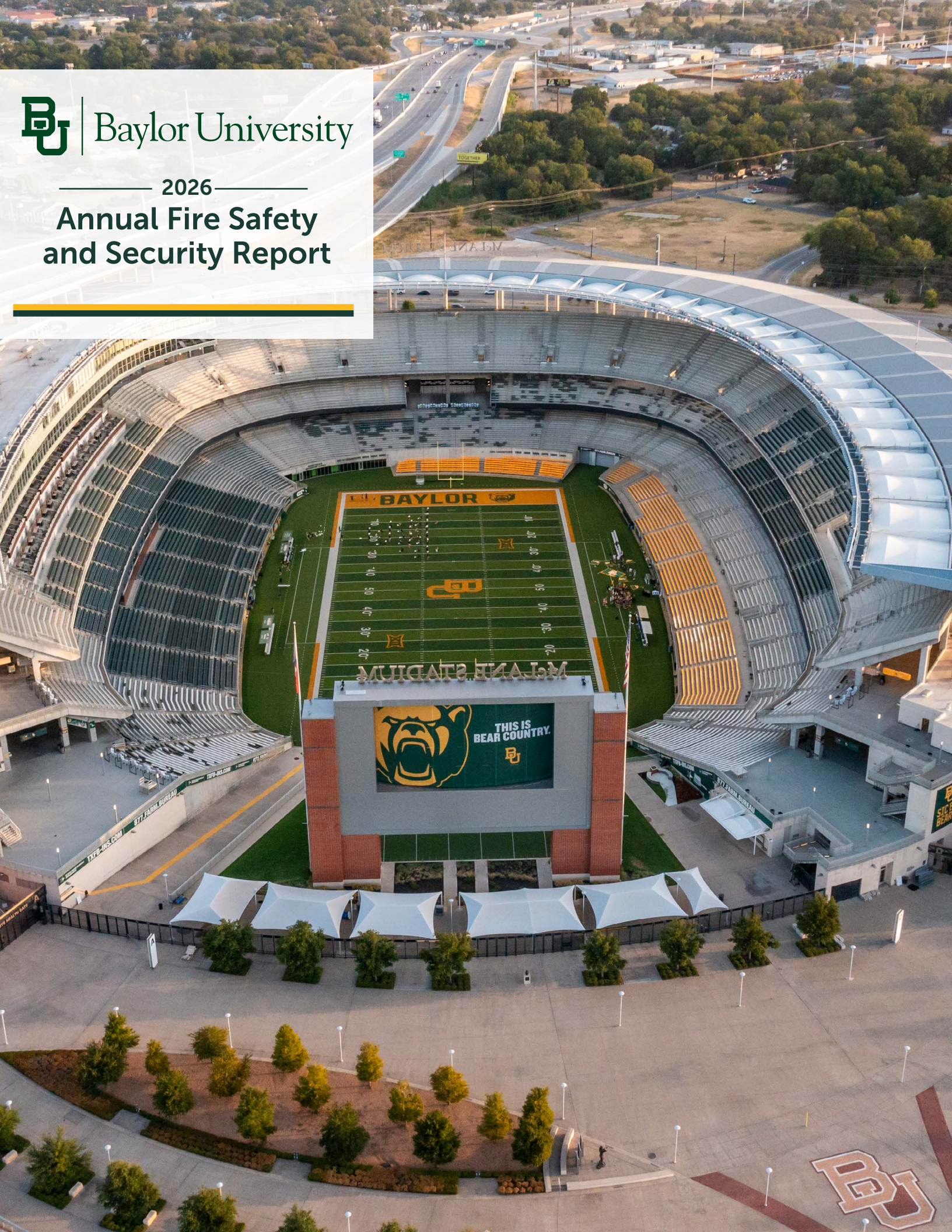
Baylor University

2026

Annual Fire Safety and Security Report



Baylor University

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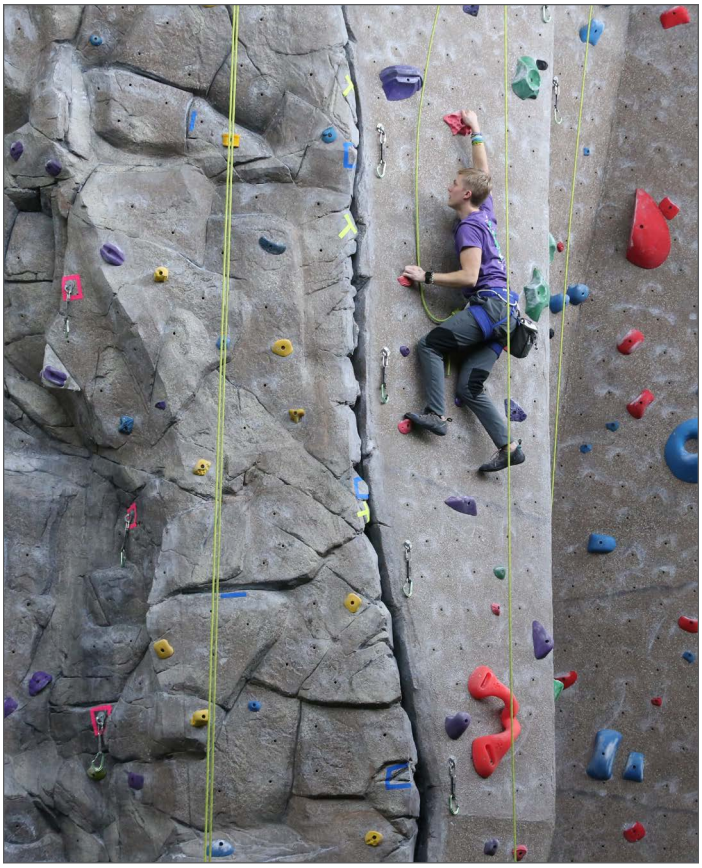
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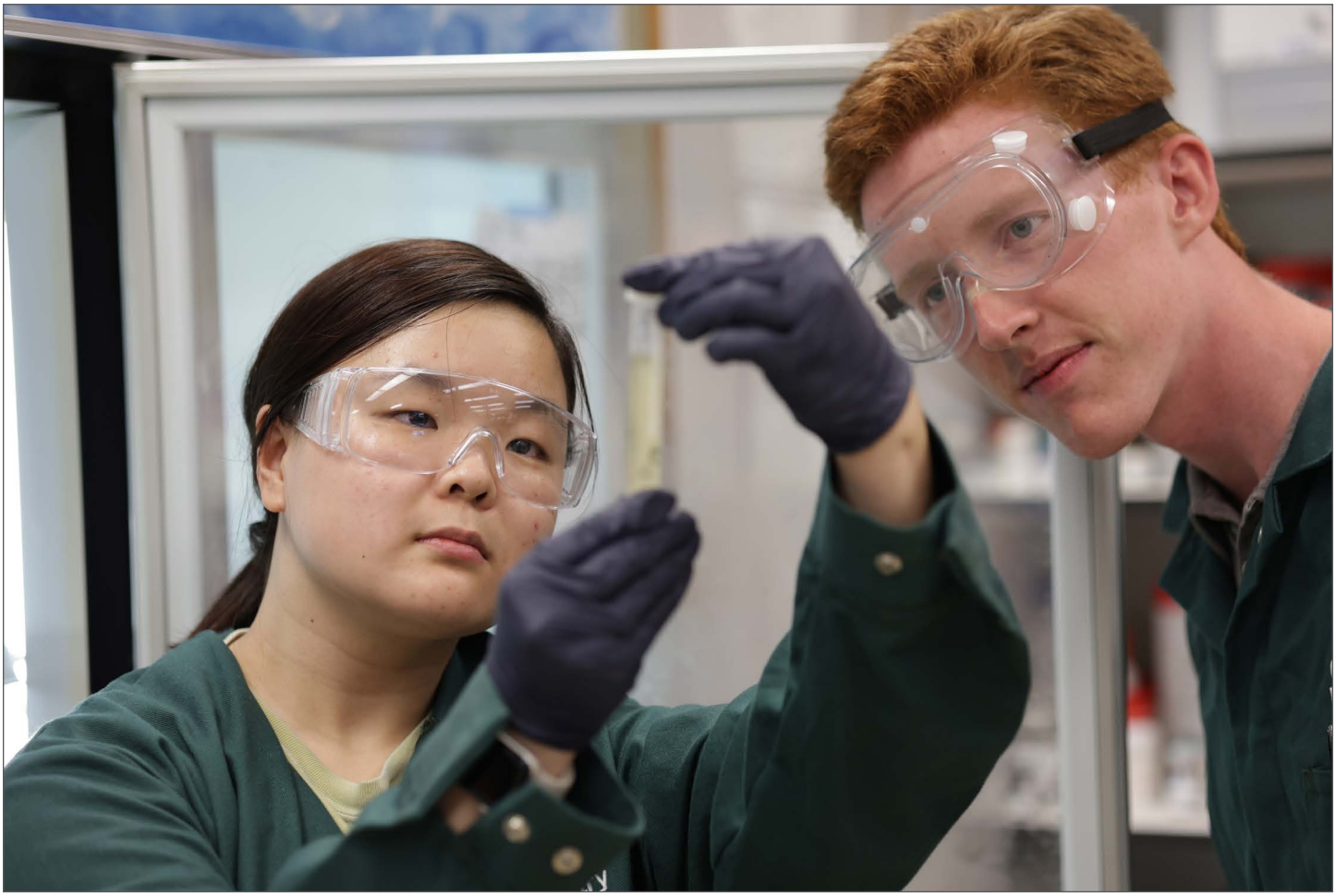
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MESSAGE FROM THE PRESIDENT

To the Baylor University Community:



Baylor University's mission charges us to educate men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community. This Annual Fire Safety and Security Report offers resources and guidelines that help each member of our community understand and contribute to the shared responsibility for overall safety at Baylor.

Our ongoing commitment to the overall safety and security of our students, faculty and staff can be demonstrated, in part, by the following:

- A premier Department of Public Safety of experienced and expertly trained law enforcement and security professionals that lead McLennan County's largest multijurisdictional active threat training exercise with local, state and federal law enforcement and emergency management partners.
- A professional police department nationally accredited by the International Association of Campus Law Enforcement Administrators (IACLEA).
- A staff of full-time Clery professionals who are leading experts in the field.
- Physical infrastructure, including more than 2,000 cameras and other innovative technologies as part of a campus-wide surveillance system that can identify criminal and suspicious activity as it is occurring, as well as additional emergency and safety systems.
- Advanced technology such as a Digital ID system for secure access in all campus buildings, automatic door-locking for campus buildings and the conversion of more than 3,200 doors to contactless entry.
- The multi-tiered Baylor Alert emergency notification system, which includes outdoor sirens/loudspeakers, text and email messages, audio messages to a cellphone or other phone, notices on Baylor's website and official social media channels and audio message on the Baylor Information Line at (254) 710-4411.
- App-based mobile technologies for students to communicate with law enforcement, track and report activity, and use other important security features like Safety Timer.
- Police actively patrolling campus in vehicles, on bikes and on foot throughout the day and night.
- Security professionals positioned in high-occupancy or high-traffic building locations throughout all hours of operation.
- A nationally recognized Office of Equity, Civil Rights, and Title IX dedicated to the prevention of interpersonal and sexual violence and management of such cases if they occur.

Baylor is deeply committed to fostering a safe and secure environment for students, faculty and staff and has invested in resources that support the well-being of our campus community. I encourage you to review this annual report that outlines our clear institutional policies related to campus safety, sexual harassment and interpersonal violence, alcohol and drug use, crime reporting and prevention, emergency preparedness and response, and fire safety.

Understanding the services, training and educational opportunities Baylor offers allows each of us to contribute to a truly safe and welcoming educational environment that strengthens our community and supports the success and well-being of all Baylor Bears.

Sincerely,

Linda A. Livingstone, Ph.D.
President

MESSAGE FROM ASSISTANT VICE PRESIDENT OF PUBLIC SAFETY & SECURITY

To the Baylor University Community:



Thank you for taking the time to review Baylor University's Annual Fire Safety and Security Report. We hope this report serves as a valuable resource in helping you better understand the programs, services, and partnerships that support the safety and well-being of our campus community.

This report is published in compliance with The Jeanne Clery Campus Safety Act, a federal law that promotes transparency by requiring colleges and universities participating in federal financial aid programs to provide information regarding campus safety policies, fire safety, emergency preparedness, and crime statistics.

While this report fulfills an important federal requirement, it also represents our ongoing commitment to transparency, accountability, and equipping the Baylor community with the knowledge needed to make informed decisions about personal and community safety.

It is my privilege to serve alongside the dedicated professionals of the Baylor University Department of Public Safety (BUDPS). Every member of our department is committed to our mission: to serve the Baylor University community by promoting preparedness and fostering a safe and respectful environment that reflects our faith, compassion, and commitment to excellence. Guided by our vision to exemplify excellence in campus safety, we strive each day to earn the trust of those we serve through professionalism, integrity, and meaningful engagement with our community.

SERVE—Service with Empathy and Respect for the Value of Each Individual—is more than an acronym; it is the standard by which we measure our actions, our relationships, and our commitment to exemplifying excellence in campus safety. This philosophy shapes every interaction we have with students, faculty, staff, visitors, and our community partners. We recognize that campus safety is built not only through effective response, but also through relationships, communication, preparedness, and a shared commitment to caring for one another.

We also believe that a prepared community is a safer community. We are committed to educating students, faculty, and staff through outreach, training, emergency preparedness programs, crime prevention initiatives, and everyday engagement. By sharing knowledge, building awareness, and encouraging personal responsibility, we empower every member of the Baylor Family to become an active partner in creating a safe, prepared, resilient, and respectful campus.

The safety of Baylor is a shared responsibility. BUDPS works collaboratively across the University and alongside local, state, and federal partners to strengthen preparedness, enhance emergency response capabilities, leverage innovative security technologies, and continuously improve our programs and services. Whether through community engagement, emergency management, technical security, travel safety, parking and transportation, or professional law enforcement services, our goal is to create an environment where every member of the Baylor Family can learn, work, worship, and thrive.

The Baylor University Police Department remains committed to the highest professional standards while embracing innovation and continuous improvement. Across every division of BUDPS, we seek opportunities to strengthen partnerships, cultivate resilience, and support Baylor University's mission to educate men and women for worldwide leadership and service.

Thank you for taking an active role in helping make Baylor a safe, welcoming, and prepared community. I encourage you to become familiar with the information contained in this report and to take advantage of the many safety resources, educational programs, and preparedness opportunities available throughout the year. Together, through informed awareness, shared responsibility, and a commitment to caring for one another, we can continue to cultivate a campus where every member of the Baylor community can thrive.

Sincerely,

Donald J. Rodman
Assistant Vice President of Public Safety & Security
Baylor University

ACCESSIBILITY TO INFORMATION & NON-DISCRIMINATION STATEMENT

Baylor University is unwaveringly committed to building and fostering a Caring Christian Community in which our members feel safe, respected and supported. Such a commitment includes ongoing compliance with all applicable anti-discrimination laws. As such, Baylor does not illegally discriminate, and prohibits illegal discrimination based on race, color, national or ethnic origin, citizenship, sex, age, disability, military service, pregnancy or other characteristic protected under applicable federal, state, or local law ("Protected Characteristics") in employment and regarding qualified students in any education program or activity, as such discrimination is defined by applicable law. The University also prohibits associated retaliation as defined in applicable law and policy.

Given that the University is operated within the Christian-oriented aims and ideals of Baptists, governed by a predominantly Baptist Board of Regents and affiliated with the Baptist General Convention of Texas, Baylor prescribes standards of personal conduct for employees and students consistent with its religious mission and values and that are integral to its Christian faith mission, and employs individuals whose values and conduct align with Baylor's mission. Baylor's commitment to equal opportunity and respect of others does not undermine the validity and effect of the constitutional and statutory protections for its religious liberty. The Protected Characteristics and application of the non-discrimination policy are interpreted consistently with relevant and applicable law and with the University's religious mission and values.

The University's full notice may be found on the **Notice of Non-Discrimination webpage**.

Inquiries about the application of Title IX and its regulations, which requires the University to not discriminate based on sex, can be directed to the Title IX Coordinator at: **TitleIX_Coordinator@baylor.edu**; (254) 710-8454; or Clifton Robinson Tower, suite 285, and/or the United States Department of Education's Office for Civil Rights at **OCR@ed.gov**; or (800) 421-3481. Reports of sex discrimination can be made at **www.baylor.edu/reportit**.

Information about the University's grievance procedures for discrimination and harassment on the basis of protected characteristics can be found in the Baylor Civil Rights Policy and the Sexual and Interpersonal Misconduct Policy.

ANNUAL FIRE SAFETY AND SECURITY REPORT

Preparing the Annual Security Report

Baylor University takes pride in contributing toward a caring community through the shared institutional responsibility of safety and security.

As such, all applicable state and federal reporting laws are adhered to. This includes the Jeanne Clery Campus Safety Act, which requires colleges and universities across the United States to disclose information about crime on and around their campuses occurring on Clery geography. (20 USC Section 1092(f)).

This report highlights safety practices and resources available to all current Baylor community members as well as prospective employees and students. The report includes University policies concerning campus safety and crime prevention, sexual assault, alcohol and drugs, and access to the campus. All policy statements contained in this report apply to all campuses unless otherwise indicated.

The Clery Compliance Office prepares the Annual Fire Safety and Security Report through collaboration with several University partners such as Baylor University Department of Public Safety, Student Life, Campus Living & Learning, Title IX, designated Campus Security Authorities from all Baylor campuses, and local law enforcement agencies that serve Baylor's main campus and branch campuses. In addition, BUDPS maintains close relationships with all police departments where Baylor University owns or controls property to ensure the timely distribution of criminal incidents.

Once data has been reviewed for accuracy for each Baylor campus, the University distributes a notice of the availability of this Annual Fire Safety and Security Report by October 1st of each year to every member of the University community. This includes all constituents of the Baylor campuses.

Printed copies of this report are available upon request by contacting the Baylor University Police Department at (254) 710-2222 or in person at the Baylor University Police Department between the hours of 8 a.m. and 5 p.m. Monday through Friday. **www.baylor.edu/annualcleryreport/**

Disclosure of Crime Statistics

Statistics concerning reported crimes that occurred on the Baylor campus and the Baylor branch campuses for the previous three years are included in this report. This includes Clery crimes that occurred within property owned, leased, or controlled by Baylor University, as well as, Clery crimes that occurred on public property immediately adjacent to or on thoroughfares running through the campuses. This report also includes any crime occurring on property utilized for the purposes of COVID-19 quarantine.

The Clery Compliance Office collects crime statistics through several methods. Police dispatchers and officers enter all directly received reports of alleged crimes through an integrated computer

aided-dispatch system/records management system. After an officer enters the report in the system, a department administrator reviews the report to ensure it is appropriately classified in the correct crime category. The Baylor University Police Department (BUPD) periodically examines the data to ensure that all reported crimes are recorded in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook (sex offenses only). In addition to the crime data maintained by BUPD, statistic requests are sent to local law enforcement agencies, as well as Campus Security Authorities (CSAs) having significant responsibilities for students, employees, and University activities.

Statistics within this report generally reflect the number of criminal incidents reported to various authorities. Statistics reported for sub-categories on liquor laws, drug laws, and weapons offenses represent the number of people arrested or referred to campus student conduct authorities for respective violations. These statistics do not reflect convictions of guilt and may include unpreventable duplication due to anonymous reports.

Below you will find reportable Clery crime and geography definitions, as well as crime statistics for all Baylor University campuses.

DEFINITIONS OF REPORTABLE CRIMES

CRIMINAL HOMICIDE Murder and nonnegligent manslaughter is the willful (nonnegligent) killing of one human being by another; Negligent manslaughter is the killing of another person through gross negligence.

