SALISBURY UNIVERSITY ANNUAL SECURITY REPORT

CAMPUS CRIME AND PERSONAL SAFETY 2026

This annual security report is prepared and distributed by University Police in compliance with *the Jeanne Clery Campus Safety Act and Drug-Free Campus/Drug-Free Workplace* legislation. It contains crime and arrest statistics as well as information about campus policies and practices intended to promote crime awareness, campus safety, and security. By October 1 each year, all current students and employees receive an email with a link to this report and notice that the current edition of the Annual Security Report has been posted on the Salisbury University website. As part of onboarding, all new hires receive access to the Annual Security and Fire Safety Reports and must acknowledge that they have read these documents. In addition, current or prospective students and employees may obtain a copy of this report by visiting University Police located in the East Campus Complex, calling 410-543-6007, or by accessing: https://www.salisbury.edu/police/

LAW ENFORCEMENT AND SECURITY UNITS

The Salisbury University Police Department (SUPD), located in the East Campus Complex, is responsible for personal safety and law enforcement on campus. SUPD is an internationally accredited police agency whose mission is to enhance education and cultural experience for all students, faculty, staff and visitors by providing professional, competent and compassionate law enforcement services and security. In November 2024, SUPD earned reaccreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). This achievement reflects the department's dedicated officers and staff members who work hard every day to make Salisbury University a safe place to learn, work, and live.

University Police Officers' Authority

University police officers are on duty 24 hours a day, 365 days a year. They are sworn, certified police officers as required by Maryland state law. All officers attend the minimum standards training for police officers as mandated by the Maryland Police Training Commission; annual in-service training is required. Enforcement authority of the University police is derived from the Annotated Code of Maryland Education Article 13-601. University police have enforcement authority within the geographical boundaries of Salisbury University's campus properties and the immediate surrounding areas governed by a memorandum of understanding with Salisbury Police Department, Wicomico Sheriff's Office and Fruitland Police Department. The Maryland State Police, Wicomico County Sheriff's Department, the Salisbury Police Department and the Fruitland Police Department may be called for assistance if requested by the university.

Security Guards

Security guards have the authority to ask people for identification and to determine whether individuals have lawful business at Salisbury University. These guards perform routine security activities to protect buildings and property and safeguard the community during normal operations and special events. Security guards are **not** law enforcement officers. They have no power of arrest. Criminal incidents are referred to the Salisbury University Police Department, which has jurisdiction on the campus.

Allied Police Support

The Maryland State Police, Wicomico County Sheriff's Office, Fruitland Police Department, and the Salisbury Police Department are the primary law enforcement agencies responsible for providing public safety to the immediate neighborhood and business areas surrounding campus. These police agencies may be called for assistance if requested by the university. Likewise, if requested, University Police can respond and assist the local police agencies with incidents that occur in close proximity to the campus. Additionally, a Memorandum of Understanding exists with the Salisbury Police Department to distribute

enforcement authority to University Police in certain student housing areas and roadways adjacent to the campus.

REPORTING CRIMES, EMERGENCIES, CRIMINAL ACTIVITIES AND THREATENING BEHAVIOR

Reporting Crimes and Emergencies

All Salisbury University students, faculty, staff and visitors are encouraged to make prompt and accurate reports to University Police if they are a victim or witness of a crime. Crimes committed on campus should be reported immediately to University Police. To contact University Police, dial 410-543-6222, or internally dial Ext. 36222 from any campus phone. Blue light emergency phones have also been placed at various locations on campus and connect directly to SUPD dispatch. For emergencies, dial 911.

If the crime occurs off campus, University Police will direct you to the appropriate law enforcement agency. Crimes occurring at University Park Apartments, a public-private partnership on Milford Street managed by EdR Collegiate Housing, should be reported to the Salisbury Police Department (for emergencies, dial 911; for non-emergencies, dial 410-548-3165).

Although students, employees and others are encouraged to report all criminal activity to University Police and/or local police, incidents may also be reported to the Office of Institutional Equity (410-543-6426), Dean of Students (410-548-2365), Associate Vice President of Student Affairs (410-543-6084), Vice President of Student Affairs (410-543-6080), Assistant Director for Residence Life (410-548-9165), Director of Housing and Residence Life (410-543-6040) or the Assistant Dean of Students (410-543-6080) for statistical reporting and timely warning purposes.

Campus Security Authorities

The *Clery Act* mandates that institutions must disclose statistics for crimes reported to campus security authorities. The intent of including non-law enforcement personnel as campus security authorities is to acknowledge that many individuals are hesitant about reporting crimes to the police, but may be more inclined to report incidents to other campus-affiliated individuals**.**

The *Clery Act* regulations identify a campus security authority as:

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

Professional counselors and pastoral counselors, when acting within the scope of their license, certification, religious assignment, or professional responsibilities, are not considered Campus Security Authorities (CSAs) for purposes of the Clery Act and are not required to report crimes disclosed to them while acting in those roles. Salisbury University encourages professional counselors and pastoral counselors, when appropriate, to inform individuals they are counseling about the procedures available for voluntarily reporting crimes on a confidential basis for inclusion in the University's annual crime statistics.

Confidential Reporting

If you have information about a crime or incident and wish to remain anonymous, you can utilize the "Silent Witness" program available at https://webapps.salisbury.edu/police/Silent_Witness/. This program should NOT be used to report emergency situations.

Reporting Threatening Behavior or Other Behavioral Concerns

Individuals who exhibit potentially threatening, intimidating, or dangerous actions or behavioral patterns may be participating in destructive decisions (self-destructive and/or destructive towards others), may have talked about plans to harm themselves or others, or may have access to weapons that can be used to harm themselves or others. Individuals who have not yet developed plans or obtained the means to harm themselves or others may still benefit from intervention. No one indicator necessarily means that an individual may harm himself or others; multiple observed factors are often involved. University Police encourages reporting of individuals who may fall into these categories. Contact University Police at 410-543-6222 or use the form provided at https://webapps.salisbury.edu/police/reportbehavior.html. In situations involving an imminent threat, dial 911.

Policy on the Reporting of Suspected Child Abuse and Neglect

Salisbury University has an established policy for the reporting of suspected child abuse and neglect. The purpose of this policy is to provide guidance to staff, faculty and students of the Salisbury University community regarding the mandatory requirements in Maryland law and Maryland Attorney General opinion that govern the reporting of suspected cases of Child Abuse and Child Neglect, and to affirm the commitment of the University to the protection of the safety and welfare of children who come into contact with the university community. The details of the policy and reporting procedures can be found at https://www.salisbury.edu/administration/general-counsel/can/

Missing Student Notification Policy

Salisbury University takes reports of missing students seriously and has established the following policy for students residing in on-campus student housing facilities.

Any person who believes that a residential student may be missing should immediately notify the Salisbury University Police Department (SUPD) at 410-543-6222. Reports of missing students made to Housing and Residence Life, Residential Assistants, University officials, faculty, staff, or other campus offices will be referred immediately to SUPD for investigation.

Students residing in on-campus housing have the option to identify and register a confidential contact person to be notified in the event the student is determined to be missing. Students may designate this confidential contact through Housing and Residence Life. The confidential contact information will be accessible only to authorized University officials and law enforcement personnel in furtherance of a missing person investigation.

Salisbury University will notify any missing student's designated confidential contact person within 24 hours of determining that the student has been missing for 24 hours.

If a missing student is under the age of 18 and is not emancipated, Salisbury University will notify the student's custodial parent or guardian within 24 hours of determining that the student has been missing for 24 hours, in addition to notifying the student's confidential contact if one has been designated.

Salisbury University will also notify the appropriate law enforcement agency within 24 hours of determining that a student has been missing for 24 hours, unless the law enforcement agency was the entity that made the determination that the student was missing.

The registration of a confidential contact is separate from a student's general emergency contact information and is used solely for purposes of this Missing Student Notification Policy.

The Salisbury University Police Department will investigate all reports of missing students and, when appropriate, will coordinate with Housing and Residence Life, Student Affairs, local law enforcement agencies, and other appropriate University officials to assist in locating the student and ensuring the student's welfare.

CAMPUS SECURITY

Academic and Administrative Buildings

Academic and administrative buildings are accessible by Gull card normally from 6:00 a.m.-12:00 a.m., Monday - Friday, and at other times when events are scheduled. Those needing access at times when buildings are closed may have it if proper authorization is received by University Police from a responsible faculty member or administrator. Access control is maintained by University Police.

Residence Halls

Main campus residence halls are kept locked 24 hours a day. These facilities are for use by residents and their bona fide guests only. Access is controlled electronically by student Gull Card. Residents are encouraged to keep their doors locked at all times, even if they are only going to be out for a "few minutes." If exterior doors are propped open, an alarm will sound. Guests gain access to residence halls by telephoning residents and having the residents meet them at the door.

University Park apartment complex is responsible for the physical security and maintenance of this property. Residents access their unit by a keyless electronic card access system. For more information, visit http://www.upsalisbury.com/Resident%20Handbook/Resident%20Handbook or call 410-677-0774.

Video Camera System

University Police manages a campus-wide video surveillance system. Currently, the system is comprised of approximately 1600 cameras, to include fixed position cameras as well as user controllable pan-tilt-zoom cameras, located both indoors and out. All of the video footage is recorded and archived for a determined period of time, providing an investigative resource when incidents of crime are reported.

Consideration is given to the reasonable expectation of privacy at every location where a camera is installed. Cameras are generally installed in main pedestrian throughways, building egresses, parking lots and facilities, and public roadways and sidewalks; in short, cameras are only installed at locations where one's expectation of privacy is generally limited. Additionally, technology is employed that inhibits exterior cameras from being used to view through residence hall room windows.

Campus Lighting and Landscaping

Outdoor lighting is surveyed quarterly each year and repairs are made in a timely manner. Trees and shrubbery are regularly trimmed so that exterior lighting is not blocked and walks and entrances are kept clear. Landscaping is maintained to minimize security risks.

Blue Light Emergency Phones

Blue light emergency phones are placed at various locations throughout campus to use in the event of an emergency and provides a direct line of communication with personnel in SUPD's Communications Center.

Crime Log

An informed public is better prepared to ensure its own safety. The "Daily Crime and Incident Log," is available on the University Police website at https://www.salisbury.edu/police/clery-compliance/daily-crime-and-incident-log.aspx. The log contains the nature, case number, date, time, and general location. An interactive map of the campus and the crimes reported on the log is also accessible from this site as well. The log does not include the names of crime victims.

Timely Warnings

If a Clery Act crime is reported to the Salisbury University Police Department (SUPD) or a Campus Security Authority (CSA) and is determined to represent a serious or continuing threat to the safety of students or employees, Salisbury University will issue a Timely Warning Notice to alert the campus community and aid in the prevention of similar crimes.

Timely Warning Notices are typically issued for Clery Act crimes occurring within Salisbury University's Clery geography and reported to SUPD or a CSA. The University evaluates each reported incident on a case-by-case basis, considering factors including the nature of the crime, the continuing danger to the campus community, the risk of compromising law enforcement efforts, and the information available at the time of the report.

The Chief of Police, or designee, in consultation with other appropriate University officials, when necessary, is responsible for determining whether a Timely Warning Notice will be issued and the content of the notification.

Timely Warning Notices may be distributed through one or more of the following methods:

- Campus-wide email
- The Salisbury University website

The University will withhold the names of victims and other personally identifiable information in accordance with applicable law while providing sufficient information to promote campus safety and assist members of the campus community in protecting themselves.

The purpose of a Timely Warning Notice is to provide information that enables members of the campus community to take actions to protect themselves and to prevent similar crimes from occurring.

Timely Warning Notices are distinct from Emergency Notifications. Emergency Notifications are issued upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. Depending upon the circumstances, the University may issue both an Emergency Notification and a Timely Warning Notice for the same incident.

CRIME PREVENTION SERVICES & SECURITY AWARENESS PROGRAMS

Periodically during the academic year, University Police, in cooperation with other university organizations and departments, present crime prevention awareness sessions on emergency response, sexual assault, alcohol and drug awareness, theft, identity theft and vandalism, as well as educational sessions on personal safety and residence hall security. These programs provide information on “how to avoid becoming a victim” and encourage students and employees to be aware of their responsibility for their own security and the safety of others. “You are your own best protection” is a common theme.

Information about safety and well-being on campus is also disseminated to students and employees through emails, security alert posters, forums, open house, orientation, round table discussions, and town hall meetings. Crime prevention information is available on the University Police web page, including “Personal Safety Tips” (http://www.salisbury.edu/police/crime-prevention/personal-safety-tips.aspx).

In addition, University Police staff crime prevention and education display tables at various events throughout the year. This provides an opportunity for officers to hand out safety-related materials and pamphlets as well as answer individual questions or concerns. Officers also perform building and office security surveys. For more information or to schedule a crime awareness program or security survey, call 410-543-6222.

