

Campus Safety & Security Report

Annual Security Report 2022

LEARN. CARE. COMMUNITY.

PNWU.edu



Table of Contents

Campus Safety and Security Report 2022	1
Introduction	1
Timely Warnings	1
Emergency Response and Evacuation Procedures.....	2
Reporting Emergencies or Crime on Campus.....	2
Voluntary Confidential Crime Reporting	3
Procedure for Counselors to Encourage Voluntary Confidential Crime Reporting.....	3
Disclosures to Alleged Victims of Crimes of Violence or Non-forcible Sex Offenses.....	3
Campus Law Enforcement Authority	4
Security of the Campus Facilities and Residences.....	4
Off-Campus Monitoring and Reporting	5
Security Awareness and Crime Prevention Training.....	5
Alcoholic Beverages and Illicit Drugs	6
Sexual Harassment	9
Information Regarding Sex Offender Registration.....	14
Availability of Report and Clery Reportable Offenses	16

Campus Safety and Security Report 2022

Introduction

The Campus Safety and Security Report provides crime and safety information with summaries of safety policies and procedures to Pacific Northwest University of Health Sciences (PNWU) students, faculty, and staff. All full policies are posted [online](#) in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act or “the Clery Act.” The history of campus crime statistics and security information reporting started with the *Crime Awareness and Campus Security Act of 1990*, which amended *the Higher Education Act of 1965*. *The Crime Awareness and Campus Security Act of 1990* was renamed to “the Clery Act” by the 1998 amendment.

The Campus Safety and Security Report contains crime statistics taken from the Office of Security’s records as well as local law enforcement. Other members of the campus community may provide information regarding crimes and those sources of information are also used when preparing the report.

Every year, Security distributes this report to all PNWU students, faculty, and staff. Hard copies are available for no cost from the BHH reception desk, Security Office in Butler-Haney Hall or by calling 509-249-7727. Prospective employees and students are notified that this report exists and of the reports content. Individuals may receive information regarding this report by contacting the Office of Human Resources at 509-249-7714 or visiting the [security website](#).

Director of Facilities and Campus Development, Brent Perrin, is the Campus Security Authority as outlined by the Clery Act. The Office of Security is here to serve you. If you have any questions concerning security, please call 509-249-7727 or stop by the Security office located in Butler-Haney Hall room 140.

Timely Warnings

In the event that a situation arises, either on or off campus, that constitutes an on-going or continuing threat, a campus wide “emergency notification” will be issued by trained personnel.

This “emergency notification” may be distributed to students, staff, and faculty via VOIP in-house paging, emergency notifying system, ENS, (sends e-mail, text message, and voicemail), fire alarm, radio broadcast, television broadcast, and/or emergency banner notification located on the PNWU website homepage. This list does not imply that all media will be used for every notification. Every incident is unique; therefore, different communication media will be activated based on their reach, effectiveness, and location. The notification will clearly indicate that it consists of important information regarding the safety of the community and will describe the situation, including the date, time, and location of the incident as well as when the alert was distributed.

Timely warnings will be provided in a manner likely to reach all members of the campus community. Timely warnings are limited to those crimes an institution is required to report and include in the Annual Safety Report but may also provide timely warnings for other safety issues. Timely warnings are typically made via University email and/or posting information at [PNWU.edu](#).

Emergency Response and Evacuation Procedures

Upon detecting an emergency situation, the Office of Security adheres to the emergency responses as outlined in the Emergency Operations Plan. Upon confirmation of an emergency or dangerous situation, designated responsible University authorities use emergency communication methods to notify the campus community of an emergency situation that would jeopardize their health and safety. Generic notification messages requiring only incident specifics have been prepared in advance to facilitate faster emergency response.

University officials have been assigned the authority by the President of the University to authorize emergency notifications to provide alert, warning, and safety or protection instructions. Determination of whom to notify is indicated by the Emergency Notification System plan. In the event of an emergency, responsible University authorities will, without delay, take into account the safety of the community by determining the necessary information to provide to the community about the situation. Using the generic prepared messages as a guide, a relevant and situation specific message can be created to advise the campus community.

In the event of the Emergency Notification System activation, the entire community will be notified – depending on the severity of the emergency.