SEX OFFENSES Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

RAPE The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victim or perpetrator.

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 incapacity.

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

STATUTORY RAPE Sexual intercourse with a person who is under the statutory age of consent.

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.

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.

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.

MOTOR VEHICLE THEFT The theft or attempted theft of a motor vehicle.

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

HAZING An intentional, knowing, or reckless act, committed by a student or former student, against another person in connection with an initiation into or affiliation with a student organization, that creates a risk of physical or psychological injury.

Hate Crimes

HATE CRIME Hate Crimes include all crimes listed above that manifest evidence that the victim was chosen based on one of the categories of bias listed below, plus the following crimes.

A crime that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. The categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

LARCENY/THEFT The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded. Examples include, thefts of bicycles or automobile accessories, shoplifting, pocket-picking, stealing of any property or article that is not taken by force and violence or by fraud, and attempted larcenies.

SIMPLE ASSAULT An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

INTIMIDATION To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY (EXCLUDING ARSON) To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Categories of Bias

RACE A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind.

GENDER A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.

GENDER IDENTITY A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

RELIGION A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.

SEXUAL ORIENTATION A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation (i.e., a person's physical, romantic, and/or emotional attraction to members of the same or opposite sex.

ETHNICITY A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race "in that "race" refers to grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

NATIONAL ORIGIN A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

DISABILITY A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Arrests and Disciplinary Referrals for Violation of Weapons, Drug and Liquor Laws

WEAPONS: CARRYING, POSSESSING ETC. The 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.

DRUG LAW 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 those relating to the unlawful 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 those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

LIQUOR LAW VIOLATIONS The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transporting, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

DEFINITIONS OF GEOGRAPHY

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

ON-CAMPUS BUILDINGS OR PROPERTY

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

NON-CAMPUS BUILDINGS OR PROPERTY

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

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

The Baylor University crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

BRANCH CAMPUS A branch campus is always a separate campus. It is defined as a location of an institution that is geographically apart and independent of the main campus of the institution. A location of an institution is considered independent of the main campus if the location is permanent in nature, offers courses in educational programs leading to a degree or other recognized educational credential, has its own faculty and administrative or supervisory organization, and has its own budgetary and hiring authority.







BAYLOR UNIVERSITY CLERY CRIME STATISTICS



	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL HOMICIDE	Murder and Non-Negligent Manslaughter	2023	0	0	0	0	0	0
		2024	0	0	0	0	0	0
		2025	0	0	0	0	0	0
	Manslaughter by Negligence	2023	0	0	0	0	0	0
		2024	0	0	0	0	0	0
		2025	0	0	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
SEX OFFENSES	Rape	2023	7	0	0	7	0	7
	Fondling		6	1	0	7	0	3
	Incest		0	0	0	0	0	0
	Statutory Rape		0	0	0	0	0	0
	Rape	2024	10	0	0	10	0	10
	Fondling		5	0	0	5	0	5
	Incest		0	0	0	0	0	0
	Statutory Rape		0	0	0	0	0	0
	Rape	2025	11	0	0	11	0	9
	Fondling		0	0	0	0	0	0
	Incest		0	0	0	0	0	0
	Statutory Rape		0	0	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Robbery	2023	0	0	0	0	0	0
		2024	0	0	0	0	0	0
		2025	0	0	0	0	0	0
	Aggravated Assault	2023	0	0	1	1	0	0
		2024	0	0	0	0	1	0
		2025	2	0	0	2	0	1

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Burglary	2023	4	0	0	4	0	1
		2024	22	1	0	23	1	7
		2025	18	0	0	18	0	3
	Motor Vehicle Theft	2023	20	0	0	20	0	0
		2024	23	0	0	23	0	0
		2025	37	0	0	37	0	0
	Arson	2023	2	0	0	2	0	1
		2024	2	0	0	2	0	2
		2025	0	0	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
HAZING OFFENSES	Hazing	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	1	0	0	1	0	0

Reports of hazing only include reports of hazing occurring on Baylor University Clery geography. For information on hazing allegations and investigative outcome please see the Campus Hazing Transparency Report at **risk.web.baylor.edu/hazing-transparency-report**.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
VAWA OFFENSES	Dating Violence	2023	9	0	0	9	1	6
		2024	26	0	0	26	0	20
		2025	22	0	0	22	0	12
	Domestic Violence	2023	2	0	0	2	1	1
		2024	0	0	0	0	0	0
		2025	2	0	0	2	0	0
	Stalking	2023	42	0	0	42	0	12
		2024	67	0	0	67	0	34
		2025	70	0	0	70	0	29

		ARREST				JUDICIAL REFERRAL			
OTHER OFFENSES	YEAR	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
Liquor Law Violations	2023	93	89	0	0	45	43	0	0
	2024	68	62	0	0	23	22	0	0
	2025	78	78	0	0	28	23	0	0
Drug Law Violations	2023	3	0	0	1	0	0	0	0
	2024	0	0	0	1	0	0	0	0
	2025	1	0	0	0	1	1	0	0
Illegal Weapons Possession	2023	0	0	0	0	0	0	0	0
	2024	1	0	0	0	1	1	0	0
	2025	1	0	0	0	0	0	0	0

1 hate crime was reported in 2023. (1 On Campus Race & Sexual Orientation - Vandalism, 1 On Campus Residential Race & Sexual Orientation - Vandalism).
2 hate crimes were reported in 2024. (2 On Campus Race - Simple Assualt).
2 hate crimes were reported in 2025. (1 On Campus student housing intimidation based by Race Bias, 1 On Campus student housing intimidation characterized by Sexual Orientation Bias).
The motor vehicle section of this chart also includes the theft of electric scooters, motorized bicycles, and e-bikes.



BAYLOR IN WASHINGTON, D.C.

This campus began operation in the Fall of 2024.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL HOMICIDE	Murder and Non-Negligent Manslaughter	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Manslaughter by Negligence	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
SEX OFFENSES	Rape	2023	N/A	N/A	N/A	N/A	N/A	N/A
	Fondling		N/A	N/A	N/A	N/A	N/A	N/A
	Incest		N/A	N/A	N/A	N/A	N/A	N/A
	Statutory Rape		N/A	N/A	N/A	N/A	N/A	N/A
	Rape	2024	0	N/A	0	0	0	0
	Fondling		0	N/A	0	0	0	0
	Incest		0	N/A	0	0	0	0
	Statutory Rape		0	N/A	0	0	0	0
	Rape	2025	0	N/A	0	0	0	0
	Fondling		0	N/A	0	0	0	0
	Incest		0	N/A	0	0	0	0
	Statutory Rape		0	N/A	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Robbery	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Aggravated Assault	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Burglary	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Motor Vehicle Theft	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Arson	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
HAZING OFFENSES	Hazing	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	0	0	0	0	0	0

Reports of hazing only include reports of hazing occurring on Baylor University Clery geography. For information on hazing allegations and investigative outcome please see the Campus Hazing Transparency Report at **risk.web.baylor.edu/hazing-transparency-report**.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
VAWA OFFENSES	Dating Violence	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Domestic Violence	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Stalking	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0

		ARREST				JUDICIAL REFERRAL			
OTHER OFFENSES	YEAR	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
Liquor Law Violations	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2024	0	0	N/A	0	0	0	N/A	0
	2025	0	0	N/A	0	0	0	N/A	0
Drug Law Violations	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2024	0	0	N/A	0	0	0	N/A	0
	2025	0	0	N/A	0	0	0	N/A	0
Illegal Weapons Possession	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2024	0	0	N/A	0	0	0	N/A	0
	2025	0	0	N/A	0	0	0	N/A	0

No hate crimes were reported in 2023.
No hate crimes were reported in 2024.
No hate crimes were reported in 2025.
The motor vehicle section of this chart also includes the theft of electric scooters, motorized bicycles, and e-bikes.



GEORGE W. TRUETT THEOLOGICAL SEMINARY: HOUSTON CAMPUS

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL HOMICIDE	Murder and Non-Negligent Manslaughter	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Manslaughter by Negligence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
SEX OFFENSES	Rape	2023	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A
	Rape	2024	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A
	Rape	2025	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Robbery	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Aggravated Assault	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Burglary	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
	Motor Vehicle Theft	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Arson	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

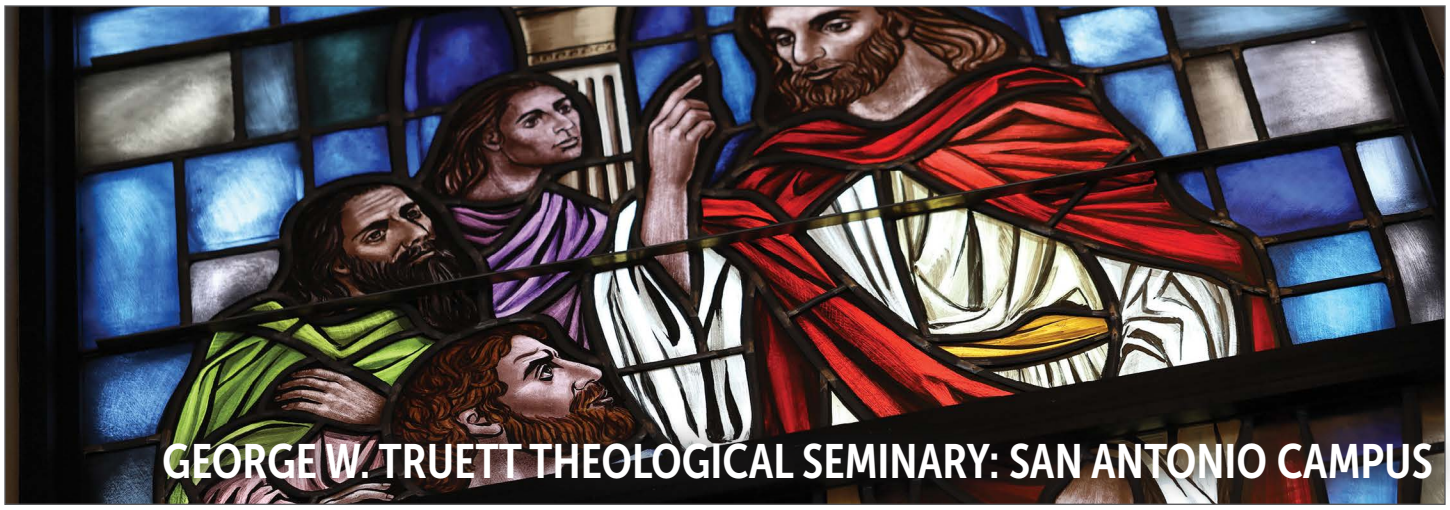
	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
HAZING OFFENSES	Hazing	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	0	0	0	0	0	0

Reports of hazing only include reports of hazing occurring on Baylor University Clery geography. For information on hazing allegations and investigative outcome please see the Campus Hazing Transparency Report at **risk.web.baylor.edu/hazing-transparency-report**.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
VAWA OFFENSES	Dating Violence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Domestic Violence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Stalking	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

		ARREST				JUDICIAL REFERRAL			
OTHER OFFENSES	YEAR	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
Liquor Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0
Drug Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0
Illegal Weapons Possession	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0

No hate crimes were reported in 2023.
No hate crimes were reported in 2024.
No hate crimes were reported in 2025.
The motor vehicle section of this chart also includes the theft of electric scooters, motorized bicycles, and e-bikes.



GEORGE W. TRUETT THEOLOGICAL SEMINARY: SAN ANTONIO CAMPUS

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL HOMICIDE	Murder and Non-Negligent Manslaughter	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Manslaughter by Negligence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
SEX OFFENSES	Rape	2023	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A
	Rape	2024	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A
	Rape	2025	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Robbery	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Aggravated Assault	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Burglary	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Motor Vehicle Theft	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Arson	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
HAZING OFFENSES	Hazing	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	0	0	0	0	0	0

Reports of hazing only include reports of hazing occurring on Baylor University Clery geography. For information on hazing allegations and investigative outcome please see the Campus Hazing Transparency Report at **risk.web.baylor.edu/hazing-transparency-report**.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
VAWA OFFENSES	Dating Violence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Domestic Violence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Stalking	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

		ARREST				JUDICIAL REFERRAL			
OTHER OFFENSES	YEAR	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
Liquor Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0
Drug Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0
Illegal Weapons Possession	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0

No hate crimes were reported in 2023.
No hate crimes were reported in 2024.
No hate crimes were reported in 2025.
The motor vehicle section of this chart also includes the theft of electric scooters, motorized bicycles, and e-bikes.



AUSTIN EXECUTIVE MBA PROGRAM

This campus no longer hosts in person classes and will not have statistical data beyond May 2023.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL HOMICIDE	Murder and Non-Negligent Manslaughter	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A
	Manslaughter by Negligence	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
SEX OFFENSES	Rape	2023	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A
	Rape	2024	N/A	N/A	N/A	N/A	N/A	N/A
	Fondling		N/A	N/A	N/A	N/A	N/A	N/A
	Incest		N/A	N/A	N/A	N/A	N/A	N/A
	Statutory Rape		N/A	N/A	N/A	N/A	N/A	N/A
	Rape	2025	N/A	N/A	N/A	N/A	N/A	N/A
	Fondling		N/A	N/A	N/A	N/A	N/A	N/A
	Incest		N/A	N/A	N/A	N/A	N/A	N/A
	Statutory Rape		N/A	N/A	N/A	N/A	N/A	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Robbery	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A
	Aggravated Assault	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Burglary	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A
	Motor Vehicle Theft	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A
	Arson	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
HAZING OFFENSES	Hazing	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	0	0	0	0	0	0

Reports of hazing only include reports of hazing occurring on Baylor University Clery geography. For information on hazing allegations and investigative outcome please see the Campus Hazing Transparency Report at **risk.web.baylor.edu/hazing-transparency-report**.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
VAWA OFFENSES	Dating Violence	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A
	Domestic Violence	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A
	Stalking	2023	0	N/A	0	0	0	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	N/A	N/A	N/A	N/A	N/A	N/A

		ARREST				JUDICIAL REFERRAL			
OTHER OFFENSES	YEAR	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
Liquor Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2025	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Drug Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2025	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Illegal Weapons Possession	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2025	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

No hate crimes were reported in 2023.
The motor vehicle section of this chart also includes the theft of electric scooters, motorized bicycles, and e-bikes.



	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL HOMICIDE	Murder and Non-Negligent Manslaughter	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Manslaughter by Negligence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
SEX OFFENSES	Rape	2023	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A
	Rape	2024	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A
	Rape	2025	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Robbery	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Aggravated Assault	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Burglary	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Motor Vehicle Theft	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Arson	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
HAZING OFFENSES	Hazing	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	0	0	0	0	0	0

Reports of hazing only include reports of hazing occurring on Baylor University Clery geography. For information on hazing allegations and investigative outcome please see the Campus Hazing Transparency Report at **risk.web.baylor.edu/hazing-transparency-report**.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
VAWA OFFENSES	Dating Violence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Domestic Violence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Stalking	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

		ARREST				JUDICIAL REFERRAL			
OTHER OFFENSES	YEAR	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
Liquor Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0
Drug Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0
Illegal Weapons Possession	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0

No hate crimes were reported in 2023.
No hate crimes were reported in 2024.
No hate crimes were reported in 2025.
The motor vehicle section of this chart also includes the theft of electric scooters, motorized bicycles, and e-bikes.



LOUISE HERRINGTON SCHOOL OF NURSING

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL HOMICIDE	Murder and Non-Negligent Manslaughter	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Manslaughter by Negligence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
SEX OFFENSES	Rape	2023	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A
	Rape	2024	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A
	Rape	2025	0	N/A	0	0	0	N/A
	Fondling		0	N/A	0	0	0	N/A
	Incest		0	N/A	0	0	0	N/A
	Statutory Rape		0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Robbery	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Aggravated Assault	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Burglary	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Motor Vehicle Theft	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Arson	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
HAZING OFFENSES	Hazing	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	0	0	0	0	0	0

Reports of hazing only include reports of hazing occurring on Baylor University Clery geography. For information on hazing allegations and investigative outcome please see the Campus Hazing Transparency Report at **risk.web.baylor.edu/hazing-transparency-report**.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
VAWA OFFENSES	Dating Violence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Domestic Violence	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A
	Stalking	2023	0	N/A	0	0	0	N/A
		2024	0	N/A	0	0	0	N/A
		2025	0	N/A	0	0	0	N/A

		ARREST				JUDICIAL REFERRAL			
OTHER OFFENSES	YEAR	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
Liquor Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0
Drug Law Violations	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0
Illegal Weapons Possession	2023	0	N/A	N/A	0	0	N/A	N/A	0
	2024	0	N/A	N/A	0	0	N/A	N/A	0
	2025	0	N/A	N/A	0	0	N/A	N/A	0

No hate crimes were reported in 2023.
No hate crimes were reported in 2024.
No hate crimes were reported in 2025.
The motor vehicle section of this chart also includes the theft of electric scooters, motorized bicycles, and e-bikes.



BAYLOR IN NEW YORK PROGRAM

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL HOMICIDE	Murder and Non-Negligent Manslaughter	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Manslaughter by Negligence	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
SEX OFFENSES	Rape	2023	0	N/A	0	0	0	0
	Fondling		0	N/A	0	0	0	0
	Incest		0	N/A	0	0	0	0
	Statutory Rape		0	N/A	0	0	0	0
	Rape	2024	0	N/A	0	0	0	0
	Fondling		0	N/A	0	0	0	0
	Incest		0	N/A	0	0	0	0
	Statutory Rape		0	N/A	0	0	0	0
	Rape	2025	0	N/A	0	0	0	0
	Fondling		0	N/A	0	0	0	0
	Incest		0	N/A	0	0	0	0
	Statutory Rape		0	N/A	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Robbery	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Aggravated Assault	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
CRIMINAL OFFENSES	Burglary	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Motor Vehicle Theft	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Arson	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
HAZING OFFENSES	Hazing	2023	N/A	N/A	N/A	N/A	N/A	N/A
		2024	N/A	N/A	N/A	N/A	N/A	N/A
		2025	0	0	0	0	0	0

Reports of hazing only include reports of hazing occurring on Baylor University Clery geography. For information on hazing allegations and investigative outcome please see the Campus Hazing Transparency Report at **risk.web.baylor.edu/hazing-transparency-report**.

	PRIMARY CRIMES	YEAR	ON CAMPUS	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	GRAND TOTAL	UNFOUNDED	ON CAMPUS RESIDENTIAL ONLY
VAWA OFFENSES	Dating Violence	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Domestic Violence	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0
	Stalking	2023	0	N/A	0	0	0	0
		2024	0	N/A	0	0	0	0
		2025	0	N/A	0	0	0	0

		ARREST				JUDICIAL REFERRAL			
OTHER OFFENSES	YEAR	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY	ON CAMPUS	STUDENT HOUSING	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
Liquor Law Violations	2023	0	0	N/A	0	0	0	N/A	0
	2024	0	0	N/A	0	0	0	N/A	0
	2025	0	0	N/A	0	0	0	N/A	0
Drug Law Violations	2023	0	0	N/A	0	0	0	N/A	0
	2024	0	0	N/A	0	0	0	N/A	0
	2025	0	0	N/A	0	0	0	N/A	0
Illegal Weapons Possession	2023	0	0	N/A	0	0	0	N/A	0
	2024	0	0	N/A	0	0	0	N/A	0
	2025	0	0	N/A	0	0	0	N/A	0

No hate crimes were reported in 2023.
No hate crimes were reported in 2024.
No hate crimes were reported in 2025.
The motor vehicle section of this chart also includes the theft of electric scooters, motorized bicycles, and e-bikes.

