



Annual Campus Security and Fire Safety Report

2019



Safety and security information for the University of Nebraska, including crime & fire statistics for the 2018 calendar year, and the information required by the *Drug-Free Schools and Communities Act of 1989*. All data was submitted to the U.S. Department of Education according to law.

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status and/or political affiliation in its programs, activities, or employment.

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Annual Campus Security and Fire Safety Report and Clery Act Overview

The University of Nebraska Police Department (UPD) has final responsibility for the preparation and distribution of the University of Nebraska's *Annual Campus Security and Fire Safety Report* (ASR), which is reviewed and updated annually as one cohesive document per the requirements of the federal law known as the Clery Act, outlined below. To ensure the ASR is accurate and comprehensive, the UPD uses its own records, as well as sends out formal requests for crime statistics and other necessary information to Campus Security Authorities (see description below) and any law enforcement agencies that have jurisdiction over non-campus property.



While statistical requests are made, the agencies are not required to provide their statistics and so not all do, and some data is provided in a manner that does not provide adequate information for a statistical determination; all viable statistics that are provided are included in the crime numbers provided later in this report. The data is compiled and reviewed to ensure that no duplication takes place and incidents are appropriately categorized. All records concerning the completion of the ASR (crime reports, daily incident summaries, referrals for disciplinary action, copies of timely warnings, etc.) are maintained by the UPD. The ASR is completed and posted by October 1st of each year. The ASR and other crime prevention, safety and reporting information can be found on the UPD website: <http://police.unl.edu>.

The UPD is also responsible for uploading the applicable 3-year statistics regarding crime and fires, as found in the ASR, to the Department of Education's website (<http://ope.ed.gov/security/>; click on "**Get data for one institution/campus**" and search for "University of Nebraska") by October 1st of each year.

The University understands the importance of the information provided in its *Annual Campus Security and Fire Safety Report* and so ensures that its existence and location, and that a paper copy will be provided upon request, is adequately publicized. A mass email is sent to all students and employees each September to notify them that the newest version of the report is available and its specific website address. Its release is also promoted via social media and the University's daily e-news, Nebraska Today. A reminder in Nebraska Today may also occur in the spring. Prospective students and those coming in throughout the year are notified of the report via a statement listed within the enrollment material on the Admission's website (all students must register through this one site); prospective employees are notified through a statement on the Human Resources application website (all job applicants must apply via the website).

The ***Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f))*** is the landmark federal law, originally known as the Campus Security Act, that requires colleges and universities across the United States to disclose information about crime on and around their campuses. The "Clery Act" is named in memory of 19 year old Lehigh University freshman Jeanne Ann Clery (pictured right) who was raped and murdered while asleep in her residence hall room on April 5, 1986. The law is tied to an institution's participation in federal student financial aid programs and it applies to most institutions of higher education both public and private. The Act is enforced by the United States Department of Education.



Among other things, the Clery Act requires colleges and universities to:

Publish an Annual Security Report (ASR) by October 1, documenting three calendar years of select campus crime statistics, including security policies and procedures, and information on the basic rights guaranteed to victims of sexual assault, domestic violence, dating violence and stalking. The law requires that schools make the report available to all current students and employees, and prospective students and employees must be notified of its existence and given a copy upon request. Schools may comply with this requirement via the internet if required recipients are notified and provided exact information regarding the on-line location of the report.

Maintain a public crime log – Institutions with a police or security department are required to maintain a public crime log documenting the "nature, date, time, and general location of each crime" and its disposition, if known. Incidents must be entered into the log within two business days. The log must be accessible to the public during normal business hours; remain open for sixty (60) days and, subsequently, made available within two business days upon request.

Disclose and provide to the U.S. Department of Education, crime statistics for incidents that occur on campus, in unobstructed public areas immediately adjacent to or running through the campus and at certain non-campus facilities, including Greek housing and remote classrooms – The statistics must be gathered from campus police or security, local law enforcement and other school officials who have "significant responsibility for student and campus activities." The Clery Act requires reporting of crimes in seven major categories, some with significant sub-categories and conditions:

1. Criminal Homicide
 - a. Murder & Non-negligent Manslaughter
 - b. Manslaughter by Negligence
2. Sex Offenses
 - a. Rape
 - b. Fondling
 - c. Incest
 - d. Statutory Rape
3. Robbery
4. Aggravated Assault

5. Burglary
6. Motor Vehicle Theft
7. Arson

Hate crimes must be reported by category of prejudice, including race, gender, religion, national origin, sexual orientation, gender identity, ethnicity, and/or disability. In addition to the above-noted crimes, if the crime committed is classified as a hate crime, statistics are required for the following four additional crime categories:

1. Larceny/Theft
2. Simple Assault
3. Intimidation
4. Destruction/Damage/Vandalism of Property

The statistics for the following incidents must be reported in addition to those above:

1. Domestic Violence
2. Dating Violence
3. Stalking

Institutions are required to report statistics for the following categories of arrests or referrals for campus disciplinary action (if an arrest was not made):

1. Liquor Law Violations
2. Drug Law Violations
3. Illegal Weapons Possession

Issue timely warnings about Clery Act crimes which pose a serious or ongoing threat to students and employees – Institutions must provide timely warnings in a manner likely to reach all members of the campus community. Timely warnings are limited to those crimes and incidents an institution is required to report and include in its ASR. There are differences between what constitutes a timely warning and an emergency notification; however, both systems are in place to safeguard students and campus employees.

Devise an emergency response, notification and testing policy – Institutions are required to inform the campus community about a “significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.” An emergency response expands the definition of timely warning as it includes both Clery Act crimes and other types of emergencies (i.e., a fire or infectious disease outbreak). Colleges and universities with and without on-campus residential facilities must have emergency response and evacuation procedures in place. Institutions are mandated to disclose a summary of these procedures in their ASR. Additionally, compliance requires one test of the emergency response procedures annually and policies for publicizing those procedures in conjunction with the annual test.

Compile and report fire data to the federal government and publish an annual fire safety report – Similar to the ASR and the current crime log, institutions with on-campus housing must report fires that occur in on-campus housing, generate both an annual fire report and maintain a fire log that is accessible to the public. If specifically identified as such, the fire report can be combined with the annual crime report, and the fire log can be combined with the crime log (the University of Nebraska combines the reports and logs).

Enact policies and procedures to handle reports of missing students – This requirement is intended to minimize delays and confusion during the initial stages of a missing student investigation. Institutions must designate one or more positions or organizations to which reports of a student living in on-campus housing can be filed if it's believed that student has been missing for 24 hours.

The crime and fire statistics for the University of Nebraska are provided at the end of the *Annual Campus Security and Fire Safety Report*.

Law Enforcement on Campus



The UPD, which has over thirty armed officers having **full** police and arrest powers, is in charge of coordinating all campus safety and security measures. UPD officers enforce University regulations and laws of the State of Nebraska on the University of Nebraska campus. These men and women complete courses of certification at the State Law Enforcement Training Center and are commissioned by the State of Nebraska as Special Deputy Sheriffs. They undergo continuous training to upgrade and maintain their professional skills as law enforcement officers. The UPD also includes officers who have received trauma informed training in order to handle sexual assault, domestic violence and stalking-related incidents in the most appropriate manner. Officers of the UPD conduct foot, bicycle, and motorized patrols of campus 24 hours a day, each day of the year. Additionally, the UPD will assist

anyone who asks for help in notifying the appropriate authorities for offenses committed in other jurisdictions. While the UPD has the authority to enforce state laws anywhere, its main jurisdiction is University of Nebraska-owned and associated property.

The University of Nebraska Police Department is the primary agency for reporting and investigating all crimes that occur on University property, and will provide all necessary follow-up work to bring each incident to a final disposition. All instances of criminal or suspicious acts and emergencies occurring on the campus or in any University facilities should immediately be reported to the UPD, regardless of how seemingly insignificant the incident. The UPD can be contacted by telephone, in person, email or text messaging.

- **Phone:** Contact UPD at 402-472-2222 (DIAL 2 for BLUE) or 2-2222 from a campus phone.
- **Text:** Text messages can be sent to Police at 69050, keyword UNLPD.
- **Email:** unl.police@unl.edu
- **Emergency:** If it is an emergency, simply dial 911. All law enforcement agencies in Lancaster County work from the same computer aided dispatch system. If dialing 911, the call will automatically be routed to the agency having primary jurisdiction for dispatching officers and other emergency services.
- **In person:** Stop in at the station, located on the southeast corner of 17th/R Street. If you see an UPD officer in a vehicle, on foot, bicycle or Segway, get their attention and they will assist you.

In all instances of criminal activity, the UPD works to determine the exact nature and perpetrator(s) of the crime for the purposes of developing a viable case to be forwarded to either the Lancaster County Attorney's Office or

the City of Lincoln Attorney's Office. UPD officers also prepare and submit the appropriate reports for use by University of Nebraska authorities, federal prosecutors, and other law enforcement agencies.

Officers will respond as quickly as possible to any request for assistance. Upon receipt of a call, UPD officers will be dispatched. Response time is based on current activity load and the urgency of the call; crimes in progress, life safety situations and medical emergencies have a higher priority than other types of calls. A UPD officer will meet with you to gather information and prepare an official report. Investigations are typically handled by the original officer, although assistance can be provided by additional investigators. The original officer will re-contact the reporting party to provide updates on the case. Involved persons should feel free to contact the officer should they have questions or additional information about the case.

The UPD maintains a close working relationship with local, state and federal law enforcement agencies, which include the Lincoln Police Department, Lancaster County Sheriff's Department, Nebraska State Patrol, and the Federal Bureau of Investigation, and has signed memorandums of understandings with the three local agencies to share resources. Additionally, the UPD shares law enforcement information with police agencies nationwide through memberships in a wide network of organizations, utilizing the information for criminal prosecutions and crime prevention techniques. Every month, the UPD provides its Uniform Crime Report to the Nebraska State Patrol as required for inclusion of crime statistics that is published by the Federal Bureau of Investigation.

The UPD also employs full time Community Service Officers (CSOs) whose primary purpose is to provide security in the residence halls. CSOs are not armed and do not have arrest powers (non-commissioned); however, they do undergo training in the areas of security, life safety, and the handling of situations with which they may be confronted. CSOs are assigned to residence halls during the evening and overnight hours, patrolling the buildings and surrounding areas, maintaining constant radio contact with the UPD communications center and requesting officer assistance when necessary.



University-recognized student organizations that own or control off-campus locations or housing facilities are subject to the jurisdiction of the University of Nebraska Office of Fraternity and Sorority Life, the Vice Chancellor for Student Affairs, the UPD, and if not part of the contiguous campus, the Lincoln Police Department (LPD); some are also under the jurisdiction of University Housing (see later in report). Criminal activity at these locations is monitored and recorded by either agency as appropriate; incidents will be addressed as necessary by the applicable agency. In addition, the UPD's dispatch center is connected to Lancaster County's dispatch system, so the UPD will receive notification of incidents occurring at these location, even if the LPD responds.



To be fully engaged with students and the rest of the campus community, the UPD readily uses social media to provide important information and communicate with those it protects. We encourage everyone to follow the Department on [Facebook](#), [Twitter](#) and [Instagram](#).

In 2012, the University of Nebraska Police Department voluntarily elected to enter the law enforcement accreditation process. Accreditation requires an extensive commitment by all department personnel to the pursuit of excellence, as recognized by the Commission on Accreditation for Law Enforcement Agencies Incorporated (CALEA), an independent, nonprofit organization. Gaining CALEA accreditation requires verification of full compliance with all CALEA standards through documentation and on-site reviews by a CALEA assessment team. These standards, which represent “best practices,” cover a wide range of initiatives and are constantly evaluated and amended by CALEA’s commissioners, who are all public safety professionals, to ensure applicability to the top current law enforcement procedures and trends. On March 21, 2015, the UPD was awarded its initial accreditation, becoming one of only a small number of university police departments nationally accredited, and received re-accreditation on March 24, 2018. This accreditation represents the UPD’s professionalism and the ways in which its vigilant prevention, enforcement and community presence measure up to CALEA’s standards in the performance of its duties. To learn more, visit the [CALEA website](#).



Daily Crime Log/Fire Log

The UPD maintains a Daily Crime and Fire Log. The log provides online information regarding any crime and/or fire that was reported to the department and: occurred on campus, in/on a non-campus building or property, or on public property within the established jurisdiction of the UPD. This log includes the nature, date and time (for both when the incident occurred and when it was reported), general location of each incident, the disposition of the complaint (if known), and the estimated loss amounts. The log **does not** include individual names or specific locations, such as residence hall room numbers. The log is automatically updated as reports are entered into the UPD’s electronic records system. If there are any technical issues, where the log cannot be maintained electronically, it will be available in hard-copy and located in Dispatch at the UPD headquarters, 17th and R, where it can be viewed during normal business hours (8am-5 pm). Staff and students are sent direct emails informing them of the existence of the crime/fire log and its location; it is also publicized through various forms of social media. The log is available at: <https://scsapps.unl.edu/policereports/default.aspx>

Important Information Regarding Reporting

"Is This an Emergency?" is an important factor in determining what should be reported, but it is not the only factor; don't downplay the importance of your call. Here are points to immediately consider when reporting a crime:

- Is anyone's life or safety threatened?
- Does anyone need medical assistance or an ambulance?
- Is the suspect(s) still there?



Reports of crimes in progress, or those involving life-threatening circumstances, receive the highest priority response by the UPD. If the crime is still in progress, do what you can to ensure your own safety first: if outside,

get to a public area (e.g. an open store, a restaurant or other public location); if at home, in a residence hall or apartment, go to a safe area of the building or go outside.

The University *strongly encourages* accurate and prompt reporting of all crimes to the UPD. The crime may, and should, be reported to local law enforcement agencies (Lincoln Police Department, Lancaster County Sheriff and/or Nebraska State Patrol) if the incident occurred off campus. If unable to make the report, it is desired that someone else (witness, family member, etc.) who is aware of the incident does the reporting to ensure that the police are aware of the situation. Law enforcement will provide safety planning and should be notified, even if the incident is reported to other entities, internal or external, to the University. Victims and witnesses **have the right to report any crime to law enforcement.**

When you call the UPD to report a crime, the dispatcher will ask a series of structured questions and immediately send officers to the location. Listen carefully to each question and try to answer it as best as you can. Do not hang up until the dispatcher tells you to do so (you may be put on hold while the dispatcher contacts emergency responders). Typical information for which the dispatcher may ask includes:

- Who are you? What phone number are you calling from?
- Where did the incident occur? Include building and room area.
- How long ago did the incident occur? Is it still in progress?
- Give a brief description of what occurred.
- Did the suspect(s) have any weapons?
- Where and when was the suspect last seen?
- Which direction was the suspect headed?
- Was the suspect on foot or in a car?
- What did the suspect look like:
 - Gender
 - Race
 - Age
 - Height and Weight
 - Hair Color and Length
 - Clothing
 - Glasses/Facial Hair
 - Was the suspect carrying anything?
 - Vehicle description, color, make, model and license plate



While the UPD should always be the first point of contact, it is not the only place where an incident may be reported. Crimes may also be reported to individuals within the University, defined as Campus Security Authorities (CSAs). In addition to employees who serve in a security role, these are individuals within the University that have significant responsibility for students outside of the classroom/office, meaning their interactions extend beyond simply being a professor or a clerical employee. Examples of CSAs include:

- A dean of students who oversees student housing, a student center or student extracurricular activities;
- A director of athletics or a team coach (head coach down to graduate assistant);
- A faculty advisor to a student group/academic advisor;
- A student resident advisor or assistant;
- A coordinator of Greek affairs;
- Victim advocates or others who are responsible for providing victims with advocacy services;
- A nurse/physician in a campus health center and the director of the center.

The role of the CSAs is to be there for students as someone to whom they can report crimes, look to for guidance if they have been victims of a crime, or ask if they need advice as to whether or not they should report an incident. CSAs are not responsible for taking any action regarding suspected perpetrators, nor are they to make any judgments as to whether or not a crime took place or try convince victims of a crime to contact the police if no police involvement is desired; CSAs are simply available as a resource. It is important to be aware that the Clery Act requires universities to disclose “statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is the CSA,” which means that CSAs are required to relay the type of crime reported and its location to the UPD for statistical purposes and to determine if there is an ongoing threat to the campus community. This does **not** mean that law enforcement must be involved or charges filed, as this is up to the victim, and **no** names will ever be provided by the CSA without prior approval of the reporting party. Crimes may be reported to any CSA. A list of current University CSAs is available at: police.unl.edu/campus-security-authorities. To ensure CSAs are aware and adequately understand their responsibilities, they are informed of their duties and provided with in-depth training material (this information is always available on the UPD website).

The University of Nebraska staff also includes professional counselors. It is understood that per their role, they appear to be CSAs; however, when acting in an official capacity as a counselor to a student or employee, they are not required to have the victim report the crime, nor are they required to report the crime themselves. If a counselor feels it is appropriate, they may discuss the procedures for reporting the crime with the victim, and inform the victim that he/she can report the crime on behalf of the victim on a confidential basis, simply so that the incident type can be included in the University’s Clery statistics, if desired (the University does not have a policy that specifically asks or requires counselors to report crimes).

Not everyone may want to report crimes and/or press charges. It is the right of victims, no matter what the crime, to not report the crime to the UPD, a CSA, or any other authority if this is his/her wish. However, it is important for the safety of campus, as well as for the community as a whole, that any crime is reported so that appropriate measures can be taken (timely warnings, more police patrols, etc.). In addition, reporting helps ensure that the statistics publicized by the University are accurate. The University allows victims and witnesses to provide crime information on a voluntary, confidential basis if so desired.

The University will investigate all allegations and encourages reporting parties to provide as much information as possible to allow for a thorough investigation. The University understands that people may be concerned about their name becoming public and will protect the privacy of the parties involved and the confidentiality of the information to the extent possible under the law. The victim/reporter should understand that the University is required to balance confidentiality with the safety of campus. In cases of police investigation, officers will discuss with the reporting party that information which is public record or confidential, as well as the possibility of media coverage. Any personally identifiable information will be handled carefully and released to other University officials (such as law enforcement, Title IX, Student Affairs, etc.) on a strictly need-to-know basis, which includes those responsible for providing necessary accommodations and/or protective measures. The University has an obligation to document allegations of crimes and include them in its annual security report, however, any publicly available records, including Clery Act reports and disclosures, will not contain a victim's personally identifying information (statistics only; names are **never** included). Factors considered by the University in determining whether to disclose a report, a complaint, or the identity of the reporting party to the accused include: the seriousness of the alleged conduct; the reporter's age; other complaints made about the same individual; and the accused's rights to receive information about the allegations. In addition, the records kept during any University judicial hearing remain strictly confidential and cannot be used in a manner which violates the privacy rights of any student, employee or other person. Reports can be made anonymously, however, this may seriously hamper the investigation.



The University urges all of its students, CSAs, and other employees to immediately report any crimes or suspicious activities so that the appropriate steps may be taken to ensure the safety of everyone. If a victim is unable to report a crime themselves, they are encouraged to have someone else report on their behalf, whether to the UPD, a CSA, or another law enforcement agency. Accurate and prompt reporting of incidents helps make the campus a safer place and assists in maintaining accurate records for crime on campus.

Regardless of how a report is made, the University wants to ensure that all incidents are reported accurately and promptly so that the appropriate measures can be taken.

Reporting Potential Threats

The University and the UPD urge anyone to report troubling or threatening behavior as soon as possible. The UPD coordinates a campus-wide threat assessment unit (see later in report) to identify situations with potential of violence, significant harm to university property or disruptions to any university activities. This may include threats, stalking or other safety situations occurring to any university person whether on or off campus, demonstrations or protests, or acts of violence. Early warning or communication to the UPD is important to prevent situations from escalating. With your help we can continue to have a safe campus.

Report immediately to the UPD:

- Anything that raises suspicion or concern.
- Sighting or suspicion of firearms or other dangerous weapons.
- Harassing, following, or stalking behavior.

- Contact (letter, email, phone call, voicemail, face-to-face visit, or social media) that makes negative/hostile reference to a faculty, staff or student.
- Contacts that make any negative reference to a person's safety or security.
- Open displays of agitation and disruptive behavior toward faculty, staff, a student, or within facilities, regardless of whether a threat is made.
- Subjects either engaging dangerous contact behavior or making reference to faculty, staff or students, while engaging in problematic or unusual behavior.
- Individuals who are stopped or observed within unauthorized areas or demonstrating suspicious behavior suggestive of surveillance, such as:
 - Photography or video of high-profile structures/procedures (e.g. stadium, research facility).
 - Interest in security measures or personnel, entry points, access controls, or perimeter.
 - Observing emergency reaction drills or procedures.
 - Discreet use of still cameras, video recorders or note taking at non-tourist locations
 - Use of multiple identifications.
 - Person(s) searching trash containers or placing unusual items in trash containers.
 - Unknown persons trying to gain access to facilities.
 - Unknown persons or occupied vehicles loitering near a facility for an extended period.

Reporting Non-Emergency Incidents

In order to aid in making the University a place where everyone feels welcome and safe, the University of Nebraska has established the TIPS Incident Reporting System that allows individuals to report anonymously any campus incident they feel needs to be elevated or addressed by the University. It is important to note that reports submitted via this method may not receive an immediate response. Applicable incidents include those involving personal safety and security, academic issues, bias or inappropriate behavior, discrimination, sexual misconduct, violation of University policy, workplace issues or concerns, as well as other type of incidents that may warrant further attention. The TIPS System is also a mechanism for reporting acts of kindness, so that those involved can receive credit for their actions. It is important to report actual crimes directly to the UPD as opposed to using TIPS. While anonymous reporting is an option, individuals should be aware that if they wish to remain anonymous, follow-up by University authorities is severely limited. Therefore, some form of contact information is beneficial. For more details or to report an incident, go to: <http://go.unl.edu/dsu>

Reporting a Crime

If you are a victim of a crime, you should do the following immediately:

1. Call the UPD or 911 to report the crime. The report should be made from the location where the crime occurred or at safe location. Even if the report is made at a later date, the UPD should be the first point of contact. Officers will work with University officials to ensure that all necessary steps are taken to protect the victim and the campus community, investigate the crime, and take punitive measures as needed.

- For sexual assaults and incidents of dating or domestic violence, it is especially important that the victim not bathe, douche, change clothes, or apply medication in order to preserve evidence that can be used as proof of the criminal offense and aid in the acquiring of protection orders and/or in prosecution.
 - In cases of stalking, victims should preserve as much evidence as possible to provide to the police. This would include things such as texts, phone messages, letters and any other material that can be used as evidence of stalking when pursuing criminal action and/or protection orders.
2. If the crime occurred off campus, you may still call the UPD, and upon request, the UPD will notify the appropriate agency, or you can contact any local law enforcement agency directly.
 - **Lincoln Police Department:** 575 S. 10th St., Lincoln, Nebraska 68508, (402) 441-6000
 - **Lancaster County Sheriff:** 575 S. 10th St., Lincoln, Nebraska 68508, (402) 441-6500
 - **Nebraska State Patrol:** 1600 Hwy. 2, Lincoln, Nebraska 68509, (402) 471-4545
 3. Seek medical attention in an emergency room or from another medical provider. For sexual offenses, it is important to seek medical attention from a facility that performs legal sexual assault examinations (all 3 hospital ERs listed below perform these exams).

Local Hospital Emergency Rooms

- Bryan Health West: 2300 S. 16th St. (402) 481-5142
- Bryan Health East: 1600 S. 48th St. (402) 481-3142
- CHI Health (formerly St. Elizabeth's): 555 S. 70th St. (402) 486-7142

Non-emergency care

- University Health Center: 550 N. 19th St., (402) 472-5000, website: health.unl.edu, email: uhc@unl.edu
 - ❖ Medical professionals are available by appointment Monday & Thursday 8 am – 7 pm, Tuesday & Wednesday 8 am – 6 pm, Friday 8 am – 5 pm, and Saturday 9 am – 12:30 pm
 - ❖ Call 402-472-5000 after hours and follow the prompts to be connected with a nurse or counselor for urgent concerns.
 - Heartland Urgent Care (Monday – Saturday 8 am to 8 pm; Sunday 10 am to 6 pm): 965 South 27th St., Suite D (402) 477-3505
4. Seek support and assistance.