Students and employees are automatically enrolled in PNWU's Emergency Notification System. Emergency Notifications are sent out by PNWU Security in specific incidents where student and employee emergency action is necessary. The system is tested minimally on an annual basis.

Emergency Procedures have been established for students and employees to follow. Emergency response and evacuation procedure information is provided to all offices and included in every classroom. Extra copies are available to community members upon request at no charge.

The institution will test the emergency response and evacuation procedures on at least an annual basis. Fire drills and building evacuations are tested along with community accountability processes. The Safety and Security Committee will review the process to determine program enhancements and standard accountability. Progress will be used as a stepping stone to future Emergency Program Tests.

Reporting Emergencies or Crime on Campus

As described in the Reporting Criminal Offenses and Suspicious Activity policy:

In an emergency: Dial 911, and then notify PNWU campus security at 509-823-3346.

For non-emergencies contact any of the following:

Director of Security at 509-249-7727

Campus security at 509-823-3346

Yakima County Sheriff's Office at 509-574-2500

To remain anonymous, use Crime Stoppers. Call 1-800-248-9980 or text YAKCO & your message to CRIMES (274637)

Any suspicious activity or person seen in the parking lots or loitering around vehicles, inside

buildings or around the campus community should be reported.

In addition to the above, you may report a crime to the following:

Director of Enrollment Services	Watson Building, Room 140	509-249-7710
Assistant Director Student Affairs	Butler-Haney Hall, Room 317	509-249-7724
Chief Human Resource Officer	Iron Horse Lodge, Suite 202	509-249-7714

Voluntary Confidential Crime Reporting

Limited Voluntary Confidential Reporting

Pacific Northwest University of Health Sciences and its Office of Security urge anyone who is the victim or witness of any crime to promptly report the incident to campus security or the Yakima County Sheriff's Office. Because police reports are public records under state law, PNWU security cannot hold reports of crime in confidence. Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made to other campus security authorities.

Voluntary Confidential Reporting

If a victim of a crime does not want to pursue action within the University system or the criminal justice system, he/she may still want to consider making a confidential report. With the victim's permission, the Director of Security can file a report on the details of the incident without revealing the victim's identity. The purpose of a confidential report is to comply with the victim's wish to keep the matter confidential, while taking steps to ensure the future safety of the victim and others. With such information, the University can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics in this report.

Procedure for Counselors to Encourage Voluntary Confidential Crime Reporting

Psychological services personnel inform their clients of the procedures to report a crime to campus security or Yakima County Sheriff's Department on a voluntary or confidential basis, should they feel it is in the best interest of the client. A procedure is in place to anonymously capture crime statistics disclosed confidentially during such a session. The crime statistics along with a summary of safety and security policies are part of the annual security report.

Disclosures to Alleged Victims of Crimes of Violence or Non-forcible Sex Offenses

Pacific Northwest University of Health Sciences will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, PNWU will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

Following the hearing of an incident of alleged violence, the victim may submit a letter to the Dean requesting the outcome of the hearing. The Dean or the Dean's designee will verbally inform the victim of the outcome. Should the victim be deceased, this information may be released to the victim's next of kin. The next of kin must be listed in the student's PNWU records and proper identification by the next of kin will be required. The outcome of such hearing can also be released pursuant to a court order or subpoena.

Campus Law Enforcement Authority

Limited campus law enforcement authority is granted to Pacific Northwest University of Health Sciences Office of Security. As such, PNWU security personnel act as agents for the University itself, and have the authority to ask persons for identification and to determine whether individuals have lawful business at PNWU campus sites. PNWU security personnel do not have arrest powers; all criminal incidents are referred to local law enforcement, that being the Yakima Sheriff's Office, who have jurisdiction on and adjacent to the PNWU campus. While the University has no written Memorandum of Understanding with the Yakima Sheriff's Office, PNWU Security maintains a highly professional working relationship with this agency. Strong partnerships between PNWU and local and state law enforcement agencies such as the Yakima Police Department, the Yakima County Sheriff's Office and the Washington State Patrol enables the University to draw upon their resources when necessary or appropriate. Crime victims and witnesses are strongly encouraged to immediately report criminal activity to the appropriate police agencies and PNWU security personnel. Prompt reporting will assure timely warning notices of campus crime and assist in full disclosure of crime statistics.