Bicycle and Laptop Registration

Students are encouraged to register their bicycles and laptop computers with University Police at no charge. Registering bicycles assists police in recovering them if they are stolen. Register online at https://webapps.salisbury.edu/police/bike-laptop/. It is highly recommended that U-type locks be used for securing bikes. University Police can assist in selecting locks.

Civilian Response to Active Shooter Events (CRASE) Program

Salisbury University Police Department staff are trained to teach the Civilian Response to Active Shooter Events (CRASE) program. The training provides strategies on how to increase an individual's chances of surviving an active shooter event. It is based on the "Avoid, Deny, Defend" strategy developed by Advanced Law Enforcement Rapid Response Training (ALERRT) and includes information on the history and frequency of events, disaster response psychology, and what to expect when police and emergency medical personnel respond to the active shooter event. Additional information is available at http://www.avoiddenydefend.org/. To schedule the CRASE program, contact A/Sgt. Scott Horengic at 410-543-6222.

Coffee with a Cop

Coffee with a Cop provides a unique opportunity for the Salisbury University community to ask questions and learn more about the Salisbury University Police Department's work at the University. This will be the 4th year the department has partnered with Residence Life & Housing, and other campus entities to host this program. *Coffee with a Cop* provides a relaxed atmosphere that encourages students, faculty and staff to feel comfortable and ask questions about a variety of topics, bring concerns, or simply get to know the officers of the Salisbury University Police Department. The program aims to advance the practice of community policing through improving relationships between police officers and community members one cup of coffee at a time.

Escorts

University Police provides an escort service for anyone who feels uncomfortable walking alone on campus or to nearby off-campus locations during the hours of darkness. For more information, visit http://www.salisbury.edu/police/crime-prevention/campus-security-escort-service.aspx.

Operation Identification

Operation Identification is a program through which engraving devices are loaned or an officer will assist in engraving driver's license numbers on personal property. Operation Identification can prevent thefts, or in the case of theft, assist in the recovery of stolen property.

Rape Aggression and Defense (RAD) Program

R.A.D. is an international self-defense organization that teaches self-defense techniques for all types of confrontations using different levels of force. Salisbury University Police Department staff are trained and certified to teach the program. The program is offered several times each semester for students, faculty and staff. For more information, call 410-543-6222 or visit http://www.salisbury.edu/police/crime-prevention/rad.aspx.

Saferide

Saferide is a student-run organization at Salisbury University that provides a safe, free and secure ride for students within a three-mile radius of the campus. The service operates Thursday-Saturday nights. For more information, visit http://saferide4.wixsite.com/salisbury.

Self-Defense Awareness & Familiarization Exchange (S.A.F.E.) Program

Self-defense **A**wareness & **F**amiliarization **E**xchange is an unparalleled 2-hour educational awareness, crime-victim prevention program – encompassing Strategies, Techniques, Options, and Prevention –

that provides teenaged and adult women with information that may reduce their risk of exposure to violence and introduces them to the physical aspects of self-defense. S.A.F.E. was developed as an introduction to the 12 hour R.A.D. (*Rape Aggression Defense*) program, also offered by University Police. All classes are conducted by a National Self-Defense Institute S.A.F.E. certified instructor. S.A.F.E. classes may be requested by students, faculty, or staff. For more information, visit http://www.salisbury.edu/police/crime-prevention/safe.aspx. To schedule the S.A.F.E. Program, contact PFC Tina Russell at 410-543-6222.

BEHAVIOR AND BEHAVIORAL ASSESSMENT

Behavioral Assessment Team (BAT)

Members of the Behavioral Assessment Team include personnel from Human Resources, Office of Institutional Equity, Campus Sustainability and Environmental Safety, Student Counseling Services, Academic Affairs, and University Police.

The BAT meets as needed to provide a forum for relevant University personnel to review incidents and information related to employees who appear severely distressed, disruptive, threatening, or potentially dangerous; to gather additional information, as needed, to assess the situation; to consult with concerned others on a need-to-know basis; and to make recommendations related to intervening with that employee. The recommendations are in service of protecting the individual employee and the University community and are in keeping with university policies and procedures. BAT offers an added layer of consultation and response and is not to replace timely use of established campus services and community resources in dealing with mental health and emergencies.

Coordinated Care and Response Team (CCRT)

Members of the Coordinated Care and Response Team (CCRT) include personnel from Student Counseling Services, Student Affairs, Student Health Services, Housing and Residence Life, Academic Affairs, Student Disability Services, and University Police.

The team is scheduled to meet weekly, as needed, to promote the health and safety of members of the Salisbury University community through the review of information related to students who demonstrate behavior or characteristics related to distress, disruptive, threatening, or potentially dangerous behaviors to themselves or others and through the coordination of a response plan for those individuals. Recommendations offered by the CCRT are intended to protect the individual student and the University community and are in keeping with university policies and procedures. CCRT offers an added layer of consultation and response and is not to replace timely use of established campus services and community resources in dealing with mental health and emergencies.

Typical reasons for referral to CCRT include disruptive behaviors, suicidal threats, threatening behavior, unexplained absences from classes, and emotional distress. Some of the factors attributable to these behaviors include psychological conditions, relationship problems, academic problems, and victimization due to crime. Most cases result in a follow-up with the student-by-Student Affairs or Residence Life staff and a referral to Student Counseling Services as needed.

Threats of Violence Policy

The University is committed to maintaining an environment that is safe and free from violence and will not tolerate violent behavior. The use of physical force with the intent, or effect or reasonable likelihood of causing pain, harm and/or injury is prohibited. This includes, but is not limited to, any act of violence or threat of violence; all physical abuse, including physical assault and/or battery as well as any domestic violence, hate crimes, and/or child, elder or animal abuse; and any act of violent destruction of property. Acts of destruction or violence (including the threat of violence) that are motivated by race, color, creed or religion, ancestry or national origin, sex, gender identification or sexual orientation, age, disability, citizenship, or any other protected category is prohibited, and will be addressed in accordance

with the University's Policy Prohibiting Sexual Misconduct and Sex- and Other Gender-Based Discrimination and Policy Prohibiting Non-Sex Based Discrimination. Any such acts may result in a Student's Interim Suspension, Suspension, Dismissal from the University and/or criminal prosecution.

If the continued presence of the accused on campus is dangerous, threatening or disruptive to the conduct of university business, the University also reserves the right to temporarily remove the person from the campus pending further action. In addition, the University reserves the right to require the accused to undergo a psychological assessment. The results of the assessment will be reviewed by appropriate University personnel and will constitute part of the record in subsequent judicial proceedings.

If the accused is a student, a hearing will be held at the earliest practical time to establish the facts and to take appropriate disciplinary action, which may include suspension or dismissal from the University. The rights of the accused and the victim(s) are outlined in the" Student Code of Community Standards at https://www.salisbury.edu/administration/student-affairs/student-accountability-and-community-standards/community-standards/code.aspx.

"If the accused is a faculty member or staff/administration employee, the matter will be handled through the appropriate grievance and/or disciplinary processes and may include suspension and/or termination from the University. The rights of the faculty member are outlined in the Faculty Handbook and the rights of staff and administration employees are outlined in the respective grievance and disciplinary policies for exempt and non-exempt staff in the Staff Handbook."

Staff Employee Handbook

Off Campus Behavior

Students are expected to conduct themselves in accordance with local, state and federal laws both on and off campus. "The University has established the Code of Community Standards Policy which "sets out the standards of behavior for all Students and Student Organizations that promote the safety and welfare of the Salisbury University (the 'University') community. It applies to all conduct by Students and Student Organizations on University Property, at University-sponsored events and activities, and off-campus when the Dean of Students or designee determines that the off-campus conduct affects a substantial University interest. A substantial University interest includes, but is not limited to:

1. Any situation which constitutes a violation of local, state or federal law, including, but not limited to, repeat violations of any local, state or federal law committed in the local community; and/or
2. Any situation where it appears that the Student's conduct may present a danger or threat to health or safety of him/herself or others; and/or
3. Any situation that significantly infringes upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
4. Any situation that is detrimental to the educational mission, reputation, and/or interests of the University/College.

University disciplinary proceedings may be instituted against a student charged with conduct that potentially violates criminal or civil law and the Code of Community Standards. Proceedings under the Code of Community Standards may be initiated and carried out prior to, simultaneously with, or following civil or criminal proceedings at the sole discretion of the Dean of Students or designee. Determinations made or sanctions imposed under this Code of Community Standards shall not be subject to change solely because of criminal or civil outcomes. The University reserves the right to sanction any Student found responsible under the Code of Community Standards, regardless of whether a Student is found guilty (or not) in a criminal matter, found liable (or not) in a civil matter or whether charges or the suit was dismissed.

The University may notify local, state and/or federal authorities when a crime is alleged to be

committed, but such notification will not modify the University's authority to adjudicate the alleged misconduct through its own disciplinary system.

Code of Community Standards

When a Salisbury University student is involved in an off-campus offense, University police may assist with the investigation in cooperation with local, state, or federal law enforcement. The Salisbury Police routinely work and communicate with University Police on any serious incidents occurring in the immediate areas surrounding campus. If requested, University Police will respond and assist the local police agencies with student-related incidents that occur in proximity to the campus. Salisbury University has no off-campus housing or off-campus student organization facilities.

Stop Campus Hazing Act

Salisbury University is committed to maintaining a safe and respectful campus community. Hazing is strictly prohibited and is inconsistent with the University's values and expectations for student conduct. Hazing poses significant risks to the health, safety, and well-being of individuals and organizations. Hazing is prohibited by federal law, including the Stop Campus Hazing Act, Maryland law, and Salisbury University policy. Hazing allegations involving individual students and student organizations are investigated and resolved in accordance with the Salisbury University Code of Community Standards and Code of Student Organization Standards.

Definition of Hazing

For purposes of this policy and Clery Act statistical reporting, hazing is defined as any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against another person or persons, regardless of the willingness of such other person or persons to participate, that:

1. Is committed in the course of initiation into, an affiliation with, or the maintenance of membership in a student organization; and
2. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including:

- Whipping, beating, striking, electronic shocking, placing a harmful substance on someone's body, or similar activity;
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- Causing, coercing, or otherwise inducing another person to perform sexual acts;
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- Any activity against another person that includes a criminal violation of local, state, Tribal, or federal law; and
- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, Tribal, or federal law.

Definition of Student Organization

A Student Organization is defined as an organization at Salisbury University, such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government, in which two or more members are students enrolled at the University, whether or not the organization is established or recognized by the University.

Reporting Hazing

Salisbury University encourages the reporting of incidents of hazing and takes every report seriously. If there is an immediate threat to a student's health or safety, call 911 immediately**.** Reports may be made to:

Student Accountability & Community Standards
Phone: 410-677-0022
Email: studentconduct@salisbury.edu

Salisbury University Police Department
Emergency: 911
Non-Emergency: 410-543-6222

Individuals may also submit reports through the University's Incident Report system or through the Salisbury University Police Department Silent Witness reporting system.

Anonymous Reporting

The University may receive anonymous information regarding potential hazing through a variety of means, including anonymous reports, emails, social media messages, or phone calls. Anonymous reports will be investigated to the extent possible based upon the information available; however, the University's ability to investigate and respond may be limited when insufficient information is provided. Individuals who wish to remain anonymous are encouraged to utilize the Salisbury University Police Department Silent Witness reporting system.

Confidential Resources

The University will respect the privacy of individuals who report hazing but cannot guarantee confidentiality for reports submitted to non-confidential University resources. Information may be disclosed as necessary to investigate allegations, implement supportive measures, resolve complaints, or comply with applicable laws and University policies.
Confidential resources include:

- **Counseling Center**
  410-543-6070
- **Student Health Services**
  410-543-6262
- **Office of Institutional Equity**
  410-543-6426
- **SU Cares (Case Management Services)**
  These resources provide support, referrals, counseling, and assistance to students experiencing concerns related to hazing or other forms of misconduct.

Reports made to confidential resources generally will not be shared with law enforcement or University officials without the reporting party's permission except when required by law or in circumstances involving an immediate threat to safety.

Investigation and Resolution

Reports of hazing involving students and student organizations are addressed through Salisbury University's Code of Community Standards and Code of Student Organization Standards. The University will review allegations promptly and take appropriate action to determine whether a policy violation has occurred and to prevent recurrence.

If the reported conduct may constitute a criminal offense, the University may notify Salisbury University Police and/or the appropriate law enforcement agency. Any criminal investigation is separate from the University's disciplinary process. The University may proceed with its own review and adjudication regardless of any criminal investigation or prosecution.

Sanctions

Students and student organizations found responsible for hazing are subject to disciplinary action in accordance with University policy. Sanctions for individual students may include suspension or dismissal from the University. Sanctions for student organizations may include revocation of University recognition and other organizational sanctions deemed appropriate by the University.

Protection Against Retaliation

Salisbury University prohibits retaliation against any individual who reports hazing, serves as a witness, participates in an investigation, or otherwise assists in resolving a complaint. Retaliatory conduct may result in disciplinary action independent of the original complaint.