University Resources

- CARE at UNL: Center for Advocacy, Response and Education, housed in Nebraska City Union 345. Services are available during university business hours, Monday through Friday between 8 am and 5 pm. Meetings can be scheduled by calling (402) 472-3553 or emailing victimadvocate@unl.edu. CARE Advocates are a **confidential** resource on campus. **See *Preventing and Addressing Sexual Assault, Domestic/Dating Violence and Stalking* section later in this report for specific information on the CARE Advocates.**

- Women’s Center: 340 Nebraska Union, (402) 472-2597, (Director - Pat Tetreault, (402) 472-2598, pat.tetreault@unl.edu), website - womens-center.unl.edu
- University Health Center/Counseling and Psychological Services (CAPS): 550 N. 19th St., (402) 472-5000, website: health.unl.edu, email: uhc@unl.edu
- University Housing (24/7): Contact Residence Hall Director
- Office of Student Conduct & Community Standards: 33 Canfield, (402) 472-2021, studentconduct@unl.edu
- Employee Assistance Program: 501 Building Room 128, (402) 472-3107 or (888) 445-9881, hr.unl.edu/eap
- International Student and Scholar Office: 1100 Seaton Hall Ste. 201, (402) 472-0324 or (402) 472-5136 (Consultation line)
- LGBTQA+ Resource Center: NE Union 346, (402) 472-1752, email - lgbtqa@unl.edu, website - lgbtqa.unl.edu/welcome
- Office of Fraternity and Sorority Life: NE Union 332, (402) 472-2582 or (888) 547-1029
- Scholarships & Financial Aid: 12 Canfield, (402) 472-2030, financialaid@unl.edu
- Services for Students With Disabilities: 232 Canfield, 402-472-3787, unl.edu/ssd/home
- Human Resources: 407 Canfield, (402) 472-3105, hr.unl.edu
- Student Legal Services: 335 Nebraska Union, 402-472-3350

Community Resources

- Voices of Hope 24-Hour Crisis Line at (402) 475-7273 (7 days a week), info@voicesofhopelincoln.org
- Friendship Home: (402) 437-9302 (emergency), info@friendshiphome.org
- Nebraska Domestic Violence Sexual Assault Coalition Website: www.nebraskacoalition.org
- Lincoln Crisis Pregnancy Center: 111 Piazza Terrace, (402) 483-4247
- Planned Parenthood: 5631 S. 48th Street Ste. 100, (877) 811-7526
- Private Physician
- Friend/Relative

If you choose to call the UPD as one of your options, an officer will contact you at the scene of the crime, the hospital, or at another location. If you choose to file a report of the incident, the following points will be discussed with you:

1. Remember that you are a victim. You will be treated with respect.
2. You do have control over some decisions in how the incident is handled.
3. You may request that charges be pressed against the suspect.
4. You may ask that University disciplinary action be initiated against the suspect.
5. You may ask the police to contact the suspect about the incident, and still choose not to have the suspect arrested.
6. You may request the police not to contact the suspect about the incident.
7. You may report situations anonymously.
8. You may report situations confidentially. In this instance, your identity will be limited to the extent allowed by law.

If you desire to press charges, the officer will continue to work with you until the case comes to its completion, or police intervention is no longer desired; upon request, he/she will help you report the incident to any other University officials as appropriate.

You may also choose to proceed through the University's formal discipline process in addition to, or in lieu of, pressing criminal charges against the perpetrator. You should contact the appropriate office(s), described in this report, and make clear your desire to have the incident addressed through the disciplinary process and action taken against the perpetrator.

Sexual Misconduct Incidents: Sexual Assaults, Dating/Domestic Violence and Stalking

Any University of Nebraska student or employee who has been sexually assaulted (including date or acquaintance rape), or a victim of dating/domestic violence or stalking is strongly encouraged to contact the UPD and report the incident as soon as possible. Victims also have the right to report the incident to a University campus security authority (CSA), instead of the UPD or other law enforcement agency. Any person that is the victim of one of these crimes is first and foremost encouraged to contact someone with whom they feel the most comfortable (friend, family member, professor, etc.). If the initial report is not to the UPD or a CSA, the victim or the contacted person is strongly encouraged to report the incident one of the above-listed resources as soon as they are able (preferably directly to the UPD). It is important for students or employees that have been victims of a sexual offense, dating violence, domestic violence or stalking to be aware that **any** University personnel, CSA's or other University official/employee, **will** assist him/her in notifying the appropriate law enforcement agency whenever this assistance is requested, and that he/she has the right to decline the notification of law enforcement if so desired.

It is important for everyone to be aware that reports of sexual misconduct provided to certain University of Nebraska employees are forwarded to the Office of Institutional Equity and Compliance. The university is required to designate campus community members, known as "Responsible Employees," who are responsible for reporting incidents of sexual misconduct to the Title IX Coordinator for the purpose of conducting an investigation or inquiry into the situation. Once a Responsible Employee knows, or reasonably should know, of possible sexual misconduct, the university is deemed to have notice, and is obligated to investigate and take appropriate action. As such, immediate reporting is crucial. Not all University Employees are designated Responsible Employees. Only those individuals identified by title at <https://www.unl.edu/equity/unl-title-ix-responsible-employees> are required to take action or report incidents of sexual misconduct. The University encourages all other University employees and faculty members to:

- (1) Assist a University community member with reporting to the Title IX Coordinator and/or local law enforcement; and/or
- (2) Assist a community member by directing the individual to resource and reporting options; and/or
- (3) Report concerns to your supervisor or the Title IX Coordinator.

To help aid the victim, the individual should be directed to the University's designated victim advocate and the University's counseling and health care services as identified above. Victims may also access these sources directly at any point in time, no matter when the incident occurred.



Victims are encouraged to contact University officials, as they will provide assistance and can take measures to address the situation, even if the victim does not choose to have the crime reported to law enforcement or take legal action. Complaints regarding sexual misconduct should be reported directly to the University's Title IX Coordinator within the [Office of Institutional Equity and Compliance](#), Tami Strickman (128 Canfield, 402-472-3417, tami.strickman@unl.edu or TitleIXCoordinator@unl.edu).

Whenever an incident of sexual misconduct is reported to a University official or the UPD, regardless of whether the offense occurred on or off campus, the individual will be provided with written notification of existing counseling, health, mental health, victim advocacy, visa and immigration assistance, student financial aid and other available services, both within the University and the community. The information will also provide available options and assistance in requesting changes to academic, living, transportation and/or working situations, as well as obtaining protective measures, along with an explanation of the person's rights and options. The pamphlet provided through Title IX can be found at:

https://www.unl.edu/equity/Title%20IX%20Brochure_FINAL_2018%20Update.pdf. The report you are reading, found on the [UPD's website](#), is also an excellent resource for identifying the wide array of victim services within University of Nebraska and the Lincoln community, along with their contact information.

Interim Protective Measures: An individual reporting sexual misconduct has the right to request interim protective measures, even if the person does not want to report the incident to the UPD or another law enforcement agency. The University will accommodate any requests if they are reasonably available. The [Office of Institutional Equity and Compliance \(IEC\)](#) is the contact point regarding requests for assistance in obtaining interim measures. IEC will evaluate the request and the circumstances to determine if all or part of the request is appropriate, or if there is a need for alternative measures, then work with each appropriate area (Housing, Student Conduct, etc.) and the individuals involved, determining the appropriate response and the implementation of the changes. Factors considered during this process include, but are not limited to:

- Specific needs expressed by those involved
- Ages of those involved
- Severity or pervasiveness of the allegations
- Any continuing effects on those involved
- Whether the involved individuals share the same residence hall, dining hall, class, transportation or job location
- Whether other judicial measures have already been taken (e.g., protection/no contact orders)

"No contact" directives may potentially be issued in writing to persons involved in any alleged sexual misconduct promptly after the University receives notice of a complaint. Respondents (alleged perpetrators) and the Complainant (victim or reporting party) will both be expected to abide by the terms of no contact directives and may go through disciplinary proceedings should they violate the directives.

Other accommodations to minimize the burden on the individuals involved may include, but are not limited to:

- Change of an on-campus student's housing to a different on-campus location
- Assistance from the university in completing housing relocation
- Arranging to end a university housing contract and/or adjusting a student account balance for refund

- Rescheduling an exam, paper, or assignment
- Taking an incomplete in a class
- Transferring between class sections
- Temporary withdrawal
- Alternative course completion options
- Arranging to complete a course or lectures via distance education methods with the assistance of technology
- Providing increased security at locations or activities
- Changing work schedules or work areas
- Changing work reporting relationships.

Victims should be aware that in addition to IEC, the UPD and/or University officials will help to obtain and implement protection, no-contact orders, restraining orders and other necessary orders to provide for the safety and security of victims, whether initially, during any investigative/disciplinary process, or after a final determination has been made. The UPD (300 N. 17th, 402-472-2222), CARE Advocates (345 Nebraska Union, 402-472-3553, <https://care.unl.edu/>), and/or Student Legal Services (335 Nebraska Union, 402-472-3350) can help to obtain a protection order through the County Attorney's Office. Be aware, however, that Student Legal Services cannot be involved if both the victim and the accused are students. A victim may contact any or all of these resources to request information about the available options or assistance. When a request for assistance is received, the University will, to the extent possible:

- 1) Honor the request and comply with the provisions of granted protection and/or no contact orders;
- 2) Notify involved students and employees of the order's requirements, how it will be enforced, and that if there are any concerns with the order's enforcement, either the victim or accused should contact the issuing department immediately;
- 3) Maintain the confidentiality of any changes or implemented measures to the extent that the maintenance of confidentiality does not impair the University's ability to provide the accommodations and/or protective measures.

The following policies outline the reporting of alleged sexual misconduct and the subsequent actions that may be taken, as well as explain the University's disciplinary proceedings; all actions and proceedings will be the same, no matter the circumstances of the allegation:

Sexual Misconduct:

http://www.nebraska.edu/docs/hr/NU_Sexual_Misconduct_Policy_2014_0530.pdf

Student Sexual Misconduct:

<http://stuafs.unl.edu/DeanofStudents/IX-A-3%202014%200530%20revised%20no%20line%20nbr%20final%20RP%205%203%203%20Student%20Sexual%20Misconduct%20Procedures.pdf>

Employee Sexual Misconduct:

<http://www.unl.edu/equity/Employee%20Sexual%20Misconduct%20Procedures.pdf>

The follow procedures and actions will take place upon the report of a sexual misconduct incident, as necessary per the situation.

- **Victim Support Advocates or service providers will:**
 - Maintain the contacts as strictly confidential.
 - Provide crisis intervention and advocacy, in some cases including assisting victims in seeking restraining orders.
 - Assist and support the victim/survivor in contacting police and/or reporting to other University offices, if the victim consents.
 - Assist the victim in obtaining medical assistance and counseling, changing academic programs or housing, etc.
- **Counseling and health care services will:**
 - Maintain the contacts as strictly confidential.
 - Encourage, assist (as needed) and support the victim in reporting the incident to the police.
 - Provide appropriate counseling and medical services.
- **The University Police Department will:**
 - Contact the University Victim Assistance Program.
 - Investigate and gather evidence or recommend processes for obtaining and preserving evidence.
 - Refer for prosecution when warranted (choice to actually file charges lies with the city/county attorney).
 - Obtain a statement to accurately document what occurred.
 - Inform the victim of the criminal justice process.
 - Provide safety planning for the victim.
 - Provide the victim with updates as the investigation progresses.
 - Report to office of Institutional Equity and Compliance.
- **Housing/Residential Life Offices will:**
 - Contact, or encourage contact with, the local victim service office, and assist in obtaining medical care if needed.
 - Encourage the victim to report the incident to the police, and assist in making the report if requested by the victim. Housing/Residential Life may be obligated to report to the police the fact that an assault was reported, but the name of the victim will only be provided with the victim's consent, except in extenuating circumstances.
 - If the person accused is a student, the incident will be reported to the office of Institutional Equity and Compliance and UPD.
- **Office of Institutional Equity and Compliance will:**
 - Explain reporting and resource options.
 - Provide interim measures as needed.

- Encourage the victim to report the incident to the police, and assist in making the report if requested by the victim. IEC may be obligated to report to the police the fact that an assault was reported, but the name of the victim will only be provided with the victim's consent, except in extenuating circumstances.
- Investigate, and make recommendations for action, as appropriate.
- For more information please visit: <http://www.unl.edu/equity/title-ix>
- **Student Affairs will:**
 - Assist the victim in contacting victim service office if desired.
 - Encourage the victim to report the incident to the police, and will assist in making the report if requested by the victim. Student Affairs may be obligated to report to the police the fact that an assault was reported, but the name of the victim will only be provided with the victim's consent, except in extenuating circumstances.
 - Report to the office of Institutional Equity and Compliance.

In total, there are many avenues those subjected to sexual misconduct can take in terms of handling the incident. A report could be made to law enforcement (UPD, LPD, etc.) and a criminal charge pursued per a law enforcement investigation and filing by the County Attorney. A report could be made to a Campus Security Authority/Responsible Employee, a Title IX complaint could be filed with the University, and/or an administrative complaint can be made to the United States Department of Education, Office of Civil Rights (OCR). An individual has a right to choose all, or just some of the actions. He/she may also choose not to make a report or take further action; each option is their decision.

Fear of retaliation should never be an obstacle to reporting an incident of discrimination, harassment or sexual misconduct. Any individual who believes he or she has been subjected to misconduct is encouraged to report, and has the right to seek support and utilize available resources without fear of retaliation. Retaliation for reporting concerns or violations of policy is prohibited by the university. The university prohibits retaliatory conduct taken against any person who reports concerns, files a police report, or files a complaint with the university. Retaliation is also prohibited against anyone who participates in an investigation as a witness. Retaliation is a separate violation of university policy. If retaliation is determined to have taken place, the appropriate steps will be taken, up to and including expulsion, firing and/or criminal action. The victim and others contacted during the course of a sexual misconduct investigation will be notified of this policy. If you believe you have been subjected to retaliation for filing a sexual misconduct complaint, please contact the [Office of Institutional Equity and Compliance](#).

Disciplinary Action for Sexual Misconduct

The University of Nebraska shall take the appropriate measures to immediately address sexual misconduct whenever it is reported. In doing so, the University shall provide equal consideration to both the victim and the accused during any disciplinary proceeding and make decisions founded on what has been justly determined based upon the facts presented during the investigation. All proceedings will be transparent to both the accuser

and the accused, and shall include a prompt, fair and impartial process from the initial investigation to the final result. Mediation shall not be used to resolve sexual assault complaints.

Any student or employee that is the victim of sexual misconduct and wants administrative action can file a disciplinary complaint against another student and/or employee by contacting the Title IX Coordinator (Tami Strickman, 402-472-3417, tami.strickman@unl.edu) or [Office of Institutional Equity and Compliance](#). The allegations shall be in writing and should be submitted as soon as possible after the alleged misconduct takes place, preferably within, but not limited to, seven (7) University business days. The Complainant must state, in writing, if he or she wishes to pursue a complaint. If he or she does not wish to pursue the complaint and/or requests that his or her identity remain anonymous, Title IX will make note of that wish in the report. Regardless of the Complainant's choice, the University is still required to investigate reports of sexual misconduct. The Complainant will be informed if the University cannot ensure anonymity.

Upon receipt of a sexual misconduct complaint or report, the University will provide the Complainant a written notice describing the options of pursuing a criminal complaint with a law enforcement agency, filing an administrative charge with an external agency, and/or using the University's investigation and disciplinary processes. The Complainant may go forward with one or more options at the same time, but the University's investigation may need to be delayed temporarily by, or scheduled around, an ongoing criminal or external administrative investigation.

The report will be investigated by the Title IX/Institutional Equity and Compliance Office to determine if the allegations have merit. The investigation should be concluded within sixty (60) calendar days of receipt of a report, and may be permitted a longer completion period under extraordinary circumstances, but both parties must be informed in writing of the extension of the timeline. If the investigator determines by the greater weight of the evidence that a violation occurred, a recommended disposition should be included in the investigator's report. If the investigation determines it is more likely than not that the Respondent did not violate the Student Code, the complaint may be dismissed without further proceedings. If both the Complainant and the Respondent agree to the dismissal, the complaint is resolved without any further rights of appeal by either party. If the Complainant objects, he or she may appeal the dismissal decision administratively to the Student Affairs Officer within seven (7) University business days. The Student Affairs Officer will either affirm the investigative determination, or refer the complaint for further proceedings. The Student Affairs Officer's decision of the dismissal appeal will be final. If the Complainant wishes to pursue an Administrative Resolution, the Conduct Officer will determine the Respondent's position and take actions as necessary. If the Complainant wishes to pursue a disciplinary hearing, a formal hearing will be held by a Conduct Officer, or in cases where University Suspension or University Expulsion is sought, a hearing before a Conduct Board must be held. After the fact-finding investigation the Complainant, the Respondent, and appropriate university officials shall be given timely access to any information that will be used during Administrative Resolution and/or Formal Hearing proceedings.

The Conduct Officer and Conduct Board can hear any allegations of any other violations of the Student Code of Conduct in addition to allegations of sexual misconduct that are directly related to the alleged sexual misconduct. If the Conduct Officer or Conduct Board determines other provisions of the Student Code of Conduct were violated, they may impose proper sanctions. Any student involved in a Conduct proceeding has

the right to confidentiality as mandated by the Family Educational Rights and Privacy Act of 1974 (FERPA) and implementing regulations. No process implemented under this Sexual Misconduct Procedure shall be open to the public. The complaining party and the Respondent are entitled to the same opportunities to have others present during a disciplinary proceeding subject to conditions established by the Conduct Officer or Conduct Board. Witnesses may be sequestered and attendance at hearings may be restricted to the Complainant, Respondent and advisors. In such cases when a student fails to appear before the Conduct Officer or Conduct Board, a plea of "not in violation" shall be entered on the Respondent's behalf and the hearing may proceed as scheduled. In all cases, whether the Respondent is present or not, the evidence in support of the allegations shall be presented and considered. The determination of the merits of each case shall be made using a greater weight of the evidence standard, meaning it is more likely than not that a proposition (such as violation of the Code) was proven. The burden of proof shall rest upon the Conduct Officer or Complainant bringing the misconduct charge. A Respondent is presumed not to be in violation of the Code until proven otherwise.

Both the Complainant and the Respondent may elect to dispose of the claim administratively. The conference will be scheduled not less than three (3), nor more than fourteen (14), University business days after the Conduct Officer's investigation is complete. The Respondent may elect to acknowledge his or her actions and take responsibility. If the Respondent denies responsibility but the investigation determines that it was more likely than not the Respondent violated the Code, the Conduct Officer could propose a resolution and an appropriate sanction. If both the Complainant and the Respondent agree to the proposed sanction, the complaint is resolved without a formal hearing. Administrative Resolution procedures may be discontinued at the request of any participant, or terminated by the Conduct Officer. When Administrative Resolution fails, a formal hearing by a Conduct Officer or Conduct Board must be held. If University Suspension or University Expulsion is sought and the Complainant or the Respondent cannot agree to the proposed sanction, a hearing must be held before the Conduct Board to determine the proper sanction. When University Suspension or University Expulsion is not sought, a formal hearing will be held before a Conduct Officer. Unless the parties agree, the Conduct Officer who was responsible investigation of sexual misconduct allegations and/or who attempted an unsuccessful Administrative Resolution will not preside over the formal hearing.

Both a Respondent and the Complainant shall have the right to attend a pre-hearing conference to discuss the issues and facts that will be presented at the hearing, to exchange information about witnesses likely to be called, answer procedural questions, and settle those matters which may be agreeably concluded. The conference will not be used to settle the issue of whether or not the violation was committed or to challenge any recommended sanctions. This conference shall be held at least two (2) days prior to the scheduled hearing.

Students will be instructed about the use of past sexual behavior of the Complainant or past sexual assault by the Respondent as evidence at the hearing. In most situations, evidence of the past sexual history of either the Respondent or the Complainant will not be admitted at the hearing except in very limited situations. A time shall be set for a hearing, not less than three (3), nor more than fourteen (14), University business days after the Respondent and the Complainant have been notified that the complaint was referred to the hearing. Maximum time limits for scheduling of hearing may be extended at the discretion of the Conduct Officer or Conduct Board chair. Hearings shall conform to the following guidelines:

- In cases where the case is referred to a Conduct Board, the Conduct Board shall be composed of at least three (3) members of the University community.
- Any real or perceived conflict of interest or bias between the Conduct Officer presiding at a hearing or a member of the Conduct Board and the Respondent or the Complainant must be brought to the attention of the Conduct Officer or Conduct Board no less than two (2) University business days in advance of the hearing.
- The Respondent(s) and the Complainant and/or the Conduct Officer are responsible for presenting their respective cases to the Conduct Officer presiding at the hearing or the Conduct Board.
- The Conduct Board shall select its own Chair with all members possessing voting privileges.
- In hearings involving more than one Respondent, the presiding Conduct Officer or Chair of the Conduct Board, in his or her discretion, may permit the hearing concerning each student to be conducted separately.
- The Respondent(s), the Complainant, and the Conduct Officer shall have the right to hear all evidence, present evidence, testify, and to hear and question witnesses.
- The Respondent, the Complainant, and the Conduct Officer shall have an opportunity in advance to inspect documents and a list of witnesses for the hearing no less than two (2) University business days in advance of the hearing.
- Pertinent records, facts, reports, and statements may be accepted as evidence for consideration by a presiding Conduct Officer or Conduct Board. Evidence which possesses probative value commonly accepted by reasonably prudent persons in the conduct of their affairs may be admitted and given probative effect. Incompetent, irrelevant, immaterial, and unduly repetitious evidence should be excluded. The rules of privilege recognized by law shall be given effect. Evidence that would not be admissible in a State Court criminal proceedings by reason of the method or manner in which it was acquired shall not be admitted.
- All procedural and evidentiary questions are subject to the final decision of the presiding Conduct Officer or Chair of the Conduct Board.

After the hearing, the Conduct Board shall determine by simple majority vote whether or not the University Suspension or University Expulsion is warranted. The decision of a presiding Conduct Officer or Conduct Board shall be based solely upon evidence introduced and received at the hearing. There shall be a verbatim record made, such as by sound recording, of all formal hearings. The formal hearing record shall be the property of the University. Within seven (7) University business days following the conclusion of formal hearing proceedings, the presiding Conduct Officer or the Conduct Board Chair shall inform the Respondent, the Complainant, and the Title IX Coordinator in writing, of its findings and of the sanction(s) imposed, if any. The presiding Conduct Officer and the Conduct Board may seek advice from the University's Counsel throughout the hearing process on questions of law and procedure. However, the presiding Conduct Officer and Conduct Board are responsible for making their own factual conclusions.

A decision reached after a formal hearing may be appealed by the Respondent, the Complainant, or the Conduct Officer within seven (7) University business days of delivery of the decisions to the parties involved in the formal hearing. Appeals shall be in writing and shall be delivered to the Appeals Officer appointed by the Chancellor. Appeals may be filed for one or more of the following purposes:

- To determine whether the original hearing was conducted fairly in light of the charges and evidence presented, and in conformity with prescribed procedures giving the complaining party a reasonable opportunity to prepare and present evidence that the Code was violated, and giving the Respondent a reasonable opportunity to prepare and to present a rebuttal of those allegations.
- To determine whether the sanction(s) imposed were appropriate.

An appeal that does not clearly raise one or more of the issues listed above shall be dismissed without further consideration. An appeal shall be limited to review of the record of the initial hearing and supporting documents unless the Appeals Officer, after notice to the Complainant and Respondent, requests additional information from the presiding Conduct Officer, Chair of the Conduct Board, Complainant or Respondent. The Appeals Officer shall complete review of the appeal normally within fourteen (14) University business days after receipt of the record and any additional information, and shall promptly issue a written decision to the Respondent, the Complainant and the Conduct Officer.

When disciplinary measures are pursued, all proceedings shall comply with the following:

- Should be completed in a reasonably prompt time frame.
- Be conducted by officials who, at minimum, receive annual training on issues related to domestic/dating violence, sexual assault and stalking, as well as how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability, and provides a prompt, fair and impartial process from investigation to the final result.
- Be conducted by officials who do not have a conflict of interest or bias for or against the accuser or accused.
- Both a Respondent and the Complainant have the right to see sexual misconduct charges in written form within seven (7) University business days after the investigation is complete.
- Both the Respondent and the Complainant have a right to confidentiality during sexual misconduct proceedings to the extent possible. However, the duty of confidentiality does not preclude the University from conducting a meaningful investigation or reporting such incidents as required. The duty of confidentiality shall also extend to all persons involved in processing the complaint and the investigation. The Complainant has a right to anonymity only to the extent that the Complainant does not wish to file an official complaint with the University or does not wish the University to take any action against the Respondent in regard to the complaint.
- Both a Respondent and the Complainant have a right to prepare a written statement in advance of a formal hearing. Both parties will have the right to view each other's statement.
- The Complainant and the Respondent have the right to be assisted by any advisor they choose, including legal counsel, at their own expense.
 - The role of the advisor is limited to providing advice to the party who has requested his/her presence in a manner which does not disturb Conduct proceedings. If an advisor fails to act in accordance with these guidelines, he/she may be barred from participation in the Conduct proceedings.
- A Respondent and the Complainant have the right to hear all evidence, present evidence, testify, and to hear and submit questions for witnesses during formal hearings.