Law enforcement arrests and incidents involving PNWU students and employees are forwarded to the Human Resource director or Associate Dean of Student Affairs so the best interests of the community can be served. On-going training is afforded Campus Security and Safety, as well as contracted Officers. PNWU Security considers personal safety, along with asset protection a priority; any incident report or safety concern is reviewed and acted on accordingly. Criminal incident reports generated by PNWU Security will be referred to the Yakima Sheriff's Office for criminal law considerations. PNWU Security will assist in reporting stolen property with make, model, and serial numbers, so as to assist law enforcement's entering the stolen property into the National Crime Information Center (NCIC).

Students and employees are required to comply with directives of campus security, law enforcement agencies, and any other University officials; students are required to present valid ID when requested. PNWU security personnel enforce University policy, rules, and regulations as well as local, state, and federal laws, and report criminal violations to the proper authorities.

Security of the Campus Facilities and Residences

PNWU is a locked campus. PNWU issues proximity access cards that allow students and employees to enter authorized areas 24 hours a day. With the safety of students always a priority, guests to PNWU are required to check-in at the front door where an intercom/camera doorbell system alerts the information desk attendant and/or the on-duty security officer for permission to enter the building. During non-business hours PNWU facilities are locked; access is restricted to authorized students and employees. During an extended closure, only authorized personnel will be granted access to campus property and facilities. Campus security officers carry keys to all PNWU Buildings and are available during business hours to access buildings and rooms for authorized entry. Service calls such as this are prioritized;

criminal or medical emergency calls have a higher priority than do building and/or room access calls.

Emergencies may necessitate changes and/or alterations from normal business hour access times; security assessments of campus facilities will be conducted, as needed. Administrators from the Dean's Office, Student Affairs, Facilities, Iron Horse Lodge, and Security will periodically review results of landscaping, locks, alarms, cameras, lighting, and communication. Additionally, during the academic year, the directors of Facilities and Security meet weekly to make assessments to determine appropriateness of access schedules and discuss issues of pressing concern.

PNWU does not maintain student residences.

Off-Campus Monitoring and Reporting

PNWU Security does not provide security services or reporting services off-campus. The Yakima Police and Yakima Sheriff's Office monitor criminal activity off-campus. PNWU Security works with the Yakima Police Department and the Yakima Sheriff's Office when necessary and appropriate. Additionally, the institution does not have any officially recognized student organizations with a significant off-campus presence.

Security Awareness and Crime Prevention Training

During orientation in August of each year, students are informed of services offered by the Pacific Northwest University of Health Sciences Office of Security. Video and slide presentations outline ways to maintain personal safety and home security. Students are told about crime on campus and in surrounding neighborhoods. Similar information is presented to new employees. Crime Prevention Programs and Sexual Assault Prevention Programs are offered on a continual basis to students and employees.

Periodically during the academic year the PNWU Office of Security, in cooperation with other law enforcement agencies, present crime prevention awareness sessions on sexual assault, theft, and vandalism, as well as educational sessions on personal safety and home security.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. In addition to brown bag lunch seminars and orientations, information is disseminated to students and employees through crime prevention awareness tips, timely warnings, relevant website links and videos.

When time is of the essence, information is released to the university community through our Emergency Notification System via email, voicemail and text messaging. We also communicate via VOIP system internally and post a website banner.

Crime prevention programs on personal safety and theft prevention and sexual assault prevention programs are also presented by the Office of Security every year during orientation, and then reiterated throughout the year through 'Timely Warning' emails that advise or warn of crime trends within the campus neighborhood. Included in these advisements are crime prevention tips.

Alcoholic Beverages and Illicit Drugs

As a recipient of federal grants, PNWU adheres to the provisions of the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act Amendments of 1989. This policy is also intended to communicate PNWU's commitment to being a drug-free, alcohol-free, healthy and safe workplace.