Hazing Prevention and Awareness Programs

Salisbury University is committed to proactively preventing hazing through comprehensive, evidence-based education and awareness programs. In accordance with the Stop Campus Hazing Act, the University provides prevention and awareness programs designed for students, faculty, and staff and delivers education and prevention initiatives for leadership and members of registered student organizations. These programs are intended to increase awareness of the dangers of hazing, promote responsible leadership, encourage reporting, support bystander intervention, and foster a campus culture that rejects hazing in all forms.

Campus Hazing Transparency Report

In accordance with the Stop Campus Hazing Act, Salisbury University maintains a Campus Hazing Transparency Report. The report is updated at least twice annually and includes findings of responsibility involving recognized student organizations found to have violated the University's hazing policy. The report includes the name of the student organization, a general description of the violation, findings made by the University, sanctions imposed, and applicable dates associated with the University's investigation and resolution process. Personally identifiable information is not included in the report.
The Campus Hazing Transparency Report is available at:
https://www.salisbury.edu/administration/student-affairs/hazing-prevention/transparency-report.aspx
The report is updated in accordance with applicable federal requirements.

Hazing Statistics

In accordance with the Stop Campus Hazing Act, Salisbury University includes hazing statistics in its Annual Security Report. Hazing incidents are included in the University's annual statistics when they meet the federal definition of hazing, are reported to a Campus Security Authority or law enforcement agency and occur within Clery Act geography. Statistical inclusion does not require a finding of responsibility through the University's disciplinary process. Hazing statistics are reported separately from the Campus Hazing Transparency Report, which contains findings of responsibility involving student organizations.

EMERGENCY RESPONSE GUIDE

POLICE - FIRE - AMBULANCE	
University Police	**410-543-6222**
	#787 - Verizon Cell phone
Fire Call for help immediately. Pull the fire alarm. WALK to the nearest exit. Warn others as you leave the building.	**911**
Ambulance/Medical Emergency (i.e. serious bleeding, not breathing, unresponsive) Remain calm. Initiate lifesaving measures, if trained in (CPR). Call the University Police after contacting 911 for assistance.	**911**
Medical Nonemergency (University Police)	**410-543-6222**
Student Health Services (Monday - Friday, 8 a.m. – 4:30 p.m.)	**410-543-6262**
Student Counseling Services (Monday - Friday, 8 a.m. – 4:30 p.m.)	**410-543-6070**
Escort Service	**410-543-6222**
Life Crisis Center	**410-749-4357**
Fruitland Police Department	**410-548-2803**
Maryland State Police	**410-749-3101**
Salisbury Police Department	**410-548-3165**
Wicomico County Sheriff's Office	**410-548-4891**

EMERGENCY PREPAREDNESS

Emergency Response and Evacuation Procedures

Emergencies can range from an isolated incident characterized by a quick resolution by University Police and a few campus departments to a major campus disaster requiring a coordinated response from multiple campus departments and the utilization of resources external to the campus.

The University's Emergency Operations Plan (EOP) explains the procedures used by campus personnel to assess the nature and magnitude of an emergency, determine and implement the appropriate course of action, and provide clear, timely, and accurate public information. University departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The EOP includes emergency procedures for bomb threats, fire, hazardous material incidents, utility failures, severe weather, active shooters, and sheltering in place.

The president has appointed the vice president of administration and finance as the executive staff member who is responsible for implementing the emergency operations plan. This individual shall coordinate University and community resources to save lives, protect property, and provide for the continuity of university operations. The line of succession for emergency operations shall be established by the president and may vary depending upon the type of emergency and the availability of executive staff members. The University police chief chairs the Emergency Preparedness Committee and reports to the vice president of administration and finance.

Information about emergency procedures is presented during student and faculty orientations. Employees and students are also provided with updates throughout the year on safety information and emergency preparedness techniques. In addition, information about emergency procedures is posted on the Emergency Preparedness website at http://www.salisbury.edu/police/emergency/. The website also provides instructions regarding the use of the Emergency Alert System, which includes messages that may be transmitted and the actual audible tone of the alert siren. Emergency procedures and training information, as well as a means to report suspicious and/or threatening behavior (https://webapps.salisbury.edu/police/reportbehavior.html) and a Service Feedback form, can be found online (https://webapps.salisbury.edu/police/servicefeedback.html).

Emergency Notifications

If Salisbury University confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the SU community, University Police will determine the content of the message and will use some or all of the systems described below to communicate the threat to the campus community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. University Police will, without delay and considering the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders, compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

University communications systems will utilize the latest technology available on campus at the time of the emergency. This may include, but is not limited to:

- University email
- Emergency SMS/Text Message Alert System
- Postings on the SU home page
- Postings on the University's Facebook page
- Campus signs in buildings
- All local commercial media
- Siren with pre-recorded and live voice capability

Emergency SMS/Text Message Alert System

Emergency SMS/Text Message System that will allow faculty, staff, and students to receive emergency alert text messages. This includes information on campus closures or delays, hazardous weather, and other potential situations.

Please note: This service is available for SU students and employees only, and only one phone number per person may be registered. Students with cell phone numbers already registered in GullNet have been pre-registered for this system. To register or "opt out," follow the instructions available online at

https://www.salisbury.edu/police/emergency/emergency-alert-system.aspx#HowToSignUpForEmergencySMSTextMessageAlerts

Emergency Alert System (EAS)

The Emergency Alert System (EAS) at Salisbury University was developed to provide emergency personnel with a means to rapidly communicate critical life-saving information to the campus community. The EAS utilizes various communication technologies to increase the likelihood that a majority of the campus community will be alerted since no single solution can reach all individuals. All University Police sworn police officers are authorized to instruct the department's police communications operators to activate the EAS. If a supervisory or administrative-ranked officer is present and immediately available, then the decision to activate the EAS rests with the highest ranked officer present.

In the event an emergency is identified for the campus that requires rapid and widespread dissemination of information to the campus community, University Police will use a two-wave approach to alert and inform. The first wave will require approximately ten minutes to complete. A second wave of information will follow that may be additional sources to provide updates to the emergency, as needed.

First Alert Wave (using pre-recorded messages)

- Siren alert – This system consists of two sirens located on the roof of Devilbiss Hall and atop a utility pole at the Athletic Complex on the East Campus. The system provides an audible alert signal followed by voice instructions/information and is solar-powered with batteries. The system is activated by wireless communications. The campus community, upon hearing the siren, will know that an emergency is impacting the university and shall gather additional information from the voice instructions from the siren system or from any of the other sources listed below.
- Emergency SMS/Text Message Alerts
- Desktop notification – The Desktop emergency notification system is installed on all SU campus computers. When an active alert is issued, Desktop will display a full-screen notification with instructions.
- Email – A campus-wide email alert will be sent with information concerning the emergency.

Second Alert Wave (could include some or all of the following methods)

- SU homepage
- Emergency web page
- Emergency SMS/Text Message Alerts
- E-mail
- SU Facebook page
- Twitter page
- Signs posted at building entrances

Pre-recorded Messages

The pre-recorded messages of the First Alert Wave address a variety of emergency conditions. It is important that individuals understand the nature of the warnings for the alert system and what to do if a pre-recorded alert is sounded.

Test – Used to perform drills with the equipment.

Tornado warning – A tornado warning means a tornado has been sighted or is indicated by weather radar in the area of the campus. Individuals in a building should stay inside and shelter in place in an interior hallway or room that is away from glass doors or windows at the lowest possible level. Visit http://www.salisbury.edu/administration/administration-and-finance-offices/environmental-safety/floorplans.aspx for shelter-in-place details by building. Individuals outdoors should immediately seek shelter indoors. If outdoors when a tornado approaches and a building is not accessible, lie down in a low area (ditch, etc.) and cover your head/face. The tornado warning will remain in effect until an all-clear notification has been given.

Armed intruder warning – An armed intruder warning means that one or more persons are armed with weapons on or in the immediate area of the campus. If you are indoors, you should secure your office/room doors and stay quiet. Notify University Police if you know the location of the intruder(s). If possible, monitor the second alert wave resources for updates. If you are outdoors, be alert to your surroundings and seek shelter. The armed intruder warning will remain in effect until an all-clear notification has been given.

Campus Evacuation – If there is an event that requires the immediate evacuation of the entire campus, everyone is expected to stop what they are doing and leave the campus in an orderly manner. Emergency evacuation signs with floor plans and emergency information and instructions are posted in each campus building. Sign information is also posted online at http://www.salisbury.edu/administration/administration-and-finance-offices/environmental-safety/floorplans.aspx. Vehicle traffic will be managed by University Police with possible assistance by county and city agencies, as available. Evacuation will remain in effect until an all-clear notification has been given.

Seek Shelter – An event other than a tornado that requires the campus community to seek shelter immediately. Individuals should close windows and doors and take shelter in areas away from glass. Remain indoors until an all-clear notification has been given.

Get Information – If an emerging situation occurs that is not described by the other messages, this message is intended to direct individuals to seek the second wave information sources for updates on the nature of the emergency. If available, e-mail will be the most likely source of updated information.

All Clear – Used to provide notification that an emergency condition has subsided or is under control.

Building Emergency Information Floorplans

As a building occupant, you need to be familiar with your specific building's emergency exits. Emergency evacuation signs with floor plans and emergency information and instructions are posted in each campus building. Sign information is also posted online at http://www.salisbury.edu/administration/administration-and-finance-offices/environmental-safety/floorplans.aspx.

Shelter In-Place:

When faced with severe weather conditions such as tornadoes or hurricanes, designated areas within campus buildings or residence halls provide protection from the effects of high winds and flying debris. Moving personnel to these protected interior areas is referred to as "shelter in-place." Generally, these areas are away from windows, away from glass doors, interior rooms (or closets) without windows, and are at the lowest possible level within a structure. When notified by Residence Life staff or other authorities to shelter in place, seek shelter immediately within the nearest building and await further instruction regarding the pending danger. Do not venture out to determine if the tornado or hurricane conditions have subsided—designated staff will alert you that conditions have improved or are all clear. For shelter-in-place details by building, visit http://www.salisbury.edu/administration/administration-and-finance-offices/environmental-safety/floorplans.aspx.

Emergency Response Exercises

Salisbury University conducts emergency response exercises, drills, and tests on a regular basis to evaluate the effectiveness of emergency procedures, response capabilities, communication systems, and coordination among campus and community partners. Emergency response and evacuation procedures are publicized in conjunction with at least one emergency response and evacuation test conducted annually. Exercises may be announced or unannounced and are designed to assess the University's preparedness for a variety of emergencies.

The Salisbury University Police Department maintains documentation of emergency response and evacuation exercises, including a description of the exercise, the date and time of the exercise, whether the exercise was announced or unannounced, and any corrective actions or improvements identified as a result of the exercise. Documentation is retained in accordance with University recordkeeping practices.

The Emergency Alert System (EAS) is tested annually. The test typically lasts approximately one to three minutes and includes activation of university emergency notification systems using a prerecorded test message. Following the exercise, University Police reviews system performance, documents the results, and identifies any necessary improvements.

Evacuation drills are conducted regularly in on-campus residential facilities. These drills familiarize occupants with evacuation procedures, emergency exits, and appropriate actions during emergencies while also providing an opportunity to evaluate the effectiveness of fire alarm and life-safety systems.

Salisbury University also participates in tabletop exercises, functional exercises, and multi-agency emergency management activities to enhance preparedness and strengthen coordination among campus departments, local law enforcement, emergency management agencies, fire and EMS services, public health organizations, and other community partners. These exercises may address a variety of emergencies, including severe weather, active threats, public health incidents, civil disturbances, hazardous materials incidents, and other emergencies affecting campus operations.

Examples of recent emergency preparedness exercises include:

- November 2021 – SUPD conducted a response to civil unrest and hate crimes. It tested the ability of leadership to collaborate and respond based on their specific roles in the university to resolve a multi-level incident that began off campus but caused unrest on SU grounds.
- October 2023- SUPD conducted a multi-agency response to a tornadic event impacting campus facilities, operations, and the student body. The exercise challenged multiple departments within the campus to integrate initial response operations with external first responders and utilize incident command structure to identify resources needed to support the students during the incident and afterwards for restoration efforts.

- August 2024 – SUPD conducted a multiagency response to an active threat and barricade situation threatening campus safety and operations. The exercise challenged multiple agencies with response for medical and police needs and the ability to coordinate efficiently with SUPD video surveillance and multiple agency interoperability.
- February 2025: Multi-department commencement planning tabletop exercise focused on emergency preparedness, crowd management, traffic flow, evacuation procedures, spectator safety, and interagency coordination for commencement ceremonies being held at the football stadium.