REPORTING CRIMES AND OTHER EMERGENCIES

Reporting to University Police

The University encourages everyone on all Baylor campuses to immediately and accurately report crimes, fires, or other emergencies. Regardless of how you decide to report these incidents, it is critical for the safety of the entire University community that you report all incidents to the appropriate police department, including when the victim of a crime elects not to report or is unable to make such a report. This will ensure an effective investigation and appropriate follow-up actions are taken. Your report could be the determining factor in establishing cause for the BUDPS to issue a "Timely Warning" or "Emergency Notification," as defined in the Clery Act 20 U.S.C. Section 1092(f).

In the event anyone has information regarding crimes or emergencies on the Baylor campuses, they should immediately notify the appropriate police department by dialing:

Main Campus

Emergency: (254) 710-2222
Non-Emergency: (254) 710-2211

Off Campus City of Waco Incidents (Waco PD)

Emergency: 911
Non-Emergency: (254) 750-7500

George W. Truett Theological Seminary: Houston Campus

Emergency: 911
Non-Emergency: (713) 221-6000

George W. Truett Theological Seminary: San Antonio Campus

Emergency: 911
Non-Emergency: (210) 207-7410 or (210) 207-7273

Dallas Executive MBA Program

Emergency: 911
Non-Emergency: (214) 820-4444

Louise Herrington School of Nursing

Emergency: 911
Non-Emergency: (214) 820-4444

Baylor in New York Program

Emergency: 911
Non-Emergency: (917) 617-8404

Baylor in Washington, D.C. Program

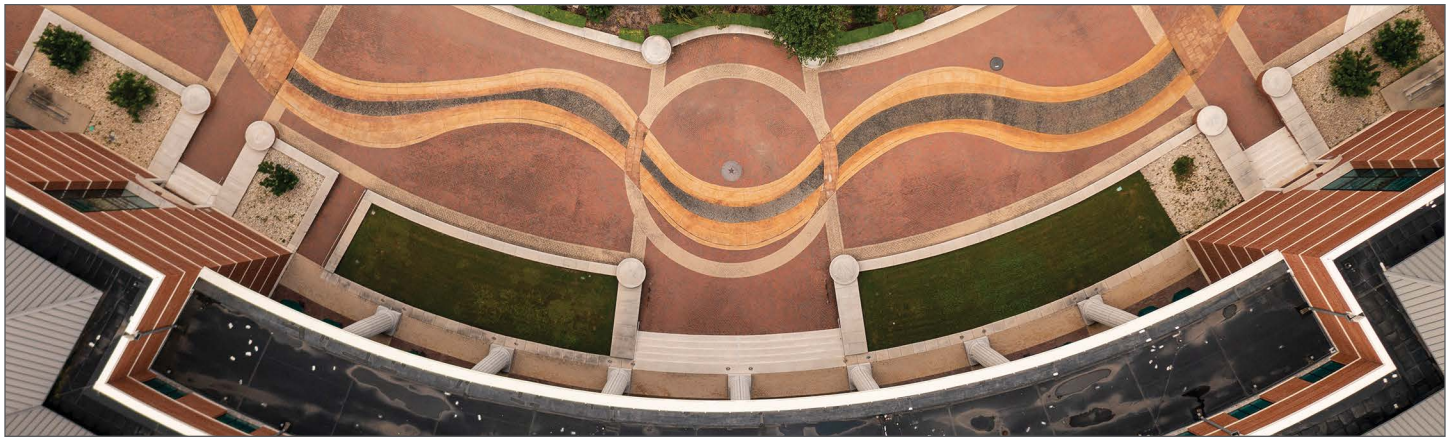
Emergency: 911
Non-Emergency: (202) 698-0555 or dial 311
(202) 737-4404



Reporting to Other Campus Security Authorities

The Clery Act recognizes certain University officials and offices as Campus Security Authorities, (CSAs). These individuals are defined as 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." While the University prefers that community members promptly report all crimes and other emergencies directly to the Baylor University Police Department or the appropriate local law enforcement agency, it also recognizes that some may prefer to report to other individuals or University offices. While the University has identified several hundred campus security authorities, the following offices have been officially designated as places where campus community members may report crimes:

OFFICE	PHONE NUMBER	CAMPUS ADDRESS
Associate Dean for Student Conduct Administration	**(254) 710-1715**	Clifton Robinson Tower, Suite 270
Associate Vice President & Dean of Students	**(254) 710-1314**	McLane Student Life Center, Suite 114
Senior Director, Campus Living & Learning	**(254) 710-3642**	(CL&L Office) Penland Hall, Room 1201
Vice President and Chief Human Resources Officer	**(254) 710-2000**	Clifton Robinson Tower, Suite 200
Director, Student Activities	**(254) 710-6291**	Bill Daniel Student Center, Suite 100
Vice President and Director of Intercollegiate Athletics	**(254) 710-1222**	Simpson Athletics and Academic Center, Suite 250
Associate Director of Student Activities for Fraternity & Sorority Life	**(254) 710-3214**	Bill Daniel Student Center, Suite 100
Senior Director of Campus Recreation	**(254) 710-4102**	McLane Student Life Center, Suite 124
Director of Study Abroad	**(254) 710-2657**	Sid Richardson Building, Room 193
Dean, Diana R. Garland School of Social Work	**(254) 710-6400**	811 Washington Ave.
Dean, Louise Herrington School of Nursing	**(972) 576-9115**	333 N. Washington, Dallas, Texas
Director, Dallas Executive MBA Program	**(972) 458-2327**	333 N. Washington, Dallas, Texas
Director, Baylor in New York Program	**(917) 617-8404**	41-34 Crescent St., Long Island City, New York
Director, George W. Truett Theological Seminary: Houston Campus	**(254) 710-6056**	14130 Hargrave Rd. Houston, Texas
Director, George W. Truett Theological Seminary: San Antonio Campus	**(210) 854-6904**	319 E. Mulberry Ave. San Antonio, Texas
Director, Baylor in Washington, D.C. Program	**(719) 649-0628**	901 4th St. NW, Suite 6002. Washington, D.C.
Senior Associate Vice President for Equity and Title IX Coordinator	**(254) 710-8454**	Clifton Robinson Tower, Suite 285



Voluntary, Confidential Reporting

It is important to have a culture where people feel safe reporting wrongful conduct. The University is committed to protecting individuals from interference with making a protected disclosure and from retaliation for having made a protected disclosure, or for having refused to follow an illegal instruction as defined in the Whistleblower Policy. Baylor University encourages everyone, even those who may not wish to pursue a criminal investigation, to report crimes by filing a voluntary, confidential report. The purpose of a confidential report is to comply with wishes to keep personally identifying information confidential, while taking steps to ensure the safety of involved parties. The confidential report allows the University to compile accurate records on the number and types of incidents occurring on all Baylor campuses. Reports filed in this manner are counted and disclosed in the Annual Fire Safety and Security Report. In certain circumstances, the department may not be able to assure confidentiality and will inform involved parties in those cases. However, when a student or employee reports an incident to Baylor University their privacy will be respected to the fullest extent permitted by state law or University processes. At a minimum, crime victims will receive important counseling and referral information. The information in this section is separate and distinct from reporting to and by confidential resources.

TO REPORT A CRIME ON THE MAIN CAMPUS:

- If there is an immediate safety concern, contact 911 and then BUPD at (254) 710-2222.
- If you believe that a student or employee has been the victim of a sexual assault or interpersonal violence, contact the Title IX Coordinator at (254) 710-8454, or online through **titleix.web.baylor.edu/reporting**.
- **Use the on-line Baylor University Anonymous Tip Report**.
- **Utilize the BU Campus Guardian phone app**.
- Visit the Report It webpage **reportit.web.baylor.edu/**.
- Anonymous Reporting **ia.web.baylor.edu/anonymous-reporting**
- Use the Emergency Call Box telephones, located on the campus and in the parking garages.

PASTORAL AND PROFESSIONAL COUNSELORS — CONFIDENTIAL RESOURCES

Under the Clery Act, any employee who is a licensed medical, clinical, or mental-health professional (e.g., physicians, nurses, physician's assistants, psychologists, psychiatrists, professional counselors, and social workers, and those performing services under their supervision), when acting in that professional role in the provision of services to a patient; and any employee providing administrative, operational, and/or related support for such health care providers in their performance of such services is not considered a Campus Security Authority; nor is the University Chaplain or LHSON Chaplain when acting within a ministerial or pastoral role in the provision of services to a student. As a matter of policy, the University encourages pastoral and professional counselors to inform the persons they are counseling on available procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Under Texas law, pastoral and professional counselors and other health care providers are required to report the type of the incident reported, but may not include any personally-identifiable information that would violate a student's expectation of privacy.

The Equity Office will provide a written explanation of the rights and options to each student and employee who reports an incident of sexual violence, domestic violence, dating violence, or stalking (whether the offense occurred on or off campus). For students and employees who choose to report their incidents to a Confidential Resource, the Confidential Resource will provide the written information about rights and options.

Except for Confidential Resources, all University Employees are designated Responsible Employees and thereby mandatory reporters of potential violations of the Sexual and Interpersonal Misconduct (SIM) Policy. Responsible Employees include all staff, faculty, instructors, and student workers who have supervisory responsibility or responsibility for the welfare of other students and learn of potential violations of this policy in the scope of their employment. Responsible Employees must report immediately any information about suspected prohibited conduct or violations of the SIM Policy. Reports must include any known details such as identities of the parties and the date, time and location of the incident. All Baylor University employees will comply with the requirements of SB 212 **Texas Education Code Section 51.252 (c)**.

ABOUT THE BAYLOR UNIVERSITY POLICE DEPARTMENT

Role, Authority, and Training

The BUPD staff consists of police officers, dispatchers, public safety officers, an administrative manager, and a records manager. Collectively, BUPD has more than 350 years of law enforcement experience.

All BUPD commissioned officers and dispatchers are licensed and certified by the Texas Commission on Law Enforcement (TCOLE). All officers and dispatchers attend a rigorous field-training program with a minimum of 400 hours of training. Training for BUPD officers and dispatchers includes all state-mandated programs and additional training to exceed the required minimum. To remain certified, BUPD officers must complete 40 hours of in-service training bi-annually, including any TCOLE mandated courses.

The Diana R. Garland School of Social Work falls within the service area of the BUPD. All branch campuses are served by the closest local law enforcement agency.

The primary purpose of Baylor police is to patrol and respond to calls within the physical campus boundaries of Baylor University. Section 51.212 of the Texas Education Code affords the Baylor Police Department Police Officers the full powers, privileges and immunities of a peace officer throughout McLennan County. Although the question of primary jurisdiction can get very technical, this expansion allows Baylor Police Officers to legally handle incidents that occur adjacent to campus.

All security working on any of the branch campuses, on a permanent basis, or security hired to work special events for Baylor University, do not have the authority of a peace officer to make arrests under the Texas Code of Criminal Procedure.

Working Relationship with Local, State, and Federal Law Enforcement

On the main campus, BUPD maintains a cooperative relationship with the McLennan County District Attorney's Office, the City of Waco Police Department, McLennan County Sheriff's Office, Texas Department of Public Safety, and surrounding police agencies. BUPD is the primary reporting and investigating law enforcement agency for all crimes occurring on the BU main campus which includes the Diana R. Garland School of Social Work Waco. The Waco Police Department will be the primary reporting and investigating law enforcement agency for all crimes occurring outside the boundaries of the BU campus. Both agencies will continue to provide mutual aid assistance to each other on a daily basis. BUPD has entered into a Memorandum of Understanding with the Waco Police Department to coordinate law enforcement activities involving the two agencies. Fire Safety which is now a part of Baylor Facilities Management also works with the Waco Fire Marshal's Office on fire code compliance and as necessary on arson investigations. BUPD also works in cooperation with and liaises with, the Federal Bureau of Investigation as well as the U.S. Attorney's Office on a regular basis.

Citations issued are adjudicated within the local McLennan County Justice of the Peace offices, located at the McLennan County Courthouse.

Working Relationship with Local, State, and Federal Law Enforcement for Baylor's Branch Campuses

The Baylor branch campuses are not supported with onsite Baylor police. These campuses are supported by local law enforcement agencies. BUPD does not have a formal Memorandum of Understanding with the local law enforcement agencies at the branch campuses. BUPD does work closely with these local law enforcement agencies to address the security concerns for each branch campus.

George W. Truett Theological Seminary: Houston Campus

As of August 2023 the Baylor George W. Truett Theological Seminary: Houston Campus hosts classes at the Lanier Theological Library located at 14130 Hargrave Road. This location is patrolled by the Harris County Sheriff's Office.

For more information about the Harris County Sheriff's Office, call (713) 221-6000, or visit **harriscountyso.org**.

Other Helpful Link

- Victim Services & Family **harriscountyso.org/ReportCrime/CrimeVictims**

George W. Truett Theological Seminary: San Antonio Campus

The Baylor George W. Truett Theological Seminary hosts classes at Trinity Baptist Church located at 319 E. Mulberry Ave and is patrolled by the San Antonio Police Department.

For more information about the San Antonio Police Department, call (210) 207-7410 or (210) 207-7273, or visit **www.sa.gov/Directory/Departments/SAPD**

Other Helpful Links

- **www.sa.gov/Directory/Departments/SAPD/Services/Victims-Advocacy**
- **www.sa.gov/Directory/Departments/SAPD**

Dallas Executive MBA Program

The Dallas EMBA Program is located at 333 N. Washington Ave., Dallas, TX 75246, which is patrolled by the Baylor Scott & White Health Department of Public Safety. The Baylor Scott & White Health Department of Public Safety located at 4005 Crutcher St., Dallas, TX 75246 patrols this location.

Dallas Campus Public Safety Numbers

- 24 Hour Communications Center (214) 820-4444
- Administration (214) 820-2358
- Crime Prevention/Personal Safety (214) 820-3629
- Emergencies (214) 820-4444
- Escorts (214) 820-4444
- Fire Safety (214) 820-2642
- Parking Services (214) 820-7275
- Photo ID (214) 820-7275

Other Helpful Links

- Dallas County and Surrounding Local Areas **dallascityhall.com/government/citycouncil/district13/dvtf/DCH%20Documents/DVTF_victim-resources.pdf**
- Dallas County District Attorney — Family Violence Division **www.dallascounty.org/government/district-attorney/divisions/family-violence.php**
- Genesis Women's Shelter **www.genesisshelter.org**
- Family Place **www.familyplace.org**

Other Dallas Area Numbers

For information regarding Emergency Shelters or Social Organizations if you need protection.

- Dallas Police/Fire/Ambulance 911
- Family Place (214) 941-1991
- Protective Order Information (214) 653-3528
- Salvation Army F/V Shelter (214) 424-7208
- Genesis Women's Shelter (214) 942-2998, 24/7 Hotline: (214) 946-HELP (4357)
- New Beginning Center (972) 276-0057
- Austin Street Shelter (214) 428-4242
- Rape Crisis Center (214) 590-0430
- Suicide Crisis Center (214) 828-1000
- Alcoholic Recovery (Dallas 24 Hour Club) (214) 823-3200
- Information & Referral Services (214) 379-4357
- Dispute Mediation Service (214) 754-0022
- Child and Family Guidance Center (214) 351-3490
- Dallas Police Department Domestic Violence Counselor (214) 671-4325
- City of Dallas Social Services (214) 670-4225
- Dallas Police Department Domestic Violence Unit (214) 671-4304
- Lawyers Against Domestic Violence (214) 748-1234 ext. 3012
- Texas Abuse Hotline of the Deaprtment of Family and Protective Services (800) 252-5400
- Adult Protective Services (800) 252-5400
- National Domestic Violence Hotline (800) 799-SAFE

Austin Executive MBA Program

As of May 2023, Baylor no longer has a physical campus in Austin. However, the Annual Fire Safety and Security Report will continue to include this property, as it is required to publish criminal activity through 2023 within the statistical charts. The Austin Executive MBA program was located at 14205 North Mopac Expressway, Austin TX. The Northwest/Region II Division within the Austin Police Department patrolled this location.

- Austin Police Department:
  Emergency 911/Non-Emergency 311
  From outside the Austin area for a Non-Emergency call (512) 974-2000

Other Helpful Links

- Austin Police Department **www.austintexas.gov/department/police**
- Victim Services **www.austintexas.gov/police/divisions/victim-services**
- Protective Orders **www.safeaustin.org/our-services/face-to-face-support/legal-services/**
- Domestic Violence Protection Team **www.austintexas.gov/department/family-violence-protection**
- National Center for Victims of Crime **victimsofcrime.org**

Louise Herrington School of Nursing

The Baylor University Louise Herrington School of Nursing is located in downtown Dallas at 333 N. Washington Ave., Dallas, TX 75246. The Baylor Scott & White Health Department of Public Safety located at 4005 Crutcher St., Dallas, TX 75246 patrols this location.

Dallas Campus Public Safety Numbers

- 24 Hour Communications Center (214) 820-4444
- Administration (214) 820-2358
- Crime Prevention/Personal Safety (214) 820-3629
- Emergencies (214) 820-4444
- Escorts (214) 820-4444
- Fire Safety (214) 820-2642
- Parking Services (214) 820-7275
- Photo ID (214) 820-7275

Baylor in New York

The Baylor in New York Program offers classes and residential space at 41-34 Crescent St., Long Island City, NY 11101. This program is located in the 114th Precinct and patrolled by the New York Police Department.

- New York Police Department Contact Information:
  Emergency 911/Non-Emergency 311
- Precinct: (718) 626-9311
- Community Affairs: (718) 626-9327
- Crime Prevention: (718) 626-9324
- Domestic Violence: (718) 626-9316
- Youth Officer: (718) 626-9337
- Auxiliary Coordinator: (718) 626-9352

Baylor in Washington, D.C.

The Baylor in Washington D.C. Program offers classes at 901 4th St. NW, Suite 6002. Washington, D.C. 20001. This program is located in the Washington, D.C. Metro Police First District and is patrolled by the Washington, D.C. Metro Police.