- Direct questioning of the witnesses by the Respondent and Complainant may be limited. The conduct Officer presiding at the hearing or Chair of the Conduct Board may control questioning by requiring the Respondent and Complainant to submit questions in writing to determine if the questions are appropriate, and then the presiding Conduct Officer or Chair may pose questions to the witness.
- A Respondent and the Complainant have the right to inspect all documents used as evidence and a list of all witnesses for the formal hearing in advance of the hearing.
- The Respondent may not be found to have committed sexual misconduct solely because the respondent failed to appear for a conduct hearing.
- The standard of evidence that will be used in all University investigations and disciplinary proceedings shall be a preponderance (greater weight) of the evidence presented regarding the alleged misconduct. Greater weight of the evidence is not determined by the number of witnesses who testify concerning a disputed fact, but is the *amount of evidence which on the whole, and when fairly and impartially considered, provides an impression that the misconduct more likely to have taken place than not*. If the evidence concerning a disputed fact is evenly balanced, or if it leans in favor of the accused, then the University will have failed to meet the required burden of proof. The Judicial Officer/Board is not limited to consideration of evidence introduced by the University in determining whether the University has met its burden; the Officer/Board can use evidence that is introduced by another source. The Officer/Board shall not be bound by the formal rules of evidence applicable to a court of law; it may admit and give credence to evidence, including hearsay evidence, when it possesses value in helping prove the truth. Incompetent, irrelevant, immaterial and unduly repetitious evidence may be excluded. A Judicial Board shall designate one of its members to make rulings on admission of evidence. The decision of an investigator, a Hearing Officer, or a presiding Conduct Officer or Conduct Board shall be based solely upon evidence found during an investigation and/or introduced and received at a hearing.
- **Both** the accuser and the accused shall simultaneously be informed in writing of the following:
 - Result of any University disciplinary proceeding regarding the sexual misconduct incident, including the rationale behind the decision that was made;
 - University of Nebraska's available procedures for appealing the results of any disciplinary proceeding;
 - Any change in the results of a proceeding that occurs prior to the time the results become final;
 - When the results of a disciplinary hearing become final.

If determined to be appropriate after investigation and the completion of the University of Nebraska's disciplinary process, the University can and will enforce sanctions that may include one or more of the following disciplinary actions for any single violation.

If the violator is a student:

- **Warning:** A formal, written notice that the student is violating, or has violated, one or more University Conduct Rules and Regulations and that a continuance of the misconduct may lead to additional disciplinary action. Also, that the incident has been documented and shall remain in the student's Conduct file for the remainder of their University career.

- Probation: A formal, written reprimand for a student's violation(s) of specified University Conduct Rules and Regulations. This probation, including strict campus conduct guidelines, is for a designated period of time and may remain in effect for the remainder of a student's University career. It includes the probability of more severe disciplinary sanctions if the student is found to be in violation of any University Conduct Rules and Regulations during the probationary period.
- Loss of Privileges: Denial of specified privileges for a designated period of time.
- Restitution: Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary, and/or material replacement.
- Discretionary Sanctions: In accordance with the goal of education and assisting students with conduct problems, this may include work assignments, educational requirements, service to the University or local community, parental notification, or other related discretionary assignments (such assignments must have the prior approval of the Conduct Officer). Any costs associated with the assignment are the responsibility of the student.
- Residence Hall Relocation: Moving a student from one room to another and/or one residence hall to another.
- Residence Hall Suspension: Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
 - Housing suspensions will vary, depending on the situation. Factors to be considered are prior offenses, severity of the current offense, and the weighing in of other offices (Student Conduct Office, Threat Assessment, Title IX, etc.). Before a student may be reinstated, a conversation must take place between the Associate Director of Residence Life and the Student Conduct Office (possibly other offices), and any decision for reinstatement will be partly based off of this conversation; the Assistant Vice Chancellor for Student Affairs has ultimate authority and will make the final decision.
- Residence Hall Expulsion: Permanent removal of the student from any and all of the residence halls. The student may not re-enter the residence halls, under any conditions, even as a visitor. Students expelled from the residence halls remain liable for all Residential and Greek Life costs and meal plan fees and may not be eligible for refunds for the full occupancy period of the students' housing contracts.
- University Suspension: Separation of the student from the University for a definite period of time, after which the student may be eligible for return, contingent upon meeting specified conditions for re-admittance. The student must satisfactorily demonstrate to the Student Affairs Officer that all conditions for re-admittance have been met before the student will be allowed to matriculate.
 - The decision to suspend and the length of the suspension are dependent upon individual circumstances. The minimum length for a suspension is one (1) academic term (terms are spring, fall or summer semesters). Generally, a student will be suspended for three (3) academic terms. Suspensions will not typically exceed two (2) years/6 academic terms, but nothing in University policy precludes a longer suspension.

- **University Expulsion:** Permanent separation of the student from the University, without the possibility of re-admission. The disciplinary proceedings shall provide a prompt, fair and impartial investigation and resolution.
- **Be aware:**
 - Any student charged with sexual misconduct has the right to maintain status as a student and attend classes while the case is pending final resolution within the University Conduct process, unless it is determined by the Student Affairs Officer or his/her designee that the student's continued participation as a student, whether inside or outside of the classroom, would seriously disrupt normal operation of the University or constitute an immediate harm, threat of harm, hostile environment and/or danger to the health, safety, or welfare of the Respondent, the Complainant, any person allegedly subject to sexual misconduct, or any member of the University community.
 - Pending completion of an investigation or University Conduct Proceedings, the Student Affairs Officer may at any time temporarily suspend a student when the Student Affairs Officer finds and believes from information coming to his or her attention that the presence of the Respondent on the University premises would seriously disrupt normal operation of the University or constitute an immediate harm, threat of harm, hostile environment and/or danger to the health, safety, or welfare of the Respondent, the Complainant, any person allegedly subject to sexual misconduct, or any member of the University community. The Student Affairs Officer should work with the appropriate academic Dean in making the decision to discontinue the Respondent's continued participation as a student prior to the completion of the formal proceedings.
 - During the suspension described in this section, the Respondent may be denied access to any University premises, including classes, residence hall access, sporting events, and/or all other University programs, activities or privileges for which the student might otherwise be eligible, as the Student Affairs Officer may determine to be appropriate.
 - If a student placed on interim suspension is ultimately found "not in violation" of the Code, such student shall be allowed, at the reasonable discretion of the appropriate faculty, to make up academic work missed while on suspension.

If the violator is an employee:

- Verbal warning;
- Written warning;
- Transfers;
- Completion of mandatory conditions;
- Suspension without pay;
- Suspending an employee without pay requires prior approval from Human Resources (HR), and is appropriate when other efforts to correct behavior have failed, or as a first corrective action when the behavior is considered to be serious enough to warrant a severe penalty. After considering the circumstance and the employee's explanation, the supervisor, with the

assistance of HR, will decide whether to implement the suspension. The suspension should not normally exceed five (5) workdays. If an employee is to be placed on corrective probation upon return to work, that fact will be included in the written notice of suspension.

- Nonrenewal or non-reappointment;
- Loss of rank or position;
- Denial of salary increase;
- Activity termination;
- Demotion in rank or pay;
- Termination of employment;
- Ban on University re-employment.

For all cases involving crimes of violence, non-forcible sex offenses and/or stalking where the University has taken action against a student who is the alleged perpetrator of the crime, the University will provide, upon request by the victim, a report of the disciplinary proceedings conducted against the student and the result. In cases where the alleged victim is deceased as a result of the crime, the next of kin will be treated as the alleged victim in regards to the report requests.

Preventing and Addressing Sexual Assault, Domestic/Dating Violence and Stalking

The University of Nebraska desires to provide a safe and secure learning, living and working environment for all students and staff. The University understands the impact of sexual misconduct and the lasting effects. The University **strictly prohibits** dating violence, domestic violence, sexual assault and stalking. All reported incidents will be thoroughly investigated and those found responsible dealt with as necessary, whether criminally charged, handled through the University's judicial process, or both. It is the goal of the University of Nebraska to eliminate these crimes from its campus. Below are definitions applicable to sexual violence. They are used in the execution of University policy and are based on Nebraska State Statutes; the statutes can be viewed as written at: <http://nebraskalegislature.gov/laws/laws.php>

Consent to Sexual Activity (R.R.S. Neb. §28-318):

"Consent" means agreement, approval, or permission as to some act or purpose, given voluntarily by a competent person.

1. "Without consent" means:
 - a. The person was compelled to submit due to the use of force or threat of force or coercion; or
 - b. The person expressed a lack of consent through words; or
 - c. The person expressed a lack of consent through conduct; or
 - d. The consent, if any was actually given, was the result of the actor's deception as to the identity of the actor or the nature or purpose of the act on the part of the actor.
2. The person need only resist, either verbally or physically, so as to make the person's refusal to consent genuine and real and so as to reasonably make known to the actor the person's refusal to consent; and
3. A person need not resist verbally or physically where it would be useless or futile to do so.

In the above text, the word “person” means the individual against whom a wrongful act was allegedly committed, and the word “actor” is the individual alleged to have committed a wrongful act. When the actor knew or should have known that a person was mentally or physically incapable of resisting or understanding the nature of his or her conduct, there is no consent. A person may be incapacitated* due to intoxication, mental illness or deficiency or by physical illness or disability to the extent that personal decision-making is impossible. Surprise may also prevent resistance, as where a person is grabbed from behind.

There are some persons who the law presumes are incapable of consenting to sexual contact or penetration by an actor by reason of their age. Under Nebraska law an actor nineteen years of age or older may not subject a person under the age of sixteen years of age to sexual penetration, or a person under fifteen years of age to sexual contact.

It is important to note that **incapacitated does not mean that one or more of the parties involved had been drinking or were drunk. Rather, it means that one of the parties was **unable** to make a rational decision about their actions due to intoxication. In Title IX investigations, the investigator will analyze whether the individuals involved had the capacity to make rational decisions at the time of the sexual activity.*

Dating Violence (R.R.S. Neb. §79-2.140):

A pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse, to control his or her dating partner. Dating partner means any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate/sexual involvement, whether casual (e.g. “friends with benefits”), serious, or long-term. It is based on a consideration of length of relationship, type of relationship and the frequency of interaction between those involved in the relationship.

Domestic Violence (R.R.S. Neb. §28-323):

A person intentionally and knowingly causes bodily injury to his/her intimate partner; threatens an intimate partner with imminent bodily injury; or threatens an intimate partner in a menacing manner. Intimate partner, regardless of gender, means a spouse; a former spouse; persons who have a child in common, whether or not they have been married or lived together at any time; and persons who are or were involved in a serious dating relationship. Serious dating relationship means frequent, intimate associations primarily characterized by the expectation of affectionate or sexual involvement, but does not include a casual relationship or an ordinary association between persons in a business or social context. It also includes persons protected from another person’s acts under NE domestic/family violence laws.

Sexual Assault (R.R.S. Neb. §28-318 through 320):

Sexual penetration and/or sexual contact without the consent of the victim, regardless of either person’s gender, including situations where coercion, force or the threat of force was used; situations where the perpetrator knew or should have known that the victim was mentally or physically incapable of resisting or evaluating the nature of his/her conduct (i.e. mentally challenged, disabled, drunk, etc.); or where the perpetrator is nineteen years of age or older and the victim is at least twelve but younger than sixteen. A victim must simply provide enough verbal or physical resistance to make the perpetrator aware of the lack of consent;

victims do not have to show continued resistance when they feel as though further resistance would be futile. The following definitions apply:

1. Force or threat of force: The use of physical force which overcomes the victim's resistance; or the threat of physical force, expressed or implied, against the victim or a third person, where the threat places the victim in fear of their own death or serious personal injury, or that of a third person, and the victim reasonably believes that the perpetrator has the present or future ability to follow through with the threat.
2. Intimate parts: The genital area, groin, inner thighs, buttocks, or breasts.
3. Serious personal injury: Great bodily injury or disfigurement, extreme mental anguish or mental trauma, pregnancy, disease, or loss or impairment of a sexual or reproductive organ.
4. Sexual contact: The intentional touching of the victim's sexual or intimate parts, or the intentional touching of the victim's clothing covering the immediate area of the victim's sexual or intimate parts. Sexual contact also means the touching, by the victim, of the perpetrator's sexual or intimate parts or the clothing covering the immediate area of the perpetrator's sexual or intimate parts, when this touching is intentionally caused by the perpetrator. Sexual contact includes only that conduct which can be reasonably construed as being for the purpose of sexual arousal or gratification of either party.
5. Sexual penetration: Sexual intercourse in its ordinary meaning, cunnilingus, fellatio and anal intercourse. It also includes the intrusion, however slight, of any part of the perpetrator's or victim's body, or any object manipulated by the perpetrator, into the genital or anal openings of the victim's body. Sexual penetration **does not** require emission of semen.

Stalking (R.R.S. Neb. § 28-311.03):

Engaging in a course of willful harassment of another person, regardless of gender, or the family or household member of that person, with the intent to injure, terrify, threaten, or intimidate, or that would cause a reasonable person to fear for his/her safety or the safety of others, and cause a person substantial emotional distress. Actions include, but are not limited to, deliberately following, detaining, contacting, or harassing the person(s), or imposing any restraints on their personal liberty.

1. Harass: To engage in a knowing and willful course of conduct directed at a specific person that seriously terrifies, threatens, or intimidates the person and which serves no legitimate purpose.
2. Course of conduct: A pattern of conduct composed of a series of acts over a period of time, however short, indicating a continuity of purpose, including a series of acts of following, detaining, restraining the personal liberty of, or physically stalking the person or telephoning, texting, contacting, or otherwise communicating with the person.
3. Family or household member: Regardless of gender, a spouse or former spouse of the victim, children of the victim, a person presently residing with the victim or who has resided with the victim in the past, a person who had a child in common with the victim, other persons related to the victim by a blood relationship or marriage, or any person presently (or in the past) involved in a dating relationship with the victim.

Educational Campaigns, Resources, Programs and Information



The University provides many educational programs and conducts activities throughout the year to raise awareness of sexual offenses, domestic/dating violence and stalking on campus for incoming students and employees, as well as the current campus community. Specific awareness and training programs are available through a variety of University outlets. While these programs and campaigns focus on primary prevention and awareness, many resources are available for those who have experienced sexual misconduct.

New staff/faculty and incoming students are expected to complete an on-line training that addresses awareness and the prevention of sexual misconduct. They receive an email providing an explanation of the training and how to access it prior to the start of classes/work. Called “Speak Up: Understanding and Preventing Sexual Violence,” the training comes in one version for students and one for employees, and takes approximately 45 minutes to complete. The system provides completion information to ensure the training is taken as required. This training program provides:

- Basic overview of gender discrimination and sexual harassment;
- Realistic scenarios of harassment in the educational and workplace settings;
- State-specific definitions;
- Steps students and employees can take to prevent sexual misconduct;
- Personal safety tips and bystander intervention techniques;
- Warning signs of abuse and steps to take if the viewer or someone he/she knows has been abused;
- Contact information for campus and local resources;
- Consequences for people who violate the University’s policy;
- Interactive quiz with detailed explanations to further apply concepts from training to real life scenarios.

The following are some specific programs, activities and resources provided by the University to its students and staff:

PREVENT – Students, Faculty, Staff, and Lincoln Community

- PREVENT is a University of Nebraska student organization, advised by the staff at CARE, that teaches bystander intervention skills and works to end relationship violence and sexual assault through peer education. It began as a collaborative project between the Women's Center and the University of Nebraska Athletic Department, and continues to be supported by those programs. PREVENT workshops feature lively, open discussions that explore men's and women's roles in creating a safer, healthier world. It has been expanded to more clearly address the definitions of sexual and dating/domestic violence and stalking, as well as consent. It also provides more comprehensive information on bystander intervention, and teaches skills on how bystanders can effectively intervene in a potentially serious situation. A list of presentations and an on-line presentation request form is available at: involved.unl.edu/outreach.



- PREVENT has been expanded to include training for staff and faculty members and to identify staff and faculty peer educators, as a way to increase awareness and the ability to provide support.
- PREVENT presentations address myths regarding sexual violence and gender expectations, as well as the psychological effects of sexual and domestic violence. Presentations include information on the intersections of violence with identities such as sexual orientation, gender identity and expression, race and ethnicity, and other individual characteristics. Information regarding the intersections between alcohol/drugs and interpersonal violence is also included.
- The program identifies the available resources available to victims and the various reporting options. It explains what the University's response will be to reports of these crimes, and the relevant campus procedures and codes.
- Free and located in the Nebraska Union (can come to requested location also).
- Contact: Melissa Wilkerson, Advisor & CARE Advocate - 345C Nebraska Union, (402) 472-3573, melissa.wilkerson@unl.edu

Sexual Assault Awareness Presentation – Students, Faculty, & Staff

- Presentation about how to reduce your risk of being a victim of sexual assault, and what resources are available if you or someone you know becomes a victim.
- Free and available for presentation anywhere.
- Contact the UPD's Training Officer, (402) 472-2222 or police.unl.edu

Awareness Campaigns – Students, Faculty and Staff

- This includes programs and annual events such as:
 - Week Without Violence
 - Women's Week
 - Men @ Nebraska Week
 - UNL Men & Masculinities Conference
 - End Rape on Campus March

Big Red Resilience and Well-Being – Students

- Information and presentations on healthy relationships (<https://resilience.unl.edu/workshops>) and understanding consent (<https://resilience.unl.edu/protection-connection>).
- More information can be found at <https://resilience.unl.edu/>

University Advocates with CARE – Students, Faculty and Staff

- CARE Advocates are a confidential, supportive resource for victims/survivors of interpersonal violence and other crimes. They provide advocacy and support for students, faculty and staff who have experienced sexual assault, domestic/dating violence, stalking, harassment and other crimes. CARE Advocates are here to help individuals navigate campus and community resources. With an advocate, individuals will be able to tell their story confidentially, and they will be supported in his/her decision to report or not to report to police, Institutional Equity and Compliance (Title IX) or neither—***the choice is theirs.***

- CARE Advocates focus on the individual’s needs and provide a variety of support services, including:
 - A safe space for you to process your feelings and reactions
 - Safety planning
 - Access to temporary safe housing on campus
 - Assistance navigating [reporting options](#) (on and off campus)
 - Accompaniment and coordination for interviews and appointments
 - Connection to interim and supportive measures including academic and housing modifications
 - Referrals to campus and community resources
- **What to expect when meeting with a CARE Advocate**
 - You will be believed, supported, and respected.
 - You will lead the conversation and will control all choices. Advocates provide neutral, information-based guidance.
 - It is their goal to help you:
 - Regain control that may have felt lost.
 - Identify needs and preferred outcomes.
 - Discover strengths!
- A Victim Advocate is available during university business hours, Monday through Friday between 8 am and 5 pm. Meetings can be scheduled by calling (402) 472-3553 or emailing victimadvocate@unl.edu. Also visit: <https://victimadvocacy.unl.edu/>.

Additional Information and Tips

The University’s programs, as identified above, provide excellent information regarding safe and positive options for bystander intervention, as well as information on risk reduction, as the ultimate goal of these programs is to keep sexual misconduct from occurring; it is important for members of the campus community to know how to effectively intervene and take protective measures. The following provides some general information on safe and positive options for bystander intervention and risk reduction.

Bystander Intervention:

One important way to help avoid or end the occurrence of sexual misconduct is through bystander intervention, where someone steps in and tries to address the situation. Bystander intervention can play a significant role in sexual violence prevention. A “bystander” is not simply a stranger who is looking in from the outside; it also means a friend or someone close to the situation who sees what is happening.

When to Intervene: Continuum of Behaviors:

Healthy, age-appropriate, mutually respectful & safe	Mutually flirtatious & playful	Age-inappropriate or non-mutual	Harassment	Sexually abusive & violent
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Tabachnick, J. (2008). *Engaging bystanders in sexual violence prevention*.
Enola, PA: National Sexual Violence Resource Center.

As the chart above illustrates, sexually abusive and violent behaviors fall on the far end of a continuum of behaviors. There are many little comments, harassments, and other forms of abuse that lead up to sexually violent acts. Therefore, bystanders have time to intervene and work to prevent sexual violence from occurring. There are a number of ways active bystanders can either say or do something in each category of negative behaviors on the continuum. On the left-hand side of the continuum lie respectful, mutual and age-appropriate behaviors while violent, coercive, and non-mutual behaviors lie on the right-hand side. Bystanders have an ability to intervene within this continuum of behaviors to help promote positive behavior and mitigate negative behavior before it escalates. It is important to recognize healthy and unhealthy behaviors that could potentially lead to sexual violence and effectively intervene before the negative behavior escalates. A campus survey in 2015 indicated that one barrier to Nebraska students intervening was that they did not know when to do so. The PREVENT workshops identified above provide opportunities to discuss these challenges and encourage intervention, even when someone isn't sure. The workshops emphasize approaches such as asking "Is everything OK here?" or other open ended questions.

Some bystander intervention options that one may take include:

- Determine if you should do something immediately or if something could be done later; recruit help if necessary.
- Approach everyone as a friend.
- Do not be antagonistic and avoid using violence.
- If things get out of hand or become too serious, contact the police.
- Direct approaches:
 - Have a face-to-face conversation with the person, be honest, and let him/her know of your concerns;
 - Distract the person or suggest another way of looking at things;
 - Change attitudes regarding the situation (active listening, open conversation).
- Indirect approaches:
 - Ask people around you what they think could be done;
 - Casually ask the person how things are going and if there are any problems;
 - Offer support to the person(s) being affected by the situation;
 - Learn from the situation and make a plan for next time.

Risk Reduction:

Here are some ways to help reduce the risk of becoming a victim in social situations:

- Remember that you are responsible for your own safety.
- Drink responsibly.
- Trust your instincts – If it feels unsafe, go with your gut and take action.
- Use the buddy system – Arrive together, check-in with each other periodically, and leave together.
- Don't leave your drink unattended.
- Be wary of fruity drinks and those containing a number of different alcohols poured into large containers.
- Be wary of drinks that seem to taste "off" or "funny".
- Never accept drinks you didn't see poured.

Here are some ways to avoid dangerous situations:

- Trust your instincts – If it feels unsafe/uncomfortable, it probably isn't the best place to be.
- Be aware of your surroundings.
- Avoid isolated areas.
- Travel light and take only what you really need.
- Carry your cell phone accessibly.

Here are some ways to create a safer climate for everyone:

- Notice and challenge comments by your friends that objectify women or normalize sexual assault.
- Educate yourself and your friends about the characteristics of consent.
- Remember PREVENT's motto, that stopping violence is everyone's business; take care of your friends.
- Learn to recognize myths about sexual assault and dating violence that place blame on victims, and challenge those kind of statements when you hear them.

Tips to Support a Survivor:

There may come a time when a friend will disclose that they have experienced sexual or relationship violence. It can be shocking, and may be hard to know what to do or say. Here are some tips that might be helpful if a friend discloses an incident.

- **Listen:** Let your friend tell you their experience in their own words, at their own pace. Let them decide how much information and what information they are ready and willing to share.
- **Believe:** Tell your friend that you believe them and let them know that what happened to them is not their fault.
- **Connect with resources:** There are many resources on campus that can help a survivor with issues related to safety and well-being (see above in this report).
- **Support:** Your friend may not be ready to make decisions yet, or they may not make the decision that you think is best. It may be hard to understand, but remember that you are not in their position. It's important that survivors be able to regain some control by making their own choices and decisions.
- **Ask:** If you are not sure how to help, just ask. Ask your friend what they need from you and be honest about whether or not you can provide that help.

- **Respect:** Your friend trusted you with this information so it is important to respect their privacy. Please do not share their story with anyone without their permission.
- **Understand:** It is normal for a traumatic event to cause people to act differently than usual. For example, your friend may laugh at something very serious, or sleep more than usual. Try to be patient and understanding.
- **Take care of you:** It can be difficult being the person your friend trusted this information. You might want to process this experience with a Victim Advocate or a counselor at CAPS. We support those who support survivors. Reach out to us to talk with an Advocate. It is important to take care of yourself, too.