Fire Safety Report

The Annual Fire Safety Report is published and distributed by Salisbury University Police in compliance with The Higher Education Act of 1965 (HEA) as amended by the Higher Education Opportunity Act of 2008 (HEOA). It contains fire safety information about on-campus student housing facilities including fire statistics, fire safety systems, fire drills, evacuation procedures, fire safety rules, fire safety education and training policies, fire reporting procedures, and plans for future fire safety improvements. The 2026 Annual Fire Safety Report is available online at https://www.salisbury.edu/police/clery-compliance/Files/Salisbury-University-Fire-Safety-Report.pdf. Current or prospective students and employees may also obtain a copy of this report by visiting University Police located in the East Campus Complex or calling 410-543-6007.

FIREARMS AND WEAPONS POLICY

Prohibited Dangerous Items

"The safety of our campus community members is of greatest importance to the University. The possession, use, and/or sale of any item that could threaten the potential safety of the University community on campus and at university-affiliated events and activities occurring off campus is prohibited, unless approved, in writing, by the University Chief of Police. This includes, but is not limited to, weapons, fireworks, explosives, combustible liquids, dangerous chemicals, firearms, ammunition, knives, or anything that resembles a weapon, except by duly authorized law enforcement personnel. Any student found in possession of a prohibited dangerous item is subject to immediate removal from the University. Students who threaten or harm others with a dangerous item, whether on or off campus, will be held accountable."

Code of Community Standards

SEXUAL MISCONDUCT

Salisbury University is committed to providing and maintaining a working and learning environment free from all forms of Sexual Misconduct, Other Sex and Gender-Based Discrimination, and Retaliation through training, education, prevention programs, and policies and procedures that promote prompt reporting and response, provide timely and appropriate support to Parties, prohibit Retaliation, and promote timely, fair, and impartial investigation and resolution in a manner that eliminates the Sexual Misconduct and Other Sex and Gender-Based Discrimination, prevents its recurrence, and addresses its effects. Sexual Misconduct, Other Sex and Gender-Based Discrimination, and Retaliation ("Prohibited Conduct") will not be tolerated in any form by SU. SU prohibits any form of sexual misconduct, which includes dating violence, domestic violence, sexual assault, sexual coercion, sexual exploitation, sexual harassment, sexual intimidation, sexual violence, stalking, and related retaliation. Prohibited Conduct may be a form of sex discrimination prohibited by federal and state discrimination laws, including Title IX of the Education Amendments of 1972 ("Title IX") and Title VII of the Civil Rights Act.

SU's Policy and Procedures Prohibiting Sexual Misconduct and Other Sex and Gender-Based Discrimination applies to all members of the University community, including students and employees (faculty and staff). It also applies to contractors and other third parties who are engaged in any Education Program or Activity, or who are otherwise interacting with the University, including, but not limited to volunteers, vendors, guests, and visitors within the University's jurisdiction.

Retaliation is also prohibited by university policy. Retaliation means intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by Title IX or the SU Policy and Procedures Prohibiting Sexual Misconduct and Other Sex and Gender-Based Discrimination, or because an individual has reported information, made a Complaint, testified, assisted, participated, or refused to participate in any manner in any investigation, proceeding, or hearing related to Sex Discrimination. Retaliation includes bringing charges against an individual for violations of other institutional policies that do not involve Sex Discrimination but arise out of the same facts or circumstances as a Complaint, for the purpose of interfering with any right or privilege secured by Title IX or this Policy.

Salisbury University's Policy Prohibiting Sexual Misconduct and Other Sex and Gender-based Discrimination and the USM Policy on Sexual Misconduct are available online at:

- Salisbury University Policy and Procedures Prohibiting Sexual Misconduct and Other Sex and Gender-Based Discrimination
- University System of Maryland Policy on Sex Discrimination

Definitions

Prevention and Awareness

Preventive education and initiatives for all employees and students to help identify and reduce the occurrence of Sex Discrimination. At a minimum, these educational initiatives will contain information regarding what constitutes Sex-Based Harassment, definitions of Consent and Sex Discrimination (including the definitions of Dating Violence, Domestic Violence, Sexual Assault, and Stalking in the Policy and in Maryland), the University's Policy and Procedures (including all requirements that apply to Confidential Employees and Responsible Employees), bystander intervention (including a description of safe and positive options), risk reduction, and the consequences of engaging in Sex-Based Harassment. These educational initiatives shall be for all incoming students and employees. The University will develop ongoing prevention and awareness campaigns for all students and employees addressing, at a minimum, the same information.

Consent

A knowing, voluntary, and affirmatively communicated willingness to participate in a particular sexual activity or behavior. Consent can only be given by a person with the ability or capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed by words and/or actions, as long as those words and/or actions create a mutually understandable permission regarding the conditions of sexual activity.

- Silence, or lack of protest or resistance is not, in and of itself, Consent.
- Previous sexual activity with a person does not imply Consent for future sexual acts with that person.
- Consent must be present throughout sexual activity and may be withdrawn at any time. If there is confusion as to whether there is Consent or whether prior Consent has been

withdrawn, it is essential that the participants stop the activity until the confusion is resolved.

- Consent cannot be obtained by physical force or Sexual Coercion
- An individual who is Incapacitated is unable to give Consent. The relevant standard is whether a reasonable person in the same position should have known that the other Party was Incapacitated and, therefore, unable to Consent.

Domestic Violence

Includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant, or by any other person against an adult or youth Complainant protected from those acts by domestic or family violence laws of Maryland.

Dating Violence

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

Retaliation

Intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by Title IX or this Policy, or because an individual has reported information, made a Complaint, testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing related to Sex Discrimination.

Rape

Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the Consent of the victim, including instances where the victim is incapable of giving Consent because of their age or because of their temporary or permanent mental or physical incapacity.

Fondling

The touching of the private body parts of another person for the purpose of sexual gratification without the Consent of the victim, including instances where the victim is incapable of giving Consent because of their age or because of their temporary or permanent mental or physical incapacity.

Incest

Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape

Nonforcible sexual intercourse with a person who is under the statutory age of consent.

Attempted Sexual Assault: An attempt to commit Sexual Assault.

Sexual Assault with An Object

To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the Consent of the victim, including instances where the victim is incapable of giving Consent because of their age or because of their temporary or permanent mental or physical incapacity.

Sexual Assault

An offense classified as a sex offense under the Uniform Crime Reporting System of the Federal Bureau of Investigation. Sex Offenses are any sexual act, including Rape, Sodomy, Sexual Assault with An Object, or Fondling directed against another person, without the Consent of the victim, including instances where the victim is incapable of giving Consent; also, unlawful sexual intercourse (Incest or Statutory Rape).

Note:

Maryland Criminal Law Article 3 defines sexual assault as follows:

3-303: Rape in the First Degree - engaging in sexual intercourse with another without his or her consent by force, using weapons, strangling or inflicting serious physical injury, threatening with death, serious injury, or kidnapping, or committed with another's help or during a burglary

3-304: Rape in the Second Degree - engaging in vaginal intercourse with another 1) without his or her consent by force or threat, 2) with a mentally or physically incapacitated person (includes drunk, high, or unconscious) when the defendant knows of his or her condition, or 3) the victim is under 14 years old and the defendant is at least 4 years older than the victim

3-305: Sexual Offense in the First Degree – engaging in a sexual act (oral or anal sex, or any object or part of one's body penetrates the genitals or anus for sexual gratification, but not vaginal intercourse – that's above in rape) by force, threat, or without consent while displaying a weapon, suffocating or physically injuring the victim, or threatening the victim with death, disfigurement, or serious physical injury, or committed with another's help or during a burglary

3-306: Sexual Offense in the Second Degree - engaging in a sexual act with another by 1) force or without his or her consent, 2) with a mentally or physically incapacitated person (includes drunk, high, or unconscious) when the defendant should know of his or her condition, or 3) the victim is under 14 and the defendant is at least 4 years older than the victim

3-307: Sexual Offense in the Third Degree – includes any of the following:

Engaging in sexual contact (intentionally touching the victim's or defendant's genital, anal, or other private parts for sexual gratification or abuse of either person) in any of the following situations 1) without consent while using a weapon, strangling or seriously injuring the victim, threatening the victim with death, serious injury, or kidnapping, or committed with another's help or 2) the victim is mentally or physically incapacitated (drunk or unconscious for example) and the defendant knows of his/her condition, 3) the victim is under 14 years old and the defendant is at least 4 years older; 4) engaging in a sexual act (i.e. oral or anal sex) or vaginal sex with a 14 or 15 year old victim by a 21 year old or older defendant, AKA statutory rape

3-308: Sexual Offense in the Fourth Degree – includes any of the following:

Engaging in sexual contact without the other's consent; engaging in a sexual act or vaginal sex with a 14 or 15 year old when the defendant is at least 4 years older; engaging in a sexual act,

sexual contact, or vaginal sex with a child under 18 who at the time of the sexual activity was a student enrolled in a school where the person was in a position of authority (i.e. a principal, coach, teacher, or counselor who's at least 21 years old, employed by the school, and was in a supervisory position over the student)

Sexual Exploitation

Taking non-consensual or abusive sexual advantage of another person for one's own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited. This includes, but is not limited to, utilizing any image or threatening to use any image, video or recording device for the purpose of capturing images of a sexual act or nude intimate body parts without the Consent or knowledge of the involved Parties; threatening to or intentionally publishing, recreating, or reproducing images of a sexual act or nude intimate body parts without the knowledge or Consent of the Parties involved; voyeurism; inducing Incapacitation for the purpose of having sex with the Incapacitated person regardless of whether or not sexual activity actually takes place; and knowing transmission of HIV or a sexually transmitted infection.

Other Sex-Based Offenses

(a) Unwelcome sexual advances; (b) unwelcome requests for sexual favors; or (c) other behavior of a sexual or gender-based nature where: (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, evaluation of academic work, or participation in a University-sponsored educational program or activity; (ii) submission to or rejection of such conduct by an individual is used as the basis for an academic, employment, or activity or program participation decision affecting that individual; or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance, i.e., it is sufficiently severe or pervasive to create an intimidating, hostile, humiliating, demeaning, or sexually offensive working, academic, residential, or social environment.

Sexual Coercion

The use of unreasonable pressure in an effort to compel another individual to initiate or continue sexual activity against the individual's will. A person's words or conduct are sufficient to constitute Sexual Coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity. Sexual Coercion includes but is not limited to intimidation, manipulation, expressed or implied threats of emotional or physical harm, and/or blackmail. Examples of Sexual Coercion include but are not limited to causing the deliberate Incapacitation of another person; conditioning an academic benefit or employment advantage on submission to the sexual contact; threatening to harm oneself if the other party does not engage in sexual contact; or threatening to disclose an individual's sexual orientation, gender identity, gender expression, or other personal sensitive information if the other party does not engage in the sexual contact

Sexual Harassment

Conduct on the basis of sex that satisfies one or more of the following: (1) Quid Pro Quo: An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct. (2) Hostile Environment: Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's Education Program or Activity; (3) Sexual Assault, (4) Dating Violence, (5) Domestic Violence, or (6) Stalking.

Sexual Harassment prohibited by Md. Code Ann., State Gov't § 20-601

Unwelcome and offensive conduct, which need not be severe or pervasive, when the conduct is based on sex, sexual orientation, or gender identity or consists of unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature; and 1. Submission to the conduct is made either explicitly or implicitly a term or condition of the employment of an individual; 2. Submission to or rejection of the conduct is used as a basis for employment decisions affecting the individual; or 3. Based on the totality of the circumstances, the conduct creates a working environment that a reasonable person would perceive to be abusive or hostile.

Sexual Intimidation

Threatening behavior of a sexual nature directed at another person, such as threatening to sexually assault another person or engaging in indecent exposure.

Sexual Misconduct

An umbrella term that includes Sexual Harassment under Title IX and all additional Prohibited Conduct, including Sexual Coercion; Sexual Exploitation; Sexual Intimidation; Attempted Sexual Assault; Non-Consensual Sexual Contact and Other Sex-based Offenses.

Sodomy

Oral or anal sexual intercourse with another person, without the Consent of the victim, including instances where the victim is incapable of giving Consent because of their age or because of their temporary or permanent mental or physical incapacity.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for their own safety or the safety of others; or (2) suffer substantial emotional distress.

Reporting Sexual Misconduct

To report to SUPD, please call 410-543-6222 or 911. Callers may dial mobile phone #787. Regardless of where the incident occurred, call 911 in an emergency. Prohibited Conduct, particularly Sexual Assault, may be a crime. The University strongly encourages any victim of a potential crime to report it to the appropriate law enforcement agency, even if you are uncertain whether the particular conduct is a crime. Calling local law enforcement can help you: obtain emergency and nonemergency medical care; get immediate law enforcement response for your protection; understand how to assist in a situation that may escalate to more severe criminal behavior; arrange a meeting with a victim advocate service; find counseling and support; initiate a criminal investigation and help to secure valuable evidence; and answer questions about the criminal process. The University will assist Complainants who wish to report Prohibited Conduct to law enforcement authorities, including the Salisbury University Police Department ("SUPD") 24 hours a day/7days a week. Representatives of the Office of Institutional Equity (OIE) are available to assist students in reporting to SUPD. SUPD employees are Responsible Employees under SU Policy and are required to notify the Title IX Coordinator of any report of Prohibited Conduct. SUPD will also assist Complainants in notifying other law enforcement authorities in other jurisdictions, as appropriate.