- Washington, D.C. Emergency: 911
  For non-emergencies dial 311
- First District Station: (202) 698-0555
- Domestic Violence: (202) 727-7137
- D.C. Victim Hotline: 1(844)443-5732 or **www.dcvictim.org**
  Washington D.C. Metropolitan Police Department
  (202)737-4404





CAMPUS SECURITY AWARENESS AND CRIME PREVENTION EDUCATION PROGRAMS

BUDPS believes that crime prevention and security awareness practices can aid in anticipating and minimizing potential dangers to the population and property of the University. BUDPS provides leadership and direction toward these efforts for students and employees through the following programs:

PROGRAM TITLE	PROGRAM DESCRIPTION	PROGRAM FREQUENCY	TARGET GROUP
BU Campus Guardian	The BU Campus Guardian Mobile Safety Application turns a smartphone into a personal safety device! Users can quickly contact university police in cases of an emergency by phone call or text and can use the app to dial 9-1-1 when off campus.	Continuous	Students, Faculty and Staff
Campus Call Boxes	We have 81 call boxes strategically placed across campus, which allows community members to contact the Baylor Police Department dispatchers.	Continuous	Students, Faculty and Staff
911 Phone Service	Every campus phone is equipped to dial 911 to report emergencies.	Continuous	Students, Faculty and Staff
Camera System	Baylor University maintains a robust video surveillance system comprised of over 2000 cameras used to monitor buildings, parking areas and outdoor spaces.	Continuous	Students, Faculty and Staff
Digital ID System	Digital ID system for secure access in residence halls, automatic door-locking for campus buildings and the conversion of more than 3,200 doors to contactless entry.	Continuous	Students, Faculty and Staff
Med-Return Drug Disposal Kiosk	BUPD has obtained a drug disposal kiosk from the Voices Against Substance Abuse Organization. This disposal box is located in the lobby of the Police Department. The kiosk provides a safe way to dispose of unused, unwanted, or expired medications, rather than simply throwing them in the trash or flushing them into the sewer system.	Continuous	Students, Faculty and Staff
CRASE (Classroom)	This course teaches civilian response to active shooter events on campus.	Offered on Demand	Students, Faculty and Staff
New Student Orientation	• BUPD conducts a break-out session on personal and community safety. • BUPD participates in the Baylor Community Expectations program. The University's expectations for all students, including community safety is presented to the students and their parents. • BUPD participates in the Dr Pepper Hour Connections event by hosting a resource table.	All Summer Orientation Sessions	Students and Parents
Residence Halls Meeting	BUPD provides information to all students living in the residence halls discussing personal safety, security and access to the residence halls, safeguarding personal property, how to contact the police and the services offered by the Department.	Beginning of Fall Semester	All Residential Students
Campus Living & Learning Staff Training	BUPD provides safety tips, resources and crime reporting procedure updates to all CL&L staff prior to each academic year.	Beginning of Fall Semester	CL&L Staff
Crime Free Multi Housing Program	The Crime Free Multi-Housing program is designed to build a partnership between police and managers of rental properties servicing the Baylor community. This certification program helps to reduce crime, drugs, and other criminal activity on these rental properties.	Continuous	Students, Faculty and Staff

PROGRAM TITLE	PROGRAM DESCRIPTION	PROGRAM FREQUENCY	TARGET GROUP
Help Us Help You	Police Officers leave a theft prevention card when they discover unattended/ unsecured property in the buildings.	Continuous	Students, Faculty and Staff
HLT Car Burglary Prevention	Signage has been placed in all five-campus garages reminding drivers to Hide valuables in their car, Lock their car, and Take their keys.	Continuous	Students, Faculty and Staff
Bike Safety	Baylor Police Department bike officers contact bicyclist on campus and distribute cards that include bike safety tips and important Texas traffic law for bikes.	Continuous	Students, Faculty and Staff
Safe Place Exchange	Baylor Police Department has designated their lobby as a place where members of the community can meet to exchange items bought on sites like Craigslist, Facebook or other on-line sites	Continuous	Students, Faculty and Staff
Residence Hall Public Safety Officer Program	The Baylor Police Department has a contingent of seven public safety officers whose sole responsibility is to monitor the security of the residence hall during the late nighttime hours.	Continuous	Students and Staff in Residence hall
Threat Assessment Group (TAG)	The Threat Assessment Group (TAG) was formed by BUDPS to identify and assess behaviors of concern proactively by intervening and mitigating major disruption to community life. The TAG is designed to assist faculty, staff, students, and the administration by providing information and assistance in dealing with behavior that may disrupt or threaten the educational mission of the University or the safety of the Baylor community.	Continuous	Students, Faculty and Staff
Baylor Alert System	Baylor Alert is Baylor University's system for alerting students, staff and faculty in the event of an emergency or threat on campus.	Used as needed	Student, Faculty, Staff and Visitors
Personal Preparedness	This program informs the student about the importance of having a personal preparedness plan and supplies in the event of a local, regional, or national disaster.	Offered on Demand	Students, Faculty and Staff
Stop the Bleed	This program teaches basic life-saving interventions, including bleeding control with a tourniquet and gauze packs.	Offered on Demand	Students, Faculty and Staff
Bike Registration	This program allows for on-line and in-person bicycle registration for Baylor community members. The program also aids BUPD in identifying the owner of stolen bikes as well as recovering stolen bikes.	As requested	Student, Faculty, Staff and Visitors

Anyone, including branch campus constituents, desiring information on crime prevention programs or related literature may contact the Crime Prevention Specialist at (254) 710-2211.
Though the University is progressive with its policies, programs, and education, it is up to each one of us to live with a sense of awareness and use reasonable judgment while on campus.

CRIMES INVOLVING STUDENT ORGANIZATIONS AT NON-CAMPUS LOCATIONS

Currently, Baylor University does not have student organizations housed in off-campus facilities that are officially recognized by Baylor University. However, the University requires all recognized student organizations to abide by federal, state, and local laws, and University regulations. The University may become involved in the off-campus conduct of recognized student organizations or individual students when such conduct is determined to affect a substantial University interest (as defined by the Student Organization Conduct Policy and the Student Code of Conduct). Baylor University relies on its close working relationships with local law enforcement agencies to receive information about incidents involving Baylor University students and recognized student organizations on and off campus. BUPD receives daily crime logs from the Waco Police Department and uses these logs to help determine if Baylor student organizations or Baylor students have committed criminal activity off campus. If BUPD learns of criminal activity involving students or student organizations, it will coordinate with the appropriate external law enforcement agency to forward information about criminal incidents to the Division of Student Life, Title IX, or other Baylor authorities as appropriate for adjudication.

Daily Crime and Fire Log

BUPD makes an electronic copy of the combined Campus Crime & Fire Log available to the public. This log identifies the nature, type, location, and time of each crime or fire incident reported to BUPD. This helps to keep the campus community informed of all crime for the Baylor main campus as well as other areas within BUPD's extended patrol response area. The most current 60 days of information is also available at the BUPD located on the first floor of the Speight Plaza Parking Facility, 1521 S. 4th Street.

EMERGENCY NOTIFICATIONS, TIMELY WARNINGS, & SAFETY NOTIFICATIONS

The Baylor Department of Public Safety (BUDPS) will issue Emergency Notifications, Timely Warnings, or Safety Notifications regarding confirmed criminal activity or safety issues concerning campus.

- **Emergency Notification:** An emergency notification of an incident that is currently occurring on, or imminently threatening the campus.
- **Timely Warning:** A timely warning is notification of Clery crime(s) that have already occurred on Clery geography and are considered by the institution to represent a serious or continuing threat to students and employees.
- **Safety Notification:** A safety notification may be issued when an incident or crime has occurred and may impact members of the campus community, but an emergency notification or timely warning is not required.

BUDPS is responsible for confirming facts that indicate a notification is necessary. BUDPS has primary responsibility for issuing, coordinating, and determining content and segments of the campus that will receive notifications. Methods of delivery of Emergency Notifications, Timely Warnings, and Safety Notifications are determined by BUDPS.

Emergency Notification

Baylor University is committed to ensuring the main campus and all branch campuses receive timely, accurate, and useful information in the event of a significant emergency or dangerous situation on campus, or in the local area, that poses an immediate threat to the health and safety of campus community members.

At the Baylor University main campus, after an emergency has been confirmed by BUDPS, a determination is made on the best method for distribution of the emergency notification. Methods of distribution may include any of the following:

- Parents, visitors, contractors and others can opt-in to receive Baylor Alert (text messages) using one of following options:
- Short term visitors (1-3 days) can text Baylor1845 to 226787. *Note, subscriptions automatically expire after 3 days.
- Long term visitors (weeks, months, semester, etc.) can text Baylor76798 to 226787. *Note, subscriptions do not automatically expire. Users need to opt-out to stop receiving notifications.
- Outdoor Notification System (Main Campus Only)
- Email notification to Baylor email account (**baylor@getrave.com**)
- Text message to cell phone
- Audio message to a cell phone or other telephone
- Official University websites (e.g., **www.baylor.edu**)
- Official University social media accounts (Facebook: **www.facebook.com/BaylorUniversity1845/**; X: **@Baylor**; Instagram: **@baylorуniversity**)
- Baylor Information Line (254) 710-4411
- University email distribution systems
- Radio and TV alerts through local news

NOTIFICATION PROCEDURES

The following procedures outline the process the University uses when issuing Emergency Notifications to the Baylor campuses. Information and instructions may be sent using one or more methods to all, or to a segment of the campus community for each location.

Main Campus

- Outdoor Notification System (Main Campus Only)
- Email notification to Baylor email account (**baylor@getrave.com**)
- Text message to cell phone
- Audio message to a cell phone or other telephone
- Official University websites (e.g., **www.baylor.edu**)
- Official University social media accounts (Facebook: **www.facebook.com/BaylorUniversity1845/**; X: **@Baylor)**
- Baylor Information Line (254) 710-4411
- University email distribution systems
- Radio and TV alerts through local news

The University routinely tests its emergency communication systems throughout the year including at the beginning of the fall and spring semesters.

Louise Herrington School of Nursing

- Text message to cell phone
- X **@BaylorNursing**
- E-mail notification to Baylor email account
- Audio message to a cell phone or other telephone
- Baylor Information Line, (254) 710-4411
- Louise Herrington School of Nursing website
- Notices may also be posted WFAA TV (CH.8)

Dallas EMBA Campus Community

- Text message to cell phone
- E-mail notification to Baylor email account
- Audio message to a cell phone or other telephone

George W. Truett Theological Seminary: Houston & San Antonio Campuses

- Text message to cell phone
- E-mail notification to Baylor email account
- Audio message to a cell phone or other telephone

Baylor in New York Program Participants

- Text message to cell phone
- E-mail notification to Baylor email account
- Audio message to a cell phone or other telephone

Baylor in Washington, D.C. Program Participants

- Text Message to cell phone
- E-Mail Notification to Baylor email account
- Audio Message to a cell phone or other telephone

Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System

Once it is confirmed there is, in fact, an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the campus community, the Chief of Police, Director of Emergency Management or other designee will assess the need to issue an Emergency Notification.

BUDPS will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system. The only instance in which there might be a delay is in the case that issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. As soon as the condition that may compromise efforts is no longer present, the University will issue the Emergency Notification to the campus community.

BRANCH CAMPUS

BUDPS may become aware of emergency situations or incidents through onsite program administrators or other sources. Decisions to issue a notification will be made in coordination with Baylor Scott & White Public Safety for the School of Nursing. Baylor also works with local law enforcement agencies in Dallas, Houston, San Antonio, Washington D.C., and New York for information pertaining to Baylor's branch campuses.

Determining the Appropriate Segment or Segments of the Campus Community to Receive an Emergency Notification

For the main campus, which includes Diana R. Garland School of Social Work Waco, notifications are given to the entire community due to the size of the campus, the frequency of movement within the campus by community members, and the concept of keeping the entire community aware of significant emergencies. The University may also post applicable messages about the dangerous situation on the University homepage or utilize official University social media accounts. This will ensure the rest of the campus is aware of the situation and notified of the steps they should take to maintain personal and campus safety.

Administrators at branch campuses will notify appropriate segments of their respective campuses.

Determining the Contents of the Emergency Notification

BUDPS is responsible for confirming facts that indicate a notification is necessary. BUDPS has primary responsibility for issuing, coordinating, and determining content and methods of delivery of emergency notifications, timely warnings, and safety notifications. BUDPS may delegate certain responsibilities to, or collaborate with, other Baylor offices.

Procedures for Disseminating Emergency Information to the Greater Community

Depending on the situation, Baylor University may work through the Division of Marketing and Communications to notify the greater Baylor and Waco community through official university websites (**www.baylor.edu**), Baylor Information Line (254-710-4411), radio, and TV alerts through local news media, and official University social media accounts (Facebook: **www.facebook.com/BaylorUniversity1845/**; X: **@Baylor**). In emergency situations, police supervisors may authorize initiation of an Emergency Notification.

Enrolling in the University's Emergency Notification System

All Baylor students, faculty, and staff are automatically enrolled into the Baylor Alert emergency notification system. University students are also encouraged to regularly update their information on Bearweb and employees may update on Ignite. For more information on Baylor Alert, visit **dps.web.baylor.edu/emergency-management/baylor-alert**.

Timely Warnings

BUDPS is responsible for providing timely notice to the campus community in the event of a Clery Act crime that may pose a serious or ongoing threat. Timely warning determinations are made on a case-by-case basis. If they represent a serious ongoing threat, BUDPS will issue a Timely Warning for the following crimes: arson, aggravated assault, burglary, criminal homicide, dating and domestic violence, motor vehicle thefts, robbery, sexual assaults, stalking and hate crimes. BUDPS will issue these warnings through a variety of methods, including but not limited to Baylor Alert, e-mails, phone call, text messages and use of official University social media accounts.

Initial messages will indicate the severity of the message and will provide a brief description of the Timely Warning. When additional information is available, it may be provided using one or more of the methods listed above. The information received may provide vital information on what actions to take if on campus during such a situation.

In the event a Timely Warning is sent, it may include the following information: type of crime, date, time and location of crime, available suspect information, as well as safety tips to help with the risk of being involved in a similar incident.

The purpose of a Timely Warning is to notify the campus community of the incident and to provide information that may enable community members to protect themselves from similar incidents. The University will issue a Timely Warning whenever the following criteria are met:

1. A crime is committed;
2. The perpetrator has not been apprehended; and
3. There is a substantial ongoing risk to the physical safety of other members of the campus community because of this crime.

Such crimes include, but are not limited to:

1. Clery Act crimes reported to any Campus Security Authority or the local police; and where
2. The University determines that the incident represents a serious or on-going threat to the campus community.

Additionally, the BUDPS may, in some circumstances, issue a Timely Warning when there is a pattern of crimes against persons or property.

Crimes that would not present a continuing threat, and therefore, may not merit a Timely Warning, include the following:

- An isolated event between two individuals who know each other that presents no ongoing threat to the community.
- Crimes in which the perpetrator has been apprehended, thereby eliminating the threat.
- Crimes in which an identified perpetrator is only targeting specific individuals to the exclusion of others, such as domestic violence.

In cases of delayed reporting of an incident, they may be so delayed there is no possibility of issuing a Timely Warning to the community. These will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information available.

The Assistant Vice President of Public Safety & Security, Chief of BUPD, Director of Emergency Management or, other assigned designees will generally make the determination that a Timely Warning is required. Anyone with information warranting a Timely Warning or Emergency Notification for Baylor University campuses may reference the list below for guidance of who to call.

- For the Baylor University Waco campus —BUPD at (254) 710-2222;
- For the Baylor University George W. Truett Theological Seminary: Houston Campus — Harris County Sheriff's Office at (713) 221-6000;
- For the Baylor University George W. Truett Theological Seminary: San Antonio Campus — San Antonio Police Department at (210) 207-7410, or (210) 207-7273;
- For the Louis Herrington School of Nursing in Dallas—Baylor Scott & White Public Safety at (214) 820-4444;
- For the Dallas Executive MBA Program—Director at (972) 458-2327 or or (254) 710-3333;
- For the Baylor in New York Program—Director at (917) 617-8404.
- For the Baylor in Washington, D.C. Program — Director at (719) 649-0628 or (254) 710-6052

If unable to reach someone at the numbers provided in the case of an emergency, please refer to the local law enforcement agencies within the area or call 911.

Safety Notifications

A Baylor safety notification may be issued when an incident or crime has occurred and may impact members of the community, but an emergency notification or timely warning is not required. For incidents involving off-campus crimes, the University may issue a Safety Notification if the crime occurred in a location used and frequented by the University population.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Emergency Management at Baylor University

The purpose of emergency preparedness at all Baylor University campuses is to develop, organize, coordinate and lead the campus toward effective preparation for, and efficient response to, emergencies and disasters, with the primary focus on saving lives, reducing human suffering, and the minimizing of property loss and academic services.

The Baylor University Department of Public Safety (Office of Emergency Management) is responsible for emergency planning and preparedness. The University's all-hazards Emergency Operations Plan follows best practices and guidance including FEMA's Guide for Developing High-Quality Emergency Operations Plans for Institutions of Higher Education.

The priorities are:

- Life safety, infrastructure integrity, and environmental protection during an emergency
- Coordination with University departments to write, maintain, test, and exercise the emergency plan
- Cooperation, integration, and mutual aid with local, state and federal agencies and their emergency plans

Baylor University is required to have in place an Emergency Action Plan per OSHA standard 29 CFR 1910.38. The plan meets all criteria of the referenced standard.

Evacuation and Relocation

An evacuation notification may come from several sources, including the fire alarm system, BUPD, Campus Living & Learning Staff, other University employees, or other authorities utilizing the University's emergency communications tools.

1. Immediately evacuate if the fire alarm sounds.
2. Close office/classroom doors and turn off lights and computers.
3. Use designated corridors and fire exit stairs that lead to ground level.
4. Leave the building in an orderly manner.
5. Do not use elevators.
6. Assemble at the pre-designated Evacuation Assembly Point(s) (EAPs). EAPs will be used to provide occupants with information regarding the status of the building. "All Clear" announcements will be made at the EAPs.
7. Report any individuals left in the building to personnel.
8. Follow instruction of emergency personnel.
9. Do not re-enter the building until an "All Clear" announcement is given by emergency personnel.

If you do not currently have access to your facility's Building Emergency Action Plan, contact **Emergency_Management@baylor.edu**.

More information reflecting Baylor's evacuation procedures can be found in the fire safety section of this report.

Other Emergency Procedures

ACTIVE SHOOTER

During an act of violence (e.g. robbery, hostage situation, workplace violence, active shooter):

AVOID starts with your state of mind.

1. Pay attention to your surroundings
2. Have an exit plan
3. Move away from the source of the threat as quickly as possible
4. The more distance and barriers between you and the threat, the better

DENY when getting away is difficult or maybe even impossible.

1. Keep distance between you and the source.
2. Create barriers to prevent or slow down a threat from getting you.
3. Turn the lights off
4. Remain out of sight and quiet by hiding behind large objects and silence your phone

DEFEND because you have the right to protect yourself.

1. If you cannot Avoid or Deny be prepared to defend yourself
2. Be aggressive and committed to your actions
3. Do not fight fairly, this is about survival

CALL BUPD at (254) 710-2222 or 911. When Law Enforcement arrives, SHOW YOUR HANDS AND FOLLOW COMMANDS.

Watch the Baylor Active Shooter Training Video.
dps.web.baylor.edu/police/programs-and-services/active-shooter-training

EXPLOSION

In the Event of an Explosion:

1. Take cover under sturdy furniture
2. Evacuate, if safe, and pull the nearest fire alarm station to evacuate the building,
3. Call BUPD at (254) 710-2222 or 911 and provide the location of the explosion and, if known, its seriousness and any possible injuries to persons in the area. Be sure to give your name, location, and telephone number. Do not hang up until released by them.
4. Assemble at Emergency Assembly Point(s) outside the building until help arrives.
5. Advise emergency personnel about the explosion area and any persons who may have been injured.

INCLEMENT WEATHER

Baylor University Department of Public Safety (Office of Emergency Management) monitors weather and forecast information including inclement and hazardous conditions, maintains communication with the National Weather Service and coordinates with the Waco-McLennan County Office of Emergency Management.

If inclement weather conditions require changes in University operations, such as a delay or closure, the Baylor community may be notified through one or more of the University's emergency notification systems.

FLOOD

Before a Flood:

- Identify safe shelter locations in advance.
- Know your evacuation routes and higher ground areas.
- Listen to EAS, NOAA Weather Radio, or local alert systems for warnings and instructions.
- Prepare to evacuate if ordered, or to shelter in place if advised.

During a Flood

- Follow evacuation orders immediately; never drive around barricades.
- Move to higher ground or a higher floor.
- Stay where you are if sheltering in place is the safest option.
- Do not walk, swim, or drive through floodwaters — Turn Around, Don't Drown!
  - Six inches of moving water can knock you down; one foot can sweep away a vehicle.
- Stay off bridges over fast-moving water; they can be washed away without warning.
- If trapped in a vehicle in moving water, stay inside; climb to the roof if water is rising inside.
- If trapped in a building, get to the highest level — go to the roof only if necessary, and signal for help. Avoid closed attics to prevent entrapment.
- Contact your healthcare provider if sick and needing medical attention; call 9-1-1 for emergencies.