PNWU maintains a strong commitment to its employees and students to provide a safe, drug-free, alcohol-free workplace and to establish programs promoting high standards of safety and health. The intent of the *Drug and Alcohol Policy* is to endeavor to prevent the illegal use, possession or distribution of illegal drugs, controlled substances, and abuse of prescription or over-the-counter medications (collectively referred to as "controlled substances"), and related paraphernalia, alcohol, or other intoxicating substances in the work environment.

Abuse of these substances poses a serious threat to the health and safety of the abuser, him/herself and others. Alcohol and drug abuse result in significant health problems for those who use them. Alcohol and drug use in the University setting not only contributes to lost productivity, but also causes tremendous costs related to negative academic impacts, absenteeism, accidents, health care, loss of trained personnel, and need for treatment programs. Alcohol and drug abuse can cause physical and emotional dependence. Users may develop a craving for these substances and their bodies may respond to the presence of drugs in ways that lead to increased use. Certain drugs, such as opiates, barbiturates, alcohol, and nicotine create physical dependence. When a regular user stops taking the drug, the body experiences the physiological trauma known as withdrawal. Psychological dependence occurs when taking drugs becomes the center of the user's life. Some drugs have an effect on the mind and body for weeks or even months after drug use has stopped. Drugs and alcohol can interfere with memory, sensation, and perception. They can distort experiences and cause loss of self-control that can lead users to harm others as well as themselves.

Reporting to work or class under the influence of controlled substances, alcohol, or other intoxicating substances is prohibited. "Under the influence" is defined, without limitation, as (i) being impaired or intoxicated by alcohol or controlled substances, smelling of alcohol or controlled substances (ii) appearing disheveled or unkempt, slurring one's speech, being argumentative, or (iii) being incapable of performing his/her job satisfactorily. Further, the employee or student must be able to perform in a condition that presents a favorable public image for the University and contributes to a climate of safety and well-being for the employee, faculty, staff, students, and the public.

All students and employees, including management, are covered by this policy, and all testing will be conducted in accordance with all federal, state, and local laws, as applicable. However, existing employees will not be subject to drug or alcohol testing, other than as delineated below.

Definition:

*Moderate Use of Alcohol at University Events

The University may approve consumption of alcoholic beverages by individuals over 21 years of age at PNWU-sanctioned social, community outreach and public relations events. In these instances, general use of alcohol at the event must be preapproved by the University president or designee and moderate use of alcohol by employees or students at such events does not violate this policy. "Moderate use" is defined as consumption that does not cause an employee or student to become disruptive, belligerent,

argumentative, sloppy/unkept appearance slurring of one's speech, inappropriate in personal interactions and/or behavior, or render the individual unable to operate a motor vehicle safely.

Procedure:

Pre-employment Testing

All applicants who receive a conditional job offer will be required to undergo drug testing. Failure of a pre-employment drug test will result in an applicant not being hired by the University or immediate termination of employment if the testing occurs after the employee's start date, and the applicant will not be permitted to reapply for employment with the University for six (6) months from the date of the prior drug test.

Post-incident Testing

Employees who are involved in any work-related accident or incident involving property damage or personal injury, or near accident or incident, where it appears they may have been responsible in whole or part, and the employee may have been impaired, will be required to undergo a drug and/or alcohol test. Personal injury for purposes of this policy is defined as any injury to the employee or any person serious enough to require treatment. Such testing will occur as soon as possible and, generally, within two (2) hours after any accident or incident.

Reasonable Suspicion Testing

If the University has reasonable suspicion to believe that an employee is in the possession of, or is under the influence of controlled substances, alcohol, or another intoxicating substance, the employee will be required to undergo drug and/or alcohol testing. Reasonable suspicion may be based on a variety of factors, including, but not limited to: irrational or unusual behavior; gross negligence or carelessness; disregard for the safety, life or well-being of any employee, student or member of the public; reporting to or remaining at work in an apparently unfit condition; or any other reason the University deems sufficient, as determined by a supervisor, in conjunction with the Office of Human Resources.

Follow-up Testing

Employees who self-identify as having a problem with alcohol or drug use and who are who are permitted to return to work following their participation in a drug or alcohol rehabilitation program, must be evaluated by a substance abuse professional acceptable to the University, comply with any treatment program prescribed by the professional and undergo random, follow-up drug and/or alcohol testing for a twelve (12) month period at a frequency determined by the University.