One may have trouble finding the right things to say to a friend, or worry about saying the wrong thing. Making mistakes is okay – apologize and try to learn from the mishap.

Sexual and relationship violence is never the fault of the survivor. There are some common questions well-intentioned people may ask survivors that can make them feel as if they did something wrong, or are at fault. In order to help avoid this, here are some questions that may send a message that does not match the intent and so should be avoided:

- “How much did you have to drink?”
- “What were you wearing?”
- “Did you fight back?”
- “Why didn’t you yell for help?”
- “Why didn’t you call the police right away?”
- “Why did you go home with them to begin with?”
- “Why did you wait to tell someone?”

It is normal for the person receiving the report to have feelings, emotions, opinions, or questions. However, it is important that you don’t blame the survivor, even inadvertently with your comments and questions. It is just as important that you pay attention to how you are feeling and reach out for help with processing what you have experienced.

Being Proactive

To continually improve how sexual assault incidents are handled, the University of Nebraska Police Department is part of the area’s Sexual Assault Response Team (SART), which is comprised of an array of professionals who respond to sexual assaults. Members of the SART include, but are not limited to, local law enforcement agencies, military personnel, hospital staff, county attorneys, probation officials and victim advocates. On behalf of the SART members, the City of Lincoln received federal funding to support comprehensive reviews of the community’s systems response to identify needed improvements, not only in the response to victims, but also to improve accountability of perpetrators of sexual assault (the review also included incidents involving domestic violence and stalking). The study determined that it is important to ensure that all those involved with victims have a common agenda, use the same methods to measure results, conduct mutually reinforcing activities, and stay in continuous contact. More information on the study’s findings and the strategic plan can be found at: ncc.nebraska.gov/sites/ncc.nebraska.gov/files/doc/2015-2020_Victims_Survivors_Plan.pdf.

Sex Offender Registry Information

The Campus Sex Crimes Prevention Act includes several acts of federal legislation that require the following:

- That each state must create a very narrowly drawn specific program to register sex offenders.
- That each state provide for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education, or working or volunteering on campus.
- That each state requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student.
- That state procedures ensure that this registration information is promptly made available to law enforcement agencies with jurisdiction where the institutions of higher education are located and that it is entered into appropriate State records or data systems. If a college or university has a police department, they must be provided with this information.
- Institutions of higher education to issue a statement, in addition to other disclosures required under that Act, advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders who are on campus may be obtained.

More information on the Campus Sex Crimes Prevention Act can be found at the following location:

<http://www2.ed.gov/policy/gen/guid/fpco/hottopics/ht10-24-02.html>

The University is committed to protecting its students and staff from sexual predators. The University will ensure that access to lists of registered sex offenders is readily available to its students and staff. Websites for accessing lists of registered sex offenders is provided below. The UPD will provide access to any sex offender registries upon request. In addition, the University is aware that nothing in the Family Educational Rights and Privacy Act of 1974 (FERPA) prohibits the University from disclosing information about registered sex offenders, including the disclosure of personally identifiable non-directory information, without prior consent or other consent from the individual. The University will provide any applicable information regarding sexual predators to its students and staff when necessary.

Whenever a convicted sex offender enrolls at or is employed at a postsecondary institution, they are required to notify the state, and the state is then required to notify the University. The University works with the Nebraska State Patrol, who maintains the list of sex offenders, to ensure that the UPD is notified whenever the NSP receives indication that a sex offender has registered as a student, volunteers or becomes employed at the University of Nebraska. For each reported sexual offender who becomes a student, volunteer or employee, the UPD will conduct a thorough Threat Assessment (see later in report for more information on TAs) and determine if there are any concerns to campus safety. Whenever it is determined that the sex offender's crime(s) was of a serious nature and the offender's presence may threaten the safety of those on campus, the University will provide notification to students and staff of the sex offender's status and monitor the individual through an ongoing Threat Assessment.

Listings of registered sex offenders in Nebraska can be found at the following link (this link is also available on the UPD website): sor.nebraska.gov

Listings of registered sex offenders in the United States can be found at: www.nsopw.gov

Drugs and Alcohol

The University of Nebraska has a zero-tolerance policy regarding the illicit use of drugs and alcohol by University students and employees, and any incidents involving these substances will be handled accordingly per state/federal law.

STANDARDS OF CONDUCT FOR EMPLOYEES AND STUDENTS REGARDING ALCOHOL AND DRUGS (BOARD OF REGENTS POLICY 2.1.5), LAST REVISED JULY 15, 2019

The illegal possession, use, or distribution of drugs or alcohol by students and employees is a violation of University rules as well as State and Federal laws. Officers of the University are to cooperate with State and Federal agencies in the prevention of drug abuse. In satisfaction of this mandate and in order to fulfill its obligations under the Drug Free Workplace Act of 1988, 41 U.S.C. § 701, and the Drug Free Schools and Communities Act of 1989, 20 U.S.C. § 1145g, the University has formulated standards of conduct for both its employees and its students which prohibit the following acts:

1. Use, possession, manufacture, distribution, or sale of illegal drugs or drug paraphernalia on University premises or while on University business or at University activities, or in University supplied vehicles either during or after working hours;
2. Unauthorized use, possession, manufacture, distribution, or sale of a controlled substance as defined by the Federal Controlled Substances Act, 21 U.S.C. §§ 801 et seq., or Nebraska Drug Control Laws, Neb. Rev. Stat. §§ 28-401 et seq., on University premises, or while engaged on University business or at University activities or in University supplied vehicles, either during or after working hours;
3. Unauthorized use, manufacture, distribution, possession, or sale of alcohol on University premises or while on University business, or at University activities, or in University-supplied vehicles, either during or after working hours;
4. Storing in a locker, desk, vehicle, or other place on University owned or occupied premises any unauthorized controlled substances, drug paraphernalia, or alcohol;
5. Use of alcohol off University premises that adversely affects an employee's or student's work or academic performance, or an employee's or student's safety or the safety of others;
6. Possession, use, manufacture, distribution, or sale of illegal drugs off University premises that adversely affects the employee's work performance or the student's academic performance, or an employee's or student's safety or the safety of others;
7. Violation of State or Federal laws relating to the unauthorized use, possession, manufacture, distribution, or sale of alcohol, controlled substances, or drug paraphernalia;
8. In the case of employees, failure to notify an employee's supervisor of an employee's arrest or conviction under any criminal drug statute as a result of a violation of law which occurs at the University of Nebraska workplace.

[The Standards of Conduct were approved by the Regents in 1990. *See* Board of Regents of the University of Nebraska, *Minutes*, Vol. 55, p. 204 (October 12, 1990) and Vol. 56, p. 149 (September 6, 1991).]

Description of Applicable Legal Sanctions Under Federal, State or Local Law for Unlawful Possession or Distribution of Illicit Drugs and Alcohol

The following information summarizes selected provisions of Federal, State, and local laws which provide criminal and civil penalties for unlawful possession or distribution of drugs and alcohol. The following penalties may be imposed in addition to sanctions handed out by the University:



Federal Penalties and Sanctions for Illegal Possession of Controlled Substances:

- 1. 21 U.S.C. § 844(a)**
First Conviction: Up to 1 year imprisonment and fine of at least \$1,000 or both. After one (1) prior drug conviction: At least 15 days in prison, not to exceed 2 years, and a fine of at least \$2,500. After two (2) or more prior drug convictions: at least 90 days in prison, not to exceed 3 years, and a fine of at least \$5,000.
- 2. 21 U.S.C. § 853(a) and 881(a)**
Forfeiture of tangible and intangible personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. Forfeiture of vehicles, boats, aircraft, or any other conveyance used, or intended for use, to transport or in any manner to facilitate the transportation, sale, receipt, possession, or concealment of controlled substances.
- 3. 21 U.S.C. § 844a**
Civil fine of up to \$10,000 for each violation of 21 U.S.C. § 844 involving controlled substances listed in 21 U.S.C. § 841(b)(1)(A).
- 4. 21 U.S.C. § 862**
Denial of Federal benefits, such as financial aid grants, contracts, student loans, and professional and commercial licenses, for individuals convicted of distributing controlled substances (drug trafficking). The denial can last up to 5 years for the first conviction and up to 10 years for the second conviction. Those who have three or more convictions will be permanently ineligible for all Federal benefits.
- 5. 18 U.S.C. § 922(g)**
Ineligible to receive or possess a firearm or ammunition.
- 6. Miscellaneous**
Authority to revoke certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., is vested with the officials of individual Federal agencies.

The United States Drug Enforcement Administration publishes information that summarizes trafficking penalties under Federal law for various drugs; it is available at: www.dea.gov/sites/default/files/drug_of_abuse.pdf.

Be aware that the above are only Federal penalties and sanctions; additional State penalties and sanctions may apply.

State Penalties and Sanctions for Illegal Possession of Controlled Substances

The framework for the regulation of most drugs, also called controlled substances, is set out in the Uniform Controlled Substances Act. In addition, other Nebraska State laws establish penalties for various drug-related offenses as summarized below.

Crimes Involving Minors: Any person 18 years of age or older who knowingly or intentionally manufactures, distributes, delivers, dispenses, or possesses with intent to manufacture, distribute, deliver or dispense a controlled substance or a counterfeit controlled substance (i) to a person (under the age of 18 years); (ii) in, on, or within 1,000 feet of a school, college, university, or playground; or (iii) within 100 feet of a youth center, public swimming pool, or video arcade shall be punished more severely. The law also provides for an enhanced penalty for anyone 18 years of age or older to knowingly and intentionally employ, hire, use, cause, persuade, coax, induce, entice, seduce, or coerce any person under the age of 18 years to manufacture, transport, distribute, carry, deliver, dispense, prepare for delivery, offer for delivery, or possess with intent to do the same a controlled substance or a counterfeit controlled substance. See Neb. Rev. Stat. § 28-416(4)(a) and (5)(a) (Cum. Supp. 2018). Persons under the age of eighteen who violate the drug laws may be subject to additional sentencing provisions found in Neb. Rev. Stat. § 28-416(18) and (19) (C), these include impounding licenses or permits issued under the Motor Vehicle Operator’s License Act, completion of community service, and attending drug education classes.

Probation Conditions: Any person convicted of a drug law violation, if placed on probation, shall, as a condition of probation, satisfactorily attend and complete appropriate treatment and counseling on drug abuse. Neb. Rev. Stat. § 28-416 (14) (Cum. Supp. 2018).

Tax Provisions: Anyone who possesses or sells the following amounts of controlled substances or imitation controlled substances must pay the appropriate taxes to the Nebraska Department of Revenue and have the stamps attached to the controlled substances. Marijuana is not included in the definition of “controlled substances” here but is also taxed, as follows:

1. Illegal marijuana is taxed at \$100 for each ounce or portion of an ounce. Neb. Rev. Stat. § 77-4303 (Reissue 2018).
2. Any controlled substance that is sold by weight or volume (i.e., cocaine, crack, methamphetamine, etc.) is taxed at \$150 for each gram or portion of a gram. Neb. Rev. Stat. § 77-4303 (Reissue 2018).
3. Any controlled substance that is not sold by weight (i.e., LSD, Quaaludes, methamphetamine in tablets, PCP, etc.) is taxed at \$500 for each 50 dosage units or portion thereof. Neb. Rev. Stat. § 77-4303 (Reissue 2018).
4. Failure to have the proper tax stamps attached to the controlled substance is a Class IV felony, with a criminal penalty of up to a 2-year imprisonment and 12-month post-release supervision or a \$10,000 fine or both. Neb. Rev. Stat. § 28-105(1) (Cum. Supp. 2018) available at <http://nebraskalegislature.gov/laws>; Neb. Rev. Stat. §§ 77-4309 (Reissue 2018).

Property Forfeiture: Property used to manufacture, sell, or deliver controlled substances can be seized and forfeited to the State. Property subject to forfeiture may include cash, cars, boats, and airplanes, as well as drug paraphernalia, books, records, and research, including formulas, microfilm, tapes, and data. Neb. Rev. Stat. § 28-431 (Reissue 2016).

Being Under the Influence of Any Controlled Substance for Unauthorized Purpose: It is a violation of Nebraska law to be under the influence of any controlled substance for a purpose other than the treatment of a sickness or injury as prescribed or administered by a practitioner. In a prosecution, the State need not prove that the accused was under the influence of a specific controlled substance, only that the accused manifested symptoms or reactions caused by the use of any controlled substance. Neb. Rev. Stat. § 28-417(1)(g) (Reissue 2016).

Drug Paraphernalia Offenses: It is a violation of Nebraska law to use, or to possess with intent to use, drug paraphernalia to manufacture, inject, ingest, inhale, or otherwise introduce into the human body a controlled substance. Neb. Rev. Stat. § 28-441(1) (Cum. Supp. 2018). Individuals who make a good faith request for emergency medical assistance in response to their drug overdose or when assisting another person may experience limited immunity from drug possession and paraphernalia charges if they meet certain requirements, such as requesting medical assistance as soon as the drug overdose is apparent and remaining on the scene and cooperating with medical assistance or law enforcement personnel. Neb. Rev. Stat. § 28-441(3) (Cum. Supp. 2018); Neb. Rev. Stat. § 28-472 (Cum. Supp. 2018).

1. "Drug paraphernalia" is defined to include such things as hypodermic syringes, needles, pipes, bongs, roach clips, and other items used, intended for use, or designed for use with controlled substances. Neb. Rev. Stat. § 28-439 (Reissue 2016).
2. It is unlawful to deliver, possess with intent to deliver, or manufacture with intent to deliver drug paraphernalia knowing, or under circumstances in which one should reasonably know, that it will be used to manufacture, inject, ingest, inhale, or otherwise introduce into the human body a controlled substance. This section does not apply to pharmacists, pharmacist interns, pharmacy technicians, and pharmacy clerks who sell hypodermic syringes or needles for the prevention of the spread of infectious diseases. Neb. Rev. Stat. § 28-442 (Cum. Supp. 2018).
3. It is a violation of Nebraska law for a person 18 years of age or older to deliver drug paraphernalia to a person under the age of 18 who is at least three years his or her junior. Neb. Rev. Stat. § 28-443 (Reissue 2016).
4. A violation of Neb. Rev. Stat. § 28-441 (use or possession of drug paraphernalia) is an infraction and is punishable on the first offense by a fine of up to a maximum of \$100; a second offense within two years of the first is punishable by a fine between \$100 and \$300; a third offense within two years of the second is punishable by a fine between \$200 and \$500. Neb. Rev. Stat. §§ 28-441 and 29-436 (Reissue 2016). The penalty for violation of Neb. Rev. Stat. § 28-442 (delivery or manufacture of drug paraphernalia), which is a Class II misdemeanor, is up to a 6-month imprisonment or a \$1,000 fine or both. Neb. Rev. Stat. § 28-442 (Reissue 2016) and § 28-106(1) (Cum. Supp. 2018). The penalty for violation of Neb. Rev. Stat. § 28-443 (delivery of drug paraphernalia to a minor), a Class I misdemeanor, is imprisonment for up to one year or a \$1,000 fine or both. Neb. Rev. Stat. § 28-443 (Reissue 2016) and § 28-106(1) (Reissue 2016).

Imitation Controlled Substances: It is a violation of Nebraska law to knowingly or intentionally manufacture, distribute, deliver, or possess with intent to distribute or deliver an imitation controlled substance. Neb. Rev. Stat. § 28-445 (Reissue 2016). "Imitation controlled substance" is a substance that is not a controlled substance

or controlled substance analogue but which is represented to be an illicit controlled substance or controlled substance analogue. Neb. Rev. Stat. § 28-401 (29) (Cum. Supp. 2018). The first violation of this law is a Class III misdemeanor and the penalty may be a 3-month imprisonment or a \$500 fine or both. A second offense violation of this law is a Class II misdemeanor and the penalty may be imprisonment for up to six months or a \$1,000 fine or both. Neb. Rev. Stat. § 28-445 (Reissue 2016) and § 28-106(1) (Reissue 2016).

Controlled Substance Analogues: For purposes of Nebraska's Uniform Controlled Substance Act, controlled substance analogues (often called "designer drugs") are treated as controlled substances. Such an analogue is defined as (i) substantially similar in chemical structure to the chemical structure of a controlled substance or (ii) having a stimulant, depressant, analgesic or hallucinogenic effect on the central nervous system that is substantially similar to or greater than the effect of a controlled substance. Neb. Rev. Stat. § 28-401(30)(a) (Cum. Supp. 2018).

To view charts outlining sanctions under Nebraska law for the unlawful possession of or distribution of anabolic steroids, marijuana, and hashish or other substances containing tetrahydrocannabinols and/or illicit drugs, see the University's *Drug Free Campus Policy* at: police.unl.edu/drug-free-campus-policy.

State Law Penalties and Sanctions for Selected Alcohol Offenses

Minor in Possession: It is against the law for a person under the age of 21 years to sell, dispense, consume, or possess alcohol. Neb. Rev. Stat. § 53-180.02 (Reissue 2010). In general, unless an exception applies, any person under the age of 21 years violating this law is guilty of a Class III misdemeanor; additional consequences may apply if the person is 18 years of age or younger. Neb. Rev. Stat. § 53-180.05(4) and § 53-181 (Cum. Supp. 2018); § 28-106(1) (Reissue 2016). Penalties for violation of this law may include one or more of the following: the impoundment of the offender's license for thirty days or more; the requirement to attend an alcohol education class; the requirement to complete twenty hours or more of community service; submission to an alcohol assessment by a licensed counselor; imprisonment of up to three months; and/or a \$500 fine;. Neb. Rev. Stat. § 53-180.05(4) and § 53-181 (Cum. Supp. 2018); § 28-106(1) (Reissue 2016). The law provides immunity from minor in possession alcohol charges when someone underage is in need of medical assistance. A penalty may not be imposed on a person who otherwise violated the law if the person (i) made a good faith request for emergency medical assistance in response to the possible alcohol overdose of himself or herself or another person as soon as the emergency situation is apparent; (ii) Made the request for medical assistance; and (iii) when emergency medical assistance was requested for the possible alcohol overdose of another person: (A) remained on the scene until the medical assistance arrived; and (B) cooperated with medical assistance and law enforcement personnel. Neb. Rev. Stat. § 53- 180.05(4) and § 53-181(3) (Cum. Supp. 2018).

Procuring Alcohol: It is a violation of Nebraska law to sell, furnish, give away, exchange, deliver, or permit the sale, gift, or procuring of any alcoholic liquors to or for any minor or to any person who is mentally incompetent. Neb. Rev. Stat. § 53-180 (Cum. Supp. 2018). Violation of this law is generally punishable by not more than a one-year imprisonment or a \$1,000 fine or both. Neb. Rev. Stat. § 53-180.05(1) (Cum. Supp. 2018) and § 28-106(1) (Reissue 2016). However, if alcohol is knowingly and intentionally provided to a minor and the minor's consumption of the alcohol or impaired condition attributed to the alcohol leads to the serious bodily injury or death of any person, the person who provided the alcohol shall be guilty of a Class IIIA felony and serve a mandatory minimum of at least 30 days' imprisonment. The penalty for a Class IIIA felony is a 3-

year imprisonment and 18-month post release supervision or a \$10,000 fine or both and a minimum of a 9-month post-release supervision if imprisonment is imposed. See Neb. Rev. Stat. § 53-180.05(2) (Cum. Supp. 2018) and Neb. Rev. Stat. § 28-105(1) (Cum. Supp. 2018) available at <http://nebraskalegislature.gov/laws>.

Consumption on Public Property: It is a violation of Nebraska law for any person to consume alcoholic liquors upon property owned or controlled by the State or any governmental subdivision thereof, unless authorized by the governing bodies having jurisdiction over such properties. Neb. Rev. Stat. § 53-186 (Cum. Supp. 2018). A violation of this statute is punishable on the first offense by a fine of up to \$100; a second offense within two years of the first is punishable by a fine between \$100 and \$300; a third offense within two years of the second is punishable by a fine between \$200 and \$500. Neb. Rev. Stat. § 53-186 (Cum. Supp. 2018) and § 29-436 (Reissue 2016).

Driving While Intoxicated: Operating or being in physical control of a vehicle while under the influence of alcoholic liquors or drugs is a violation of Nebraska law when such person has a concentration of eight-hundredths (.08) of 1 gram or more by weight of alcohol per 100 milliliters of blood or per 210 liters of breath. Neb. Rev. Stat. § 60-6,196 (Reissue 2010).



1. Violation of this law is punishable on first offense by seven to 60 days of imprisonment and a \$500 fine. Neb. Rev. Stat § 60-6,197.03 (Cum. Supp. 2016) and § 28-106(1) (Reissue 2018). In addition, an offender's driver's license is revoked for 6 months and the offender is ordered not to drive any motor vehicle for any purpose for a like period. Neb. Rev. Stat. § 60-6,197.03(1) (Cum. Supp. 2018). Suspended sentence or probation includes a mandatory requirement that probation or suspension be conditioned on an order that the offender will not drive any motor vehicle for any purpose for 60 days and pay a \$500 fine. Neb. Rev. Stat. § 60-6, 197.03(1) (Cum. Supp. 2018).
2. Penalties for a second conviction include a \$500 fine and a maximum of a 6-month imprisonment, with no less than a mandatory 30-day imprisonment. Neb. Rev. Stat. § 60-6,197.03 (Cum. Supp. 2018) and § 28-106(1) (Reissue 2016). As part of the judgment of conviction, the offender's operator's license is revoked for 18 months. Neb. Rev. Stat. § 60-6,197.03(3) (Cum. Supp. 2018). If an offender is placed on probation or the sentence is suspended, a mandatory condition is that the offender must not drive any motor vehicle for any purpose for a period of 18 months. Neb. Rev. Stat. § 60-6, 197.03(3) (Cum. Supp. 2018). In addition, the probation order shall include as one of its conditions the payment of a \$500 fine and confinement in the city or county jail for 10 days or the imposition of not less than 240 hours of community service. Neb. Rev. Stat. § 60-6, 197.03(3) (Cum. Supp. 2018).
3. Penalties for a third conviction include a \$1,000 fine and a maximum of a one-year imprisonment, with a minimum 90-day imprisonment, and an order of license revocation for 15 years. Neb. Rev. Stat. § 28-106(1) (Reissue 2016) and Neb. Rev. Stat. § 60-6,197.03(4) (Cum. Supp. 2018). If an offender is placed on probation, or the sentence is suspended, a mandatory condition is that the offender's operator's license shall be revoked for a period of at least 2 years but not more than 15 years. Neb. Rev. Stat. § 60-6, 197.03(4) (Cum. Supp. 2018). In addition, the probation order shall include the payment of a

\$1,000 fine and as one of its conditions confinement in the city or county jail for 30 days. Neb. Rev. Stat. § 60-6, 197.03(4) (Cum. Supp. 2018).

4. Fourth convictions are a Class IIIA felony. Neb. Rev. Stat. § 60-6,197.03(7) (Cum. Supp. 2018). Offenders in this class will have their licenses revoked for a period of 15 years and the offender must spend at least 180 days imprisoned in a city or county jail or an adult correctional facility. Neb. Rev. Stat. § 60-6, 197.03(7) (Cum. Supp. 2018). Probation or suspension of sentence must be conditioned so that the offender's license is revoked for a period of 15 years. The revocation order shall require that the offender not drive for 45 days after which he or she may apply for an ignition interlock permit and installation of such device. Neb. Rev. Stat. § 60-6, 197.03(7) (Cum. Supp. 2018). In addition, the probation order shall include as one of its conditions a \$2,000 fine and confinement in the city or county jail for no less than 90 days with required use of a continuous alcohol monitoring device and abstention from alcohol use for no less than 90 days after release. Neb. Rev. Stat. § 60-6, 197.03(7) (Cum. Supp. 2018).
5. Fifth and subsequent convictions are a Class IIA felony. Neb. Rev. Stat. § 60-6, 197.03(9) (Cum. Supp. 2018). Offenders in this class will have their licenses revoked for a period of 15 years and the offender must spend at least two years' in prison. Neb. Rev. Stat. § 60-6, 197.03(9) (Cum. Supp. 2018). Probation or suspension of sentence must be conditioned so that the offender's license is revoked for a period of 15 years. The revocation order shall require that the offender not drive for 45 days after which he or she may apply for an ignition interlock permit and installation of such device. Neb. Rev. Stat. § 60-6, 197.03(9) (Cum. Supp. 2018). In addition, the probation order shall include as one of its conditions a \$2,000 fine and confinement in the city or county jail for 180 days with required use of a continuous alcohol monitoring device and abstention from alcohol use for no less than 180 days after release. Neb. Rev. Stat. § 60-6, 197.03(9) (Cum. Supp. 2018).
6. Persons with a higher concentration of alcohol, fifteen-hundredths (.15) of 1 gram or more by weight of alcohol per 100 milliliters of blood or per 210 liters of breath on a first conviction and subsequent conviction, are subject to even stiffer penalties. Neb. Rev. Stat. § 60-6, 197.03(2), (5), (6), (8) and (10) (Cum. Supp. 2018). Where a person has three prior convictions and then has another conviction involving this higher alcohol concentration, he or she shall be guilty of a Class IIA felony with a minimum sentence of one year of imprisonment, and has his or her license revoked for a period of 15 years. Neb. Rev. Stat. § 60-6, 197.03(8) (Cum. Supp. 2018). In addition, any probation order shall be applied as previously indicated under Neb. Rev. Stat. § 60-6, 197.03(7) (Cum. Supp. 2018).
7. Persons convicted of a DWI violation may be ordered to have an ignition interlock device installed at their expense on each motor vehicle operated by the convicted person during the period of revocation. Neb. Rev. Stat. §§ 60-6,197.03 and 60-6,211.05 (Cum. Supp. 2018). DWI convictions also have an impact on the ability of a person to obtain both automobile and life insurance coverage.
8. Local laws may also make it a crime to operate a motor vehicle under the influence of alcohol or to commit certain acts involving the consumption or possession of alcohol, e.g. "open container" laws.