Any person may report Prohibited Conduct at any time by contacting the Title IX Coordinator, regardless of whether the reporting person is the Complainant.

Humberto Aristizábal
Title IX Coordinator, Fair Practices Officer, and Associate Vice President for Institutional Equity, Office of Institutional Equity
1216 Camden Avenue, Salisbury, MD 21801

(410) 543-6426
hxaristizabal@salisbury.edu

The Title IX Coordinator is responsible for: overseeing SU's response to Prohibited Conduct reports and complaints, and identifying and addressing any patterns or systemic problems revealed by such reports or complaints; investigating Prohibited Conduct; overseeing, reviewing content, and in collaboration with other SU offices, conducting training for students, faculty and staff about Prohibited Conduct; ensuring that appropriate policies and procedures are in place for responding to complaints of Prohibited Conduct against students, faculty, and staff; working with local law enforcement to ensure coordinated responses to Prohibited Conduct cases; and coordinating the effective implementation of Remedies, including Supportive Measures.

Any person may report Sex Discrimination to the OIE. The OIE is responsible for overseeing the University's compliance training, in-person training, prevention programming, and educational programs related to Sex Discrimination. There are several ways to contact the OIE: (1) Call 410-543-6426 and leave a private voice message; (2) Submit an OIE Report A Concern' Complaint Form online: https://www.salisbury.edu/administration/institutional-equity/report-a-concern.aspx This online reporting form is accessible on the OIE website 24 hours/7 days a week unless there is scheduled maintenance, (3) Send a private email to the OIE at equity@salisbury.edu; (4) Mail a letter to the OIE office; or (5) Visit the OIE (it is best to make an appointment first to ensure availability).

Note: Reporting an incident is a separate step from choosing to prosecute. When you file a report, you are not obligated to continue with legal proceedings or university disciplinary action.

Steps to Take Following an Act of Sexual Violence

1. **Stay Warm -** Persons who experience sexual violence may be in a state of shock. It is important to stay warm by wrapping up in a blanket or coat. This will help with recovery from shock and make it less likely that physical evidence is disturbed.
2. **Get to a Safe Place and Seek Emotional Support –** If you are in physical danger or in need of immediate medical attention, call 911. When you get to a safe place, talking with a trusted friend or relative or someone who is professionally trained to deal with sexual violence, such as a confidential mental health professional of the University, can help you make decisions about what to do. Whether you decide to go to the police or not, it is important to take care of your emotional needs. Professional counseling may be beneficial.
3. **Preserve Evidence -** It is important that any evidence of the crime be preserved for the investigating officers. This includes any physical evidence from the victim and from the area where the assault occurred. Victims should specifically avoid bathing or washing clothing or bed linens. In addition, victims should save text messages, social networking pages, emails, voicemails, photographs, or written documents.
4. **Seek Medical Attention –** It is important to seek medical attention as soon as possible. A medical examination will ensure appropriate medical treatment, including testing for pregnancy or sexually transmitted infections. You may also want to obtain a Sexual Assault Forensic Exam (SAFE). A SAFE exam allows for the collection of evidence and can ensure any physical evidence is preserved in the event of a report to law enforcement. A SAFE exam may be obtained within 120 hours after an assault at Tidal Health Peninsula Regional Medical Center**,** 100 E Carroll St, Salisbury, MD 21801, (410) 546-6400. Campus personnel will cooperate to assist a victim of sexual misconduct to obtain appropriate medical attention, including assisting to summon emergency personnel for transportation to the nearest designated hospital offering a SAFE exam.

Victim Services and Protective Measures

Any participant in the investigation process may request, and the University, on its own or at a Party's request, may take Supportive Measures, as appropriate, to assist or protect the Parties during any investigation and adjudication process. Such measures for Parties may include, but are not limited to, assistance in obtaining non-contact or protective orders, enforcing existing and lawful no-contact or protective orders, and changing academic, transportation, residential, and working situations, if such accommodation is reasonably available. OIE will also advise the participants in the investigation of existing options for counseling, health, mental health, victim advocacy, and other services available on and off campus for the parties during any investigation of Prohibited Sex Discrimination. A list of available resources is located at: https://www.salisbury.edu/administration/institutional-equity/_files/documentlibrary/ResourceDocumentList.pdf
Salisbury University provides written notification to students and employees who report dating violence, domestic violence, sexual assault, or stalking regarding available services, protective measures, reporting options, and accommodations

Supportive Measures may include, but are not limited to:

1. No Contact Orders (this is an official University directive that serves as notice to an individual that they must not have verbal, electronic, written, or third-Party communications with another individual).
2. Academic accommodation
    a. Assistance in transferring to another section of a lecture or laboratory
    b. Assistance in arranging for incompletes
    c. Assistance with leave of absence
    d. Assistance with withdrawal from coursework
    e. Assistance with withdrawal from campus
    f. Rearranging course schedules
    g. Rescheduling exams
    h. Extensions of deadlines
    i. Retaking a course
    j. Dropping a course
    k. Academic support; tutoring
    l. Facilitating adjustments so Complainants and Respondents do not share courses
    m. Assisting a person in communicating with faculty
3. Housing accommodation
    A. Facilitating changes in on-campus housing locations
    B. Assistance in exploring alternative housing off campus
4. Employment accommodation
    A. Alternate University employment
    B. Different work shifts
    C. Temporary assignment, if appropriate, to other work duties and responsibilities, or other work locations, or other work groups/teams or alternative supervision/management

D. Arranging to take a leave from employment

5. Safety

A. Transportation and parking arrangements or accommodations

B. Safety planning, including use of campus escort services

C. Increased security and monitoring of certain areas of campus

D. Assistance in making a report to law enforcement or obtaining a protective order

6. Other

A. Assistance with exploring changes in dining options

B. Assistance in arranging appointments with university resources

C. Assisting a person in requesting that directory information be removed from public sources

D. Facilitating assistance for an individual to obtain medical, advocacy, legal, financial aid, visa and immigration, and therapy services

Procedures to Address Incidents of Sexual Misconduct

The University is committed to providing and maintaining a working and learning environment free from all forms of Sex Discrimination through training, education, prevention programs, and policies and procedures that promote prompt reporting and response, provide timely and appropriate support to Parties, prohibit Retaliation, and promote timely, fair, and impartial investigation and resolution in a manner that eliminates Sex Discrimination, prevents its recurrence, and addresses its effects.

Individuals are encouraged to report Sex Discrimination promptly in order to maximize the University's ability to obtain evidence, identify potential Witnesses, and conduct a thorough, prompt, and impartial investigation. A Party may be accompanied to any meeting held by the Title IX Coordinator or designee by up to two (2) people, including one (1) Support Person, and one (1) Advisor. The OIE strives to resolve all complaints within reasonably prompt time frames depending on the nature, extent, and complexity of the allegations and resolutions. Good faith efforts will be made to complete Informal Resolutions and investigations in a timely manner, typically within 120 Days, by balancing principles of thoroughness and fundamental fairness. The Title IX Coordinator may grant good cause extensions and/or delays throughout the resolution processes, and the Parties will be notified in writing and given the reason(s) for the extensions and/or delays.

Informal resolution can encompass a variety of approaches agreed to by the Parties including, but not limited to, mediation, Respondent acknowledgment of responsibility, and/or negotiated interventions and Remedies facilitated by the Title IX Coordinator and/or designee(s). The Title IX Coordinator and/or designee(s) has the discretion to determine whether a Complaint is appropriate for informal resolution and which resolution approach is best utilized given the specifics of the Complaint. The Title IX Coordinator and/or designee(s) retains discretion to terminate an ongoing informal resolution process at any time, at which point the Title IX Coordinator and/or designee(s) will make a determination as to next appropriate steps. The Title IX Coordinator and/or designee(s) will inform both Parties simultaneously in writing of the reason(s) for terminating an informal resolution process.

Informal Resolution Permitted

At any time prior to reaching a determination regarding responsibility, the University may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication.

1. The University will obtain the Parties' voluntary, written consent to proceed with the informal resolution process. The University will not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of Complaints of Sex Discrimination.
2. The University will not require the Parties to participate in an informal resolution process.
3. The University will provide the Parties with a written notice disclosing:
    A. The allegations;
    B. The requirements of the informal resolution process include that at any time prior to the Parties' agreement to a resolution, any Party may withdraw from the informal resolution process and initiate grievance procedures;
    C. That the Parties' agreement to a resolution at the conclusion of the informal resolution process precludes the Parties from initiating or resuming grievance procedures arising from the same allegations;
    D. The potential terms that may be requested or offered in an informal resolution agreement, including a notice that the agreement is binding only on the Parties; and e. what information will be maintained by the Institution and how the Institution could disclose such information for use in grievance procedures, if initiated or resumed.
4. The University will not offer or facilitate an informal resolution process to resolve allegations of Sexual Assault or Sexual Coercion.
5. The University will not use the same facilitator for informal resolution to investigate or decide a matter under the grievance procedures.
6. The University will require that any person designated to facilitate an informal resolution process not have a conflict of interest or bias for or against Complainant or Respondent.
7. If agreed to by the Parties and determined appropriate, the following informal resolution interventions and remedies may be utilized, including but not limited to:
    A. Increased monitoring, supervision, and/or security at locations or activities where the Sex Discrimination occurred or is likely to reoccur;
    B. Targeted or broad-based educational programming or training for relevant individuals or groups;
    C. Academic and/or housing modifications for either Party;
    D. Workplace modifications for either Party;
    E. Completion of projects, programs, or requirements designed to help the Respondent manage behavior, refrain from engaging in Sex Discrimination, and understand why the Sex Discrimination is prohibited;
    F. Compliance with no contact orders which may limit access to specific University buildings or areas or forms of contact with particular persons; g. Completion of community service hours over a specific period of time; and h. Separation from the University.
8. When an informal resolution agreement is reached and the terms of the agreement are implemented, the matter is resolved and closed. Appeals by either Party are not permitted. The Title IX Coordinator and/or designee(s) is responsible for ensuring compliance with the informal resolution.
9. In cases where an agreement is not reached and the Title IX Coordinator and/or designee(s) determines that further action is necessary, or if either Party fails to comply with the terms of

the informal resolution, the matter may be referred for an investigation and adjudication and/or dismissal under these Procedures, as appropriate.

10. The Parties will be provided with a written copy of the terms of the informal resolution agreement. The Title IX Coordinator and/or designee(s) will maintain all records regarding informal resolution.

In the case of an investigation, The Title IX Coordinator will designate an Investigator to conduct a prompt, thorough, fair, and impartial investigation. The investigation is an impartial fact-gathering process. It is an important stage of the process in which both Parties have an opportunity to be heard. During the investigation, the Investigator will speak separately with both Parties and any other individuals who may have relevant information. The on-campus procedures provide that the complainant and respondent are afforded the same opportunities to have others present during any institution disciplinary proceeding. This includes an advisor of their choice, which means any person who has been chosen by the complainant or respondent, and who has agreed to provide advice, review documents, and generally provide moral support, at the party's own cost. The Parties will each have an equal opportunity to present witnesses (including fact and expert witnesses, at their own expense) and any other relevant evidence.

A Final Investigation Report containing summaries of all relevant information obtained throughout the course of the investigation and analysis of fact will be submitted to a Hearing Panel comprised of university officials. Each Party's Advisor will be provided an opportunity to question the other Party and any witnesses. If a Party does not have an Advisor present at the Hearing stage of the process, the University will provide one free of charge for the purpose of conducting all questioning on behalf of that Party. The Hearing Panel Chair will provide the Parties with a written determination at the same time. The written determination will include:

1. A description of the allegations;
2. Information about the policies and procedures that the University used to evaluate the allegations;
3. The Hearing Panel's evaluation of Relevant and not otherwise Impermissible Evidence and determination whether Sex Discrimination occurred, by a preponderance of the evidence;
4. If the Hearing Panel finds that Sex Discrimination occurred, any disciplinary Sanctions that will be imposed and any Remedies that will be provided; and
5. The procedures for appeal. The written determination regarding responsibility for a violation of the Policy becomes final either on the date that the University provides the Parties with the written determination of the result of the appeal if an appeal if filed, or if an appeal is not filed, on the date after which an appeal would no longer be considered timely.

The standard of proof for a determination of responsibility under SU policy is preponderance of the evidence. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility remain with the University and not on the Parties.