After a Flood

- Return home only when authorities say it is safe.
- Avoid driving except in emergencies.
- Wear heavy gloves, protective clothing, and boots during cleanup; use masks or respirators when cleaning mold or debris.
  - People with asthma, other lung conditions, immune suppression, or children should not enter buildings with water leaks or mold.
- Avoid wading in floodwater; it may be contaminated, hide debris, or be electrically charged from downed power lines.
- Do not touch wet electrical equipment; shut off power if it is safe to do so.

LIGHTNING

The University (Main Campus) has an automated outdoor lightning alert system covering key outdoor recreational and athletic areas. The system includes a lightning detector, an audible horn, and a flashing strobe to warn of lightning within an 8-mile radius.

Alert Signals

- One long (15-second) horn blast + flashing strobe — Lightning Detected — SEEK SHELTER NOW
- Strobe continues flashing — Area remains under lightning alert
- Three short (5-second) horn blasts — All Clear — Safe to resume outdoor activities

Response Procedures

- Pause all outdoor activities (athletic events, camps, campus tours, etc.) when lightning is detected within an 8-mile radius.
- Once lightning is detected, a 30-minute safety timer begins. The timer resets with each new lightning strike.
- Activities may only be resumed when:
  1. The 30-minute timer has fully expired, **and**
  2. The **All-Clear** signal is issued.

TORNADO

Tornado Watches and Warnings are issued by the National Weather Service when the probability exists that a significant threat could develop over a wide area. Warnings are issued for much smaller areas and periods of time than Watches.

TORNADO WATCH means that conditions are favorable for tornadoes to form. Be alert to weather conditions and announcements.

TORNADO WARNING means that a tornado has been sighted or radar indicates rotation in the clouds. TAKE SHELTER!

In the Event of a Tornado Warning:

At Baylor University, the following systems are used for alerting building occupants of a tornado:

1. Outdoor notification system: Waco-McLennan County Office of Emergency Management and Baylor (Main Campus Only) will activate emergency sirens during a tornado warning if a tornado is imminent.
2. Baylor Alert (text and email messages)
3. Weather radio, local media and designated staff alerting building occupants

Indoors

1. Seek shelter immediately on a ground floor, in an interior room
2. Do not use elevators
3. Stay away from windows, doors, and outside walls
4. Avoid any wide-span roof areas such as auditorium, gymnasiums, cafeterias and large hallways

Residence Halls

1. Residence Hall Directors and available staff will gather all residents to the Severe Weather Assembly Areas (identified on Building Emergency Plan maps throughout the facility)
2. Residents should bring blankets for protection from debris
3. Remain in the Severe Weather Assembly Areas until the tornado passes, and an All Clear is issued through Baylor Alert.

Outdoors

1. Seek indoor shelter, if possible
2. Parked motor vehicles are unsafe
3. If indoor shelter is not available and there is not time for escape, lie flat in a ditch or low spot
4. If you are on a flat ground and are caught in the path of a tornado, always move at right angles to its path

Supervisory personnel and course instructors are responsible for identifying and escorting individuals with mobility impairments or physical disabilities located in their offices/facilities or classrooms to safety in the event of a tornado warning.

The elevators may be used to transport individuals with mobility impairments or physical disabilities and their escorts to a safer location. Visually impaired and hearing-impaired individuals may be escorted down the stairs but may require assistance in moving in crowded staircases and in finding a safer location.

In the event of a power failure, individuals who are unable to use the stairs and their escorts should move to an interior location without windows and call the BUPD at (254) 710-2222, who will notify the appropriate emergency personnel with the location.

Drills, Exercises and Training

To ensure the effectiveness of its emergency preparedness at the Baylor University main campus which includes the Diana R. Garland Waco School of Social Work campus, the Baylor University Department of Public Safety (Office of Emergency Management) engages operational, academic, administrative, and external entities on a regular basis, and at least annually, with an exercise that includes testing of various aspects of Baylor University's capabilities. As appropriate the exercises may be announced to the public for situational awareness. Following each exercise, Baylor University documents the exercise and relevant details (e.g., date, time, description, etc.). Throughout the year, BUDPS promotes emergency response and evacuation procedures, including personal preparedness, through training, outreach activities, testing of emergency notification systems and exercises.

Emergency response and evacuation procedures are tested twice annually in residence halls. During the summer semester, a fire drill is performed at occupied residence halls. Procedures are tested once per quarter at Baylor Health Services. Monthly fire drills are conducted at the Piper Child Development Center. The Baylor Scott & White Health Care System provides emergency management support to the Louise Herrington School of Nursing.

For the Dallas Executive MBA Program, Louise Herrington School of Nursing, Baylor in New York, Baylor in Washington, D.C., George W Truett Seminary San Antonio and Geroge W. Truett Seminary Houston emergency prepardeness, including drills and exercises are handled on a campus by campus basis for the owner of each of these facilities. In the event of an emerging incident that impacts branch campuses, program coordinators will maintain ongoing communications with Baylor University main campus as it activates its emergency plans.



SECURITY OF AND ACCESS TO MAIN CAMPUS UNIVERSITY FACILITIES

Baylor University is committed to campus safety and security at all campus locations.

BUPD, Physical & Technical Security, and the Baylor Facility Services are vigilant for safety and security considerations in the category of campus maintenance. Inspections of campus facilities by facilities management personnel are made regularly so repairs affecting safety and security can be made. Concerns regarding potential safety or security hazards may be reported to any of these groups:

- Baylor Facility Services (254) 710-1361
- Baylor University Police Department (254) 710-2222
- Physical & Technical Security Branch (254) 710-6617

An electronic security alarm monitoring system located at the main campus police department communication center monitors a comprehensive network of intrusion detection and duress alarm systems.

At the Baylor University main campus, administrative buildings are accessible during normal business hours. Academic buildings are scheduled to be open on weekends only as needed. Access to individual classrooms and laboratories is limited to those enrolled in the courses meeting there.

Many cultural and athletic events held in the University facilities are open to the public. Other facilities such as the bookstore, library, and performance center are likewise open to the public.

The normal access schedule for facilities that host special events varies, depending on the hours of each event.

Only individuals with demonstrated need are issued keys to a building.

Special Considerations for Main Campus Residence Hall Access

At the University main campus, all residence halls operate with a computerized access control system. Digital ID and proximity readers are programmed so that only students who are residents in a particular residence hall have access to that residence hall. At University Park Apartments, residents must use their Digital ID's to gain access to the grounds of the apartment complex but not to a specific building. The system denies entry to all unauthorized persons. BUPD Public Safety Officers are responsible for checking and securing doors, when needed.

When a door is malfunctioning, personnel are summoned for immediate repair. All residence hall and apartment exterior doors are equipped with locks and emergency exit doors.

Only residents and their invited guests are permitted in the living areas of the residence halls. It is the resident's responsibility to ensure that his/her guest is aware of the University and residence hall policies. Guests are not provided with room keys or door access cards. Guests must be escorted by a resident of the building at all times. All exterior doors are locked 24 hours a day, with the exception of the main lobby entrance that is staffed. When the main lobby is not staffed all exterior doors are secured and residents gain access to their residence hall utilizing their ID access card. Our student and professional staff are responsible for addressing or reporting individuals who cannot be identified as residents. Residents are encouraged to contact BUPD or residence hall staff if they see unescorted individuals in the community that they can't confirm are residents. BUPD Public Safety Officers are assigned to patrol the residence hall areas from 9:00 p.m. until 7:00 a.m. Certain halls are permitted to be open during certain university closures and students gain access via the University's electronic access control system. On certain days during the summer, residence halls are unlocked to accommodate orientation hall and room visits. Visitors are unescorted during these visits and do not have security badges or access cards. At all other times the University's residence halls and exterior doors are locked 24 hours a day with the exception of the main lobby. Each guest is issued a Digital ID that allows him or her to gain access to their assigned building via the electronic access control system. BUDPS personnel (Public Safety Officers and Police Officers) conduct regular checks of all residence halls.

Security Considerations for the Maintenance of Baylor Main Campus Facilities

At the University, locks, landscaping and outdoor lighting are designed for safety and security. Sidewalks and building entrances are illuminated to provide well-traveled, lighted routes from parking areas to buildings and from building to building.

Under the direction of the Director of Physical & Technical Security, Baylor Facilities Management, and Environmental Health and Safety conduct surveys of University property quarterly to evaluate campus lighting. At the University there are over 1000 walkways, parking lots and roadway lights that provide illumination on campus.

SECURITY OF AND ACCESS TO GEORGE W. TRUETT THEOLOGICAL SEMINARY: HOUSTON CAMPUS

Truett in Houston offers courses at the Lanier Theological Library. They are taught in-person by faculty from the Seminary's main campus in Waco in addition to adjunct instructors in the Houston community. The Lanier Theological Library provides on site security officers. The property is gated and persons can only enter through the gates after being cleared by calling the office of the library.

Security Considerations for the Maintenance of the George W. Truett Theological Seminary Houston Campus Facilities

The George W. Truett Theological Seminary Houston programs are located at the Lanier Theological Library. The Lanier Theological Library is responsible for maintaining locks, landscaping and outdoor lighting and all security related systems for this branch campus.

SECURITY OF AND ACCESS TO GEORGE W. TRUETT THEOLOGICAL SEMINARY: SAN ANTONIO CAMPUS

Truett offers courses in San Antonio at Trinity Baptist Church. They are taught in-person by adjunct instructors in the San Antonio community.

The staff of the Trinity Baptist Church, Director of the San Antonio Truett Theological Seminary, as well as instructors have access to the building. The building is secured with keyed and numeric keypads.

Security Considerations for the Maintenance of the George W. Truett Theological Seminary San Antonio Campus Facilities

The George W. Truett Theological Seminary programs in San Antonio are in a leased facility within Trinity Baptist Church. The staff of Trinity Baptist Church are responsible for maintaining locks, landscaping and outdoor lighting, and all security related systems for this branch campus.

SECURITY OF AND ACCESS TO LOUISE HERRINGTON SCHOOL OF NURSING

The school of nursing Clinical Simulation Building has relocated from 3700 Worth Street, Dallas, Texas to Baylor Scott & White located at 1208 N Hall Street, Dallas, Texas. The Academic Building opened in June 2018 and is located at 333 N. Washington Street, Dallas, Texas. Both buildings are accessed use by a secure ID badge-controlled entrance.

There is no residential housing at the Louis Herrington School of Nursing.

Security Considerations for the Maintenance of the Louise Herrington School of Nursing

Baylor's School of Nursing Clinical Simulation building is owned by Baylor Scott & White Health. The property owner is responsible for maintaining locks, landscaping and outdoor lighting and all security related systems for this building. The Academic Building is owned by BU and services are contracted with CBRE and Baylor Scott & White Health departments.

SECURITY OF AND ACCESS TO AUSTIN EXECUTIVE MBA PROGRAM

Through May 2023, the EMBA program was offered at 14205 North Mopac Expressway, Austin Tx. Executive Plaza in North Austin. The facility was controlled by an application called Openpath and ButterflyApp, which allowed for after-hours and weekend access to the building through two entrances.

There was no residential housing for the Austin Executive MBA Program. As of May 2023, there are no longer classes held at a physical location in Austin.

SECURITY OF AND ACCESS TO DALLAS EXECUTIVE MBA PROGRAM

Dallas EMBA Program is located at 333 North Washington Ave. with the Louise Herrington School of Nursing. The building is accessed by use of a secure ID badge controlled entrance. There is no residential housing at the Dallas Executive MBA Program.

Security Considerations for the Maintenance of the Dallas Executive MBA Program

The Dallas Executive MBA program Building is owned by BU and services are contracted with CBRE and Baylor Scott & White Health departments. There is no residential housing at the Dallas Executive MBA Program.

SECURITY OF AND ACCESS TO THE BAYLOR IN NEW YORK PROGRAM

The Baylor in New York Program located at 41-34 Crescent St., Long Island City, NY 11101 consists of 7 individual apartments and a classroom that is also used as a library and storage. Students and staff have 24/7 key access to their individual apartments. There is one common lobby area that is accessible 24/7. The classroom is only accessible via key to the administrators of the program. The campus administrator has the discretion to assign the classroom key, (with specific parameters), to individuals for special assignments on an as needed basis.

In addition to residents having 24/7 keyed access the building also has 24/7 front door/doorman coverage who monitor and grant access to visitors as well as monitor security cameras placed around the building and in the elevators.

Security Considerations for the Maintenance of the Baylor in New York Program

This facility has an attendant on the ground floor at the only entrance. There are also cameras focused on the elevator area of each floor and in different locations on the ground/lobby level. In addition to residents having 24/7 keyed access, the building also has 24/7 front door/doorman coverage that monitor and grant access to visitors as well as monitor security cameras placed around the building and in the elevators. The Baylor in New York Program is in a leased facility and the building superintendent and maintenance team are responsible for maintaining locks, landscaping, outdoor lighting and all security related systems for this branch campus.

Baylor Resident Director of the Baylor in New York Program is responsible for ensuring safety and functionality for all residences at this branch campus.

SECURITY OF AND ACCESS TO THE BAYLOR IN WASHINGTON, D.C. PROGRAM

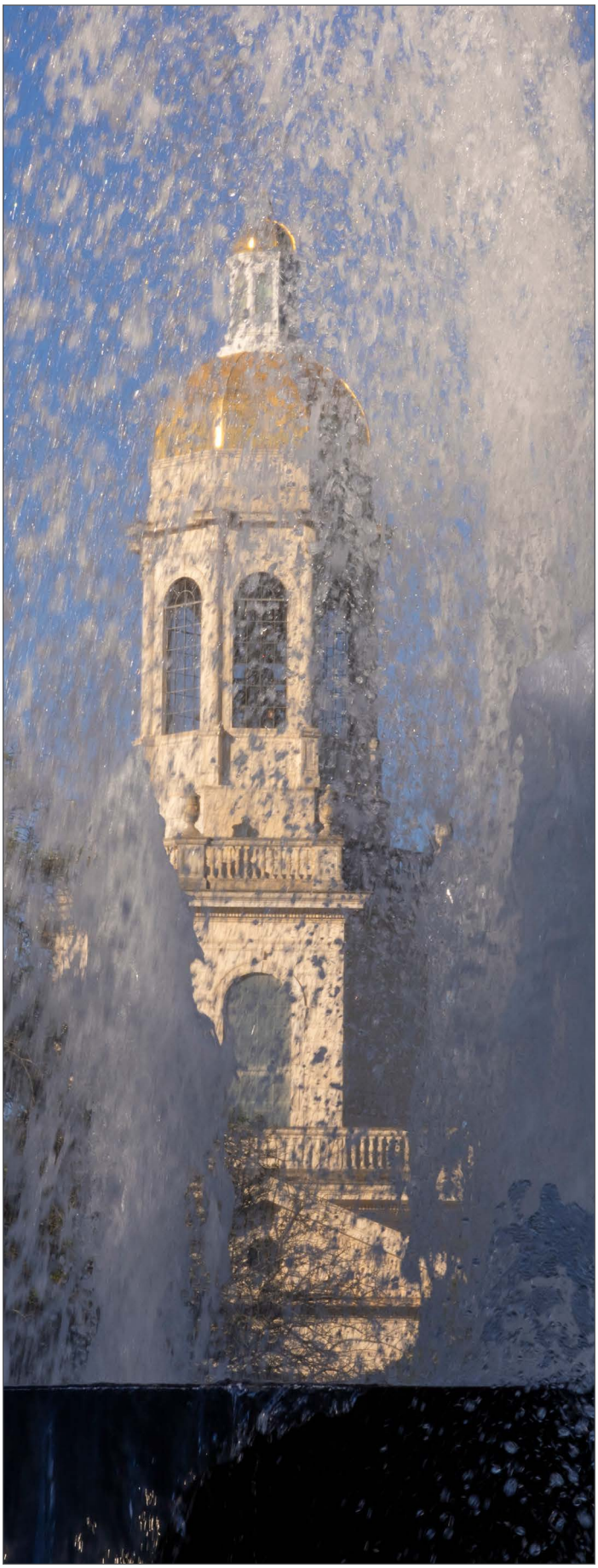
The Baylor in Washington, D.C. program is located at 901 4th St. NW, Suite 6002. Washington, D.C. 20001. It consists of leased

space on the 2nd floor of the building. The classroom is only accessible through the use of a key card. This campus does have an on-site administrator. Staff occupy the space from 9 a.m. to 5 p.m. on Tuesday-Thursday and classes are held from 6 p.m. to 8 p.m. on Wednesday nights. During the summer students occupy the space from 9 a.m. to 1p.m. on Tuesday–Thursday.

Security Considerations for the Maintenance of the Baylor in Washinton, D.C. Program

This facility has on-site security in the lobby entrance during normal business hours. Guests are permitted access after checking in with security and being admitted by the staff member they are visiting. The building has keycard access 24/7 and 3 accessible elevators which require keycard access to get to the 6th floor where the Baylor in Washington, D.C. program is located. The Baylor in Washington, D.C. suite also requires keycard access for entry. The Baylor in Washington, D.C. is a leased facility and the building superintendent and maintenance team are responsible for maintaining locks, landscaping, outdoor lighting and all security related systems for this branch campus.

Baylor University Leases residential space for students of the Baylor in Washington, D.C. program. This consists of 2 apartments located at 415 L St Northwest and 425 L St Northwest in Washington, D.C. This space consists of housing for up to 4 persons per apartment. The building is secured by use of keyfob access and does contain an underground parking structure shared rooftop access and a shared common room on the 14th floor of the building.



BAYLOR UNIVERSITY'S RESPONSE TO SEXUAL AND INTERPERSONAL MISCONDUCT

Introduction

Baylor University is committed to providing a safe and nondiscriminatory learning, living and working environment, and in compliance with federal and state laws, has adopted policies and procedures to prevent and respond to incidents of sexual harassment, sexual assault, sexual exploitation, stalking, domestic violence, dating violence, complicity and retaliation. The Sexual and Interpersonal Misconduct Policy (SIM Policy) governs the conduct of Baylor University students (regardless of enrollment status), faculty, staff and third parties (i.e., non-members of the University community such as vendors, alumni/ae, visitors, or local residents).

A third party may report potential policy violations committed by a member of the University community, and the University will take appropriate steps to investigate and respond. Third parties may be subject to investigation and/or other actions for alleged violations of the SIM policy; a third party who is accused of violating University policy may also be permanently barred from the University or subject to other restrictions for failing to comply with the SIM Policy. The University may take such action against third parties without providing the full rights and processes afforded to Baylor community members.

The SIM Policy applies to conduct that occurs on University Property and off University Property (i.e., off campus). The SIM Policy applies to conduct that occurs off campus when the conduct is associated with a University-sponsored program or activity such as travel, research or internship programs; when it utilizes University owned technology resources; when it is committed by a Baylor student or employee; or when such conduct may cause a continuing adverse effect or creation of a hostile environment on campus. Judgments about these matters will depend upon the facts of an individual case. For every report, the Title IX Coordinator will review the circumstances of the reported conduct to determine whether the University has jurisdiction or disciplinary authority over the respondent or the conduct. The University will also take reasonable action to support a party through supportive measures and will assist in identifying external reporting mechanisms.

An individual may make a report to the University, to law enforcement, to neither, or to both. Campus disciplinary processes and law enforcement investigations operate independently of one another, although the University will coordinate information with the BUPD as appropriate. A report can be made as follows:

- Make a report to the Office of Equity, Civil Rights, and Title IX in person, by telephone, by e-mail, or online at **reportit.web.baylor.edu/**.
- If on campus, contact the BUPD for assistance in filing a criminal complaint and preserving physical evidence at (254) 710-2222.
- If off campus, contact local law enforcement to file a criminal complaint at 911.