Other Applicable Laws to Know

Fake ID: It is illegal for minors to misrepresent age to obtain or attempt to obtain alcohol. It is also illegal to give a minor a fake ID for the purpose of obtaining or attempting to obtain alcohol.

- Up to \$500 fine, up to 90 days in jail, or both
- Student Code of Conduct violation

([Neb. Rev. Stat. §60-491](#) Prohibited Acts.) ([Lincoln Municipal Code 9.48.030](#) Minors; Misrepresenting Age.; [Lincoln Municipal Code 9.48.020](#) Furnishing False Identification.)

Hazing: It is illegal to commit or coerce the act of hazing. “Hazing means any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any organization. Such hazing activity includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person or the coercing of any such activity.”

- Up to 6 months in jail, \$1,000 fine, or both
- Organizations can be fined up to \$10,000
- Student Code of Conduct violation

([Neb. Rev. Stat. 28-311.06](#). Hazing, defined; penalty.)

Disturbing the Peace: It is illegal to intentionally disturb the peace and quiet of any person, family, or neighborhood. ([Neb. Rev. Stat 28-1322](#)) ([Lincoln Municipal Code 9.20.050](#))

- \$500 fine, up to 3 months in jail, or both
- Student Code of Conduct violation

Disorderly House: It is illegal for a resident, lessee, owner, or manager to allow illegal activities or disturbing noise in a disorderly house.

- First offense: \$250-\$500 fine, 6 months in jail or both
- Student Code of Conduct violation

([Lincoln Municipal Code 9.20.030](#) Disorderly House; Maintaining.)

Inmate of a Disorderly House: It is illegal to occupy or visit any disorderly house and knowingly participate in illegal activities in a disorderly house.

- First offense: \$250-500 fine, 6 months in jail, or both
- Student Code of Conduct violation

([Lincoln Municipal Code 9.20.040](#) Inmate of Disorderly House.)

False Reporting: It is against the law to lie to law enforcement.

- Up to \$1,000 fine, up to 1 year in jail, or both
- Student Conduct Code violation

([Neb. Rev. Stat. 28-907](#) False reporting; penalty.)

Obstructing a Police Officer: It is illegal to interfere or obstruct law enforcement or a police investigation

- Up to \$1,000 fine, up to 1 year in jail, or both
- Not eligible for pre-trial diversion
- Student Code of Conduct violation

([Nebraska Rev. Stat. 28-906](#); Obstructing a peace officer; penalty.)

Public Urination/Defecation: It is illegal for any person to urinate or defecate on a public street, alley, or any other property, public or private, open to or visible to the public.

- \$100 fine
- Student Code of Conduct violation

([Lincoln Municipal Code 9.16.210](#) Urinating or Defecating in Public; Prohibited.)

Disciplinary Sanctions Regarding Drugs and Alcohol

Students: Violations of the Student Code of Conduct may result in the imposition of sanctions up to and including expulsion (see above for specific sanctions and definitions) from the University and referral for prosecution by the proper authorities under local, State and/or Federal law (as identified above).

In residence halls specifically, the minimum responses to first offense alcohol violations include a behavioral requirement and an Alcohol Skills Training Program. Second offenses include an attempt at parental notification. Minimum responses to first offense marijuana violations include an attempt at parental notification, behavioral requirement, education, and conduct probation. Second offense marijuana minimum responses include Housing contract cancellation and attempt at parental notification. Behavioral and educational requirements fit the violation in terms of kind and severity. For example, a student may be required to apologize to residents and custodians affected, spend a Friday night monitoring intakes at The Bridge, accompany the on-call custodian for clean-up in hall bathrooms, floors and stairwells, or work with staff to do a community education program. Minimum responses to both alcohol and marijuana offenses include several hours of community service.

Faculty and Staff: In the event a faculty or staff member violates this policy or is convicted of unlawful manufacture, distribution, dispensation, possession or use of controlled substances or alcohol on University property or as part of any University activity, the University will take appropriate action, including one or more of the following:

- Referral to the Faculty/Employee Assistance Program for evaluation and assessment to determine the appropriate treatment for rehabilitation;
- Participation in a drug rehabilitation program;
- Disciplinary action, up to and including termination of employment and referral for prosecution.

As required by 41 U.S.C. § 8102(1), part of the Drug-Free Workplace Act of 1988, faculty and staff involved in the performance of federal contracts or grants must notify their supervisor within five days if they are convicted of any criminal drug statute as a result of violation of the law that occurs at the workplace. The term “conviction” means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violation of the Federal or State criminal drug

statutes. The supervisor will immediately notify the Academic Affairs Office when faculty members are affected or the Human Resources Office when staff members are affected. The University, in turn, will notify the applicable granting or contracting agency or agencies of the conviction within ten days after receiving notice of an employee's criminal drug statute conviction.

Description of Health Risks Associated with Use of Illicit Drugs and Abuse of Alcohol

Serious health risks are associated with the use of illicit drugs and alcohol. The National Institute on Drug Abuse states that most drugs of abuse can alter a person's thinking and judgment, leading to health risks, including addiction, drugged driving and infectious disease. Most drugs could potentially harm an unborn baby; pregnancy-related issues are listed for drugs where there is enough scientific evidence to connect the drug use to specific negative effects. The following are some important facts to know:

1. **Alcohol:** Below are key points the National Institute on Alcohol Abuse and Alcoholism provides regarding alcohol's effects on the body at <https://www.niaaa.nih.gov>. Drinking too much – on a single occasion or over time – can take a serious toll on your health. Here's how alcohol can affect your body:
 - a. **Brain:** Alcohol interferes with the brain's communication pathways and can affect the way the brain looks and works. These disruptions can change mood and behavior and make it harder to think clearly and move with coordination.
 - b. **Heart:** Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including cardiomyopathy – stretching and drooping of heart muscle; arrhythmias – irregular heart beat; stroke; and high blood pressure.
 - c. **Liver:** Heavy drinking takes a toll on the liver and can lead to a variety of problems and liver inflammations including steatosis, or fatty liver; alcoholic hepatitis; fibrosis; and cirrhosis.
 - d. **Pancreas:** Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.
 - e. **Cancer:** Based on extensive reviews of research studies, there is a strong scientific consensus of an association between alcohol drinking and several types of cancer. In its Report on Carcinogens, the National Toxicology Program of the US Department of Health and Human Services lists consumption of alcoholic beverages as a known human carcinogen. The research evidence indicates that the more alcohol a person drinks—particularly the more alcohol a person drinks regularly over time—the higher his or her risk of developing an alcohol-associated cancer. Based on data from 2009, an estimated 3.5 percent of all cancer deaths in the United States (about 19,500 deaths) were alcohol related. Clear patterns have emerged between alcohol consumption and the development of the following types of cancer: head and neck cancer; esophageal cancer; liver cancer; breast cancer; and colorectal cancer.
 - f. **Immune System:** Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk.

2. **Drugs:** With drugs, it has been shown that while initial use may have been voluntary, drugs of abuse alter gene expression and brain circuitry, which affects human behavior and becomes an addiction. Once addiction develops, the brain changes interfere with one's ability to make voluntary decisions, leading to compulsive drug craving, seeking and use. The long-term use of drugs can be far reaching and affect cardiovascular disease, stroke, cancer, HIV/AIDS, hepatitis, and lung disease. Drugs use has respiratory, gastrointestinal and musculoskeletal effects, and can damage kidneys, the liver, the brain and lead to premature death. In addition, the changes that occur in the brain through long-term drug use can lead to paranoia, depression, aggression, and hallucinations. These issues affect not only the individual, but loved ones, fellow students, and the public in general.

The health risks of alcohol and substance abuse are more thoroughly described by the National Institute on Drug Abuse through charts available at: www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts. The link to this chart can also be found in the University's *Drug Free Campus Policy* that is available on-line at: police.unl.edu/drug-free-campus-policy.

As of January 1, 2018, the University has banned the use of all smoking, tobacco and vaping products on its properties. The [tobacco-free policy](#) was formed through a student-led initiative and follows a national trend to enact smoke and tobacco-free policies designed to encourage healthier campus and work environments, and aligns with initiatives at a majority of Big Ten institutions and other universities in the state. A survey of students, faculty and staff was conducted to gauge interest in the policy and found that 83.3 percent of students as well as 88.4 percent of faculty and staff supported the enactment of restrictive smoking policies at the University.

Drug and Alcohol Programs



The illicit use of drugs and alcohol and the dependency on these substances is a major issue facing college campuses across the United States. The University of Nebraska wants to ensure that resources are available to not only promote the awareness of drug and alcohol misuse, but also to help students and staff determine if they have a problem with their substance use. To this end, there are a number of programs and resources available for use to students, faculty and staff.

High-risk alcohol use among students on college campuses remains a cause for concern. As such, the University of Nebraska is committed to an environmental management approach that integrates programs, policies and education for students. No matter anyone's role, he/she can help. Faculty, staff, parents and peers can influence alcohol use. The University encourages everyone to take advantage of the following resources. For anyone who chooses to develop their own resources, he/she is asked to use the University's established [alcohol messaging guidelines](#) to help create the content.

Here are some interesting facts regarding drinking and University of Nebraska students:

- Binge rates (5 or more drinks in a single sitting) among Nebraska students have declined from 62.4% in 1999 to 35% in 2016. Similar declines in primary and secondary effects have been documented.

- The percentage of incoming students reporting that they abstain from alcohol has steadily increased for the past 10 years.
- 77% of Nebraska students eat before and/or during drinking.
- 72% of Nebraska students keep track of how many drinks they consume.
- 85% of Nebraska students use a designated driver.
- 91% of Nebraska students stay with the same group of friends the entire time drinking.

The University Police Department provides free educational lectures regarding the use of drugs and alcohol to any group (student or staff) upon request. The lecture addresses awareness and the effects of various drug and alcohol use, as well as educates the audience on the drugs currently being seen on campus and state and local laws pertaining to illegal drug and alcohol use. This lecture is annually provided to Resident Assistants, and specifically includes a drug burn to help RAs identify the smell of certain drugs. Those interested in a presentation should contact the UPD's Training Officer, (402) 472-2222 or police.unl.edu to schedule a time and location.

Employees and students needing help in dealing with drug or alcohol problems are encouraged to make voluntary use of their campus Employee Assistance Programs and Student Counseling Centers. The Employee Assistance Programs and Student Counseling Centers can help by offering the following services:

- Objectively assessing the situation and referring employees or students to the proper resources.
- Supplying short-term personal counseling and problem solving.
- Providing education and training to supervisors on how to intervene with troubled employees.

For Students: The following are specific programs, services and events related to substance use provided through University of Nebraska:

Online Screenings and Assessments

- [ScreenU Alcohol](#), [ScreenU Marijuana](#), and [ScreenU Rx](#) are confidential web-based screenings for college students, which assess use, provide brief intervention, and referral to resources.
- [Counseling and Psychological Services](#) (CAPS) offers [online assessment](#) for a variety of issues. See website at: <https://caps.unl.edu/>.

In-Person Screening, Coaching, Counseling, and Treatment Options

- [Well-Being Coaching](#) is provided by trained student volunteers from Big Red Resilience and Well-Being to help others thrive and create the life they want to live, now and in the future. Coaches promote the nine-dimension model of well-being that provides a framework for exploration and balance. See website at: <https://resilience.unl.edu/>

Big Red Resilience and Well-being
 127 University Health Center
 550 N. 19th Street
 402-472-8770

- [BASICS \(Brief Alcohol Screening and Intervention for College Students\)](#) is for college students that seeks to motivate change in quantity and frequency of drinking, to decrease the negative consequences of alcohol.
 - Counseling and Psychological Services (CAPS)
 - 223 University Health Center
 - 550 N. 19th Street
 - 402-472-7450
- [CASICS \(Cannabis Screening and Intervention for College Students\)](#) uses the same approach and philosophy as BASICS but is designed to address marijuana use concerns.
 - Counseling and Psychological Services (CAPS)
 - 223 University Health Center
 - 550 N. 19th Street
 - 402-472-7450
- [Substance Use Evaluation](#) uses a thorough interview and testing of college students' drinking and drug use for the purpose of making formal recommendations about the possible need for treatment.
 - Counseling and Psychological Services (CAPS)
 - 223 University Health Center
 - 550 N. 19th Street
 - 402-472-7450
- [Alcohol/Drug Harm Reduction Group](#) provides a place where students can speak honestly about their current alcohol/drug use and get feedback without feeling judged or pressure to change. It is not Alcoholics Anonymous or treatment. Abstinence is not required to attend the group.
 - Counseling and Psychological Services (CAPS)
 - 223 University Health Center
 - 550 N. 19th Street
 - 402-472-7450
- [Alcohol and Drug Psychoeducation Workshop](#) helps students obtain knowledge about alcohol and drug use and avoid negative consequences involving substance use.
 - Counseling and Psychological Services (CAPS)
 - 223 University Health Center
 - 550 N. 19th Street
 - 402-472-7450
- [Substance Abuse Clinic](#) treats students with primary substance use problems and coordinates the Alcohol Skills Training Program to help individuals examine problematic alcohol use following violation of campus alcohol policy. See website at: <https://psychology.unl.edu/pcc/specialty-clinics>.
 - Psychological Consultation Center (part of the UNL Clinical Psychology Training Program)
 - 325 Burnett Hall
 - (402) 472-2351

Education and Training Opportunities

- **Step UP! Bystander Intervention Training:** This 90-minute, comprehensive bystander intervention training teaches students to learn to be proactive in helping others, increases their awareness of helping behaviors, motivates students to help, develops their skills and confidence to respond to problems or concerns, and enables them to know how to ensure the safety and well-being of self and others. Request a Step UP! training here: <https://resilience.unl.edu/step> Focused training modules are also available on Academics, Alcohol and Alcohol Poisoning, Anger, Depression, Discrimination, Disordered Eating, Gambling, Hazing, Relationship Abuse, and Sexual Assault.
- **Workshops and Presentations:** Big Red Resilience and Well-being offers workshops and presentations to campus organizations and classes on topics addressing alcohol, hazing, bystander effect, tobacco, vaping, prescription drug misuse, study drugs, cannabis, AOD laws, alcohol/drugs and sexual assault, and other subjects. To request a presentation by a trained volunteer student Well-being Ambassador or a BRRWB professional staff member, visit <https://resilience.unl.edu/education-and-outreach-request>
- **Informational Material and Bulletin Board Kits:** Big Red Resilience and Well-being provides various informational materials that address alcohol and other drug use, which can be found at: <https://resilience.unl.edu/alcohol-and-other-drug-prevention>. They include *Know the Norms*, *The Husker Playbook*, *Laws You Should Know*, *Make the Call – No MIP*, *Planning a Party*, *Power of Parenting*, and *The Truth About College Parties*.

Other Services

Free Ride Home: 475-RIDE - This is a free cab service (funded by student fees) that provides students with a free, safe ride home in the event that they've exhausted all other options. The service is available from 9:00pm to 4:00am, but not during University vacations or closings.

Local Detoxification and/or Addiction Treatment Options

- **[The Bridge Behavioral Health](https://thebridgenebraska.org/):** Individuals seeking safe passage from addiction to sober living have a variety of support and treatment options including medically-supervised detoxification, outpatient and residential treatment, and a variety of recovery support services. See website at: <https://thebridgenebraska.org/>.
721 K Street
402-477-3951
- **[Bryan Independence Center](https://www.bryanhealth.com/services/alcohol-drug-treatment/):** A hospital-based substance abuse facility in Lincoln. Since 1971, Bryan Independence Center offers detoxification, inpatient, residential and partial care services. See website at: <https://www.bryanhealth.com/services/alcohol-drug-treatment/>
1640 Lake Street
402-481-5268
- **Facility Finder:** For treatment providers in Lincoln and elsewhere, use the Substance Abuse and Mental Health Services Administration (SAMHSA) [facility finder tool](https://www.samhsa.gov/finding-a-local-provider/), found at: [addictionresource.com](https://www.addictionresource.com).

Recovery

- Students in recovery interested in being a part of a new UNL Collegiate Recovery Community, are asked to complete [this form](#) (form found at: <https://resilience.unl.edu/recovery>) or contact Big Red Resilience and Well-being
- [Lincoln Area Alcoholics Anonymous \(AA\)](#) - 402-438-5214; lincaa.org
- [Southeast Nebraska Area of Narcotics Anonymous \(Lincoln\)](#) - nebraskana.org
- [Al-Anon/Alateen](#) (Lincoln) - 402-477-9662; nebr-al-anon-alateen.org

Tobacco and/or Vaping Cessation

- [Counseling and Psychological Services \(CAPS\)](#) offers tobacco cessation counseling. Call (402) 472-7450 for an appointment.
- Healthcare providers in the [Medical Clinic](#) in the University Health Center will counsel patients on quitting options and can prescribe commonly used cessation products. Call (402) 472-5000 for an appointment. See website at: <https://health.unl.edu/>.
- The [University Health Center Pharmacy](#) in the University Health Center can fill medical prescriptions, including those for cessation products.
- [Tobacco Free Nebraska](#) Offers 24/7 access to free telephone cessation coaching and a variety of other self-help materials. Call [1-800-QUIT-NOW \(1-800-784-8669\)](tel:1-800-QUIT-NOW).
- The UNMC College of Dentistry on East Campus offers fee-based [individual counseling sessions for tobacco cessation](#). The series of three sessions and any cessation-related prescriptions may be covered by health insurance (verify coverage with your insurance company). This service is available at both the Student Dental Clinic (402) 472-1333, and the faculty practice at University Dental Associates (402) 472-8900.

Legal Services

[UNL Student Legal Services](#) offers free legal advice or representation to registered UNL students. SLS is a program of ASUN, funded completely by student fees. See website at: <https://asun.unl.edu/student-legal-services/welcome>.

Room 335, Student Union
1400 R Street
402-472-3350

For Faculty and Staff: In addition to the programs noted above, which may also be utilized, the Employee Assistance Program (EAP) at the University of Nebraska is available to all faculty and staff and their immediate family members in need of information and/or assistance with any personal concern, including alcohol or drug-related problems. The EAP provides confidential, free, professional, short-term counseling, assessment and referral for employees and/or family members who need assistance regarding substance abuse or dependency. Tenure or any other employment status will **NOT** be jeopardized for employees seeking help from the EAP. The EAP office is located in the 501 Building, Room 128 on City Campus. Office telephone numbers are (402) 472-3107 or 1-800-755-2655, and the website is: hr.unl.edu/eap. EAP staff in the Human Resources department is responsible for conducting substance abuse awareness and education training for faculty and staff.

Alcohol and Other Drugs Program Review

To insure best practices, the University conducts a biennial review of its drug and alcohol policies, as well as its support, prevention and awareness programs, in order to evaluate their effectiveness and determine any needed improvements, and to ensure that sanctions given for violations of the policy are consistently enforced. Any necessary improvements will be implemented as soon as able. In addition, the University determines the number of drug and alcohol-related violations that occurred/were reported on campus, non-campus property, or on public property directly adjacent to campus, and it includes this information in the statistics included in the ASR and submitted to the Department of Education's website.

Missing Student Policy and Procedure

The University is dedicated to looking out for the welfare of each one of its students. The following information pertains to students that live in on-campus housing and how any missing persons report is to be handled. Anyone who suspects or confirms another person to be missing for 24 hours should immediately contact the UPD, as the UPD is responsible for looking into the missing person's case (this person is required to notify the UPD of their suspicions within 24 hours). People should be aware that if they have concerns, the police can be notified at any point, even if an individual has not yet been missing for a full 24 hours. The reporting person may also notify the Residence Director or other residence hall staff, as these positions are instructed to notify the UPD of a suspected missing student immediately (must be within 24 hours).



It is preferred that the reporting party talks directly to a UPD officer.



The UPD will immediately initiate an investigation which may include contacting campus acquaintances, friends or relatives, and if appropriate, a preliminary inspection of their residence hall room. When necessary, local law enforcement agencies will be involved to aid in the investigation. The UPD or Residence Hall staff will gather as much information as possible from the reporting person(s) in order to determine an appropriate course of action. In addition, Residence Directors will check the Andover Access Control System to determine the last time that the student used their NCard to access the residence hall or other University building in order to try and narrow down the student's activity, and/or to see who they may have entered the building with, by comparing the time with the video camera footage. Information that will be gathered by the UPD includes:

- Details of why the person suspects or knows the individual is missing (may include changes to behavior, state of mind, known plans).
- The last place and time the individual was seen and by whom.
- Contact information for the individual suspected to be missing (cell and other phone numbers, e-mail addresses, social networking names).
- Contact information for friends who may know of their location.
- Contact information for the concerned individual(s) so they can be reached with additional questions or follow-up information.

- Other personal information including photograph, vehicle, employer and other activities the person may be engaged in.

The UPD will, within 24 hours, inform the student's parent(s)/guardian and/or designated contact (as applicable) that the student has been determined to be missing.

Per University of Nebraska procedure, when a student completes their Housing Contract on-line, the student is given an opportunity to specify an individual, other than their emergency contact, that should be informed within 24 hours in the event that the student is confirmed as missing. This information is registered by the Residence Director for the building and kept separate from general emergency contact information. The name of this contact will be used **only** in the case that the student is determined to be missing. It will be kept confidential by the University (only available to authorized campus officials) and only disclosed to law enforcement personnel in order to aid in a missing persons investigation. If a student does not specify a contact, then the emergency contact will be considered the contact for the purposes of these procedures. Students are informed that if they are younger than 18 years old and not emancipated and determined to be missing, the University will, within 24 hours, contact their custodial parent(s) or guardian in addition to the designated missing persons contact.

Whenever someone has a concern regarding a student or employee's welfare (whether physical or mental), the UPD can dispatch officers to check on the person if on campus; for those off campus, the call should be referred to the Lincoln Police Department (the call will be immediately forwarded to the LPD for mental health investigations or suicidal parties).

Crime Prevention and Campus Safety



The University of Nebraska Police Department includes employees involved in providing crime prevention functions to the university community, including the provision of educational programming and the conduction of security surveys (e.g. looking at lighting, identifying trees blocking views of security cameras, reviewing incident locations, etc.). One of the missions of those involved in crime prevention is to educate the members of the University of Nebraska community about safety, security and crime prevention. Knowing how to protect yourself and being aware of your environment are the best ways to prevent you from becoming a victim. The UPD offers several presentations centered on security awareness and crime prevention, free to anyone affiliated with the University, which include:

Personal Safety:

Presentation on keeping yourself and your belongings safe in your day to day life, such as when you are working in an office, jogging on campus, etc. It also highlights how to handle suspicious persons and others that may be a potential threat.

Situational Awareness: Presentation about how to handle a major incident on campus, such as major weather events or an active shooter, how to protect oneself in these situations, and the measures that should be taken. The presentation follows the Department of Homeland Security's model.

Theft Prevention: Presentation addressing steps that can be taken to avoid having items stolen. It includes tips on measures one can take (keep things locked up, don't leave valuables unattended, etc.), along with information on registering bikes and electronics in the case that they are stolen.