Confidentiality of Complaints, Reports and Outcomes

The University understands that the Complainant, Respondent, Witnesses involved in any sex discrimination desire confidentiality during the investigation and adjudication of such matters. While the University will keep these matters confidential to the extent possible and as required by law, the University cannot ensure complete confidentiality, or even the confidentiality requested by Parties, in all cases. The OIE will, to the best of its ability, keep confidential information provided by the Complainant, Respondent, or Witnesses, and will disclose this information only to any individual who needs to know and/or is allowed to know by law. For example, the OIE will need to disclose the basis of the allegations to the Respondent and allow the parties similar and timely access to information to be used during the

process. In addition, the OIE may need to disclose information to law enforcement consistent with state and federal law; to other University officials as necessary for coordinating Supportive Measures, for health, welfare, safety, and other appropriate reasons, as well as to government agencies who review the University's compliance with federal and state law. Information about complaints and reports, absent personally identifiable information, may be reported to university officials as needed and/or to external entities for statistical and analysis purposes pursuant to applicable federal and state law, and University policy.

Student Sanctions

Status sanctions range from a warning up to and including separation from the University (suspension or dismissal), and are usually accompanied by educational sanctions, interventions, restorative sanctions, bans, restrictions, deactivations and loss of privileges, and previously published fines, depending on the nature and severity of the incident, institutional sanctioning guidelines, the student's previous disciplinary history, the impact of the student's behavior, and mitigating and/or aggravating circumstances.

Faculty and Employee Sanctions

Sanctions range from a written reprimand up to and including termination of employment, depending on the circumstances and nature of the violation. Any disciplinary action will be consistent with other procedures or protections that individuals may be subject to and/or entitled to on the basis of their employment status.

Sexual Misconduct Prevention and Education Programs

The university offers a variety of programs promoting awareness and prevention of dating violence, domestic violence, sexual assault, and stalking throughout the year. These programs include the university's policy prohibiting these types of conduct; definitions of these crimes and consent in reference to sexual activity; a description of safe and positive options for bystander intervention; information on risk reduction; and information regarding SU's policies and procedures after a sex offense occurs. Awareness and prevention programs are provided by a number of departments including the Campus Housing and Residence Life, Student Counseling Center, Office of Student Affairs, Office of Institutional Equity, University Police and the Center for Student Involvement and Leadership. The university also works collaboratively to ensure that material presented in orientations is reinforced with students, faculty, and staff during the year. Some of the ongoing prevention and awareness campaigns include:

- Take Back the Night – The Student Counseling Center offers this outreach program, an internationally-recognized annual event, which aims to unify women, men and children while raising awareness about, and taking action against sexual violence and its impact on individuals, groups and societies.
- Sexual Assault Awareness Month (SAAM) – This is an annual campaign sponsored by the Office of Housing and Residence Life and the Office of Institutional Equity to raise public awareness about sexual assault and educate communities and individuals on how to prevent sexual violence.
- Rape Aggression and Defense (RAD) Program - R.A.D. is an international self-defense organization that teaches self-defense techniques for all types of confrontations using different levels of force. Salisbury University Police Department staff are trained and certified to teach the program. The program is offered several times each semester for students, faculty and staff.
- Self-Defense Awareness & Familiarization Exchange (S.A.F.E) – The purpose of this program, conducted by University Police, is to prevent crimes of sexual violence in our communities through programs of education and training, focusing primarily on awareness and prevention; and to educate women about realistic options that will help them avoid, escape, and survive assaults if they do occur.

- Community Trainings: The Life Crisis Center, which is not affiliated with SU, offers various trainings. More information about their educational programs can be obtained from its website at: https://www.lifecrisiscenter.org/services.htm.

Training

1. SU shall develop and implement preventive education, directed toward both employees and students, to help reduce the occurrence of Prohibited Conduct. At a minimum, educational initiatives for incoming students and employees must include the following:

   - the Policy and Procedures, including the definitions of Consent and Prohibited Conduct;

   - description of safe and positive options for bystander intervention;

   - information on risk reduction; and - the definitions of "Dating Violence," "Domestic Violence," "Sexual Assault," and "Stalking" in Maryland.

   SU must also develop ongoing prevention and awareness campaigns for all students and employees addressing, at a minimum, the same information regarding Prohibited Conduct. Educational initiatives for employees shall comply with Md. Code Ann., State Pers. & Pens. § 2-203.1.

2. Investigators, decision-makers, and individuals who are responsible for implementing grievance procedures or have the authority to modify or terminate Supportive Measures. Investigators, decision-makers, and individuals who are responsible for implementing grievance procedures or have the authority to modify or terminate Supportive Measures will receive annual training on the topics required for all employees (above), as well as training on the following (to the extent of their responsibilities):

   A. The University's responsibilities, including the scope of the University's Education Program or Activity and the University's obligations to address Sex Discrimination (see 34 C.F.R. § 106.44);

   B. The University's grievance procedures (including how to conduct an investigation);

   C. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;

   D. The meaning and application of the term "Relevant" in relation to questions and evidence, and the types of evidence that are impermissible regardless of relevance; and

   E. Issues related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking and conducting an investigation and hearing process that protects the safety of individuals and promotes accountability.

3. Facilitators of an informal resolution process in addition to receiving the training required for all employees, facilitators of informal resolution processes will be trained on the rules and practices associated with the University's informal resolution processes, and on how to serve impartially, including by avoiding conflicts of interest and bias.

4. Title IX Coordinator and designees in addition to all of the training requirements for all of the categories above, the Title IX Coordinator and any designees will be trained on their specific responsibilities, the specific actions required to prevent discrimination and ensure equal access (see 34 C.F.R. §§ 106.40(b)(3), 106.44(f) and (g)), the University's recordkeeping system and recordkeeping requirements, and any other training necessary to coordinate compliance with Title IX.

Bystander Intervention

According to the Rape, Abuse & Incest National Network (https://www.rainn.org/), "everyone has a role to play in preventing sexual assault. There are many different ways that you can step in or make a difference if you see someone at risk. This approach to preventing sexual assault is referred to as 'bystander intervention.'

Create a distraction.
Do what you can to interrupt the situation. A distraction can give the person at risk a chance to get to a safe place.

- Cut off the conversation with a diversion like 'Let's get pizza, I'm starving' or 'This party is lame. Let's try somewhere else.'
- Bring out fresh food or drinks and offer them to everyone at the party, including the people you are concerned about.
- Start an activity that is draws other people in, like a game, a debate, or a dance party.

Ask directly.
Talk directly to the person who might be in trouble.

- Ask questions like 'Who did you come here with?' or 'Would you like me to stay with you?

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

- Talk to a security guard, bartender, or another employee about your concerns. It's in their best interest to ensure that their patrons are safe, and they will usually be willing to step in.
- Don't hesitate to call 911 if you are concerned for someone else's safety.

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

- Ask someone to come with you to approach the person at risk. When it comes to expressing concern, sometimes there is power in numbers.
- Ask someone to intervene in your place. For example, you could ask someone who knows the person at risk to escort them to the bathroom.
- Enlist the friend of the person you're concerned about. 'Your friend looks like they've had a lot to drink. Can you check on them?'

Your actions matter
Whether or not you were able to change the outcome, by stepping in you are helping to change the way people think about their role in preventing sexual assault. If you suspect that someone you know has been sexually assaulted, there are steps you can take to support that person and show you care."

Risk Reduction Information

The Rape, Abuse and Incest National Network (www.rainn.org) provides steps to reduce the risk of becoming a victim of sexual violence "and some of those tips are outlined below. No tips can absolutely guarantee safety—sexual violence can happen to anyone, and it's not the only crime that can occur on a college campus. It's important to remember that if you are sexually assaulted on campus it is not your fault—help and support are available.

Increasing on-campus safety

The following tips may reduce your risk for many different types of crimes, including sexual violence.

- **Know your resources**. Who should you contact if you or a friend needs help? Where should you go? Locate resources such as the campus health center, campus police station, and a local sexual assault service provider. Notice where emergency phones are located on campus, and program the campus security number into your cell phone for easy access.
- **Stay alert.** When you're moving around on campus or in the surrounding neighborhood, be aware of your surroundings. Consider inviting a friend to join you or asking campus security for an escort. If you're alone, only use headphones in one ear to stay aware of your surroundings.
- **Be careful about posting your location.** Many social media sites, like Facebook and Foursquare, use geolocation to publicly share your location. Consider disabling this function and reviewing other social media settings.
- **Make others earn your trust.** A college environment can foster a false sense of security. They may feel like fast friends but give people time to earn your trust before relying on them.
- **Think about Plan B.** Spend some time thinking about back-up plans for potentially sticky situations. If your phone dies, do you have a few numbers memorized to get help? Do you have emergency cash in case you can't use a credit card? Do you have the address to your dorm or college memorized? If you drive, is there a spare key hidden, gas in your car, and a set of jumper cables?
- **Be secure.** Lock your door and windows when you're asleep and when you leave the room. If people constantly prop open the main door to the dorm or apartment, tell security or a trusted authority figure.

Safety in social settings

It is possible to relax and have a good time while still making safety a priority. Consider these tips for staying safe and looking out for your friends in social settings.

- **Make a plan.** If you're going to a party, go with people you trust. Agree to watch out for each other and plan to leave together. If your plans change, make sure to touch base with the other people in your group. Don't leave someone stranded in an unfamiliar or unsafe situation.
- **Protect your drink.** Don't leave your drink unattended and watch out for your friends' drinks. If you go to the bathroom or step outside, take the drink with you or toss it out. Drink from unopened containers or drinks you watched being made and poured. It's not always possible to know if something has been added to your drink. In drug-facilitated sexual assault, a perpetrator could use a substance that has no color, taste, or odor.
- **Know your limits.** Keep track of how many drinks you've had and be aware of your friends' behavior. If one of you feels extremely tired or more drunk than you should, you may have been drugged. Leave the party or situation and find help immediately.
- **It's okay to lie.** If you want to exit a situation immediately and are concerned about frightening or upsetting someone, it's okay to lie. You are never obligated to remain in a situation that makes you feel uncomfortable, pressured or threatened. You can also lie to help a friend leave a situation that you think may be dangerous. Some excuses you could use are needing to take care of another friend or family member, an urgent phone call, not feeling well, and having to be somewhere else by a certain time.
- **Be a good friend.** Trust your instincts. If you notice something that doesn't feel right, it probably isn't. Learn more about how to keep your friends safe in social settings."

SUBSTANCE ABUSE

The University actively supports applicable county, state and federal laws pertaining to the illegal use of alcohol and drugs. The unlawful manufacture, sale, distribution, dispensation, possession or use of illegal drugs or controlled substances, and the unauthorized use or abuse (e.g., being intoxicated) of alcohol by anyone on university property (including any facilities leased or used by the University) or in university vehicles is prohibited. The use of alcohol by anyone under 21 years of age or the abuse of alcohol by anyone at any University sponsored or supervised activity off campus is also prohibited. The University reserves the right to refuse any advertising or promotional activities that focus on the consumption of alcoholic beverages, tobacco or drugs that might encourage use or abuse.

The University's *Code of Community Standards* "sets out the standards of behavior for all Students and Student Organizations that promote the safety and welfare of the Salisbury University (the 'University') community. It applies to all conduct by Students and Student Organizations on University Property, at University-sponsored events and activities, and off-campus when the Dean of Students or designee determines that the off-campus conduct affects a substantial University interest." Students found responsible for alcohol or drug related offenses are subject to campus disciplinary action outlined in the *Code of Community Standards* (https://www.salisbury.edu/administration/student-affairs/office-of-student-conduct/community-standards/code.aspx). Such disciplinary action does not preclude civil and/or criminal prosecution under county, state or federal laws.

In the matter of the use of alcoholic beverages by faculty and staff, Salisbury University operates under the Executive Order 01.01.1991.16 State of Maryland Substance Abuse Policy**.** That policy is available at https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/current-employees/index.aspx. Employees found to be in violation of this policy shall be subject to disciplinary action as well as any legal penalties under federal and state law.

Alcohol Policy

"The University expects Students who choose to drink to make decisions with thoughtful consideration that are guided by the law, common sense, and the information about how alcohol use can impact both the student and those around them. The use, possession, consumption or distribution of alcoholic beverages by Students, except as expressly permitted by Maryland law and University policy, is a violation of the Code of Community Standards. This includes, but is not limited to:

1. Underage possession and consumption of alcohol;
2. Possession of an open container of alcohol either on University Property at a location not approved by the University or on public property in an unlawful manner;
3. Excessive drinking and intoxication, regardless of age;
4. Operating a vehicle under the influence of alcohol, including, but not limited to, motor vehicles, bicycles, scooters and skateboards;
5. Purchasing, providing or otherwise making alcohol available to underage people;
6. Any form of rapid consumption of alcohol or participation in drinking games that may create a risk of danger to self, others or the University community."

Code of Community Standards

Policy on the Role of Alcohol at Events Sponsored by the University and University-Related Organizations

The University seeks to foster a culture of conversation where meaningful experiences are shared, and bonds of community are formed. If the inclusion of alcohol is deemed appropriate at any on or off-

campus event sponsored by any university department or student organization, it should be included in a way that is compatible with the kind of culture the university strives to promote. It should not be included in a way that encourages underage drinking or inhibits the participation of either underage students or those who choose not to drink.

