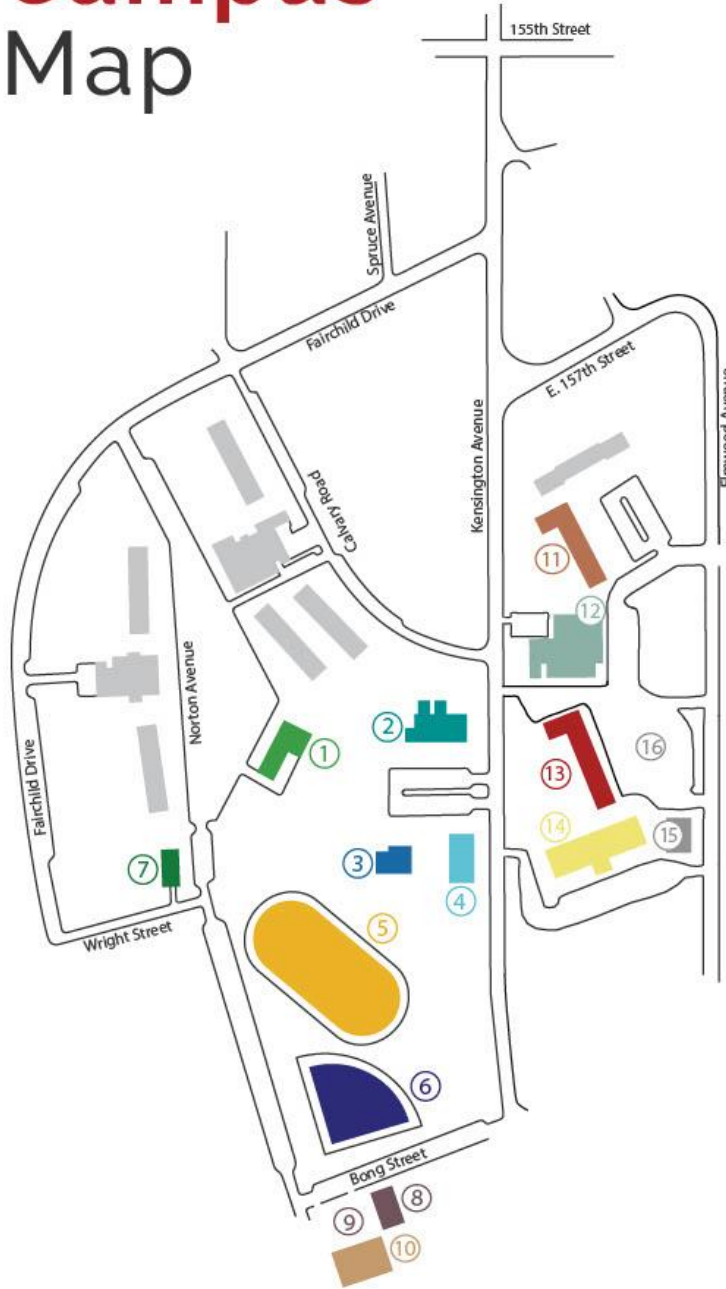
Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries Requiring Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by a Fire
Dormitory 256	0	0	N/A	0	0	0
Philadelphia Hall	0	0	N/A	0	0	0
Duplex	0	0	N/A	0	0	0

Figure 5 - Statistics and Related Information Regarding Fires in Residence Facilities: 2024

Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries Requiring Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by a Fire
Dormitory 256	0	0	n/a	0	0	0
Philadelphia Hall	0	0	n/a	0	0	0
Duplex	0	0	n/a	0	0	0

Campus Map

Campus Map



West Campus

- 1 Maintenance Shop
- 2 Pyramid Athletic Center/
Weight Room
- 3 Center for Advanced
Biblical Research and
Engagement (CABRE)
- 4 Special Events Building
- 5 Track / Soccer Field
- 6 Baseball Field
- 7 Campus Duplex
- 8 Student Life Center
- 9 Parking
- 10 Hilda Kroeker Library/
Clark Academic Center

East Campus

- 11 E. Education Building
- 12 Conference Center
Warrior Cafe /
Langmade Room/
Liberty Chapel /
Student Lounge/
Vander Mey Room
- 13 Madison Hall
- 14 Dorm
- 15 Tennis Courts
- 16 Parking