Threat Assessment Partnership: Presentation about the Threat Assessment Partnership and how it functions. It addresses how each person can be a part of an assessment, even if not part of the actual team. These programs are available for presentation anywhere upon request, and are scheduled at various times throughout the year, open to anyone who would like to attend. To find out more information on a program, to register or to schedule a program, please contact the UPD's Training Coordinator at (402) 472-2222 or <http://police.unl.edu>.



A high percentage of campus crimes are incidents of opportunity. Often people contribute to situational crimes by needlessly placing themselves or their property at risk. Crime will occur wherever there is opportunity, but prevention efforts can be effective in reducing these opportunities. You play an essential role in crime prevention efforts. Be cautious, careful, and alert to your own safety; protect your possessions and University property.

Theft is the most common crime on the University of Nebraska campus. Many, if not most thefts occur during the daylight hours. In your residence, living group or office, exchange information about your schedule and watch your neighbors' rooms and work areas.

The UPD provides the following tips on personal safety and security:

Walking on Campus:

1. Think ahead and plan your journey, avoiding unpopulated areas.
2. Try to avoid walking alone at night, stay on well-lit main roads where possible, and try to avoid short cuts like alleyways.
3. Stay alert: Be aware of what's going on around you.
4. It is always worth letting someone know where you are going, the route you intend to take and when you expect to return.
5. Consider investing in a mobile phone. There are various services available for light users.
6. Try to avoid wearing headphones; your ability to hear traffic, strangers and potential trouble can be restricted.
7. Report parking lot lights that are out to Facilities Management or the UPD.
8. Report suspicious person(s) or activity to the UPD immediately.

Safety in Buildings:

1. Being aware of your surroundings and the possibility of danger is your best defense. Be alert, and stay aware (but don't become paranoid).
2. Always know where the TWO nearest exits are in any building you visit.
3. If you become aware of danger (fire, violence, etc.):
 - Move to the nearest exit that takes you away from the danger.
 - Be aware of the risk from a panicked crowd, all trying to escape through a single exit.

- Don't forget about using fire exits, delivery areas, and "employee only" exits to escape the danger.
- If you can't get out of the building your next best option is to go to a safe area or, in the case of violence and you can't get out of the building, lock yourself in away from the danger.
- Call 911.

Automobile Security—Operation P.A.T. (Protecting Automobiles from Theft):

1. **ALWAYS:**

- Close windows and sunroof, lock the doors and activate any security devices when leaving your car unattended.
- Park with care, particularly at night or if you are leaving for a long time. If possible, park in a busy, well-lit area.
- Check on your vehicle daily and check possible hit and run damage.

2. **NEVER:**

- Leave cash, credit cards, check books, mobile phones, vehicle documents or other valuables in the car (if you have no choice make sure they are hidden well out of sight).
- Store weapons in your vehicle. Contact the UPD to set up a free storage unit for your weapons.

3. **Keys - Keep them Safe**

- Never leave them in the car, even for a second. Treat them as you would your credit cards.
- Make sure they are kept in a secure place in your office or residence hall.

Bicycle Security:

1. BE AWARE that most of the bicycles stolen at the University were either UNLOCKED or secured with POOR QUALITY LOCKS.
2. ALWAYS secure your bike in a well-lighted public bike rack.
 - NEVER secure your bike to an access rail or park it on a ramp - Access rails and ramps are provided to help people with disabilities enter buildings. You may find your bike has been impounded if secured to an access rail or parked on a ramp.
3. **REGISTER your bike online** with the University of Nebraska Police Department. This provides important information to assist in recovering your bike if it is stolen which in turn helps the police get it back to you if it is recovered - and it's **FREE!**
4. REPORT Suspicious Activity - particularly persons loitering around bike racks. Help us get them before they get your bike.
5. USE a high quality lock. A "U type" lock is recommended.
 - If your bike has quick release wheels, release the front wheel and include it with the rear wheel and frame when locking your bike to the rack.
 - Bikes without quick release wheels should be secured by putting the lock through both a tire and the frame when locking your bike to the rack.
6. USING a cable or chain lock
 - Use a cable or chain at least 3/8" in diameter.



- Use a key with a 3/8" hardened shackle with heel and toe locking.
- Pull up all slack in the cable or chain and make sure the lock is as high off the ground as possible.

Identity Theft:

1. Magazine Sales

- In the event there are magazine sales representatives in your residence hall, contact the UPD immediately. This solicitation is not permitted and is against the law. Protect your information and contact magazine clearing houses directly if you wish to subscribe.

2. Checks

- The next time you order checks, have only your initials instead of first name and last name put on them. If someone takes your checkbook, they will not know if you sign your checks with just your initials or your first name, but your bank will know how you sign your checks.

3. Wallets and Credit Cards

- Place the contents of your wallet on a photocopy machine, do both sides of each license, credit card, etc. You will then know what you had in your wallet and all of the account numbers and phone numbers to call and cancel. Keep the photocopy in a safe place. Here is some critical information on limiting the damage in the event that your wallet, check book, credit cards, etc. are stolen:
 - Cancel your credit cards immediately. The key is having the toll free numbers and your card numbers handy so you know whom to call. Keep those where you can find them easily.
 - File a police report immediately in the jurisdiction where it was stolen, as this proves to the credit providers you were diligent, and is a first step toward an investigation.
 - **Here is the most important:** Call the three national credit reporting organizations immediately to place a fraud alert on your name and Social Security number. The alert means any company that checks your credit knows your information was stolen, and they have to contact you by phone to authorize new credit.
 - Some credit card reporting organizations are:
 - ❖ Equifax: 1-800-525-6285
 - ❖ Experian: 1-800-397-3742
 - ❖ Trans Union: 1-800-680-7289
 - ❖ Social Security Administration Fraud Line: 1-800-269-0271

The University understands that a secure environment is made possible through community involvement in crime prevention. The purpose of community crime prevention is simple: to help you recognize your own vulnerability to crime, and reduce your risk through preventive action and cooperation with the police.

The University is continually working to maintain and improve campus facility security. Landscaping and outdoor lighting on campus are frequently surveyed and modified for pedestrian safety and security. Landscape Services trim shrubs from sidewalks, walkways, and building entrances to enhance lighting and visibility. Campus safety walks are conducted at regular intervals (generally about every eighteen months, so one will occur in spring and one in the fall) to identify areas of campus which could use additional safety or security

attention. These “walks” are coordinated by the UPD, and are open to any campus member or city officials to attend.

Maps showing walkways are available at: maps.unl.edu. Printed maps may be requested from the UPD.

Trespassing Policy

In order to further protect the safety of its students, employees and visitors, and the security of its facilities, the University has developed the following policy concerning trespassing in order to specifically address issues with unauthorized persons on campus or on University property:

Section 1: Persons Not Authorized in Non-Public Areas of University Buildings.

The areas of University academic, research, public service, and administrative buildings of the University used for classrooms, laboratories, faculty and staff offices, and the areas of University student residence buildings used for student living quarters are not open to the general public. Any person not authorized to be or remain in any such building area will be deemed to be trespassing on University property, and may be cited and subject to prosecution for criminal trespass in violation of Neb. Rev. Stat. § 28-520 or § 28-521.

Section 2: Persons on University Property Between the Hours of 11:00 p.m. and 6:00 a.m.

Persons who are not students, faculty, staff, tenants, licensees, agents or contractors of the University, or their employees, visitors or guests, shall not be permitted on University property between the hours of 11:00 p.m. and 6:00 a.m. Visitors and guests are expected to conduct themselves in a proper and lawful manner while on University property, and failure to do so may result in imposition of personal restrictions relating to their presence on University property. Specifically, the right of a visitor or guest to be present on University property will be restricted when the visitor or guest has harmed or has threatened to harm a member of the student body, faculty or staff. The right of a visitor or guest to be on University property will also be restricted when the visitor or guest has damaged or poses a risk of damage or loss to University property or to the property of others located on University property.

Section 3: Persons in University Buildings After Closing to the Public.

Many University Buildings are open to the public at designated times which are posted at building entrances. Some University buildings are closed and locked during the times they are not open to the public. Also, some University buildings, such as student unions, are closed to the public at designated times which are posted at building entrances, but remain unlocked for access and use by students, faculty, staff and other authorized persons. Persons who are not authorized by the University to be in a University building after the posted time of closing to the public will be deemed to be trespassing on University property, and may be cited and subject to prosecution for criminal trespass in violation of Neb. Rev. Stat. § 28-520 or § 28-521.

Section 4: Ban and Bar Notices.

University law enforcement or security personnel may issue written notices to any person who has been contacted or observed on University property while engaged in any unlawful or unauthorized activity banning and barring such person from University property, except as may be specifically authorized in such notice. Violation of any such notice will be deemed to be trespassing on University property, and the offending party may be cited and subject to prosecution for criminal trespass in violation of Neb. Rev. Stat. §

- **University of Nebraska-Lincoln Psychological Consultation Center (PCC)** - Offering affordable, confidential counseling for students and community members. Call (402) 472-2351.
- **University of Nebraska-Lincoln Women's Center** - Offering affordable, confidential counseling for women and men students. Call the counseling coordinator for more information or to schedule an appointment at (402) 472-9428.
- **University of Nebraska-Lincoln Employee Assistance Program** - If you are a University of Nebraska employee, call the Employee Assistance Program at (402) 472-3107 or 1-800-755-2655.

Other Resources and Hotlines:

- **University of Nebraska Police** - (402) 472-2222
- **Suicide Prevention Resource Center** - sprc.org
- **The Jed Foundation** - jedfoundation.org
- **ULifeline Suicide Prevention** - ulifeline.org
- **Recovery.org** - recovery.org
- **CenterPointe 24-hour Crisis Line** - (402) 475-6695
- **National Suicide Prevention Lifeline** - 1-800-273-TALK (8255) or text 4HOPE to 741-741. This is a 24-hour, toll-free, confidential suicide prevention hotline available to anyone in suicidal crisis or emotional distress.
- **Trevor Life Line (LGBT-specific suicide hotline)** - 1-866-4-U-TREVOR or 1-866-488-7386. More information can be found at: thetrevorproject.org

For everyone, be aware that you are not alone. Are you feeling stressed, anxious, hopeless, isolated or on edge? Have you noticed a friend who is feeling this way? Universities can sometimes feel big and lonely, but the fact is that many people at the University of Nebraska care about your well-being. You do not have to deal with stress alone! If you are thinking about suicide or if you are concerned about your wellbeing or the wellbeing of a friend, get help immediately. Tell an advisor, friend or family member. Residence assistants, residence directors, faculty and staff are trained to respond to this type of situation. You can also use any of the resources identified above. Sharing your concern for a friend or letting others know the difficulty you are facing is the first step. **YOU ARE NOT ALONE.**

Timely Warnings



The University of Nebraska wants to ensure that all students and staff are aware of any issues that may pose an ongoing risk to their safety (i.e. rash of a specific crime), and so will issue timely warnings whenever necessary. The University of Nebraska Police Department has the responsibility of determining when a Timely Warning (TW) is warranted, and then creating and issuing the warning to the campus community.

UPD's shift supervisors continuously review all incoming reports taken by the department, as well as receive and review information from other law enforcement agencies or campus security authorities; it is up to the shift supervisors to determine those incidents that are subject to disclosure and represent a serious and continuing

threat to the campus community. Once pertinent information is received and a threat is determined, the supervisor will create a draft of the proposed TW and provide it to the Chief of Police or Assistant Chief. The warning will include information on the incident that triggered the warning and methods to help prevent similar future crimes, however, it will not include the names of victims and/or specific locations (i.e. room numbers). It may also include a suspect description, but only when there is sufficient detail that would reasonably help identify a specific individual or group (e.g., some combination of gender, race, clothing, height, body type, build, accent, tattoos, hair color, and facial hair). After review, the draft warning will be submitted to Nebraska Communications for a final edit. Once approved by the Vice Chancellor for Business and Finance, the issuing supervisor or Assistant Chief will work with Communications to coordinate further campus notices and ensure the approved version of the warning is placed on the UPD website, released through applicable media, and any applicable facilities notified. If deemed necessary due to the seriousness of the reported incident, the shift supervisor has the authority to issue the TW without prior consultation with the Assistant Chief and/or University authorities; a TW will be issued when warranted and not unduly delayed.

To ensure that TWs are reasonably likely to reach the entire campus community, a notification shall be distributed to all students, staff and employees via mass email. The email will indicate that a TW has been issued and provide a link to the actual TW bulletin, which will be posted on the UPD website. In addition, the TW may be provided via the following, as necessary:

- Notifications to recognized housing facilities;
- Notification to similar type/near-by campus facilities;
- Social media releases.

Issued timely warnings will remain on the UPD website for a maximum of thirty (30) days, but can be removed earlier if the case is satisfactorily resolved. The UPD will be ultimately responsible for determining when the threat is over, and retaining copies of issued TWs.

The UPD has talked about the Clery Act and timely warnings with the Lincoln Police Department (LPD) to ensure that the LPD understands the importance of providing pertinent information to the UPD. Furthermore, the UPD's dispatch center is directly linked to the LPD's dispatch system; if the LPD receives calls regarding serious situations in the Lincoln community, the UPD is informed at the same time and so is able to issue appropriate alerts as necessary for situations that occur near campus.

Emergency Preparedness, Response and Notification



The University Police Department coordinates emergency management planning for the University of Nebraska, with departments throughout campus contributing to an overall emergency operations plan. This plan lists inventories, staffing requirements, procedures and policies used to provide guidance for immediate response and the ensuing recovery process in the event of an emergency. The University is continually involved in preparing guidelines for continuity of operations in the event of an emergency situation which requires response of longer duration. The University of Nebraska follows the National Incident Command System regarding the preparation for and managing of emergency events.

The UPD is responsible for handling all emergency situations, from the declaration of an emergency, to the notification of the campus community, to the mobilization of personnel and resources to combat the threat. The Department has an established emergency mobilization plan that includes the notification of appropriate authorities, the use of designated assembly areas and command posts, communications (including failure), transportation during the emergency, and the after-action procedures that will take place. The plan is continually updated in coordination with other area emergency services. The Department participates in annual preparedness exercises, conducted in conjunction with other emergency services and departments when possible.

Preparedness is seen as an essential part of campus safety. In August of 2014, the National Weather Service awarded the University of Nebraska with StormReady certification. The certification came after a comprehensive year-long review of the University's processes and procedures. To earn the designation, the University had to meet StormReady guidelines for a community between 15,000 and 40,000 people. These guidelines include establishing a 24-hour warning alert system; setting up four ways for the university to receive NWS warnings and alerts; issuing alert notices to campus via three methods; monitoring hydro-meteorological data from three sources; offering three annual weather safety talks; creating hazardous weather operations plans and holding annual visits with NWS officials. The university received recertification in 2017.



The University understands the importance of being able to immediately notify students and staff of any confirmed emergency situation that may arise on campus. The UPD is responsible for determining when a situation warrants an emergency notification, initiating the campus emergency notification system, and providing any follow-up information as necessary. In the event of any threatening situation, the UPD will, **without delay** and taking into account the safety of the campus community, immediately determine the content of and issue alert notifications to the campus community, unless it has been determined that issuing such an alert will, in the professional judgement of the UPD's responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. Any notifications are distributed through the UNL Alert system, the name of Nebraska's emergency notification system. The system automatically includes the email address of all current students and employees, but requires individuals wishing to receive

alerts via text message to sign up their number (this is highly encouraged, as it provides more immediate notification); individuals also have the option of signing up a secondary email address. If anyone does not wish to automatically receive emergency alert emails, he/she may choose to have his/her email address removed from the system. More information about UNL Alert, as well as registration instructions, can be found at: emergency.unl.edu

UNL Alert is comprised of a variety of methods by which the University will notify students, faculty and staff in the event of an active or imminent emergency, including:

- Text messages (SMS) to cell phones;
- Email;
- Digital signage;
- University website;
- Facebook;
- Twitter;
- Computer screen pop-ups on staff computers and general purpose classrooms (Alertus);
- University communications.

To ensure emergency alerts immediately reach those who may be affected, the University employs Alertus, which automatically posts alerts on select campus computers. When an alert is issued, a message pops up on computers and indicates the alert and provides the applicable message. Once read, the user simply clicks and the message disappears. In cases where an alert appears on a professor's computer during class, he/she has the opportunity to inform the class of the incident, depending on its severity, so that everyone can be aware.

For potentially dangerous incidents, the on-duty UPD supervisor will be responsible for determining whether or not the situation poses an immediate threat to the health or safety of the campus community and if students and staff should be alerted. Prior to issuing an emergency alert, it will be the responsibility of the supervisor to consult with other responsible authorities (i.e. superiors, other officers, other law enforcement agencies), as necessary, to confirm the emergency and determine if the issuance of the alert will compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. It will also be the supervisor's responsibility to determine the content of the alert. To determine whether or not the situation is an emergency, the supervisor will take into account issues such as the nature of the threat, if the threat will be on-going, and the number of people that are affected. When deciding the content of the emergency notification, the supervisor will determine how much information is warranted at the current time and what measures will most likely be taken in the future (i.e. will more alerts be issued); the content will be developed based on the situation, type of incident, and the amount of information known at the time. While the same general language may be used each time, each alert will be tailored to address the current situation. When a tornado warning that includes Lincoln is issued by the National Weather Service (NWS), a supervisor or dispatcher is authorized to distribute a UNL Alert message; the alert will use the language provided by the NWS.



Examples of potential emergency situations include, but are not limited to:

- Tornadoes

- Fires
- Chemical Spills/hazards
- Act of violence with ongoing threats to campus
- Weather closings

In instances where sufficient time exists (such as an impending winter storm), authorization to distribute the UNL Alert message will be obtained from the Vice Chancellor of Business and Finance through the UPD Chief of Police or from a UPD sworn supervisor, and then the alert will be issued. In these cases, University Communications will provide more detailed information regarding the alert on the University’s website. In any emergency situation that requires the dissemination of information to the larger community, Communications will be responsible for determining the amount of information will be provided and those sources to which the information will be given.

Once it has been determined that an emergency notification is needed, the UPD supervisor will authorize a UPD dispatcher to issue a UNL Alert to the campus community. When an alert is issued, it automatically goes to everyone currently in the system and out through the other notification methods identified above. Update notifications will be distributed whenever additional and pertinent information is received, such as changes in location of the original threat or descriptions of persons responsible for criminal acts. In all cases except weather-related issues, the supervisor that initiated the emergency warning will authorize the issuance an “all clear” or final message once it has been determined that the emergency or threat is over.

Notifications may occur through the use of UNL Alert, the University’s mass notification service, and/or through other communication channels such as local media (whatever is determined to be appropriate for the emergency). The University’s mass notification service allows for notification through multiple means. The University will use the following emergency website to post information as it becomes available:

emergency.unl.edu.

Emergency and Evacuation Procedures

The University’s emergency and evacuation procedures are tailored for each type of building and situation, as each one is different. Campus building have placards that identify evacuation procedures. University Housing has its own emergency procedure guide, which is available to each campus security authority in the residence halls (all CSAs are trained on the guide). It lays out the procedures to follow in situations ranging from weather issues, to sexual assaults, to the death of a student. The guide also clearly defines who should be contacted in each incident, and in what order. In many cases, the University’s various systems will be used to help provide alerts. In the case of tornados, for example, there will be outdoor sirens (operated by Lincoln-Lancaster County Emergency Management), voice announcements provided through building public address systems, and weather radio and designated staff alerting building occupants.



In cases such as a hostile intruder or external hazardous materials release, where a shelter-in-place strategy is best, the follow procedures are to be followed as applicable:

- Remain calm.

- If it's possible to flee the area and avoid danger, do so.
- Notify anyone you encounter to exit the building immediately. Evacuate to a safe area away from the danger and take protective cover. Stay there until help arrives.
- Call UPD or 911 with your location if possible.
- If you cannot get through by phone and have text message capability, text the UPD at 69050. Enter the letters UPD and then type your message. Dispatch will receive and respond to the message.
- If flight is impossible, secure yourself in your space. Barricade doors and block windows. Turn off all the lights, close blinds and close and lock all windows and lock and barricade all doors.
- Seek protective cover for yourself and any others (concrete walls, thick desks, filing cabinets may protect you from bullets).
- Keep calm, quiet and out of sight.
- For active shooters, silence cell phones (mute or turn off ringer). Consider turning off radios and computer monitors.
- Do not answer the door. If you do not recognize the voice that is giving instructions, do not change your status; stay put. Unknown or unfamiliar voices may be false and designed to give false assurances.
- Place signs in exterior windows to identify the location of injured persons.
- DO NOT APPROACH EMERGENCY RESPONDERS—let them come to you.
- Remain where you are until you receive further instruction by a first responder or authorized known voice.

In cases where evacuation is needed (fire, hazardous materials release, etc.), the following procedures are to be followed:

- Always evacuate the building if the fire alarm sounds.
- In the event of an evacuation gather your personal belongings quickly (purse, keys, cell phone, NCard, etc.) and proceed to the nearest exit.
- Do not use the elevator.
- Move away from the problem and use alternative exits when necessary.
- Help those who need assistance moving.
- Be ready to be guided by additional instructions.
- In cases of hazardous material releases in buildings, once outside, move away from any apparent source or at right angles to the prevailing wind. If wind direction is variable, try to move away from the source of the leak if known.
- Gather at a safe distance from the building.

For tornados, the following procedures are to be followed:

- When sirens active, move to the lowest, interior area of building or designated tornado shelter.
- Stay away from windows.
- Do not use elevators.
- Stay near inside wall when possible.

- Keep calm. Even though a warning is issued, the chance of a tornado striking your building or location is slight.

Specific procedures and information regarding fires is discussed later in the report.

Mass Notification and Evacuation Tests



As part of its ongoing emergency preparedness program, the University of Nebraska, via the UPD, conducts tests of the UNL Alert emergency notification system (at least once each semester) and tracks the success rates of issued alerts. The tests are focused on the text messaging, digital signage, social media, website and e-mail capabilities of the system. In addition, the system allows for the tracking of results for each actual alert sent and this information is reviewed for each incident. The data for alerts shows that the system has a notification success rate of 98% or better, and that most failures are not a result of the system (i.e. those signing up incorrectly entered their information, phones were busy, etc.).

The University also conducts annual tests of its various evacuation procedures. The tests include tornado and fire drills, as well as tabletop or other exercises that relate to specific scenarios. Any tests will be announced, as the University does not generally conduct unannounced tests. For all tests/drills, the pertinent authorities in the applicable buildings are informed of the drill and required to explain the situation to those that will be affected by the drill (i.e. staff and students). The University's Emergency Management Director (EMD) continually works with campus buildings to designate a person that is responsible for the facility's emergency management and evacuation plan. This designee will be responsible for maintaining an appropriate evacuation plan, and ensuring that at least annually, the building goes through a drill, exercise and/or training to make sure that everyone is aware of how to handle an emergency evacuation, or if applicable, a shelter-in-place situation. While the University's drills will not include the entire campus all at once, the system in place will make sure that each facility goes through some sort of exercise.

In addition to fire drills, the University's residence halls participate in a tornado drill each March as part of Severe Weather Awareness Month. The night before the drill, Residence Directors (RD) will read a script that announces the coming test, goes over what will take place, identifies the evacuation location and how to get there, and explains what to do in regards to an actual tornado warning. On the day of the test, once the tornado drill begins, the RD will read a script that identifies the drill and instructs the residents where to go and how to get there. After the drill, the RD asks if there are any questions that arose as a result of the drill.

A typical table top exercise regarding tornados would involve Building Directors from various campus buildings and be conducted by the EMD. The exercise begins by reviewing the current plans for handling tornado warnings. At a set time, the siren will sound and the directors will discuss the procedures they would follow at that point. There will then be a discussion concerning what the directors would do in the event of an actual tornado hitting campus and how they would handle the situation. The EMD wants to ensure that the directors are adequately able to relay all pertinent information to the Emergency Operations Center in the event of a real emergency. The purpose of the exercise is to determine if everyone is on the same page, or if there is confusion

regarding campus policy and procedures. The information obtained through the exercise allows the University to provide training or take other necessary measures to improve the handling of emergencies.

For each drill and test that takes place, the University personnel that planned and conducted the drill is responsible for its documentation, including the building(s) that were part of the test, the time (beginning and ending) and date, a description of the test and the test's results. The test review information will include any issues found as part of the test. This allows the University to review its processes and procedure regarding emergencies and make improvements as needed. As noted, tests are almost always announced, and in the rare case where a test would be unannounced, it would be noted on the review form.