The members of any university department or student organization who are contemplating the inclusion of alcohol at a sponsored event should discuss the issue among themselves and, if alcohol is to be included, should discuss the concrete steps to be taken to ensure that considerations described above are addressed. The distribution and use of alcohol must be in compliance with state law and university policy. Faculty/staff advisors and student leaders are especially encouraged to consult the *Faculty Handbook* and the *Recognized Club and Student Organization Handbook* for additional information on state alcohol laws and the potential for criminal or civil liability.

Faculty Handbook (http://www.salisbury.edu/administration/academic-affairs/faculty-handbook/docs/fhbfullversionrev8-16-171.pdf)

Recognized Club and Student Organization Handbook (https://www.salisbury.edu/administration/student-affairs/center-for-student-involvement-and-leadership/_files/RSO_Handbook_F18-003.pdf).

Drug Policy

"When students are using or abusing drugs, whether it is illegal or prescription drugs that are being misused, they jeopardize their safety and may negatively affect the entire community. The University expects all members of the community to comply with state and federal laws pertaining to drugs. This includes, but is not limited to:

1. The possession or use of any illegal Drug and/or Drug Paraphernalia; and
2. The delivery, transfer, intent to deliver or transfer, manufacture, or sale of any illegal Drug or Drug Paraphernalia. This includes the sharing or giving of drugs to even one person, cultivation of drugs, and any other form of distribution or intention of distribution of under Maryland law.

Please note that, although Maryland law allows certain uses of marijuana, including for limited medical purposes, federal laws prohibit marijuana use, possession and/or cultivation at educational institutions and on the premises of other recipients of federal funds.[2] The University is a recipient of federal funds under Title IV of the Higher Education Act of 1965 (i.e. federal grants, loans, and work-study programs) and therefore the use, possession or cultivation of marijuana for medical purposes is not permitted in any University housing or any other University property, nor is it permitted at any University-sponsored event or activity off campus. Lawful possession of a medical marijuana card does not create an exception to this prohibition.

Code of Community Standards

Drug-Free Workplace Policy

Salisbury University strives to maintain a workplace free from the illegal use, possession, or distribution of controlled substances. Unlawful manufacture, distribution, dispensation, possession, or use of controlled substances by employees in the workplace is prohibited. Employees found to be in violation of the State of Maryland Substance Abuse policy shall be subject to disciplinary action as well as any legal penalties under federal and state law. Employees are encouraged to seek assistance for substance abuse problems. Employees receive a copy of the State of Maryland Substance Abuse Policy – Executive Order 01.01.1991.16 upon start of employment; additional copies are available from the Office of Human Resources or online at https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/current-employees/index.aspx. All employees are required to acknowledge receipt of a copy of this Executive Order by returning an acknowledgement of receipt to their supervisor for insertion in their personnel file. In compliance with the Executive Order on Substance Abuse, SU has defined certain positions as "sensitive" in accordance with the guidelines of the Executive Order. SU's

Policy on Definition of Sensitive Positions may be found in the Source Documents section in the employee handbook which is available online at https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/current-employees/index.aspx.

Responsible Action Protocol (formerly Medical Amnesty Policy)

"Student health and safety are of primary concern at the University. As such, in cases of intoxication or overdose due to the consumption or use of alcohol or other drugs, the University encourages individuals to seek assistance for themselves or others. If assistance is sought due to a serious and immediate risk from the consumption or use of alcohol or drugs, the Dean of Students Office will not pursue disciplinary charges against a student for violations of the Alcohol Policy, Drug Policy or policies related to the consumption or use of alcohol or drugs on their first incident. Any further incidents may result in disciplinary charges. Additionally, those Students who actively assist an individual under the influence of alcohol or drugs will not receive conduct charges for violations of the Alcohol Policy, Drug Policy or policies related to the use or consumption of alcohol or drugs. For detailed information, please refer to the Responsible Action Protocol" *located at https://www.salisbury.edu/administration/student-affairs/office-of-student-conduct/community-standards/responsible-action-protocol.aspx*

Code of Community Standards

Applicable Legal Sanctions

Students and employees at Salisbury University are subject to federal, state and local laws regarding the possession and distribution of illegal drugs. Federal Law 21 USCA, sections 841 and 844, states that it is unlawful to possess, manufacture, distribute or dispense a controlled substance. In addition, the state of Maryland has its own laws dealing with distribution, manufacturing and possession of controlled substances. Maryland law (Sections 5-601, 5-602 and 5-607, Criminal Law Article) states that any persons who unlawfully manufacture, distribute, dispense or possess a controlled dangerous substance may be subject to imprisonment up to 5 years and fines up to $25,000. In 2014, the Maryland General Assembly passed Senate bill 364 which reclassified the use or possession of less than 10 grams of marijuana from a criminal to a civil offense, effective October 1, 2014. The civil offense subjects offenders to a fine of up to $100 for a first offense, $250 for a second offense and $500 for a third or subsequent offense.

Students and employees of Salisbury University are subject to state laws for possessing, consuming and obtaining alcohol. It is illegal in the state of Maryland for any person under 21 to falsify or misrepresent his or her age to obtain alcohol or to possess alcoholic beverages with the intent to consume them (MD Code Criminal Art. Section 10-114). It is also illegal in most situations to furnish alcohol to a person under 21 or to obtain alcohol on behalf of a person under 21 (MD Code Criminal Art. Section 10-113). The penalty is a fine of up to $500 for a first offense and up to $1,000 for repeat offenses (MD Code Criminal Art. Section 10-117). Under section TR16-113 of the Maryland Annotated Code, licensees under the age of 21 years are prohibited from driving or attempting to drive a motor vehicle while having alcohol in the licensee's blood. Violation of this license restriction may result in a license suspension or revocation and/or a fine.

Alcohol and Other Drug Programs

The University provides education and prevention resources related to the use of alcohol, tobacco, and other drugs. The University utilizes educational strategies to increase awareness of drug, alcohol, or tobacco use. Although many efforts are initiated by the Office of Student Affairs, other departments and organizations at the University address issues of alcohol, tobacco, and other drugs as well through programs and initiatives that are ongoing and continually reviewed for effectiveness. For more information regarding Salisbury University's Drug and Alcohol Abuse Prevention Program and Drug-Free Schools and Communities Act (DFSCA) Biennial Review, visit https://www.salisbury.edu/administration/student-affairs//_files/biennial-review-drug-Free.pdf

Campus and Community Resources

The university provides resources to educate, prevent and address alcohol and other drug use and abuse. Resources, including awareness information, counseling services and referral services are available to employees and students. A list of community resources is available through the following offices:

Campus

Student Counseling Center 410-543-6070
https://www.salisbury.edu/administration/student-affairs/counseling-center/index.aspx

Student Health Services 410-543-6262
https://www.salisbury.edu/administration/student-affairs/student-health-services/index.aspx

Human Resources 410-543-6035
https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/index.aspx

Employee Assistance Program

State of Maryland EAP 410-767-1012
https://dbm.maryland.gov/employees/Pages/EAP.aspx 800-411-5123

Area Drug and Alcohol Abuse Services

Delmarva Family Resources	805 N. Salisbury Blvd. Salisbury, MD 21801	410-334-6687
Tidal Health	100 East Carroll Street Salisbury, MD 21801	(410)546-6400
Resource Recovery Center	726 S. Salisbury Blvd. Salisbury, MD 21804	410-749-9482
Atlantic Recovery	1323 Mt Hermon Rd, Suite 3A Salisbury, MD 21804	443-944-9896
Chesapeake Treatment Services	1322 Belmont Avenue #201 Salisbury, MD 21804	410-831-3904
Hudson Health Services	1505 Emerson Avenue Salisbury, MD 21801	410-219-9000
Lower Shore Clinic	505 E. Main Street Salisbury, MD 21804	410-341-3420
Pine Bluff Counseling	1506 S. Salisbury Blvd., Suite 6 Salisbury, MD 21801	410-677-0466
Dr. Talmadge Reeves	233 W. Main Street Salisbury, MD 21804	410-749-0124
Tidal Health Behavioral Health Crisfield	201 Hall Hwy Crisfield, MD 21817	410-968-1200 (ext. 3324)

Self Help Programs

Alcoholics Anonymous (www.aa.org/) 410-543-2266

Narcotics Anonymous (www.na.org/) 800-974-0062

Al-Anon and Alateen (www.al-anon.alateen.org/) 410-742-2504

Addiction-Treatment.com 800-660-0986

CRIME DEFINITIONS

Under the Clery Act, the following offenses are based on definitions provided by the Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting (UCR) program.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed. The following would be classified as aggravated assaults: assaults or attempts to kill or murder, poisoning, assault with a dangerous or deadly weapon, maiming, mayhem, assault with explosives, or assault with a disease.

Arson: The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another, etc.

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

Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine). The Maryland General Assembly passed Senate bill 364 which reclassified the use or possession of 10 grams or less of marijuana to a civil offense and is no longer reportable under Clery. The decriminalization law took effect October 1, 2014.

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

Hate Crimes: A criminal offense committed against a person or property which is motivated in whole or in part by the offender's bias. Bias is a preconceived negative opinion or attitude toward a group of people based on their race, gender, religion, disability, sexual orientation, ethnicity, national origin, or gender identity.

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

Liquor Law Violations: The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness. This includes the manufacture, sale, transporting, furnishing, possession, etc. of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are NOT included in this definition.)

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

Murder/Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another. Any death caused by injuries received in a fight, argument, quarrel, assault or commission of a crime. Note: Deaths caused by assaults to murder and attempts to murder, suicides, fetal deaths, traffic fatalities, accidental deaths, and justifiable homicides are excluded.

Negligent Manslaughter: The killing of another person through gross negligence. Gross negligence is the intentional failure to perform a manifest duty in reckless disregard of the consequences as affecting the life or property of another.

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

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

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent (age 16 in Maryland).

Weapon Law Violations: Arrests and referrals for disciplinary action for violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. This type of offense is not limited to “deadly weapons,” but also applies to weapons used in a deadly manner.

Unfounded Crime Reports: A report that is false or baseless. When a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is considered to be "unfounded." Only sworn or commissioned law enforcement personnel may unfound a crime.

Collection and Classification of Crime Statistics

The Salisbury University Police Department coordinates the collection, classification, and publication of crime statistics for the Annual Security Report. Crime statistics are compiled from reports received by Salisbury University Police, Campus Security Authorities (CSAs), Housing and Residence Life, Student Accountability and Community Standards, the Office of Institutional Equity, local law enforcement agencies, and other University offices with Clery Act reporting responsibilities. Statistics are reviewed to determine the appropriate offense classification, Clery geography, and reporting year. Duplicate reports are reconciled before inclusion in the Annual Security Report. In accordance with the Clery Act, only sworn or commissioned law enforcement personnel may determine that a reported crime is unfounded.

Crime Statistics

SALISBURY UNIVERSITY CAMPUS CRIME STATISTICS (by calendar year):

The *Jeanne Clery Campus Safety Act* (the *Clery Act*) mandates the manner and format in which statistics are to be collected and published. Statistical updates, if any, will be posted at https://www.salisbury.edu/police/clery-compliance/

This report contains statistics for the previous three calendar years. The statistics have been compiled from data collected from Salisbury University Police, Salisbury Police Department, Maryland State Police, Wicomico County Sheriff’s Office, Office of Student Affairs, Office of Campus Housing and Residence Life, Office of Institutional Equity and non-police officials which includes campus security authorities.

Salisbury University is required to report offenses that occur (1) on campus, (2) in or on non-campus buildings or property that SU owns or controls and (3) on public property within or immediately adjacent to the campus.

- **"On Campus"** means "any building or property owned or controlled by the university that is reasonably contiguous to the university and that directly supports or relates to the university's educational purpose and any building or property the university owns but does not control that is frequently used by students and that supports the university's educational purposes." Examples of campus buildings include, but are not limited to, residence halls, bookstores, and libraries.
- **"Non-campus buildings or property"** means "buildings or property owned or controlled by officially recognized students' organizations and those located off campus but owned or controlled by the university (not including separate campuses)." Examples of non-campus buildings could include off-campus, university owned residential spaces.
- **"Public property"** means all property reasonably contiguous to the university but that is owned by a public entity. Examples of public property include, but are not limited to, public parking facilities, sidewalks, and streets on or directly bordering campus.