All required drug screens or alcohol screens will be conducted by a contracted, non-University facility at no cost to the employee, and in accordance with applicable federal, state, and local laws.

Employees will be required to sign an authorization form allowing the drug testing facility to release the results of a drug screen directly to the University. Failure to undergo, consent or cooperate with the testing as required or requested, including, but not limited to completing authorization forms, interference or attempted interference with testing, or a confirmed positive or adulterated alcohol and/or drug result, will result in revocation of the job offer, disciplinary action up to and including termination of the employee, possible criminal prosecution, denial or discontinuation of service to the University. Processing of any hire may not take place until the required drug screening has been completed with satisfactory results. An applicant who tests positive shall not be permitted to reapply

for employment with the University for a period of six (6) months from the date of the drug screening.

Diluted Samples

If a urine sample is tested and determined to be too diluted to render a competent or viable result, the employee will be required to provide a second sample for testing as soon as possible. If the second sample is also diluted, the employee will be terminated or an offer of employment will be rescinded for non-compliance with the policy.

Employees who are indicted for a criminal drug law violation in the workplace must notify Human Resources in writing no later than five (5) days after the conviction. Failure to notify Human Resources within the appropriate time period will result in disciplinary action. If the employee is working on a project or in a position funded by a federal grant, the University is obligated to notify the funding government agency within ten (10) days of receiving notification of the conviction.

Legal Sanctions and Consequences of Violation of the Policy

Violation of this policy will result in discipline up to and including termination and, if appropriate, referral to the proper state or federal authorities for prosecution.

State law considers the illegal use of drugs and alcohol serious crimes. The sanctions for first-time violations of these laws range from fines to lengthy terms of incarceration, or both. Additionally, local ordinances and municipal codes impose a variety of penalties for the illegal use of drugs and alcohol. See [Washington RCW Chapter 69.50](#), the Uniform Controlled Substances Act, for additional information.

There may also be civil consequences that result from the violation of state drug and alcohol statutes. Property associated with the criminal acts, including homes and vehicles, can be confiscated by the government. Persons convicted of felonies may be barred from government employment, and lose the right to vote.

Federal law considers the manufacture, distribution, dispensation, possession or use of illegal drugs, or any controlled substance, a serious crime. For the most up-to-date Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration, at <https://www.dea.gov/drug-information>.

Prescription drugs are considered "controlled substances."

It is illegal to "possess" medications not obtained directly with a valid prescription. It is illegal to "distribute" medications to another person if you are not licensed to do so. You may be held liable if something negative happens to your friends/family members/co-workers/students as a result of illegal use of prescription drugs.

If you need legal advice, you should contact your personal attorney.

Employee and Student Assistance Programs and Other Drug and Alcohol Programs

It is the hope of the University that if a current employee or student has a drug or alcohol abuse problem, he/she will seek help and counseling through the Employee Assistance Program (EAP) or the

Student Assistance Program (SAP). Both programs are structured to offer private, compassionate assistance to employees or students and their families. Employees and students requiring information about drug abuse treatment can find the information posted in employee and student common areas (respectively), the PNWU website, Employee and Student Handbooks, and Human Resources/Student Services (respectively).

Additional helpful information and resources may be found by contacting the following organizations:

Department of Health and Human Services
Substance Abuse and Mental Health Services Administration, 1-800-662-HELP (1-800-662-4357),
<http://www.samhsa.gov/>

Sexual Harassment

PNWU is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities that are free from sexual harassment and retaliation. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, PNWU has developed internal policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation sexual harassment or retaliation. PNWU values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved.

PNWU has adopted the following definition of Sexual Harassment in order to address the unique environment of an academic community.

Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

Sexual Harassment, as an umbrella category, includes the actual or attempted offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is defined as:

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

- 1) Quid Pro Quo:
 - a. An employee of PNWU,
 - b. Conditions¹ the provision of an aid, benefit, or service of PNWU,
 - c. On an individual's participation in unwelcome sexual conduct.
- 2) Sexual Harassment:
 - a. Unwelcome conduct,
 - b. Determined by a reasonable person,
 - c. To be so severe, and
 - d. Pervasive, and,
 - e. Objectively offensive,
 - f. That it effectively denies a person equal access to PNWU's education program or

¹ Implicitly or explicitly.