While the University does not generally publicize its tests (outside of tornado drills) or emergency response and evacuation procedures to the entire campus community when conducting drills/tests, it does ensure that all Building Directors, Residence Directors and other necessary staff members are well aware of what must be done in an emergency situation, and trained on changes when necessary. These individuals are provided emergency plans for their building, and the plans are enacted when it is involved in any test. In addition, all residents in campus housing are thoroughly instructed on emergency procedures through meetings,

and evacuation information is posted on doors and in buildings so that it is readily available. Furthermore, all students and staff receive notification that the annual security and fire report contains pertinent information. The University will work to ensure that everyone is aware of how to evacuate facilities and handle any emergency situation.

University Housing

Residence Halls

The University offers several housing options to undergraduate students: traditional halls, suite and apartment style, and non-traditional co-op halls. The visitation hours of each housing unit are determined by the residents, within the established guidelines. All freshman students under the age of 19 on the first day of classes, are required to live in one of the approved housing units during the academic year unless living at home or with a family member, or in an approved Greek House. To the extent possible, students are given the opportunity to select residence hall assignments and request changes in room/suite/unit or residence hall assignments.



All residence hall doors are locked each night from 12 midnight to 6:30 a.m. To enter a residence hall, residents must be verified by electronic scanning of the student I.D. card. A sign-in policy for visitors at the main desk is enforced. Both on-campus and off-campus visitors to residence halls must be escorted through the residence hall by a resident. Overnight guests in the residence halls may only be members of the same sex. All windows have locking devices and securely attached screens. Outward viewing door viewers are installed in residence hall student rooms. Special security procedures are in effect for students during low occupancy periods. During

major holidays and vacations, for example, students remaining on campus are assigned to only four units; the other halls are closed. Violations of the hall security policies and procedures may result in severe disciplinary sanctions.

Professional residence director staff are members of the University Housing staff who live in the residence halls and are on call 24 hours a day. Student resident assistants (RA) live on each floor in the residence halls and are on-duty and available on weekends. Various RAs are on duty every night in the each residence hall to conduct community walks for safety and security, as well as to be visible members of the residence hall community. As part of their responsibility for residence hall security, these staff members attend lectures and seminars on the safety and security of the campus conducted by University administrators, police officers, and environmental health and safety officers. Additional security information is provided to residence hall students through printed materials, presentations, and programs delivered by University Housing and UPD personnel.

Community Service Officers (CSOs) are assigned to the residence halls during the evening hours and patrol the buildings and surrounding areas throughout the night hours. As members of the University Police staff, Community Service Officers undergo training in enforcing residence hall security policies and are in immediate radio contact with University Police officers.

Family/Guest Housing

The University of Nebraska is dedicated to providing its students with the facilities they need for their education. We realize that the traditional residence halls do not suit the needs of all students. For those students that are married or have children, the University provides an alternative. The University offers family housing apartment units for rent for those who meet the eligibility requirements (152 total apartments). To be eligible, a couple must be legally married and one a full-time Nebraska student, or a single custodial parent who is a full-time Nebraska student and is residing with dependent children. Security is provided by UPD patrols. Security information is distributed to tenants by University Housing, and UPD personnel upon request.

Fraternities and Sororities

Fraternities for men and sororities for women provide an alternative on-campus housing option for students. Greek living units are privately owned and maintained by a local alumni corporation board or their national headquarters, and governed by the corporation's rules and regulations. However, fraternity and sorority chapters can request University recognition as an approved housing unit on an annual basis, which means that they agree to follow all the regulations and policies of the University of Nebraska which pertain to University-approved housing units. Additionally, each chapter must employ a live-in house director, sometimes referred to as a house mother. Only chapters that are granted University-approved status may house first-year students. Chapters may still recruit first-year members, even if they are not approved to house them in the chapter facility; however, these new members will be required to live in University of Nebraska residence halls or off-campus with family members for their entire first year.

The University expects Greek chapters to provide safe, secure living environments for their members. This includes maintaining appropriate security and fire safety systems in each Greek housing unit. A private security company provides twice-weekly safety checks of Greek living units and fire safety inspections are scheduled on a regular basis to ensure chapter houses are in compliance with all city fire safety regulations. Educational

sessions on security and fire safety issues are provided by staff members of the Office of Greek Affairs, University Police, Lincoln Fire and Rescue, National Headquarters staff, and community resources. If there are violations, the chapter will receive written notice and given a deadline by which to remedy any infractions. A re-inspection is scheduled and if there are still violations, the chapter is granted a 10-day grace period. If the violation is not corrected within the 10-day grace period, a report is filed with the city attorney. The city attorney may levy a fine against the chapter or an individual or may revoke the chapter's "residential congregate living" license. Greek living units have access to both the UPD and the Lincoln Police Department.

As noted above, the University of Nebraska has an on-campus residency policy that requires first-year students to reside in University-owned residence halls or other University-approved living units, such as fraternities and sororities, provided they meet annual requirements and sign an agreement provided by the Office of the Vice Chancellor for Student Affairs. Through this annual approval process fraternities and sororities must complete reports and meet the following stipulations:

- Employ a live-in advisor or house director.
- Maintain appropriate property and liability insurance.
- Pass health, safety and fire inspections for the facility.
- Follow University alcohol and other policies.
- Provide contact information for student leaders and alumni responsible for the overall maintenance and management of the individual chapter.

In developing the agreement documents, specific attention was given to the importance of academic success for undergraduate chapter members, the need for appropriate conduct by the individual members and their chapters, the importance of positive programming within each chapter, and the critical role that alumni play in providing continuity and support. Throughout the document, it is stressed that the standards of each chapter must be in total support of the rules, regulations and policies of the University. Chapters with approved housing status are identified at the end of this report (only those that are currently approved are listed).

Building Access: Non-Residential Buildings

The University of Nebraska takes all available measures to ensure the security of campus buildings. Students, faculty members, staff members, and visitors at the University of Nebraska have access to facilities on campus at appropriate times. Access to some facilities is restricted to selected students, faculty members, or staff members. For example, certain classroom facilities are open only to students, faculty members, and staff members involved with classes taught there or in the operation of those facilities.

Other facilities are open to all students, faculty members, staff members, and the general-public. An example of this type of facility would be the Nebraska Union dining facilities during normal business hours.

The University has developed the following policy to ensure reasonable access to its Lincoln campus facilities while maintaining appropriate levels of security.

1. DEFINITIONS



- a. **Authorized Person** – University of Nebraska faculty, staff, student, or affiliate as defined by the NCard Office, and determined by departmental authority to require access to a controlled area for University business.
- b. **High Security Access** – Access that opens a space that has been determined by the UPD, Environmental Health and Safety (EHS), or a University department to require tighter control and additional access restrictions because of the contents or activities conducted within. Because safety and security concerns are heightened during non-business hours, access via exterior entrance doors to buildings is considered High Security Access. When possible, High Security Access is programmed to an individual's campus identification card (NCard). A physical key will be issued when electronic access is not available.
- c. **Interior Key** – A key that provides access to an interior space that has not been determined by the UPD, EHS, or a University department to require tighter control or access restrictions.
- d. **Key Manager** – A designated person to manage and control keys and access to space assigned to a specific Department and not deemed high security. It is recommended that departments designate one or two backup key managers.

2. FACILITY ACCESS MANAGEMENT

- a. The Building Systems Maintenance Division (BSM) of the Facilities Management and Planning Department maintains a system of keys and locks to all academic and administrative building doors. No keys may be duplicated by departments or individuals. All access devices remain the property of the University of Nebraska and will not be sold or in any other way transferred to an individual outside the limits of this policy.
- b. Access into University buildings is managed by the UPD, which will maintain the official records of the assignment of High Security Access. Department Key Managers are responsible for the department's records of key assignments to interior spaces and electronic access via NCard. The UPD will maintain a centralized database that may be used by departments to track interior, department issued keys.
- c. Employees should notify their Key Manager when any keys are lost and it is the Key Manager's responsibility to report the lost key to the UPD through the online Access Management Program.
- d. Departments that are assigned interior space shall make the determination of whether interior door security needs to be restored due to a key(s) that has been lost, stolen, improperly duplicated or not returned. For shared spaces, department(s) that originally authorized issuance of an Interior Key or the department for which the employee works who lost the keys may be required to pay the cost to restore interior building security. (The cost to restore building security includes labor and materials required to change the locking mechanism on each door that the missing key operates, and the cost to re-issue keys to all individuals who have authorized access through the affected doors). The UPD, after consultation with affected departments, shall make the determination of whether security needs to be restored for all High Security doors if necessary.
- e. A fee will be assessed to the department for an Interior Key.
- f. Buildings that are reserved for special events through the Office of the Registrar can be scheduled to be open.

3. DEPARTMENT RESPONSIBILITIES

- a. University departments are responsible for security of their interior spaces.
- b. University departments designate the individual(s) who has access to its interior spaces.
- c. University departments are responsible for maintaining an inventory of keys assigned to individuals. The UPD will coordinate with departments annually regarding key assignments and will be available throughout the year for consultation to help effectively manage interior keys.

d. **High Security Access**

High Security Access is issued to individuals by the UPD or its delegates following appropriate Departmental approval. By authorizing issuance of a High Security Access to an individual the Department agrees to:

- Verify that the individual is authorized to conduct University business within a secure space.
- Immediately notify the UPD when an individual's NCard is lost or stolen.
- Immediately notify the UPD when an individual is no longer authorized for electronic High Security access or the individual is separating from the University.
- Actively attempt recovery of Exterior Keys from individuals who are no longer authorized to use the keys or the individual is separating from the University. Recovered keys should be returned to the UPD.

e. **Interior Keys**

Interior Keys are managed and issued to individuals by the Department that occupies the particular space. By issuing such an Interior Key to an individual, the Department agrees to:

- Verify that the individual is authorized to conduct University business within a secure space.
- Immediately notify University Police when any Interior Key is lost or stolen.
- Secure all Interior Keys not issued to an individual.
- Actively attempt recovery of Interior Keys from individuals who are no longer authorized to use the keys or the individual is separating from the University.
- Maintain accurate and current records for all Interior Keys issued and recovered by the Department.

4. PERSONAL BUILDING ACCESS RESPONSIBILITIES

Individuals issued access rights to a building or interior spaces are responsible to safeguard their NCard and key and to maintain security of the campus building or area that the key opens. By accepting access rights or a key an individual agrees to:

- Protect the NCard and Interior Key from theft or loss.
- Not duplicate, loan or allow any other individual to use the key or NCard for entry.
- Assure that doors are relocked after entering or leaving.
- Assume responsibility for the conduct of any person the key holder allows to enter a locked facility.
- Immediately notify University Police when the individual's NCard or key is lost or stolen.
- Return Interior Keys to the issuing department on demand and prior to separation from the University.

5. ACQUIRING FACILITY ACCESS

a. High Security Access

High Security Access is issued by the UPD or its delegates. Procedures to obtain a High Security Access are:

- The Key Manager is responsible for managing the High Security Access for its personnel.
- Electronic High Security Access will be granted via activation of the individual's NCard. Physical key will be issued to the individual when electronic access is not available.
 - ❖ To obtain a physical key for roof access; a Work Order and valid NCard will need to be presented to the Key Shop. Roof keys will only be available to be checked out during normal business hours at the Key Shop, Monday – Friday, 7:00 am – 4:30 pm. All roof keys need to be back each day by 4:30 pm, unless written approval has been given by UPD. To obtain written approval for roof keys past normal business hours; requests will need to be submitted with at least two (2) business days prior for proper approval.



b. Non-High Security Access

Key Managers may request Interior Keys and electronic control for areas assigned to his/her Department. Key Managers distribute and manage interior keys for department personnel.

- The Key Manager is responsible for tracking the key distribution to its personnel.
- The Key Manager submits a Key Order with the department's cost object to the UPD.
- Issued Interior Keys are picked up at the UPD by requesting department's Key Manager(s).

It is the policy of the University of Nebraska that all buildings should be locked to maintain security of the buildings and their contents after normal business hours (hours may vary among buildings), or when not in use for University classes, activities and/or special events. Faculty, students and staff members may be issued access to University buildings upon recommendation of the department Key Manager, in accordance with established procedures. Keys or access cards are issued for entry to University buildings for conducting University business only. Most non-residential campus buildings and facilities are accessible to members of the campus community and guests and visitors during normal hours of business, and some buildings for limited designated hours on Saturday and Sundays. Access times will vary depending upon the nature of the building and activity. Except for those students, faculty and staff with keys or appropriately-authorized access cards, access is generally restricted to University-affiliated personnel during recognized holidays.

Building Access: Residence Halls



All University residence halls have a 24-hour security program that includes the following security measures:

- Exterior doors are locked electronically 24 hours a day to non-students. To enter a residence hall, residents must be verified by electronic scanning of the student I.D. card.
- A visitor's sign-in policy at the main desk is enforced. Both on-campus and off-campus visitors to residence halls must be escorted through the residence hall by a resident.
- Overnight guests in the residence halls may only be members of the same sex.
- All windows have locking devices and securely attached screens.
- Outward viewing door viewers are installed in residence hall student rooms.
- Special security procedures are in effect for students during low occupancy periods. During major holidays and vacations, for example, students remaining on campus are assigned to only ten (10) units; the other halls are closed.
- Violations of the hall security policies and procedures, including tampering with fire safety equipment or failure to comply with fire alarm evacuation protocol, may result in severe disciplinary sanctions.
- The names and telephone numbers and locations of on-call student staff are posted in the residence halls; the location of this information is identified to students immediately after move-in.

Residents are provided with information on how to protect themselves and their property by responsible decisions, such as the following reminders:

- Unescorted persons should not be given access to residence hall after hours.
- Doors should never be propped open.
- Keeping every room door locked at all times will deter crime, as almost every theft in a residence hall is a result of an unsecured room or unattended belongings.
- Every security measure taken by the residence hall staff depends on the responsible actions of each resident for its effectiveness.

Other tips for security that are addressed include:

1. Asking strangers to wait in common areas while their friends are summoned.
2. Locking room doors and windows when anyone leaves, even if only for a minute, and taking keys with them.

3. Keeping small valuable items out of sight, in a closed drawer, or another safe place.
4. Politely offering assistance to persons in a building or residence that are not recognized. If they have legitimate business, they will appreciate the help. If they do not have legitimate business, they should be asked to leave.
5. Keeping residence hall rooms locked when going out during move-in, and not leaving the car unlocked when loading or unloading.
6. To not leave coats, books, or other valuable items in common areas, instead keeping them in the room.
7. If anyone hears or sees something suspicious, that they should call the police immediately, by dialing 911 or (402) 472-2222.

CCTV (closed circuit television system/security cameras)



The University of Nebraska utilizes an extensive system of cameras for the purpose of safety, security and facilities maintenance. Cameras are located in many areas throughout campus including parking facilities, public areas of housing units, and primary pedestrian areas. Cameras are typically purchased by University departments for the monitoring of their specific operations, or by the UPD for high traffic, public areas.

A campus camera standard is in place and helps ensure consistency in the use of this system, allowing all cameras to be available for employment in emergency situations. The UPD is able to view all cameras included in this system whenever necessary. Camera owners and the UPD are also able to conduct random real time monitoring as needed, and recordings are used to gather information through reviews of historical images. While cameras are not continuously monitored, they are triggered by motion and so will record any activity that occurs. The University's CCTV policy can be found at: police.unl.edu/security-cameras-use-policy.

Geographical Information System (GIS)

The UPD utilizes an extensive GIS application to analyze incidents occurring on campus and to assemble data and other information from numerous databases on campus. This information includes detailed floor plans, classroom and building use, and utility infrastructure which allows centralized coordination of information. This aids departments in managing their facilities and tracks police and medical calls to identify trends and analyze crime. It also allows the UPD to make the best use of its resources.

This system also has a valuable use on Husker football game days. Police and medical calls are tracked in real time from several hours before and after the game. Using this spatially displayed information, the UPD is able to re-deploy officers, security staff and medical staff to those areas of the stadium with a higher incidence of activity. With many years of data, preparing for the security and safety of these games is made easier.

Threat Assessment

The University of Nebraska is very proactive in regards to the handling of threatening situations on campus. The University of Nebraska Threat Management and Protection Program (TMAP) is managed by the UPD. Components of the program include vulnerability assessments of facilities, use of GIS for crime mapping and event planning, and threat assessments.

Threat assessments of situations or individuals are conducted to assess the likelihood of escalated violence as well as identifying measures that can be taken to mitigate the risks. These situations are generally identified as those which have caused harm or have the potential to cause harm affecting life safety, and/or serious damage to University property or operations. University personnel and resources are used to aid in identifying these situations, are utilized to assess the totality of the situation, and to provide appropriate interventions to lessen the risk of escalation. Threat assessments may be conducted on troubling situations which occur on University owned or controlled property or which involve University students, faculty and staff. The UPD conducts the threat assessments, as well as coordinates programs or interventions, with the involved persons or groups at the University of Nebraska.

The Threat Assessment Partnership is a **Process** that is:

- Campus safety oriented
- Behavior based
- Risk prevention and management focused

Its **Objective** is to:

- Expedite the reporting of troubling situations
- Focus upon prevention as well as a calculated response to threatening situations
- When possible use interventions that promote and emphasize dignity and respect
- Promote open and safe campus environment

Its **Focus** is on:

- Troubling behavior and situations, rather than troubled persons
- Troubling behaviors are identified as:
 - Causing harm or potential to cause harm, or
 - Threat to life safety, or
 - Real or potentially serious damage to University property or operations
- Troubling situations may warrant a threat assessment when situation involve:
 - Property owned or controlled by University
 - Students, faculty, and/or staff

"You have the power to..." as it appears on posters across the University of Nebraska campus means that we all have the power to act if there is ever a threat to safety on campus. People can be an active member of the Threat Assessment Partnership just by simply being aware and willing to report. All faculty, staff, and students should call one number: **402-472-2222**, if anyone, at any time, is concerned that someone at the University is exhibiting troubling or threatening behavior. By calling attention to these types of behaviors we can help people who are troubled before they could harm themselves or others.



You may contact the Threat Assessment Group with any questions or concerns directly via email at: UPDThreatAssessment@unl.edu.

For more information, please go to: police.unl.edu/documents/TAP-overview-procedures1.pdf

Fire Safety Education, Drills and Equipment



The University knows that fire safety is a major area of concern, especially in student housing facilities. As a result, fire drills are conducted in the various housing facilities in order to provide residents the opportunity to become familiar with the notification system as well as the evacuation procedures, one held for the fall semester and one for the spring semester; any summer fire drill dates are determined by the complex staff. Fire drills may also be conducted in other campus buildings at various times. There were a total of twenty-eight (28) fire drills held during the last calendar year in residence halls (see chart at end of report for specific information).

University Housing oversees the inspection of all fire safety systems and equipment, and it maintains reports that include documentation of fire alarms, sprinkler and smoke detector inspections, as well as any corrective/disciplinary action taken resulting from the inspection findings. University Housing also maintains records that include information about planned drills, alarm malfunctions, false alarms, station pulls, working fires, and corrective/disciplinary action taken because of the alarm. Most housing facility's fire systems include sprinklers and speakers in each student room. All facilities have fire extinguishers as determined by the Nebraska State Fire Marshal and University of Nebraska Housing maintains carbon monoxide detectors in all housing units heated with individual gas furnaces.

Sanctioned Greek living units must be inspected annually by a fire inspector/investigator from the City of Lincoln Building and Codes Department and be in full compliance with all city and state fire regulations. If there are violations, the chapter will receive written notice and given a deadline by which to remedy any infractions. A re-inspection is scheduled and if there are still violations, the chapter is given a 10-day grace period. If no correction for the violation(s) are begun within the 10-day grace period, a report is filed with the city attorney. The city attorney may levy a fine against the chapter or an individual or may revoke the chapter's "residential congregate living" license. All houses are equipped with a fire alarm system and fire extinguishers as dictated by code and the Lincoln Fire Department. Chapter houses with a fuel burning heating system have carbon

monoxide alarms on every level of the chapter house, including habitable portions of basements and attics. Chapter houses with all-electric heating systems and fuel-burning kitchen appliances are required to have a carbon monoxide alarm in the kitchen only. See chart later in this report for fire safety systems available in specific sanctioned houses.

Please see the table at the end of the report for more specific information on the fire safety systems and drills in each student housing facility.

In order to educate students in on-campus housing, Resident Assistants (RA) are required to talk about fire safety and fire safety equipment at their first floor meetings. In University residence halls, each staff member is given a handbook that provides in-depth information on fire safety and evacuation procedures. The handbook provides information that each Housing staff member must know, including what members are responsible for, how to handle people with limited mobility, agendas for floor meetings regarding fire safety, fire drills, assembly areas that are to be used after an evacuation and performing fire watches. The handbook also includes all of the forms that may be used in regards to various fire situations. Signs and evacuation procedures are posted on all floors in residence halls. Each residence hall complex has specific procedures particular to its complex/hall situation.

In addition to training, staff in each residence facility is provided with a set of fire cards (stored in the “fire box”), specifically designed for the building, based on evacuation locations, routes, door locations, etc., as each facility is different. Each card outlines a specific task, with the cards in order of task vitality (most crucial task is on first card). The first RA to the fire box is responsible for distributing the fire cards to other staff members and opening the fire panel for the fire department (if safe to do so). Specific responsibilities may be assigned to RAs (i.e. evacuating lobby and basement areas, securing the elevators, monitoring the fire log, crowd control, maintaining security doors, etc.). A similar system is also used for tornado emergencies. The following is an example of the first few cards that are used:

FIRE CARD #1	1st responder to the fire panel:
	<ul style="list-style-type: none">• Go to the desk and get the duty key ring and walkie-talkie.• Make sure the desk assistant has contacted the Duty RD to inform him/her of the alarm.• Open the fire panel for the fire department (using the ____ key).• Distribute fire tags to other RAs/housing staff arriving on scene.• Study the Fire panel in the building lobby to determine the source of the trouble.• Look for the firefighters to arrive.<ul style="list-style-type: none">➤ Direct them to the panel—assist as needed, assure safe, efficient evacuation of residents from lobby.• Aid the desk assistant in locking up the money in the safe, and securing the desk.• Remain by the fire panel to provide assistance to the duty RD, if needed.• Do not let anyone back into the building until you get a signal from the duty RD or the fire captain.• Collect all fire cards when the incident is over. <p><i>crowd control * information giver * entrance monitor * desk staff helper</i></p>

FIRE CARD #2**#2 RA to the fire panel:**

- Check to ensure that both elevators have stopped operating, are parked appropriately and devoid of occupants.
- Direct traffic at the north stairwell door of the building.
- Clear residents from main lobby and ensure that they are evacuated at least 50 feet away from the building—on the west side of the building.
- If weather is inclement, assist students in accessing the Sandoz hall lobby.
- **Do not let anyone back into the building until you get a signal from the duty RD or the fire captain.**

*crowd control * information giver * entrance monitor*

FIRE CARD #3**#3 RA to the fire panel:**

- Direct students exiting the north stairwell door to the north or northwest building exit.
- **Do not let anyone back into the building until you get a signal from the duty RD or the fire captain.**

*crowd control * information giver * entrance monitor*

Every University employee is responsible for knowing the evacuation procedures of the building in which they are working, and all employees are required be familiar with the alarm locations nearest each office, laboratory, or other work area (this is covered through training). In case of a fire, it will be the employees' responsibility to ensure that all students are instructed as to what to do. In addition, any employee who may opt to use a fire extinguisher must receive a training through Environment Health & Safety (EHS). The training includes a web-based portion along with a hands-on session, along with a test; one must pass with an 80% score to receive credit for the training.

The fire safety information provided to students and employees will include:

- Knowing emergency exit routes and being prepared to use an alternate route if necessary.
- To not use elevators.
- That if anyone is trapped in a building, they should try to reach a point of refuge, such as a stairwell, or stay by a window and wave a white flag to attract the attention of emergency responders.
- If possible, closing doors and windows on the way out in order to confine the fire.
- Keeping low if there is smoke.
- On the way out, assisting any mobility-impaired persons to a stairwell or other point of refuge if possible and then reporting their location to the emergency response personnel.
- That no one should attempt to evacuate other personnel from a work area as this is a job for the emergency responders.
- If working in an area frequented by the public, announcing that an evacuation has been ordered and asking people to exit the building.
- That healthy adults and young adults are expected to evacuate themselves upon hearing the fire alarm, but to follow established department procedures for evacuating small children or sick people.
- Assembling a safe distance away from the building.
- Not to block driveways or areas that may be used by emergency response personnel.
- Not to re-enter the building until the fire department has declared the building safe.