SALISBURY UNIVERSITY CLERY ACT STATISTICS - CRIME REPORTS				
OFFENSE	**LOCATION**	**2023**	**2024**	**2025**
Murder/Non-Negligent Manslaughter	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Negligent Manslaughter	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Rape[1]	On Campus	3	10	7
	Residence Halls*	2	8	5
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Fondling[1]	On Campus	6	2	5
	Residence Halls*	6	1	5
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Incest[1]	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Statutory Rape[1]	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Robbery	On Campus	1	1	1
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0

Aggravated Assault	On Campus	1	1	2
	Residence Halls*	0	1	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Burglary	On Campus	1	6	6
	Residence Halls*	0	3	5
	Non-Campus Buildings/Properties	0	1	0
	Public Property Next to Campus	0	0	0
Motor Vehicle Theft	On Campus	0	2	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Arson	On Campus	0	0	2
	Residence Halls*	0	0	1
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0

VIOLENCE AGAINST WOMEN ACT (VAWA)				
OFFENSE	**LOCATION**	**2023**	**2024**	**2025**
Domestic Violence	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	1
	Public Property Next to Campus	0	0	0
Dating Violence	On Campus	4	8	10
	Residence Halls*	3	8	9
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Stalking	On Campus	6	10	10
	Residence Halls*	2	3	4
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0

ALCOHOL, DRUG, AND WEAPONS VIOLATIONS				
Arrests	**Location**	**2023**	**2024**	**2025**
Liquor Law Arrests	On Campus	0	6	23
	Residence Hall*	0	5	6
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Drug Law Arrests[2]	On Campus	0	1	1
	Residence Hall*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	1
Illegal Weapons Possession	On Campus	0	0	2
	Residence Hall*	0	0	1
	Non-Campus Buildings/Properties	0	0	0

	Public Property Next to Campus	0	0	0
University Judicial System Referrals[4]	**Location**	**2023**	**2024**	**2025**
Liquor Law Violations[3]	On Campus	115	166	266
	Residence Hall*	107	163	257
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	2	0	0
Drug Law Violations[3]	On Campus	0	37	75
	Residence Hall*	0	34	72
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Illegal Weapons Possession[3]	On Campus	3	4	10
	Residence Hall*	3	3	9
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
University Judicial System Referrals[4]	**Location**	**2023**	**2024**	**2025**
Hazing Incidents[4]	On Campus	N/A	N/A	0
	Residence Hall*	N/A	N/A	0
	Non-Campus Buildings/Properties	N/A	N/A	0
	Public Property Next to Campus	N/A	N/A	0

Unfounded Crimes

2025: One unfounded crime.
2024: Three unfounded crimes.
2023: Two unfounded crimes.

Footnotes:

1. The statistical categories for sex offenses are categorized as rape (includes sodomy and sexual assault with an object), fondling, incest and statutory rape.
2. Note: The Maryland General Assembly passed Senate Bill 364, which reclassified the use or possession of 10 grams or less of marijuana as a civil offense and is no longer reportable under Clery. The decriminalization law took effect October 1, 2014.
3. Judicial referrals are categorized as individuals who are not arrested but referred for possible campus disciplinary action.
4. Hazing statistics are reported in accordance with the Stop Campus Hazing Act and include reported incidents meeting the federal definition of hazing that occur within Clery Act geography. Statistical inclusion does not require a finding of responsibility. Hazing statistics differ from the Campus Hazing Transparency Report, which reflects student organizations found responsible for hazing policy violations. Salisbury University began collecting hazing statistics under these federal requirements on January 1, 2025; therefore, comparable statistics are not available for prior years.

- On-Campus Student Housing Facility statistics are included within the On-Campus totals. The separate student housing category identifies incidents that occurred specifically within residential facilities.

HATE CRIME STATISTICS					
Bias Category	**Offense**	**Location**	**2023**	**2024**	**2025**
Sexual Orientation	Aggravated Assault	On-Campus Residential Hall	0	1	0
Sexual Orientation	Vandalism of Property	On-Campus Residential Hall	0	0	1
Sexual Orientation	Vandalism of Property	On-Campus Residential Hall	0	0	1
Race	Vandalism of Property	On campus	0	0	1
Religion	Vandalism of Property	Non-Campus Buildings/Properties	0	0	1
No other hate crimes were reported within Salisbury University's Clery geography during the reporting period.					

Hate crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race (RA), Religion (RE), Sexual Orientation (SO), Gender (G), Ethnicity (E), National Origin (NO), Gender Identity (GI), or Disability (D).

Reportable hate offense crime categories include Murder and Non-Negligent Manslaughter, Manslaughter by Negligence, Rape, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, Destruction, Damage, or Vandalism of Property

THE UNIVERSITY OF MARYLAND, SALISBURY UNIVERSITY CAMPUS AT THE UNIVERSITIES AT SHADY GROVE CRIME STATISTICS

The Universities at Shady Grove (USG) is a regional center located in Rockville, Maryland, that supports programs from nine different institutions within the University System of Maryland. Students attend classes at USG but are still considered students of their "home campus." In addition, faculty or employees at USG can be affiliated with any of the nine institutions.

Please access the link http://www.shadygrove.umd.edu/about/public-safety/ for the *USG Supplement to Annual Security Reports Published by Partner Institutions* that is compiled and distributed annually. This publication contains crime statistics and statements of security policy. Annually, prior to October 1st, current students and employees are sent an email message providing them with a link to this brochure and notification that the current edition of the *Safety & Security* publication has been posted on the Universities at Shady Grove website. Printed copies may be obtained from the 24-hour security desk located in the Camille Kendall Academic Center on the Shady Grove campus.

Crime statistics for USG are reported, in their entirety, within the Annual Security Report of each of the institutions that conduct classes at USG.

The *Jeanne Clery Campus Safety Act* (the *Clery Act*) mandates the manner and format in which statistics are to be collected and published. Statistical updates, if any, will be posted online at http://www.shadygrove.umd.edu/about/public-safety/.

The Universities at Shady Grove[1]					
Crime Report Statistics [4]					
Category	Year	On Campus	Non-Campus Buildings or Property	Public Property[2]	Total
Murder & Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary/B&E	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hazing (5)	2025	0	0	0	0
	2024	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A
Hate Crimes (3)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence (5)	2025	1	0	0	1
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	2	0	0	2
	2024	1	0	0	1
	2023	0	0	0	0

Arrest Statistics					
Category	Year	On Campus	Non-Campus Buildings or Property	Public Property (2)	Total
Liquor Law Violation: Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation: Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law: Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Campus Disciplinary Referrals(6)					
Category	Year	On Campus	Non-Campus Buildings or Property	Public Property (2)	Total
Liquor Law Violation: Referrals	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation: Referrals	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law: Referrals	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Unfounded Reports (7)					
Unfounded Reports (7)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Footnotes:	
1	The Universities at Shady Grove (USG) is a Regional Center for the University System of Maryland (USM). Degree programs provided by 9 of the 12 USM institutions are offered at USG. Students from each of these 9 institutions attend classes at USG and in some cases may attend classes on USG and their home campuses.
2	Statistics listed in the "Public Property" category include those that took place off campus, on public property immediately adjacent to and accessible from the campus, but not on USG property.
3	Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race (RA), Religion (RE), Sexual Orientation (SO), Gender (G), Ethnicity (E), Disability (D), Gender Identity (GI), or National Origin (NO). Any numbers in small-print parentheses would indicate how many of the total number of reported incidents were motivated by each type of bias.
4	Statistics on this chart are a summation of records requested and received from the Montgomery County Police Department (which includes all Rockville City Police Department records) and the Maryland State Police. This chart additionally includes all Clery reportable statistics reported to USG security officers or other Campus Security Authorities, including those reported to partner institution CSAs.

5	The Montgomery County Police Department does not classify crimes into this category. Statistics in this category will only be those reported or known by Campus Security Authorities or where enough information is known to allow classification.
6	Individuals not arrested but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs.)
7	Unfounded reports are classified as unfounded based on the results of a full investigation and evidence conducted by sworn law enforcement personnel that determine the crime report is false or baseless. Reported crimes may not be classified as unfounded (or otherwise withheld or subsequently removed) based on a decision by a court, coroner, jury, prosecutor, or other similar non-campus official.

THE UNIVERSITY OF MARYLAND, SALISBURY UNIVERSITY CAMPUS AT THE UNIVERSITY SYSTEM OF MARYLAND AT HAGERSTOWN

The University System of Maryland at Hagerstown (USMH) is a regional higher education center located in downtown Hagerstown, Maryland that offers courses in educational programs leading to a degree. The Hagerstown Center Supports programs from multiple USM colleges.

The Hagerstown Department of Police is the primary response unit for any crimes which may occur in or near USMH. They may be reached at 911, 301-739-6000 (emergency) or 301-790-3700 (non-emergency). Police personnel of the Hagerstown Department of Police meet or exceed the training requirements of the Maryland Police Training Commission. They will provide initial response, as well as specialized follow-up. A sub-station of the Hagerstown Department of Police is located on the first floor of the USMH Center, on the west end of the building. It is staffed by members of the Downtown Patrol, although there is not an officer at present at all times. Crimes or offenses, including sex offenses, may also be reported to the director of the USMH at 240-527-2727.

Under the USMH Memorandum of Understanding, Frostburg State University assumes the responsibility for preparing the Clery Statistical Report for all participating institutions at USMH. USMH crime statistics are obtained from the Hagerstown City Police Department and all participating institutions submit Judicial Referrals and Title IX incidents to Frostburg State University by September 1 of the reporting year. Frostburg State University compiles all reportable Clery information from USMH and shares the results with each contributing institution for inclusion on their Annual Security Report as a separate campus

The *Jeanne Clery Campus Safety Act* requires that students and employees of the University System of Maryland Hagerstown (USMH) be informed of campus crime rates and of university policies relating to safety and security. This disclosure statement is in compliance with that act

CLERY CRIME	YEAR	ON-CAMPUS	CAMPUS RESIDENTIAL	NON-CAMPUS	PUBLIC PROPERTY	TOTAL
MURDER & NONNEGLIGENT	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
MURDER & NEGLIGENT MANSLAUGHTER	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
SEX OFFENSE-FORCIBLE RAPE	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
FONDLING	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

SEX OFFENSE NONFORCIBLE INCEST	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
STATUTORY RAPE	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
ROBBERY	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

	YEAR	ON-CAMPUS	CAMPUS RESIDENTIAL	NON-CAMPUS	PUBLIC PROPERTY	TOTAL
LIQUOR LAW ARRESTS	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
DRUG ARRESTS	2025	0	0	0	0	0
	2024	1	0	0	0	0
	2023	0	0	0	0	0
WEAPON ARRESTS	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

Hagerstown

CLERY CRIME	YEAR	ON-CAMPUS	CAMPUS RESIDENTIAL	NON-CAMPUS	PUBLIC PROPERTY	TOTAL
DOMESTIC VIOLENCE	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
DATING VIOLENCE	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
STALKING	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
UNFOUNDED CRIMES	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

SALISBURY UNIVERSITY CAMPUS AT THE EASTERN SHORE HIGHER EDUCATION CENTER AT WYE MILLS

The Eastern Shore Higher Education Center (ESHEC) is a non-residential facility located on the Chesapeake College Wye Mills Campus and offers upper-division courses towards bachelor's and graduate degrees. The mission of the Center is to promote higher education and economic development in the region by offering a range of postsecondary programs and services in its state-of-the-art facility.

Generally, all buildings are open 7 a.m.-9:30 p.m., Monday-Thursday and 7 a.m.-4:30 p.m. on Friday. Security officers lock and secure all buildings as appropriate for scheduled activities. To report physical security or safety concerns dealing with building or grounds maintenance, contact Facilities at 410-827-5872 or Public Safety at 410-758-7275.

The Chesapeake College Department of Public Safety has primary responsibility for security and safety of ESHEC. It is open daily, 24 hours and consists of a director, uniformed special police officers, and uniformed security officers. The director and special police officers have powers granted through a special police commission, authorized by the State of Maryland, to make arrests, detain guests, and carry weapons. For emergencies or to report a crime, contact the security office at 410-758-7275, *9 from any campus phone, or dial 0 on any campus phone during normal business hours (8 a.m.-4p.m.). You may also call 911 or the Talbot County Sheriff's Office at 410-822-1020. Reports can be made confidentially by victims or witnesses.

The *Jeanne Clery Campus Safety Act* (the *Clery Act*) mandates the manner and format in which university security policies and campus crime statistics are to be collected and published. This disclosure statement is in compliance with that act.

al	WYE MILLS CAMPUS									CAMBRIDGE CENTER								
	On Campus			Non- Campus*			Public Property			On Campus			Non-Campus*			Public Property		
Criminal offense	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	1	0	00	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	**On Campus**			**Non- Campus***			**Public Property**			**On Campus**			**Non-Campus***			**Public Property**		
Criminal offense	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/vandalism of property	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Hate crimes include any of the above listed crimes that manifest evidence that the victim was intentionally selected because of the perpetrator's bias based upon race, religion, ethnicity, and national origin, gender, sexual orientation, or gender identity.

Arrests	**On Campus**			**Non- Campus***			**Public Property**			**On Campus**			**Non-Campus***			**Public Property**		
Crime	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**
Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug law violations	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Illegal weapons possessions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Actions/ Judicial Referrals	**On Campus**			**Non- Campus***			**Public Property**			**On Campus**			**Non-Campus***			**Public Property**		
Crime	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**
Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal weapons possessions	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0