- activity.²
- 3) Sexual Assault
 - a. Any sexual act direct against another person
 - b. Without the consent of the complaint
 - c. Including instances in which the complainant is incapable of giving consent
 - 4) Dating Violence, defined as:
 - a. Violence,
 - b. On the basis of sex,
 - c. Committed by a person,
 - d. Who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - i. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - ii. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - iii. Dating violence does not include acts covered under the definition of domestic violence.
 - 5) Domestic Violence, defined as:
 - a. violence,
 - b. on the basis of sex,
 - c. committed by a current or former spouse or intimate partner of the Complainant,
 - d. by a person with whom the Complainant shares a child in common, or
 - e. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
 - f. by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of WA, or
 - g. by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of WA.
 - 6) Stalking, defined as:
 - a. engaging in a course of conduct,
 - b. on the basis of sex,
 - c. directed at a specific person, that
 - i. would cause a reasonable person to fear for the person's safety, or
 - ii. the safety of others; or
 - iii. Suffer substantial emotional distress.
 For the purposes of this definition—
 - (i) Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any

² Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is younger than the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances ("in the shoes of the Complainant"), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

- (ii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
- (iii) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Hostile Environment - Is one in which unwelcome sexual advances, requests for sexual favors, and verbal or other conduct of a physical nature occur and when such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Some examples of sexual harassment include but are not limited to:

- Unwanted sexual advances;
- Offering employment benefits in exchange for sexual favors;
- Making threatening reprisals after a negative response to sexual advances;
- Visual conduct, such as leering, making sexual gestures, or displaying sexually suggestive objects, pictures, cartoons, or posters;
- Verbal conduct, such as making derogatory comments, epithets, slurs, sexually explicit jokes or comments about an employee's body or dress;
- Verbal sexual advances or propositions;
- Verbal abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words to describe an individual or suggestive or obscene letters, notes or invitations;
- Physical conduct, such as touching, assault or impeding or blocking movement and retaliation for reporting harassment or threatening to report harassment.

Any employee or student who believes he/she has experienced such conduct by anyone should tell the offender that such conduct is unwelcome and unacceptable. If the offensive behavior does not stop, or if the individual is uncomfortable confronting the offender, the individual must immediately report such conduct.

The Title IX Coordinator has the primary responsibility for coordinating PNWU's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent sexual harassment, and retaliation prohibited under this policy.

For students, sexual harassment, non-sexual harassment, intimidation, or bullying should be reported to the Title IX Coordinator or their designee.

If a student is sexually assaulted, it is recommended that he/she call 911 immediately and notify campus security and the Title IX Coordinator or his/her designee.

Title IX Coordinator
Chief Human Resource Officer
111 University Parkway, Ste. 202 | Yakima, WA 98901
HR@pnwu.edu | (509) 249-7714

Pacific Northwest University of Health Sciences will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, PNWU will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

Employees should report sexual harassment, non-sexual harassment, intimidation, or bullying to his/her immediate supervisor or to: Title IX Coordinator.

PNWU prohibits retaliation against any employee who complains of harassment or who participates in an investigation. All aspects of the complaint-handling procedure will be handled discreetly. However, it may be necessary to include others on a need-to know-basis.

All incidents of prohibited harassment that are reported will be investigated at the discretion of the Title IX Coordinator. The University administrative officers listed above will immediately undertake or direct an effective, thorough, and objective investigation of the harassment allegations. The investigation will be completed as soon as practicable and a determination regarding the reported harassment will be made and communicated to the complainant and to the accused harasser. If the harassment is substantiated, appropriate corrective action, up to and including discharge, will be taken. Appropriate action will also be taken to correct the effects of the harassment and to deter any future harassment.

Some research suggests that sexual assault is the most underreported violent crime in America. Many victims do not consider certain attacks as rape, even though it met the definition.

Generally, sexual assaults are committed by a family member, intimate partner, friend, or acquaintance of the victim. Often alcohol use is involved. Victims of sexual assault are likely to suffer from depression, post-traumatic stress disorder, abuse alcohol and drugs, and contemplate suicide.