To help provide information, a building diagram marked with evacuation routes is posted in hallways, laboratories, and classrooms on each floor so that the routes can easily be identified. Some fire doors close automatically after activation of the fire alarm. These doors DO NOT lock and DO NOT block access to exits; students and employees are not to prop open doors that shut automatically upon activation of the fire alarm.

During fire drills and any other time that the fire alarm sounds, residents or building occupants are required to calmly evacuate the building and follow the instructions of staff and emergency personnel. Failure to vacate or in any other way interfere with the emergency response process will be considered a violation of Housing policy when it concerns a residence hall and handled accordingly. In the case of other University buildings, it will be dealt with according to the University's applicable disciplinary policy.



In the residence halls and approved Greek housing units, residents' use or possession of appliances and electronics is restricted by the type, size and number permitted. Items that are not permitted include any items with exposed flames or embers, exposed heating elements or any items that present other fire hazards. Smoking, the possession of candles (with or without wicks), incense, oil lamps or other items with the capability of an open flame or burning ember are not permitted in any residence hall or apartment. The use, possession, display or ignition of fireworks or any type of explosive device is prohibited on University property.

Tampering with or theft of fire safety equipment, including tampering with or discharging fire extinguishers, disabling bells/horns, activating a fire alarm when no emergency exists or covering or removing the batteries from individual smoke detectors, removing the entire smoke detector apparatus, or tampering with, hanging objects from, or decorating sprinkler heads in rooms of halls that are thus equipped are prohibited. Violation of policies that involve fire safety is taken very seriously and typically results in termination of the residence hall contract, as well as any necessary law enforcement action.

Students who require any type of accommodation to ensure their safe evacuation are instructed to contact Residence Hall staff immediately upon moving into the facility so that the appropriate arrangements can be made.

Fire Safety Equipment:

All University of Nebraska Housing facilities are equipped with notification systems that can be initiated by the presence of smoke, heat or via a manual pull station. The initiation of the alarm notifies residents audibly and visually and notifies a response center that immediately dispatches emergency responders to the location. All Housing facilities have fire extinguishers in compliance with the applicable code. In all family housing units, there are 2-5 smoke detectors in each apartment, depending on the numbers of bedrooms/apartment type; they are checked on the first Friday of each month and replaced as needed. For additional safety, carbon monoxide detectors have been installed next to all gas fired appliances, and in the boiler rooms of some Housing facilities, as well as being maintained in housing units heated with individual gas furnaces (all in Family Housing). The fire safety systems and equipment in housing facilities are inspected at various times during the year (generally 4-6 times) to ensure everything is in proper working order. If any issues are found, they are immediately corrected.

University Housing is currently in compliance with Fire Life Safety codes. Other University fire safety facts:

- Fire Life Safety systems (alarm panels, sprinklers, smoke detectors, etc.) are inspected annually.
- Smoke detectors in student rooms are inspected four times a year (required only once by code).
- Emergency generators/battery backup lights are used to light paths to fire exits leading outside.
- All student room doors are fire rated.
- Fire alarm speakers are placed in student rooms rather than in the hallway.
- Buildings are never without fire protection. If any alarm or sprinkler system is down, staffs walk the areas affected until the systems are back on line.
- Trash chutes are sprinkled and trash is compacted.
- All residence hall facilities have fire extinguishers in compliance with the applicable code.
- According to the State Fire Marshal, the residence halls at the University of Nebraska meet, and in many cases exceed, the state fire and life safety codes.

Whenever a fire has occurred, it **must** be reported, even if the fire was small and immediately extinguished. All fires should be reported to the University Police Department as it is in charge of maintaining the fire log and reporting the information, as well as investigating suspicious fires. At the very least, students **must** report any fires to their Residence Director or Residence Assistant. In the case of University staff, any fires must be reported to their immediate supervisor.

Fire Evacuation Procedures

If a fire has started or is reported, either a student or employee should activate a fire alarm and a University employee should instruct everyone to evacuate the building immediately. In the case of residence halls, a Resident Assistant or other campus security authority (CSA) is responsible for providing instruction. If possible, a student or employee should try to shut down any equipment or process that could cause a secondary fire if left unattended. The people evacuating the building are to use the stairs and not the elevators. Evacuees should proceed outside and gather in a designated outdoor area, a safe distance from the building. If weather conditions require, a sheltered area or building away from the building in question can be used by the evacuees. The designated gathering points should be clearly identified by University personnel.

Once outside, University employees are expected to immediately call 911 as soon as a safe location is reached (unless otherwise aware, multiple employees should call 911 and not assume someone else has made the call or that the appropriate agencies are aware of the fire). The information given to the emergency operator should include the nature of the emergency and the location (i.e., building number and cross streets or address). Employees should try to account for personnel known to have been in the building. If pertinent knowledge regarding the fire is known, it is important that it is relayed to Lincoln Fire and Rescue or UPD personnel outside the main entrance of the building, including any information on injuries, students needing evacuation assistance and/or people trapped in the building.



The following is an outline of procedures that should be followed in regards to student housing evacuation relating to a fire (this information is posted on the inside of the door in each room of University housing).

If you discover or suspect a fire, go to a pull station and sound the fire alarm, then leave the building through the nearest exit.

- Call 911 - give as much information as possible to the dispatcher.
- Don't attempt to put out the fire or rescue others unless you can do so safely.
- TRY TO REMAIN CALM.

When you have been alerted by the fire alarm, see flashing strobe lights, or see smoke or fire:

- Stay low to the floor if there is smoke in the room.
- Feel the metal door knob before opening any doors.
- **IF THE DOOR FEELS HOT**, don't open the door. **IF THE DOOR DOES NOT FEEL HOT, but you open the door and heat/smoke/fire are present**, close the door and stay in the room/unit.
 - Seal the cracks around the door using towels, sheets, pieces of clothing.
 - Hang an object out the window (i.e. sheet, jacket, shirt) to attract the fire department's attention.
 - Use a phone to call 911 and report that you are trapped. Be sure to give your hall name and room number.
- **IF THE DOOR DOES NOT FEEL HOT**, brace yourself against the door and open it slightly. **If heat/smoke ARE NOT PRESENT**, exit the room/unit closing the door behind you.
 - Go to the nearest exit or stairway. Do not attempt to use an elevator.
 - If the nearest exit is blocked by fire, heat or smoke, go to another exit.
 - Go back to your room/unit if all exits are blocked. Close the door, wave something out the window and shout for help.
 - Use a phone to call 911 and report that you are trapped. Be sure to give your hall name and room number.

If you are trying to escape through a smoke-filled room or hallway:

- Stay low and move quickly to the nearest clear exit.
- Place a wet towel or a wet cloth over your head and face; breathe through the towel by taking short breaths through your nose.
- Cover your body with something that can be easily discarded if it catches on fire.

After evacuating:

- Move away from the building. Emergency response personnel and equipment will be maneuvering around the building.
- Follow directions of the fire and police personnel.
- NEVER RE-ENTER A BURNING BUILDING TO SAVE YOUR PERSONAL POSSESSIONS.

Fire and Safety Improvements

The University is continually evaluating and improving all aspects of its fire and safety systems with any necessary modifications being made as needed and when able, however, no significant plans regarding fire safety systems are in place for the upcoming year.

Crime Statistics

Clery Act Crime Type	Year	On-Campus	On-Campus Housing	Non-Campus	Public Property
*Criminal Homicide:					
Murder/Non-negligent Manslaughter	2018	0	0	0	0
	2017	0	0	0	0
	2016	0	0	0	0
Manslaughter by Negligence	2018	0	0	0	0
	2017	0	0	0	0
	2016	0	0	0	0
Sex Offenses:					
Rape	2018	16	11	0	0
	2017	116 - See 1 below	61- See 1 below	3	0
	2016	12	12	0	0
Fondling	2018	8	7	0	0
	2017	107 - See 2 below	2	0	0
	2016	11	4	0	2
Incest	2018	0	0	0	0
	2017	0	0	0	0
	2016	0	0	0	0
Statutory Rape	2018	0	0	0	0
	2017	0	0	0	0
	2016	0	0	0	0
Robbery:	2018	0	0	2	0
	2017	1	0	2	0
	2016	0	0	0	0
Aggravated Assault:	2018	8	2	1	0
	2017	6	2	0	3
	2016	5	1	0	0
Burglary:	2018	11	6	14 - See 3 below	0
	2017	8	2	0	0
	2016	12	5	1	0
Motor Vehicle Theft:	2018	3	0	2	0
	2017	3	0	1	0
	2016	5	0	1	0
**Arson:	2018	1	0	0	0
	2017	0	0	1	0
	2016	0	0	0	1
**Dating Violence:	2018	7	5	3	0
	2017	111 - See 1 below	59 - See 1 below	1	1
	2016	9	2	0	0
**Domestic Violence:	2018	3	2	1	1
	2017	2	2	0	0
	2016	0	0	0	0
**Stalking	2018	17	8	1	0
	2017	14	5	1	0
	2016	25	12	0	0

*If a homicide occurred during the commission of a sex offense, both the sex offense and homicide will appear in the statistics.

**These crimes are non-hierarchical, meaning they are reported separately; the crime may have occurred in conjunction with one of the above-noted crimes.

1. The 2017 totals for Rape and Dating Violence were elevated due to a single report: A student belatedly reported being in an abusive relationship where she was compelled to have unwanted sex throughout the time period, which was about a year. Some sexual encounters occurred in a dorm room (on-campus housing) and some occurred in University parking lots (on-campus). The total number of incidents was estimated from information given by the reporting party. The unwanted sexual encounters must be identified in both the Dating Violence and Rape statistics due to the existence of the dating relationship. Otherwise, excluding the above report, there were 12 reported rapes on-campus (8 in on-campus housing) and 6 reported incidents of dating violence on-campus (4 in on-campus housing) in 2017.
2. The 2017 totals for Fondling were elevated due to a single report: A student belatedly reported that while working at the University, her supervisor inappropriately touched her throughout the entire period she was employed, which was a few months. The total number of incidents was estimated from information given by the reporting party. Otherwise, excluding the above report, there were 5 reported incidents of fondling on-campus in 2017.
3. The 2018 totals for Burglary were elevated due to a rash of break-ins at the University's Agricultural Research & Development Center (ARDC) in Mead and the number of buildings entered (burglaries are counted per number of buildings entered for Non-campus property). Out of the 14 non-campus burglaries reported, 8 occurred at the ARDC from a total of 6 reports (2 buildings entered per 2 of the reports). There was 1 report from a location in Plattsmouth that involved 3 burglaries (3 buildings entered). Excluding the reports for these two locations, there were 3 Non-campus burglaries identified.

Unfounded Crimes

Under the regulations of the Clery Act, an institution may withhold, or subsequently remove, a reported crime from its crime statistics if, after a full investigation, a sworn or commissioned law enforcement officer makes a formal determination that the crime is false or baseless and therefore “unfounded.”

Below are the crimes that were unfounded by the UPD in the previous three (3) years and the justification for the crime being unfounded:

Year	Crime Type	Location	Justification
2018			
	Rape	Non-campus	The original report indicated that a child was sexually assaulted at the location. After investigation, it was determined that a sexual assault did not occur.
2017			
	Burglary	On-campus	The original report indicated that an unknown person entered the room of an attendee of the Thespian Festival and took a wallet/money. The victim later reported that the wallet and money was found in his dress shoes and so no one had actually entered the room and took anything.
2016			
	Burglary	On-campus	The original report indicated that an unknown person entered the Union through an open garage door and took a pallet jack. The victim later reported that the jack was returned and had not been stolen; it had been taken and used by another University department’s employee.

Reported Hate Crimes

Hate crimes on campus:

2018—One (1) Intimidation based on Race.

2017—One (1) Intimidation based on Race; One (1) Intimidation based on Religion; One (1) Intimidation based on National Origin.

2016—Two (2) Intimidation based on Race; Two (2) Intimidation based on Religion; One (1) Destruction/Damage/Vandalism of Property based on Race.

Hate crimes in on-campus housing:

2018—No hate crimes were reported.

2017—One (1) Intimidation based on Race.

2016—One (1) Destruction/Damage/Vandalism of Property based on Race.

Hate crimes non-campus:

2018—No hate crimes were reported.

2017—No hate crimes were reported.

2016—No hate crimes were reported.

Hate crimes on public property:

2018—No hate crimes were reported.

2017—No hate crimes were reported.

2016—No hate crimes were reported.

Arrests and Disciplinary Action Referrals

Arrests For:	Year	On-Campus	On-Campus Housing	Non-Campus	*Public Property
Weapons Law Violations	2018	4	0	0	6
	2017	3	0	0	6
	2016	2	0	0	1
Drug Law Violations	2018	172	103	4	76
	2017	144	87	4	47
	2016	164	70	0	106
Alcohol Law Violations	2018	155	103	5	54
	2017	220	146	4	68
	2016	231	99	8	98
Referrals For:					
Weapons Law Violations	2018	0	0	0	0
	2017	0	0	0	0
	2016	0	0	0	0
Drug Law Violations	2018	70	48	2	0
	2017	86	81	1	0
	2016	105	87	0	2
Alcohol Law Violations	2018	422	421	8	0
	2017	535	525	16	0
	2016	470	431	3	3
*The numbers for arrests on public property include violations identified in traffic stops of vehicles on the public streets that run through campus, so may not involve students, staff or faculty.					

Fire Safety Systems in University of Nebraska Housing Facilities

Residence Halls/Family Housing

Building Name/Address	24-hour Fire Alarm Monitoring	Fully Sprinkled (common areas, corridors & each room)	Partially Sprinkled (not corridors)	Smoke Detectors	Fire Extinguishers	Speaker Panels		Evacuation Plans & Placards	Number of Fire Drills in 2018
						Alarm speakers in rooms & common areas	Alarm speakers in common areas only		
Abel Hall – 860 N 17th	X	X		X	X	X		X	2
Animal Science Apt. – 3940 Fair St.*	X	X		X	X		X	X	0
Colonial Terrace – 33 rd & Starr				X	X			X	0
The Courtyards – 733 N 17 th	X	X		X	X	X		X	2
Eastside Suites – 433 N 19 th	X	X		X	X	X		X	2
Harper Hall – 1150 N 14 th	X	X		X	X	X		X	2
Kauffman Residential Center – 630 N 14 th	X	X		X	X	X		X	2
Knoll Residential Center – 440 N 17 th	X	X		X	X	X		X	2
Love Memorial Hall – 3420 Holdrege	X	X		X	X	X		X	2
Massengale Residential Center – 1710 Arbor Dr.	X	X		X	X	X		X	2
Sandoz Hall – 820 N 17 th	X	X		X	X	X		X	2
Schramm Hall – 1130 N 14 th	X	X		X	X	X		X	2
Selleck Quadrangle – 600 N 15 th	X	X		X	X	X		X	2
Smith Hall – 1120 N 14 th	X	X		X	X	X		X	2
The Village – 1055 N 16 th	X	X		X	X	X		X	2
“U” St. Apts. – 2224 U St.	X	X		X	X		X	X	0
University Suites – 1780 R Street	X	X		X	X	X		X	2
Vine St. Apts. – 2222 Vine St.	X	X		X	X	X		X	0
Vine St. Apts. – 2244 Vine St.	X	X		X	X	X		X	0

*Located in the Animal Science Building. The apartment may have up to 3 occupants and each must work in the building.

Approved Greek Housing*

Building Name/Address	24-hour Fire Alarm Monitoring (Contracted Provider)	Fully Sprinkled (common areas, corridors & each room)	Partially Sprinkled (not corridors)	Smoke Detectors	Fire Extinguishers	Speaker Panels		Evacuation Plans & Placards	Number of Fire Drills in 2018**
						Alarm speakers in rooms & common areas	Alarm speakers in common areas only		
Acacia – 2255 Vine St.	X	X		X	X			X	0
Alpha Gamma Rho – 1430 Idylwild	X	X		X	X			X	0
Alpha Gamma Sigma – 4001 Holdrege St.	X	X		X	X			X	0
Alpha Omicron Pi – 1541 S St.	X	X		X	X			X	0
Alpha Phi – 1531 S St.	X	X		X	X			X	0
Alpha Tau Omega – 1433 R St.	X	X		X	X			X	0
Beta Theta Pi – 1515 R St.	X	X		X	X			X	0
Delta Upsilon – 1548 Vine St.	X	X		X	X			X	0
Farmhouse – 3601 Apple St.	X	X		X	X			X	0
Gamma Phi Beta – 415 N 16 th St.	X	X		X	X			X	0
Phi Delta Theta – 1545 R St.	X	X		X	X			X	0
Phi Gamma Delta – 1425 R St.	X	X		X	X			X	0
Phi Kappa Psi – 1548 S St.	X	X		X	X			X	0
Phi Kappa Theta – 303 N 17 th St.	X	X		X	X			X	0
Sigma Alpha Epsilon – 635 N 16 th St.	X	X		X	X			X	0
Sigma Chi – 1510 Vine St.	X	X		X	X			X	0
Sigma Phi Epsilon – 601 N 16 th St.	X	X		X	X			X	0
Theta Xi – 1535 R St.	X	X		X	X			X	0

*Greek houses that have a signed agreement with University of Nebraska Housing are deemed “on-campus housing” and reported as such. The fire safety and statistical information for only those Greek houses with signed agreements for the current academic year are included in this report. **Please note that this list changes from year-to-year.**

**No fire drills that meet all Clery Act-defined criteria took place in 2018.

Fire Statistics for On-Campus Housing

2018 – Residence Halls/Family Housing

Building Name	Total # of Fires Reported	Fire #	Type/Cause of Fire	# of Persons w/fire-related Injuries Requiring Treatment at Medical Facility	# of Fire-related Deaths	Value of Property Damage
Abel Hall	0	----	----	----	----	----
Animal Science Apt.	0	----	----	----	----	----
Colonial Terrace	0	----	----	----	----	----
The Courtyards	0	----	----	----	----	----
Eastside Suites	0	----	----	----	----	----
Harper Hall	0	----	----	----	----	----
Kauffman Residential Center	0	----	----	----	----	----
Knoll Residential Center	0	----	----	----	----	----
Love Memorial Hall	0	----	----	----	----	----
Massengale Residential Center	0	----	----	----	----	----
Sandoz Hall	0	----	----	----	----	----
Schramm Hall	0	----	----	----	----	----
Selleck Quadrangle	0	----	----	----	----	----
Smith Hall	0	----	----	----	----	----
University Suites	0	----	----	----	----	----
“U” St. Apts.	0	----	----	----	----	----
The Village	0	----	----	----	----	----
Vine St. Apts. (2222)	0	----	----	----	----	----
Vine St. Apts. (2244)	1	1	Unintentional – Cooking oil spilled and ignited on burner.	0	0	\$100 < \$1000

2018 – Greek Housing

Building Name	Total # of Fires Reported	Fire #	Type/Cause of Fire	# of Persons w/fire-related Injuries Requiring Treatment at Medical Facility	# of Fire-related Deaths	Value of Property Damage
Acacia	0	----	----	----	----	----
Alpha Gamma Rho	0	----	----	----	----	----
Alpha Gamma Sigma	0	----	----	----	----	----
Alpha Omicron Pi	0	----	----	----	----	----
Alpha Phi	0	----	----	----	----	----
Alpha Tau Omega	0	----	----	----	----	----
Beta Theta Pi	0	----	----	----	----	----
Delta Upsilon	0	----	----	----	----	----
Farmhouse	0	----	----	----	----	----
Gamma Phi Beta	0	----	----	----	----	----
Phi Delta Theta	0	----	----	----	----	----
Phi Gamma Delta	0	----	----	----	----	----
Phi Kappa Psi	0	----	----	----	----	----
Phi Kappa Theta	0	----	----	----	----	----
Sigma Alpha Epsilon	0	----	----	----	----	----
Sigma Phi Epsilon	0	----	----	----	----	----
Sigma Chi	0	----	----	----	----	----
Theta Xi	0	----	----	----	----	----

2017 – Residence Halls/Family Housing

Building Name	Total # of Fires Reported	Fire #	Type/Cause of Fire	# of Persons w/fire-related Injuries Requiring Treatment at Medical Facility	# of Fire-related Deaths	Value of Property Damage
Abel Hall	2	1	Undetermined – An unknown source ignited paper in the trash chute.	0	0	<\$100
		2	Unintentional – An electrical short caused a light socket to catch on fire.	0	0	\$1000 < \$10,000
Animal Science Apt.	0	----	----	----	----	----
Colonial Terrace	0	----	----	----	----	----
The Courtyards	0	----	----	----	----	----
Eastside Suites	0	----	----	----	----	----
Harper Hall	0	----	----	----	----	----
Kauffman Residential Center	0	----	----	----	----	----
Knoll Residential Center	0	----	----	----	----	----
Love Memorial Hall	0	----	----	----	----	----
Massengale Residential Center	0	----	----	----	----	----
Sandoz Hall	0	----	----	----	----	----
Schramm Hall	0	----	----	----	----	----
Selleck Quadrangle	0	----	----	----	----	----
Smith Hall	0	----	----	----	----	----
University Suites	0	----	----	----	----	----
“U” St. Apts.	0	----	----	----	----	----
The Village	0	----	----	----	----	----

2017 – Greek Housing

Building Name	Total # of Fires Reported	Fire #	Type/Cause of Fire	# of Persons w/fire-related Injuries Requiring Treatment at Medical Facility	# of Fire-related Deaths	Value of Property Damage
Acacia	0	----	----	----	----	----
Alpha Gamma Rho	0	----	----	----	----	----
Alpha Gamma Sigma	0	----	----	----	----	----
Alpha Omicron Pi	0	----	----	----	----	----
Alpha Phi	0	----	----	----	----	----
Alpha Tau Omega	0	----	----	----	----	----
Beta Theta Pi	0	----	----	----	----	----
Delta Upsilon	0	----	----	----	----	----
Farmhouse	0	----	----	----	----	----
Gamma Phi Beta	0	----	----	----	----	----
Phi Delta Theta	0	----	----	----	----	----
Phi Gamma Delta	0	----	----	----	----	----
Phi Kappa Psi	0	----	----	----	----	----
Phi Kappa Theta	0	----	----	----	----	----
Sigma Alpha Epsilon	0	----	----	----	----	----
Sigma Phi Epsilon	0	----	----	----	----	----
Sigma Chi	0	----	----	----	----	----
Theta Xi	0	----	----	----	----	----

2016 – Residence Halls/Family Housing

Building Name	Total # of Fires Reported	Fire #	Type/Cause of Fire	# of Persons w/fire-related Injuries Requiring Treatment at Medical Facility	# of Fire-related Deaths	Value of Property Damage
Abel Hall	0	----	----	----	----	----
Animal Science Apt.	0	----	----	----	----	----
Colonial Terrace	0	----	----	----	----	----
The Courtyards	0	----	----	----	----	----
Eastside Suites	0	----	----	----	----	----
Harper Hall	0	----	----	----	----	----
Kauffman Residential Center	0	----	----	----	----	----
Knoll Residential Center	0	----	----	----	----	----
Love Memorial Hall	0	----	----	----	----	----
Sandoz Hall	0	----	----	----	----	----
Schramm Hall	0	----	----	----	----	----
Selleck Quadrangle	0	----	----	----	----	----
Smith Hall	0	----	----	----	----	----
University Suites	0	----	----	----	----	----
“U” St. Apts.	0	----	----	----	----	----
The Village	0	----	----	----	----	----
Vine St. Apts.	0	----	----	----	----	----
Vine St. Apts.	0	----	----	----	----	----

2016 – Greek Housing

Building Name	Total # of Fires Reported	Fire #	Type/Cause of Fire	# of Persons w/fire-related Injuries Requiring Treatment at Medical Facility	# of Fire-related Deaths	Value of Property Damage
Acacia	0	----	----	----	----	----
Alpha Gamma Rho	0	----	----	----	----	----
Alpha Gamma Sigma	0	----	----	----	----	----
Alpha Omicron Pi	0	----	----	----	----	----
Alpha Phi	0	----	----	----	----	----
Alpha Tau Omega	0	----	----	----	----	----
Beta Theta Pi	0	----	----	----	----	----
Delta Upsilon	0	----	----	----	----	----
Farmhouse	0	----	----	----	----	----
Gamma Phi Beta	0	----	----	----	----	----
Phi Delta Theta	0	----	----	----	----	----
Phi Gamma Delta	0	----	----	----	----	----
Phi Kappa Psi	0	----	----	----	----	----
Phi Kappa Theta	0	----	----	----	----	----
Sigma Alpha Epsilon	0	----	----	----	----	----
Sigma Phi Epsilon	0	----	----	----	----	----
Sigma Chi	0	----	----	----	----	----
Theta Xi	0	----	----	----	----	----