An individual may pursue some or all of these steps at the same time (e.g., one may simultaneously pursue a report through the Office of Equity, Civil Rights, and Title IX and a criminal investigation). When initiating any of the above options, an individual does not need to know whether they wish to request any particular course of action nor how to label what happened. An individual may choose to make a report and remain anonymous.

The University updates the SIM Policy from time to time as appropriate to uphold best practices and to maintain compliance with government regulations. The entire current SIM Policy may be viewed at **risk.web.baylor.edu/public/documents/022-sexual-and-interpersonal-misconduct-policy**.

Baylor's Commitment to Address Sexual and Interpersonal Misconduct

Baylor does not unlawfully discriminate on the basis of sex or gender in any of its education or employment programs and activities, and it does not tolerate unlawful discrimination or harassment on the basis of sex or gender. Violations of the SIM Policy are subject to disciplinary sanctions through:

- Office of Equity, Civil Rights, and Title IX ("Equity Office") (Students)
- Human Resources Office (Staff and students who are employed by Baylor University)
- Office of the Provost (Faculty and Adjunct Faculty)

The University and local community provide support services and assistance to victims of sexual harassment, sexual assault, sexual exploitation, stalking, domestic violence, dating violence, and retaliation.

- The Equity Office can assist students and employees with supportive measures such as counseling, academic accommodations and resources, leaves of absence, modifications of work schedules, no contact directives, safety planning, referrals to off-campus resources, and residential accommodations.
- The Texas Crime Victim Compensation Act may allow for payment of any related medical expenses. BUPD can provide information and assistance to victims who wish to utilize this resource.
- BUPD employs a crime victim liaison who is available to all victims of violent crimes. This liaison provides support and guidance to victims and enables them to receive advocacy, information, and assistance both judicially and academically.
- BUPD staff actively participate in the McLennan County Sexual Assault Response Team (SART). This is to ensure victims are provided the appropriate care in a timely fashion and with only well-trained professionals.
- Counseling services are available to students through the Baylor Counseling Center.
- A procedure is in place that may allow the victims of violence to retroactively withdraw from a semester or individual courses.

Definitions

TEXAS DEFINITIONS OF SEXUAL ASSAULT, INCEST, DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING

Texas Penal Code Section 22.011. Sexual Assault:

(a). A person commits an offense if the person:

(1). intentionally or knowingly:

(A). causes the penetration of the anus or sexual organ of another person by any means, without that person's consent;

(B). causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent; or

(C). causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; or

(2). intentionally or knowingly:

(A). causes the penetration of the anus or sexual organ of a child by any means;

(B). causes the penetration of the mouth of a child by the sexual organ of the actor;

(C). causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor;

(D). causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor; or causes the mouth of a child to contact the anus or sexual organ of another person, including the actor.

(b). A sexual assault under Subsection (a)(1) is without the consent of the other person if:

(1). the actor compels the other person to submit or participate by the use of physical force or violence;

(2). the actor compels the other person to submit or participate by threatening to use force or violence against the other person, and the other person believes that the actor has the present ability to execute the threat;

(3). the other person has not consented and the actor knows the other person is unconscious or physically unable to resist;

(4). the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it;

(5). the other person has not consented and the actor knows the other person is unaware that the sexual assault is occurring;

(6). the actor has intentionally impaired the other person's power to appraise or control the other person's conduct by administering any substance without the other person's knowledge;

(7). the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat;

(8). the actor is a public servant who coerces the other person to submit or participate;

(9). the actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person's emotional dependency on the actor;

(10). the actor is a clergyman who causes the other person to submit or participate by exploiting the other person's emotional dependency on the clergyman in the clergyman's professional character as spiritual adviser; or

(11). the actor is an employee of a facility where the other person is a resident, unless the employee and resident are formally or informally married to each other under Chapter 2, Family Code.

Texas Penal Code Section 22.012. Indecent Assault:

(a). A person commits an offense if, without the other person's consent and with the intent to arouse or gratify the sexual desire of any person, the person:

(1). touches the anus, breast, or any part of the genitals of another person;

(2). touches another person with the anus, breast, or any part of the genitals of any person;

(3). exposes or attempts to expose another person's genitals, pubic area, anus, buttocks, or female areola; or

(4). causes another person to contact the blood, seminal fluid, vaginal fluid, saliva, urine

Texas Penal Code 25.02. Prohibited Sexual Conduct:

(a). A person commits an offense if the person engages in sexual intercourse or deviate sexual intercourse with another person the actor knows to be, without regard to legitimacy:

(1). the actor's ancestor or descendant by blood or adoption;

(2). the actor's current or former stepchild or stepparent;

(3). the actor's parent's brother or sister of the whole or half blood;

(4). the actor's brother or sister of the whole or half blood or by adoption;

(5). the children of the actor's brother or sister of the whole or half blood or by adoption; or

(6). the son or daughter of the actor's aunt or uncle of the whole or half blood or by adoption.

Texas Family Code Section 71.0021:

DATING VIOLENCE

(a). An act, other than a defensive measure to protect oneself, by an actor that:

(1). is committed against a victim or applicant for a protective order:

(A). with whom the actor has or has had a dating relationship; or

(B). because of the victim's or applicant's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and

(2). is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim or applicant in fear of imminent physical harm, bodily injury, assault, or sexual assault.

(b). For purposes of this title, "dating relationship" means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of:

(1). the length of the relationship;

(2). the nature of the relationship; and

(3). the frequency and type of interaction between the persons involved in the relationship.

(c). A casual acquaintanceship or ordinary fraternization in a business or social context does not constitute a "dating relationship" under Subsection (b).

Texas Family Code Section 71.004:

DOMESTIC VIOLENCE

(1). an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself;

(2). abuse, as that term is defined by Sections 261.001(1) (C), (E), (G), (H), (I), (J), (K), and (M), by a member of a family or household toward a child of the family or household; or

(3). dating violence, as that term is defined by Section 71.0021.

Texas Penal Code Section 42.072:

STALKING

A person commits an offense if the person, on more than one occasion and pursuant to the same scheme or course of conduct that is directed at a specific other person, knowingly engages in conduct that:

(1). constitutes an offense under Section 42.07, or that the actor knows or reasonably should know the other person will regard as threatening:

(A). bodily injury or death for the other person; or

(B). that an offense will be committed against:

i. a member of the other person's family or household;

ii. an individual with whom the other person has a dating relationship; or

iii. the other person's property;

(2). causes the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship:

(A). to be placed in fear of bodily injury or death or in fear that an offense will be committed against the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship, or the other person's property; or

(B). to feel harassed, terrified, intimidated, annoyed, alarmed, abused, tormented, embarrassed, or offended; and

(3). would cause a reasonable person under circumstances similar to the circumstances of the other person to:

(A). fear bodily injury or death for the person;

(B). fear that an offense will be committed against a member of the person's family or household or an individual with whom the person has a dating relationship;

(C). fear that an offense will be committed against the person's property; or

(D). feel harassed, terrified, intimidated, annoyed, alarmed, abused, tormented, embarrassed, or offended.

FEDERAL CLERY ACT DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

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.

(i). 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 persons involved in the relationship.

(ii). For the purposes of this definition—

(A). Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

(B). Dating violence does not include acts covered under the definition of domestic violence.

(iii). For the purposes of complying with the requirements of this section and Section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

DOMESTIC VIOLENCE

(i). A felony or misdemeanor crime of violence committed—

(A). By a current or former spouse or intimate partner of the victim;

(B). By a person with whom the victim shares a child in common;

(C). By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;

(D). By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or

(E). By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

STALKING (VAWA DEFINITION)

(i). Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

(A). Fear for the person's safety or the safety of others; or

(B). Suffer substantial emotional distress.

(ii). For the purposes of this definition—

(A). Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property

(B). Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

(C). Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

(iii). For the purposes of complying with Clery reporting requirements, any incident meeting this definition is considered a reportable Clery crime.

SEXUAL ASSUALT

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National IncidentBased Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim if incapable of giving consent."

- Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Fondling is defined as the touching of the private parts of another person for the purposes 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 incapacity.
- Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

Baylor's Sexual and Interpersonal Misconduct Policy Definitions

SEXUAL HARASSMENT

Sexual Harassment is a form of sex discrimination and includes harassment based on sex, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. Specific forms of Sexual Harassment are defined below.

(i). Quid Pro Quo Sexual Harassment

Conduct by which an employee, agent, or contractor explicitly or impliedly:

(A). conditions the provision of an aid, benefit, or service; or

(B). conditions instruction, academic standing, employment or participation in any University program, activity, or benefit; or

(C). conditions an academic or personnel evaluation or decision on an individual's participation in unwelcome sexual conduct.

(ii). Hostile Environment Sexual Harassment

A hostile environment can be created as defined by either of the sections below.

(A). Unwelcome sex-based conduct that, based on the totality of the circumstances, is so severe, pervasive, and objectively offensive, as determined by a reasonable person, that it effectively denies a person's equal access to the University's education program or activity (i.e., creates a hostile environment). (Must also meet Title IX requirements.)

(B). Under Texas Education Code § 51.281(4), unwelcome sex-based conduct is also prohibited if (1) in the context of employment, it unreasonably interferes with a person's work performance or creates an intimidating, hostile, or offensive work environment; or (2) in the education context, it is so severe, persistent, or pervasive that it interferes with a student's ability to participate in or benefit from the University's educational programs or activities.

A hostile environment under this standard can be created by pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment. The perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment. In assessing the nature and impact of the alleged harassment, the Equity Office will consider both subjective offensiveness (i.e., the complainant's experience of the conduct) and objective offensiveness (i.e., how a reasonable person in the complainant's circumstances would have experienced the conduct).

(iii). Sexual Assault

As required by Title IX regulations, the definition of Sexual Assault used in this policy incorporates the definitions of the FBI's Uniform Crime Reporting (NIBRS) program, as follows:

(A). Rape:

- The carnal knowledge of a person (i.e., penile-vaginal penetration), without the consent of that person,
- Oral or anal sexual intercourse (i.e., penile penetration) with another person, without the consent of that person, and/or
- To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of that person. An "object" or "instrument" is anything other than a penis.

(B). Criminal* Sexual Contact: The intentional touching of the complainant's clothed or unclothed body parts without the consent of the complainant, or the forced touching by the complainant of the respondent's clothed or unclothed body parts for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This includes instances where the complainant is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation. **The University is required by federal regulations to use this terminology. However, the University uses a different evidentiary standard than criminal processes and therefore does not make determinations as to whether criminal activity has occurred.*

(C). Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent. Under Texas law, individuals younger than 17 years of age are legally incapable of giving consent to sexual penetration or contact by an adult (someone 18 years of age or older) who is three or more years older than the individual.

(iv). Non-Consensual Sexual Contact

Any intentional touching or kissing of a person's breast(s), buttock(s), groin, genitals, or other intimate parts without consent. Touching may be over or under clothing and may include the respondent touching the complainant, the respondent making the complainant touch the respondent or another person, or the respondent making the complainant touch the complainant's own body.

(v). Domestic Violence

Conduct on the basis of sex that constitutes a felony or misdemeanor crime committed by a person who:

- Is a current or former spouse or intimate partner of the complainant under the family or domestic violence laws of the jurisdiction of the institution, or a person similarly situated to a spouse of the complainant;
- Is cohabitating, or has cohabitated, with the complainant as a spouse or intimate partner;
- Shares a child in common with the complainant; or
- Commits acts against a youth or adult complainant who is protected from those acts under the family or domestic violence laws of the jurisdiction where the acts allegedly occurred.

(vi). Dating Violence

Conduct that constitutes violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on the parties' statements 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, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

(vii). Stalking

A course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

For the purposes of this definition:

- 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 action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

(viii). Sexual Exploitation

Any act where one person violates the sexual privacy of another or takes unjust or abusive sexual advantage of another, but that does not fall within the definition of Sexual Harassment.

Conduct Related to Sexual Harassment

(i). Retaliation

Retaliation means intimidation, threats, coercion, or discrimination against any person by the University, a student, employee or Contractor, for the purpose of interfering with any right or privilege secured by this policy, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy and/or the Adaptable Resolution processes described in this policy.

If there is evidence that an individual may have made a materially false statement in bad faith in the course of a grievance process under this policy, the individual may be referred to Student Conduct Administration or Human Resources. Such a referral does not constitute prohibited retaliation, so long as the referral is not made based solely on the University's determination whether Prohibited Conduct occurred.

Further, under Texas Education Code § 51.254, the University will not discipline or otherwise discriminate against an employee because they have, in good faith, made a report of Prohibited Conduct to the Equity Office, or because they have cooperated with an investigation or resolution process relating to such a report.

Concerns or questions about retaliation should be immediately reported to the University's Title IX Coordinator.

(ii). Complicity

Any act that knowingly aids, facilitates, promotes, or encourages the commission of Prohibited Conduct by another person.

CONSENT AND INCAPACITATION

The following definitions clarify key terminology as used throughout the SIM Policy.

CONSENT

Consent is the voluntary, informed, and freely given agreement, through words and/or actions, to participate in mutually agreed-upon acts. Consensual activity happens when each partner willingly and affirmatively chooses to participate.

In evaluating whether consent has been freely sought and given, the University will consider the presence of any force, threat of force, threats, or coercion; whether the complainant had the capacity to give consent; and, whether the communication (through words and/or actions) between the parties would be interpreted by a reasonable person (under similar circumstances and with similar identities) as a willingness to engage in a particular act. Consent cannot be obtained through physical force or where there is a reasonable belief of the threat of physical force, or when one person overcomes the physical limitations of another person.

Under Texas law, individuals younger than 17 years of age are legally incapable of giving consent to sexual penetration or contact by an adult (someone 18 years of age or older) who is three or more years older than the individual.

New York State Penal Law Article 130.05 - Lack of Consent:

New York State Penal Law Article 130 defines sex offenses. Section 130.05 defines lack of consent as follows:

Whether or not specifically stated, it is an element of every offense defined in this article that the sexual act was committed without consent of the victim where lack of consent results from:

- Forcible compulsion; or
- Incapacity to consent; or
- Where the offense charged is sexual abuse or forcible touching, any circumstances in addition to forcible compulsion or incapacity to consent, in which the victim does not expressly or impliedly acquiesce in the actor's conduct; or
- Where the offense charged is rape in the third degree, as defined in subdivision three of section 130.25, or criminal sexual act in the third degree as defined in subdivision three of section 130.40, in addition to forcible compulsion, circumstances under which, at the time of the act of intercourse, oral sexual conduct or anal sexual conduct, the victim clearly expressed to engage in such act, and a reasonable person in the actor's situation would have understood such person's words and acts as an expression of lack of consent to such act under all circumstances.
- A person is deemed incapable of consent when he or she is:
  - Less than seventeen years old; or
  - Mentally disabled; or
  - Mentally incapacitated; or

» Physically helpless; or

» Committed to the care and custody or supervision of the state department of corrections and community supervision or a hospital, as such term is defined in subdivision two of section four hundred of the correction law, and the actor is an employee who knows or reasonably should know that such person is committed to the care and custody or supervision of such department or hospital.

COERCION

Coercion is the use of an unreasonable amount of pressure to gain sexual access. Coercion is more than an effort to persuade, entice, or attract another person to engage in sexual contact. When a person makes clear that they do not wish to participate in a particular activity or communicates by words or actions a decision to stop or a decision not to go beyond a certain interaction, continued pressure can be coercive. In evaluating whether coercion was used, the University will consider: (i) the frequency of the application of the pressure, (ii) the intensity of the pressure, (iii) the degree of isolation of the person being pressured, and (iv) the duration of the pressure.

INCAPACITATION

Incapacitation is the inability, temporarily or permanently, to give consent because the individual is mentally and/or physically helpless, either voluntarily or involuntarily, or the individual is unconscious, asleep, or otherwise unaware that the activity is occurring. In addition, an individual is incapacitated if they demonstrate that they are unaware at the time of the incident of where they are, how they got there, or why or how they became engaged in an act.

The use of alcohol or other drugs can lower inhibitions and create an atmosphere of confusion about whether consent is effectively sought and freely given. When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence or impaired by use of the drug. Alcohol and other drugs impact each individual differently and determining whether an individual is incapacitated requires an individualized assessment.

The University does not expect community members to be medical experts in assessing incapacitation. Individuals should look for the common and obvious warning signs that show that a person may be incapacitated or approaching incapacitation. A person's level of intoxication is not always demonstrated by objective signs; however, some signs of intoxication may include clumsiness, difficulty walking, poor judgment, difficulty concentrating, slurred speech, vomiting, combativeness, or emotional volatility. A person who is incapacitated may not be able to understand some or all of the following questions: "Do you know where you are?" "Do you know how you got here?" "Do you know what is happening?" "Do you know whom you are with?"

In evaluating consent in cases of reported incapacitation, where the information is sufficient to raise the possibility that the complainant was incapacitated, the University asks two questions: (1) Did the respondent know that the complainant was incapacitated? and if not, (2) Should a sober, reasonable person in a similar set of circumstances as the respondent have known that the complainant was incapacitated? If the answer to either of these questions is "yes," the complainant could not consent and the conduct is likely a violation of the SIM Policy.

A respondent's voluntary intoxication is never an excuse for or a defense to prohibited conduct, and it does not diminish the responsibility to determine that the other person has given consent and has the capacity to do so.

Options for Complainants and Other Reporting Parties

The University encourages all individuals to report prohibited conduct or a potential violation of the SIM Policy to the Office of Equity, Civil Rights, and Title IX, the BUPD, and/or to local law enforcement. A complainant has the right to report, or decline to report, potential criminal conduct to law enforcement. Upon request, the University will assist a complainant in contacting law enforcement at any time. Under limited circumstances posing a threat to health or safety of any University community member, the University may independently notify law enforcement.

Anyone who seeks to make a complaint or report may:

- File a report with the Equity Office at (254) 710-8454, **TitleIX_Coordinator@baylor.edu** or **titleix.web.baylor.edu/reporting**.
- Request interim or supportive measures from the Title IX Coordinator.
- Contact BUPD at (254) 710-2222 for assistance in filing a criminal complaint, preserving evidence, or if there is an immediate safety concern.
- If the misconduct occurred off campus, contact local law enforcement to file a criminal complaint, if immediate assistance is needed, call 911.
- If the misconduct occurred at or near a branch campus, contact the appropriate local law enforcement agency to file a criminal complaint. Information regarding the appropriate local law enforcement agency is listed for each branch campus within this document.

An individual may pursue some or all steps at the same time (e.g., one may simultaneously pursue a report through the Equity Office and a criminal investigation). When initiating any of the above options, an individual does not need to know whether he/she wishes to request any particular course of action nor how to label what happened.

Those who decline to report to law enforcement, are still entitled to all available resources provided by Baylor University.

Any student or employee who reports an incident of sexual violence, domestic violence, dating violence or stalking, (whether the offense occurred on or off campus), shall receive a written explanation of their rights and options from the Equity Office.

See the section below titled "CONFIDENTIALITY AND CONFIDENTIAL RESOURCES" for information on Baylor's Confidential Resources.

1. ANONYMOUS REPORTING

Students and third parties can make an anonymous report by submitting information on the Baylor website: **ia.web.baylor.edu/anonymous-reporting**. Based on the nature of the information submitted, the University's ability to respond to an anonymous report will likely be limited.

2. REQUESTS FOR ANONYMITY

Once a report has been shared with the Equity Office, a party may also directly request that their identity remain private (request for anonymity), that no investigation occur, or that no disciplinary action be taken. The University will carefully balance this request with the University's commitment to provide a non-discriminatory environment, and the respondent's right to have specific notice of the allegation(s) if the University were to take action that affects the respondent. In such circumstances, the Title IX Coordinator may arrange for preliminary fact-finding by an investigator to gain a better understanding of the context of the complaint or take other appropriate steps, including consulting with the University's threat assessment group.