Additional information related to sexual assault prevention, education, support, and resources can be found at:

<https://rainn.org/>

<http://www.nsvrc.org/>

<http://nces.ed.gov/>

Dating Violence, Domestic Violence, Sexual Assault, Stalking and Other

PNWU will promptly and effectively address all Title IX incidents. Any student or employee who believes he/she has experienced sexual harassment, intimidation, or bullying by anyone, including a faculty member, fellow student, employee, or persons doing business with PNWU, should report such

conduct to the Title IX Coordinator or his/her designee. If the individual is comfortable doing so, he/she should also tell the offender that such conduct is unwelcome and unacceptable.

Educational Programs:

PNWU offers educational programs and campaigns to promote the awareness of dating violence, domestic violence, sexual assault, and stalking as described in the policy "Advising the Campus Community About Sex Offenders."

Procedures victims should follow:

When a student or employee makes the institution aware they have been a victim of dating violence, domestic violence, sexual assault, stalking, or any other Title IX incident, whether they are on campus or off, Student Affairs and the Title IX Coordinator will inform them of their rights and options as stated in *the Student Catalog*. Their first priority should be to get to a place of safety. They should then obtain necessary medical treatment. Campus Security strongly advocates that a victim of sexual assault report the incident in a timely manner to local law enforcements and the Title IX Coordinator. The Title IX Coordinator will guide the victim through the available options and support the victim in his or her decision.

Preserving Evidence:

PNWU will preserve evidence through an investigation that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order.

How and to Whom to report:

Online at pnwu.edu/security or for additional information or how to file a complaint, contact local law authorities or contact:

Title IX Coordinator

Chief Human Resource Officer

111 University Parkway, Ste. 202 | Yakima, WA 98901

HR@pnwu.edu | (509) 249-7714

****Note that the Title IX Coordinator has broad responsibilities to the University and is not a confidential resource; individuals cannot make a report to the Title IX Coordinator in confidence.*

Notify law enforcement authorities:

The involvement of law enforcement and campus authorities, including proper notification for the victim and confidentiality of victims can be found in the policy "Reporting Criminal Offenses and Suspicious Activity."

The rights of victims:

The rights of victims and PNWU's responsibilities for orders of protection, "no-contact" orders, restraining orders, or similar lawful orders issued by a court of law or by the institution are laid out in university policy "Campus Law Enforcement Authority."

Protect the confidentiality of victims:

PNWU will maintain confidentiality regarding any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality will not impair the ability of the university to provide such accommodations or protective measures. All individuals considering reporting policy

violations but wishing to discuss the process or related issues can seek advice from certain confidential resources who are not required to share private, personally identifiable information – such as mental health service providers or off campus crisis clinics who are by law permitted to maintain confidentiality. Most campus resources have certain legal obligations including a duty to report, so they are not in a position to advise individuals on a confidential basis or maintain confidentiality. However, most resources can discuss the process.

Confidential accommodations and protective measures:

PNWU will make accommodations or provide protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus security or law enforcement.

Written Notification for counseling services:

The policy “Security Awareness/Crime Prevention Programs for Students and Employees” describes the process for accessing counseling services such as our employee and student assistance programs.

Request changes:

PNWU will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures.

Disciplinary Action:

University disciplinary proceedings for cases involving sexual misconduct are detailed in the Student Catalog. The Catalog, provides in part, that the accused and the victim will each be allowed to choose one person who has had no formal legal training to accompany them throughout the hearing. Both the victim and the accused will be informed of the final outcome of the hearing. A student found guilty of violating the university sexual misconduct policy could be criminally prosecuted in the state courts and may be suspended or expelled from the university for the first offense. Student victims have the option to change their academic situations after the alleged sexual assault, if such changes are reasonably available.

Written Explanation of student rights:

When a student or employee reports to the institution that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, PNWU will provide the student or employee a written explanation of the students or employees’ rights and options. These are in the [Student Catalog](#). Faculty and employees who believe they have experienced sexual misconduct, sexual harassment, nonsexual harassment, intimidation, or bullying by any individual in connection with their work at PNWU should promptly report such conduct to the Title IX Coordinator or his/her designee. If the individual is comfortable doing so, he/she should also tell the offender that such conduct is unwelcome and unacceptable.