3. AMNESTY

The University wishes to encourage good faith reports of conduct prohibited under the SIM Policy. Therefore, the University will not pursue disciplinary action against a student enrolled at or an individual employed by the University who makes a good faith report to the University as a complainant or a witness to an incident of prohibited conduct for a violation 1) by the student of the University's Student Conduct Code 2) by an employee of the Policy Statement on Alcohol and Other Drugs **BU-PP 030**. Similarly, the University will not pursue disciplinary action against a complainant, respondent, or witness for disclosure of a violation of Campus Living & Learning's visitation policy or of personal consumption of alcohol or other drugs (underage or illegal) where the disclosure is made in connection with a good faith report or resolution process and the personal consumption did not place the health or safety of any other person at risk, regardless of the outcome of the University's resolution process.

Additionally, the University will not pursue disciplinary action against students or employees (complainants, respondents, or witnesses) for conduct in violation of the Sexual Conduct Policy **BU-PP 031**. Under no circumstances will a complainant or witness who makes a report of sexual assault or other Prohibited Conduct, or a respondent who participates in a resolution process, be charged with violating the Sexual Conduct Policy, regardless of the outcome.

A student or employee will not receive amnesty for reporting an incident involving their own commission or assistance in the commission of Prohibited Conduct.

4. TIMEFRAME FOR REPORTING

Complainants and other reporting individuals are encouraged to report any violation of the SIM Policy as soon as possible in order to maximize the University's ability to respond promptly and effectively. There is no time limit for reporting. Reports under the SIM Policy may be made at any time without regard to how much time has elapsed since the incident(s) in question. If the respondent is no longer a student or employee at the time of the report, the University may not be able to take disciplinary action against the respondent. However, in such circumstances, the University may still provide support for the complainant and take steps to restore or preserve the complainant's equal access to University education programs or activities. The University may also assist the complainant in identifying and contacting law enforcement and other external enforcement agencies.

George W. Truett Theological Seminary: Houston Campus

The George W. Truett Theological Seminary Houston offers classes at the Lanier Theological Library located at 14130 Hargrave Rd. Houston, TX 77070. This location is patrolled by the Harris County Sheriff's Office. In the case of an emergency or ongoing threat, if possible, get to a safe location and please report the incident by calling 911. If off campus, the incident can be reported to the Harris County Sheriff's Office by calling (713) 221-6000.

For more information about the Harris County Sheriff's Office, visit **www.harriscountyso.org**.

George W. Truett Theological Seminary: San Antonio Campus

In August 2021, Baylor George W. Truett Theological Seminary: San Antonio Campus began hosting classes at Trinity Baptist Church located at 319 E. Mulberry Ave. This location is patrolled by San Antonio Police Department.

For more information about the San Antonio Police Department, call (210) 207-7410 or (210) 207-7273, or visit **www.sa.gov/Directory/Departments/SAPD**.

Baylor Louise Herrington School of Nursing

The School of Nursing is served by the Baylor Scott & White Health Department of Public Safety located at 4005 Crutcher St., Dallas, TX 75246. In the case of an emergency or ongoing threat, if possible get to a safe location and please report the incident by calling (214) 820-4444. If off campus, the incident can be reported to the Dallas Police Department by calling 911.

Dallas Executive MBA Program

The Dallas Executive MBA Program is served by the Baylor Scott & White Health Department of Public Safety located at 4005 Crutcher St., Dallas, TX 75246. In the case of an emergency or ongoing threat, if possible get to a safe location and please report the incident by calling (214) 820-4444. If off campus, the incident can be reported to the Dallas Police Department by calling 911.

Baylor in New York Program

The Baylor in New York Program is served by the New York Police Department in the Midtown Precinct South located at 357 W. 35th St. In the case of an emergency or ongoing threat, if possible get to a safe location and please report the incident by calling (212) 239-9811 or by calling 911.

Incidents may also be reported to the on-site branch campus program administrators.

Baylor in Washington, D.C. Program

The Baylor in Washington, D.C. Program is served by the Washington, D.C. Metro Police First District located at 101 M Street, SW. Washington, D.C. 20024. In the case of an emergency or ongoing threat, if possible get to a safe location and please report the incident by calling (202) 698-0555 or by calling 911.

Victim Privacy and Confidentiality

Baylor University recognizes the sensitive nature of sexual harassment, sexual assault, sexual exploitation, stalking, intimate partner violence, and retaliation issues and is committed to protecting the privacy of any individual who reports these incidents. Different officials on campus are, however, able to offer varying levels of privacy to victims. Some portions of reports made to law enforcement, (including cases where criminal prosecution is pursued), may be made public through Public Information Act requests and shared with the accused, although personally identifiable information may be redacted.

The University does not publish the names of crime victims or other identifiable information regarding victims in the Daily Crime Log or annual crime statistics. Pursuant to the Clery Act, the University includes statistics about certain offenses in this report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident.

The Clery Act also requires the University to issue Timely Warnings to the University community about certain crimes that have been reported and may continue to pose a serious or continuing threat to campus safety. Consistent with the Clery Act, the University withholds the names and other personally identifying information of complainants when issuing Timely Warnings to the University community.

CONFIDENTIALITY AND PRIVACY

Issues of privacy and confidentiality play important roles in Baylor's SIM Policy and may affect individuals differently. While they are closely related, the concepts of privacy and confidentiality are distinct terms that are defined below. In some circumstances, the reporting responsibilities of University employees, or the University's responsibility to investigate, may conflict with the preferences of the complainant and/or respondent with regard to privacy and confidentiality. Therefore, all individuals are encouraged to familiarize themselves with their options and responsibilities and make use of Confidential Resources, if applicable, in determining their preferred course of action.

Requests for confidentiality or use of anonymous reporting may limit the University's ability to respond fully to the incident, including taking disciplinary action against the respondent.

CONFIDENTIALITY refers to the protections provided to information disclosed in legally-protected or privileged relationships under Texas state law, including licensed professional mental health counselors, licensed medical professionals, and ordained clergy.

These confidential resources can engage in confidential communications under Texas law when the information is disclosed within the scope of the provision of professional services. When an individual shares information with a confidential resource (on campus or in the community) as a confidential communication in the course of a protected relationship, the confidential resource cannot disclose the information (including information about whether an individual has received services) to any third party without the individual's written permission or unless required by ethical or legal obligations that compel the professional to reveal such information. For example, information may be disclosed when the individual gives written consent for its disclosure, there is an imminent concern that the individual will likely cause serious physical harm to self or others, or the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18. A person's medical and counseling records are privileged and confidential documents.

Confidential resources submit non-personally-identifying information about Clery-reportable crimes for purposes of anonymous statistical reporting under the Clery Act. This information may be reported by utilizing the **reportit.web.baylor.edu/** website. Additionally, as required by Texas Education Code Section 51.252, Confidential Resources will report non-personally identifiable information about incidents of sexual harassment, sexual assault, dating violence, and stalking to the Equity Office for purposes of statistical reporting.

CONFIDENTIAL RESOURCE A Confidential Resource is any employee who is a licensed medical, clinical, or mental-health professional (e.g., physicians, nurses, physician's assistants, psychologists, psychiatrists, professional counselors, social workers, and those performing services under their supervision), when acting in that professional role in the provision of services to a patient; and any employee providing administrative, operational, and/or related support for such health care providers in their performance of such services. Employees in the University Counseling Center, University Health Center, Baylor Psychology Clinic, and Athletics Mental Health Services are Confidential Resources. The Baylor University Chaplain and the Chaplain assigned to the Louise Herrington School of Nursing in Dallas are also Confidential Resources when acting within a ministerial or pastoral role in the provision of services to a student. Other members of the Office of Spiritual Life, Resident Chaplains, and Athletic Chaplains are not Confidential Resources.

Unless given permission to disclose more information by the complainant, Confidential Resources will only disclose the type of incident and not personally-identifiable information such as the individual's name or other identifying details to the Equity Office.

When individuals who otherwise may be Confidential Resources receive information outside of the provision of services to a patient or Baylor University Chaplain ministerial relationship, the Confidential Resource is required to share that information with the Equity Office.

Information related to a report of Prohibited Conduct will be shared with a limited circle of University employees who need to know in order to assist in the assessment, investigation, and resolution of the report and related issues. University employees receive training in how to safeguard private information. The University will make reasonable efforts to investigate and address reports of Prohibited Conduct under the SIM policy, and information may be disclosed to participants in an investigation as necessary to facilitate the thoroughness and integrity of the investigation.

The privacy of student education records is governed by the Family Educational Rights and Privacy Act (FERPA). The privacy of an individual's medical and related records generally is governed by the Health Insurance Portability and Accountability Act (HIPAA) and Title 2, Chapter 81 and Title 4, Chapter 241, Subchapter G, of the Texas Health & Safety Code, and Chapter 144 of the Texas Civil Practice and Remedies Code, excepting health records protected by FERPA. Access to an employee's personnel records in Texas is governed by Chapter 103 of the Texas Labor Code.

Texas law requires that any person who suspects that a child 17 years of age or younger, a person 65 years of age or older, or an adult with disabilities is or was being abused, neglected or exploited must report immediately all known information to the Department of Family and Protective Services (DFPS). Moreover, a report will be made if it is determined that the alleged perpetrator continues to have access to minors, even if the complainant has turned 18.

SAFEGUARDING THE PRIVACY OF COMPLAINANTS AND RESPONDENTS

The University will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence, but all individuals involved in proceedings under the SIM Policy are encouraged to exercise discretion in sharing information about such allegations in order to safeguard the integrity of the process and to avoid potential retaliation-related concerns.

In accordance with Chapter 57 of the Texas Code of Criminal Procedures, victims may use a pseudonym to protect their identity when reporting sexual violence offenses or family violence offenses to Texas law enforcement agencies. A pseudonym is a set of initials, or a fictitious name, chosen by the victim to be used in all public files and records concerning the sexual assault.

Procedures Recommended by Law Enforcement for Victims

If an incident of sexual harassment, sexual assault, sexual exploitation, stalking, dating violence, domestic violence, or retaliation occurs, it is important to preserve evidence to aid in the possibility of a successful criminal prosecution. While preserved evidence is very helpful, a lack of preserved evidence should never prevent or discourage a victim from reporting misconduct. Victims are strongly encouraged to take the following steps:

- Get to a safe place as soon as possible!
- Try to preserve all physical evidence. This evidence is critical
- In cases of sexual assault, do not bathe, douche, use the toilet, shower, brush teeth, or change clothing until you have had a medical exam. Any clothing removed should be placed in a paper bag. Contact a close friend or relative, if available, who can provide support and accompany the victim to the medical exam and/or police department. Advocates are available to the victim to provide support.
- When appropriate, get medical attention as soon as possible — An exam may reveal the presence of physical injury of which the victim is unaware. Following a sexual assault, prescriptions for antibiotics are typically given at the time of the exam to help prevent the victim from acquiring certain sexually transmitted infections. Emergency contraceptive pills are offered to all victims at the time of the exam (if the victim presents within 120 hours) to help prevent pregnancy from occurring as a result of the sexual assault. If the victim reports memory loss, loss of consciousness or other circumstances suspicious for a drug-facilitated assault, a urine test may be done if the victim presents within 96 hours. Some of the commonly used "date rape" drugs, however, are only detectable in the urine for 6 to 8 hours after ingestion.
- Document evidence of violence, such as bruising or other visible injuries, following an incident of domestic or dating violence including through the preservation of photographic evidence.
- Evidence of stalking including any communication, such as written notes, voice mail or other electronic communications should be saved and not altered in any way.
- Contact the police. It is vital to report these crimes in a timely manner. It is important to remember reporting a crime does not require that criminal charges must be filed with the District Attorney's Office. The decision to prosecute may be made at another time. If the complainant decides to pursue charges, the District Attorney's Office will review the case and determine if they are able to move forward with the prosecution of the case.
- Consider talking to a counselor — Seeing a counselor may be important in helping the victim understand his/her feelings and begin the process of recovery

Personal Safety

Despite the best efforts of law enforcement, crimes do occur on campuses. It is important to report any suspicious incidents to police and always remain alert and vigilant.

Some crimes that too often are unreported are sexual harassment, sexual assault, sexual exploitation, stalking, domestic violence,

dating violence, and retaliation. It is important to know what these crimes are, because in many cases, victims do not realize they have been victimized. Additionally, crimes of this nature can be very difficult for victims to report for a number of very complex reasons.

There are guidelines that can help you prevent crimes such as:

- Know your surroundings
- Be alert
- Call for help
- Report any suspicious people and/or activity, immediately

More Information

Victim Information and Notification Everyday 24-hour-information on jail status and court events: (877) 894-8463

Code of Criminal Procedure, Chapter 56A
Texas Constitution, Article I Section 30
statutes.capitol.texas.gov/Docs/CR/htm/CR.56A.htm.

Code of Criminal Procedure, Chapter 56B
Texas Constitution, Article I Section 30
statutes.capitol.texas.gov/Docs/CR/htm/CR.56B.htm.

On and Off-Campus Resources

Both Baylor University and the City of Waco offer other important resources to the victims of sexual assault, sexual exploitation, stalking, domestic violence, and dating violence, including medical treatment, counseling and advocacy. The Baylor Equity Office is available to assist any student or employee and will help them consider their options and navigate through any resources or recourse they elect to pursue. The Baylor Human Resources Department is also available to assist any employee. Employees may also seek assistance from the Emotional Wellbeing Solutions (EWS) Program. BUPD will assist employees or students in initially contacting a local law enforcement agency for off-campus incidents. When BUPD is the investigating agency we will continue to assist the complainant throughout the criminal justice process.

A victim need not make a formal report to law enforcement or Baylor University to access the following resources:

Students can access confidential resources and on-campus medical treatment through contacting:

Baylor University Counseling Center (Confidential Resource)
counselingcenter.web.baylor.edu
(254) 710-2467 (to schedule an appointment or speak with a staff member)
McLane Student Life Center, 2nd Floor 209 Speight Ave.
Hours of Operation: 8 a.m. to 5 p.m. Monday through Friday. The Counseling Center is closed during academic breaks.
A valid Baylor ID is needed for entry into the McLane Student Life Center (SLC).

In case of a crisis, an individual may call the Counseling Center during regular office hours and speak with a counselor. In addition to the counseling services available through the Counseling Center located on Baylor's main campus, students also have access to counseling and medical services via telehealth through **baylor.academiclivecare.com**. Crisis support is available 24/7 and counseling appointments are available evenings, weekends, and when the university is closed.

University Chaplain (Waco) (Confidential Resource)
Office of Spiritual Life
Bobo Spiritual LIfe Center
Corner of 5th and Speight St.
(254) 710-3517 office
spirituallife.web.baylor.edu

Baylor University Health Services (Confidential Resource)
healthservices.web.baylor.edu
(254) 710-1010 (to schedule an appointment or speak with a staff member)
McLane Student Life Center, 2nd Floor 209 Speight Ave.
Hours of Operation: 8 a.m. to 6 p.m. Monday through Friday and 9 a.m. to 1 p.m. Saturday
Call (254) 710-1010 after hours for professional advice from a registered nurse at Sironia Health.

Baylor Psychology Center (Confidential Resource)
801 Washington Ave. STE 800
Waco, Texas 76701
(254) 710-2470

Athletic Mental Health Services (Confidential Resource)
Highers-Simpson Athletic Complex, Rooms 219 & 219.1
(254) 710-3636
AMHS@baylor.edu

IN WACO: *If a student is having a psychological crisis and needs assistance, call the following numbers:*

Heart of Texas Behavioral Health Network
(254) 752-3451 and select Crisis Option

Oceans Behavioral Hospital
5931 Crosslake Pkwy
Waco, Texas 76712
(254)870-4874

To access medical treatment (including Sexual Assault Forensic Exams) at local hospitals, contact:

Baylor Scott & White Hillcrest Medical Center
100 Hillcrest Medical Blvd.
Waco, Texas 76712
(254) 202-2000 main number
(254) 202-9100 emergency room

Ascension Providence Hospital
6901 Medical Pkwy.
Waco, Texas 76712
(254) 751-4000 main number
(254) 751-4180 emergency room

To access crisis counseling and other community resources:

Advocacy Center for Crime Victims and Children
3312 Hillcrest Dr.
Waco, Texas 76708
www.advocacycntr.org
24-Hour Crisis Hotline (888) 867-7233
Office (254) 752-9330

Family Abuse Center
Waco, Texas
Legal assistance, housing, and confidential counseling
www.familyabusecenter.org
(800) 283-8401 24-Hour Hotline

Other Resources:

EMOTIONAL WELLBEING SOLUTIONS: is a confidential information and counseling service provided as a benefit at no extra cost to eligible Baylor faculty and staff and their household members.

Visit Baylor's EWS site for instructions on how to access services.
hr.web.baylor.edu/resources-reporting/additional-employee-resources/emotional-wellbeing-solutions

National Sexual Assault Hotline
Rape, Abuse and Incest National Network (RAINN)
(800) 656-HOPE (4673)
www.rainn.org

National Domestic Violence Hotline
(800) 799-SAFE (7233)

Texas Association Against Sexual Assault
www.taasa.org/

The United States Department of Justice, Office on Violence Against Women
www.justice.gov/ovw/sexual-assault

DALLAS-CAMPUS, RESOURCES

Baylor Scott & White Public Safety
(214) 820-4444

Texas Health Resources Presbyterian Hospital
8200 Walnut Hill Lane, Dallas TX 75231
(214) 345-6203 (ER)
(214) 345-6443 (SANE Suite)

Parkland Hospital
5200 Harry Hines Blvd., Dallas, TX 75235
(214) 590-8000 (ER)
(214) 590-0430 (Rape Crisis Center)

Methodist Dallas Medical Center
1441 N. Beckley Ave., Dallas, TX 75203
(214) 947-8181 (ER)

DALLAS-CAMPUS, CONFIDENTIAL RESOURCES

Chaplain and Coordinator of Student Ministries
Louise Herrington School of Nursing - Dallas
(972) 576-9222 (office)

Sparrow House Counseling
(214) 736-9955
www.sparrowhousecounseling.com

Dallas Area Rape Crisis Center
(972) 641-7273
dallasrapecrisis.org

Although unlikely due to the geographic restraints, branch campuses are welcome to utilize the resources at the Baylor main campus. For more information about resources, contact your campus administrator. Some resources are available on a statewide or national basis.

Supportive Measures

Supportive measures are defined for purposes of the SIM policy as individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- Restore or preserve that party's access to the education program or activity, including measures that are designed to protect the safety of the parties or the educational environment; or
- Provide support during the grievance procedures or during an adaptable resolution process.

Upon receipt of a report of Prohibited Conduct, the University will consult initially with the complainant and provide reasonably available and appropriate supportive measures. If applicable and at the appropriate time, the University will also consult with the respondent regarding supportive measures. The University may, as appropriate, modify or terminate supportive measures at the conclusion of any investigative or adaptable resolution process, or may continue them in the same or modified form beyond that point. While some supportive measures may only be applicable and appropriate during a resolution process, supportive measures may be provided at any time, regardless of whether a resolution process has been initiated or completed.

Requests for supportive measures may be made by either party to the Equity Office. The Equity Office is responsible for ensuring the implementation of supportive measures and coordinating the University's response with the appropriate offices on campus. The Equity Office has the discretion to provide, deny, modify, or terminate any supportive measure based on all available information and is available to meet with a complainant or respondent to address any concerns about the provision of supportive measures.

The University will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability

of the University to provide the supportive measures and will promptly address any violation of supportive measures.