Information Regarding Sex Offender Registration

Law enforcement agencies contain information concerning registered sex offenders. This information may be obtained by going in person to the Yakima County Sheriff’s Office, 1822 South 1st Street, Yakima, Washington. The Yakima County Sheriff Sex Offender Information web page is in compliance with the 1990 Community Protection Act in order to provide adequate notice to the community

concerning sex offenders who are, or will be residing in the community, and to assist community members in developing constructive plans to prepare themselves and their children for residing near released sex offenders.

OffenderWatch may be accessed at http://www.sheriffalerts.com/cap_main.php?office=54495. The purpose for this link is to provide publishable information on offenders within the specified radius of the address entered. This service also provides a free email alert system when offenders move.

Nothing in FERPA prohibits an educational institution from disclosing information about registered sex offenders. This includes the disclosure of personally identifiable, non-directory information without prior written consent or other consent from the individual.

The Campus Sex Crimes Prevention Act (CSCPA) of 2000 is a federal law that provides for the tracking of convicted sex offenders enrolled at, or employed at, institutions of higher education. The CSCPA is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The federal law requires state law enforcement agencies to provide Pacific Northwest University of Health Sciences with a list of registered sex offenders who have indicated that they are either enrolled, employed, or carrying on a vocation at PNWU.

The CSCPA further amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders.

This statement is provided in compliance with the Campus Sex Crimes Prevention Act of 2000, the Community Protection Act of 1990, and pursuant to [RCW 4.24.550](#) and the Washington State Supreme Court decision in [State v Ward](#). Law enforcement agencies are authorized to inform the public of sex offenders release when, in the discretion of the agency, the release of information will enhance public safety and protection.

The crimes which require registration include the following and can be found under [RCW 9A.44](#), which also generally describes registration procedures, 9A.64.020, 9.68A, 9.94A. 127& 13.40.135

- Rape
- Rape of a Child
- Incest
- Communicate w/ Minor for Immoral Purposes
- Custodial Sexual Misconduct w/ Minor
- Any Federal or Out-of-State conviction that Under WA State law would be classified as a sex offense
- Child Molestation
- Sexual Misconduct w/ a Minor
- Sexual Exploitation of a Minor
- Patronize Juvenile Prostitute
- Any Felony w/finding of Sexual Motivation

- Indecent Liberties
- Sexually Violate Human Remains
- Dealing in Depictions of a Minor
- Voyeurism

Availability of Report and Clery Reportable Offenses

The Annual Security Report required by the Clery Act is titled the “Campus Safety and Security Report at PNWU.” This recordkeeping is completed for the previous calendar year, with crime statistics dating back three years and is published annually to the Campus Security website by October 1. A notice is sent to the university community via email advising that the report is available and how to obtain a copy.

Offenses	Year	On- Campus Property	Non- Campus Property	Public Property
Criminal Offenses				
Murder and non-negligent manslaughter	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Negligent manslaughter	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Sex offenses - Forcible	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Rape	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Fondling	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Sex offenses - Non-forcible	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Incest	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Statutory Rape	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Robbery	2020	0	0	0
	2021	0	0	0
	2022	0	0	0

Aggravated assault	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Burglary	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Motor vehicle theft	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Arson	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Hate Crimes				
Murder and non-negligent manslaughter	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Rape	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Fondling	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Incest	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Statutory Rape	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Robbery	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Aggravated assault	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Burglary	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Motor vehicle theft	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Arson	2020	0	0	0
	2021	0	0	0

	2022	0	0	0
Simple Assault	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Larceny-theft	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Intimidation	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Destruction/damage/ vandalism of Property	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
VAWA Offenses				
Domestic violence	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Dating violence	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Stalking	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Arrests and Disciplinary Actions				
Weapons: carrying, possessing, etc.	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Drug abuse violation	2020	0	0	0
	2021	0	0	0
	2022	0	0	0
Liquor law violation	2020	0	0	0
	2021	0	0	0
	2022	0	0	0

[End of Report]