All individuals are encouraged to report to the Equity Office any concerns about the failure of another to abide by any restrictions imposed through a supportive measure. In the event of an immediate health or safety concern, individuals should contact 911 or x2222 (on campus) immediately. The University will take action to enforce a previously-implemented measure, which may include additional supportive measures and/or disciplinary penalties under this SIM policy or other University policies.

The University may also issue a no-contact directive, which is an administrative remedy designed to curtail contact and communications between two or more individuals. No-contact directives issued by the University are not criminally enforceable. Violations of no-contact orders are enforced through University disciplinary processes.

Law enforcement agencies, including BUPD may assist victims in obtaining a protective order from the appropriate court. The University will work in good faith to implement the requirements of judicially-issued protective orders and similar orders, to the extent that doing so is within its authority. A protective order can contain several provisions to protect victims from any further harm, including no-contact provisions. In Texas, a violation of a protective order is a criminal offense and the violator may be immediately arrested without having to procure an arrest warrant.

Violence Against Women Act (VAWA) Sexual Violence Education Programs

Baylor University is committed to increasing the awareness of and prevention of sexual assault, sexual harassment, domestic violence, dating violence and stalking ("VAWA crimes"); and by policy prohibits these crimes. Baylor provides education programs to prevent VAWA crimes for new and incoming students and employees as well as ongoing education for current students and employees. These trainings collectively address the university's prohibition of these types of crimes, the definitions of these types of crimes in the applicable jurisdiction, the definition of consent in the applicable jurisdiction, descriptions of safe and positive options for bystander intervention and information on risk reduction. These programs include:

ANNUAL TITLE IX TRAINING FOR EMPLOYEES (ONLINE FACULTY/STAFF TRAINING)

The SIM Training Course for Faculty and Staff is an online course that meets federal mandates requiring education on Title IX and the Violence Against Women Act. This mandatory course helps each faculty and staff member be more aware of situations in which interpersonal and sexual violence may occur and understand their responsibilities in reporting and aiding students and colleagues who have experienced interpersonal or sexual violence. Faculty and staff are assigned this mandatory course on an annual basis.

All employees who have NOT been identified as a Confidential Resource ARE designated as a Responsible Employee.

TITLE IX & SEXUAL ASSAULT PREVENTION TRAINING FOR STUDENTS (ONLINE)

The SIM Training Course for incoming students is a federally mandated overview course about Title IX and the Violence Against Women Act. This course teaches Baylor students to identify interpersonal and sexual violence, learn where they can go for assistance if something were to happen to them or someone they know, and teaches the elements of Bystander Intervention. This course is mandatory for all incoming students to complete.

SET THE STANDARD CAMPAIGN

All first year and new transfer undergraduate students are required to attend this event to learn about interpersonal and sexual violence prevention as well as bystander intervention. The program includes:

- Awareness of interpersonal violence (sexual assault, sexual harassment, stalking, dating/domestic violence, sexual exploitation)
- University policies
- How to report incidents
- Equity Office information
- How to get help (confidential resources, University disciplinary process, criminal prosecution options)
- Prevention (combination of risk reduction and bystander intervention).

The Equity Office continues to work with several different departments on campus including the Counseling Center to increase risk reduction programs designed to decrease perpetration and bystander inaction, promote safety, and to help individuals and communities address conditions that facilitate violence.

STUDENT RESPONSIBLE EMPLOYEE TRAINING

The Equity Office gives in-person and online trainings for Student Employees. At Baylor, Student Employees are considered Responsible Employees within the scope of their employment and have a duty to report incidents of alleged prohibited conduct to the Equity Office. These trainings help them to understand their responsibility to report, how to identify prohibited conduct under SIM, how to implement trauma-informed practices to assist someone who is disclosing, and the logistics of making a report to the Equity Office.

ONGOING STUDENT-ATHLETE WORKSHOPS

The Athletics Department has committed to do annual training with all student athletes to cover a range of topics including; healthy relationships, prohibited conduct, consent, and resources.

HOW TO BE AN EFFECTIVE BYSTANDER

Bystanders play a critical role in the prevention of sexual, gender-based and intimate partner violence. They are individuals who observe violence or witness the conditions that perpetuate violence.

They are not directly involved but can to choose to intervene, speak up or do something about it. We want to promote a caring community where bystanders are actively engaged in the prevention of violence. We may not always know what to do even when we want to help. If you or someone else is in immediate danger, dial 911. Trust and follow your instincts when considering direct intervention or calling the police. Below is a list of some ways to be an effective bystander.

- Be a Good Samaritan. If you observe someone who seems to be in distress, see if they need help. Ask them if they are ok. If they are incapacitated or ask for help, get them the aid they need.
- We all have barriers to intervening, but we have options, and can find the best way to get involved. Even a quick phone call to the authorities can bring a positive resolution to an incident.
- You can safely confront individuals, call the authorities when you observe someone trying to take advantage of an individual, or cause a distraction to diffuse the situation.
- If you become aware of someone making plans to incapacitate an individual or group of individuals, safely confront them or call the authorities.

If someone confides in you that they were the victim of sexual or gender-based harassment, sexual assault, sexual exploitation, stalking, intimate partner violence, or retaliation, encourage them to report the incident and refer them to the Baylor University resources and assistance listed above.

EVERY CHOICE BYSTANDER

The Counseling Center sponsors an online course entitled "Every Choice." This program also provides students and employees recognition and intervention strategies if they find themselves as bystanders to preparatory acts of sexual assault, sexual harassment, domestic violence, dating violence or stalking.

The Baylor University Counseling Center has helpful information on its website to assist those who may be in an abusive domestic or dating relationship or the victim of stalking.

AWARENESS EVENTS, OUTREACH INITIATIVES, AND WORKSHOPS

The Equity Office hosts various events, initiatives, and workshops to increase awareness of relevant topics, highlight resources on and off campus, and foster a culture of respect and care for all members of the Baylor Community. Additionally, departments and organizations across campus may request tailored programming to meet their needs. Listed below are examples of such programs.

- Setting Boundaries
- Bystander Intervention
- Empowerment & Self-Defense
- Introduction to Restorative Practices & Circles
- Equity Essentials: Campus Rights & Resources
- Customized Trainings

Baylor Policy Statement on Sexual and Interpersonal Misconduct Campus Adjudication Process

Baylor University strictly prohibits all acts of sexual harassment, sexual assault, sexual exploitation, stalking, domestic violence, dating violence, retaliation and complicity. In addition to facing criminal charges, students, employees and affiliates may also face disciplinary action by Baylor University. The Office of Equity, Civil Rights, and Title IX will handle all investigations of alleged violations of the Sexual and Interpersonal Misconduct Policy ("SIM Policy").

RESOLUTION PROCEDURES FOR THE SIM POLICY

The University is committed to providing a prompt, thorough, equitable, and impartial resolution of all reported violations of the SIM Policy. The University uses two processes to resolve reports of prohibited conduct under the SIM Policy when a resolution process is initiated: Investigative Resolution and Adaptable Resolution. Investigative Resolution involves an investigation and adjudication, and Adaptable Resolution includes informal or restorative options for resolving reports.

Also, in cases in which an investigation will not be conducted under the SIM policy, the Equity Office may itself or in collaboration with or referral to other University offices, undertake efforts such as educational conversations with individuals, educational programs for departments or groups, or other efforts designed to improve the campus environment and/or address concerns about behavior that may implicate this policy. An example of such a case would include a situation where a complainant does not wish to participate in a formal investigation and resolution process and the University can respect that wish due to the nature and level of the reported conduct, but where some action is nonetheless deemed appropriate by the Equity Office.

Baylor University will disclose to the complainant the report on the results of the Investigative Resolution process. If the complainant is deceased as a result of the misconduct, the next of kin will be treated as the complainant for purposes of this paragraph.

EMERGENCY REMOVAL AND ADMINISTRATIVE LEAVE

Where there is an immediate threat to the physical health or safety of any student or other individual arising from the alleged Prohibited Conduct, the University can remove a student or employee respondent from its education program or activity (which may include removing an employee respondent from their employment at the University) and issue any necessary related no-trespass and no-contact orders. The Title IX Coordinator will make the decision to remove a respondent from its education program or activity based on an individualized assessment and risk analysis. The Title IX Coordinator may consult with other University personnel, departments or teams to assist in the individualized assessment and risk analysis. If the University makes such a decision, the respondent will be provided with notice and an

opportunity to challenge the decision immediately following the removal. The University always maintains the discretion to place employee respondents on paid or unpaid administrative leave during the pendency of an investigation and resolution process.

TIMING OF INVESTIGATIONS AND RELATED INVESTIGATIVE RESOLUTION PROCEEDINGS

The University will seek to complete the fact-gathering portion of the investigation in approximately 90-calendar-days following issuance of the Notice of the Investigation. The SIM Policy designates reasonably prompt timeframes for the major stages of the investigation and resolution process (typically set forth in business days), but the University may extend any timeframe in the SIM policy for good cause. An extension may be required for good cause to ensure, for example, the integrity and thoroughness of the investigation; to comply with a request by law enforcement; on account of the unavailability of the parties or witnesses; or for other legitimate reasons, such as intervening breaks in the University calendar, University finals periods, the complexity of the investigation, the volume of information or length of the written record, and/or the severity and extent of the alleged misconduct. While requests for delays by the parties may be considered, the University cannot unduly or unreasonably delay the prompt resolution of a report under the SIM Policy.

Reasonable requests for delays by the parties will serve to extend the 90-calendar-day time period for investigation of the report. The Title IX Coordinator, in consultation with the investigator, has the authority to determine whether an extension is required or warranted by the circumstances. The University will notify the parties in writing of any extension of the timeframes for good cause and the reason for the extension.

Timeframes for all phases of the disciplinary process, including the investigation, any related disciplinary proceedings, and any related review of the finding, apply equally to both the complainant and the respondent.

INVESTIGATIVE RESOLUTION PROCEDURES

If the University initiates an investigation under the SIM policy, it will provide the parties with a written notice of investigation that includes but is not limited to the following: information about the University's resolution processes; a statement of the allegations of behavior potentially constituting Prohibited Conduct, including sufficient details known at the time including the identities of the parties involved in the incident, the conduct allegedly constituting Prohibited Conduct, and the date and location of the alleged incident, if known; and the name of the investigator. During the investigative resolution process, both parties have equal rights, including the opportunity to receive a written notice of investigation; to participate in the investigation; to review and present information and evidence; to be accompanied by an advisor of their choice to any meeting; to timely and equal access to information; to timely notice of meetings at which their presence will be requested or required; to simultaneous written notice of the determination, rationale, and, as appropriate, any sanction; and to an appeal of the finding.

Additionally, each party has the right to consult with an advisor of their choosing. The advisor may be any person, including an attorney. The parties may be accompanied by their respective advisor at any meeting or proceeding related to the investigation and resolution of a report under the SIM Policy. While the advisor may provide support and advice to the party at any meeting and/or proceeding, the University has established restrictions regarding the extent to which the advisor may participate in the proceedings. An advisor may not speak on behalf of the party or otherwise participate in, or in any manner delay, disrupt, or interfere with meetings and/or proceedings, except as specifically permitted by the hearing procedures outlined below.

The University will place a temporary administrative hold on a respondent's transcript pending the completion of the Investigative Resolution process. If a respondent withdraws while the investigation is pending, Texas law requires that the University proceed with the investigation and resolution process.

The Title IX Coordinator will appoint one or more investigators to conduct a prompt, thorough, fair, and impartial investigation. The investigator may be a University employee and/or an experienced external investigator. Any investigator used by the University will receive annual training on the issues related to sexual harassment, sexual assault, dating violence, domestic violence, and stalking, and on how to conduct an investigation that is fair and impartial, provides parties with notice and a meaningful opportunity to be heard, and protects the safety of complainants while promoting accountability. The investigator will be impartial and free from conflict of interest or bias.

During an investigation, the investigator will seek to meet separately with the complainant, respondent, and relevant witnesses. The investigator will also gather other relevant information or evidence, including documents, photographs, communications between the parties, medical records (if voluntarily provided by a party), and other electronic records as appropriate. The respondent is presumed not responsible for the alleged policy violation(s), and the investigator will not make a determination regarding responsibility.

The investigator will review all information identified or provided by the parties and will determine the appropriateness, relevance, and probative value of the information developed or received during the investigation. In general, the investigator will not consider statements of personal opinion or statements as to any party's general reputation for any character trait.

The investigator will prepare a preliminary investigative report which fairly summarizes the relevant evidence and includes as appendices the interview transcripts and evidence gathered that is directly related to the allegations. The complainant and the respondent will have an opportunity to concurrently review the report and may, within 10 days, submit a written response to the investigator. The parties' written responses will be considered by the investigator prior to completion of the investigative report,

and some or all of the responses may be attached or otherwise incorporated into the investigative report. In the event that new, relevant information is provided or identified at this stage, the information will be incorporated into the investigative report as deemed appropriate by the investigator.

When the investigator determines that no additional investigative steps are warranted, the investigator will finalize the investigative report and share it with the parties in the same manner that the preliminary report was shared. The parties may provide a written response to the final investigative report within 5 business days of the issuance of the final investigative report.

A hearing will be scheduled no earlier than ten days after the issuance of the final investigative report. The investigative report and the parties' written responses, if any, will be provided to the hearing officer in advance of the hearing. Hearings will be presided over by a hearing officer, who will make the decision by a preponderance of the evidence as to whether or not the respondent violated the policy provisions at issue. The hearing officer has broad authority to determine the process, timing and conduct of a hearing. Each party may have an advisor of their choice present at a hearing in accordance with policy. Advisors may be, but are not required to be, attorneys. If a party does not have an advisor of their choice present at a hearing, the University will without fee or charge to the party provide an advisor of the University's choice, for the limited purpose of conducting cross-examination on behalf of that party. Within fifteen business days after the hearing, the hearing officer will prepare and issue a written determination regarding responsibility and any sanctions.

For additional details about the investigation and hearing processes, please review the complete SIM Policy.

Rights of Appeal

Either party may file an appeal from a determination regarding responsibility on the following grounds:

a. Procedural irregularity that affected the outcome of the matter;

b. New evidence that was not reasonably available at the time the determination regarding responsibility are made that could affect the outcome of the matter;

c. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; and/or

d. The decision of the decision-maker was arbitrary or capricious.

An appeal must be submitted in writing to the Title IX Coordinator in accordance with the policy. The appellate officer will not be the same person as the hearing officer, the investigator or the Title IX Coordinator. The University will notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties. The other party may then have a period of time to submit a statement in support of the written determination and/or in opposition to the appeal. Any such statement will be shared with the party who filed the appeal and their advisor.

The appellate officer will issue a written decision describing the result of the appeal and the rationale for the result, and the University will provide the written decision simultaneously to both parties. The appellate officer's decision on any appeal is the final step in the adjudication process, except as provided in such decision.

The appellate officer may deny the appeal, or if one or more of the appeal grounds have been met, may:

- return the case to the original hearing officer for reconsideration; or
- appoint an Alternate hearing officer to review the case; or
- change or modify the decision.

It is the responsibility of the appellate officer to determine which if any aspects of the case merit a new review, and to direct the Title IX Coordinator accordingly. The decision made by the appellate officer to grant or deny the appeal is final. If an appeal is granted, the subsequent determination and/or sanction is/are final.

ADAPTABLE RESOLUTION PROCEDURES

Adaptable Resolution is a voluntary and remedies-based option. Adaptable Resolution may be pursued instead of Investigative Resolution at the request and agreement of both parties and as deemed appropriate by the University. The Title IX Coordinator will assess the request for Adaptable Resolution in light of factors such as, but not limited to, the stated goals of the requesting party, the severity of the alleged violation, and the potential risks to campus community members posed by the reported misconduct. Parties engaged in Investigative Resolution may also request to end Investigative Resolution and begin Adaptable Resolution at any time prior to the Hearing Officer's written determination regarding responsibility being shared with the parties. The University will only proceed with Adaptable Resolution if both parties provide their voluntary written consent. Adaptable Resolution may include, but is not limited to, one or more of the following approaches: Restorative Justice Conference, Restorative Justice Circle, Facilitated Conversation, Mediation, and Shuttle Communication.

Participation in Adaptable Resolution is voluntary, and either (or any) party can request to end Adaptable Resolution at any time prior to signing a written Adaptable Resolution agreement. Additionally, the Title IX Coordinator can end Adaptable Resolution if the Coordinator determines it is no longer the appropriate avenue for resolution of a given report. If Adaptable Resolution is stopped prior to completion, information that is shared with or documented by the facilitator of the Adaptable Resolution will not be shared with the investigator, in the event that Investigative Resolution is initiated or resumed. A party's willingness to participate in Adaptable Resolution will not be considered as evidence in Investigative Resolution. The University will not compel a party to engage in any particular form of Adaptable Resolution.

The Equity Office will maintain records of all reports and conduct referred for Adaptable Resolution, which will typically be completed within 60 calendar days of the agreement to begin Adaptable Resolution.

While the University will seek to honor confidentiality of the parties' communications with the facilitator during the Adaptable Resolution process to the extent necessary to facilitate the resolution, the University may share information discussed or created during this process, for example without limitation to a judicial subpoena or a FERPA educational record request. However, if the respondent is found responsible for any violations of the SIM policy in the future, information regarding the prior report processed through Adaptable Resolution may be used in the sanctioning phase for the subsequent report, provided that the respondent is granted the opportunity to address the prior report as well. If Adaptable Resolution is stopped prior to completion, statements made by a party in adaptable resolution may not be used in a Investigative Resolution process related to that matter.

The matter will be deemed resolved if and when the parties expressly agree in writing to an outcome that is acceptable to them and which is approved by the Title IX Coordinator (in consultation with other appropriate University administrators as deemed necessary). A party may withdraw from the Adaptable Resolution process at any time prior to signing a written Adaptable Resolution agreement. Upon signing a resolution agreement, neither party may initiate an Investigative Resolution process regarding the same factual allegations, and the parties agree to comply with the terms of the resolution agreement. Failure to comply with a resolution agreement, once signed and approved, may result in disciplinary consequences, which may include the University placing an appropriate hold on the student's account until the terms of the agreement are met, or employment discipline up to and including termination.

RANGE OF PENALTIES AND OTHER REMEDIES UNDER THE SIM POLICY AND DISCIPLINARY PROCEDURES

Members of the University community may be subject to disciplinary penalties for violating the SIM Policy.

ADDITIONAL FORMS OF SUPPORT

Regardless of whether a policy violation is found to have occurred in a particular case, the University may implement non-punitive, non-disciplinary administrative measure such as, for example, no contact directives and/or reasonable restrictions from certain University premises, at any time after a matter is reported, if the University determines that doing so is in the best interests of a party, both parties and/or the University.

SANCTIONS

Where there is a finding of responsibility, the hearing officer may impose one or more sanctions. Sanctions may include any of the sanctions that are listed below.

The SIM Policy prohibits a broad range of conduct, all of which is serious in nature. In keeping with the University's commitment to foster an environment that is safe, inclusive, and free from discrimination and harassment, the hearing officer has great latitude in the imposition of sanctions tailored to the facts and circumstances of each report, the impact of the conduct on the complainant and surrounding community, and accountability for the respondent. The imposition of sanctions is designed to eliminate prohibited conduct, prevent its recurrence, and remedy its effects, and restore or preserve the complainant's equal access to the University education programs or activities, while supporting the University's educational mission. Sanctions may include educational, restorative, rehabilitative, and punitive components. Some conduct, however, is so egregious in nature, harmful to the individuals involved, and/or so deleterious to the educational process that it requires severe sanctions, including suspension or expulsion.

In determining the appropriate sanction, the hearing officer may consider factors including but not limited to the following:

- the nature and violence of the conduct at issue;
- the impact of the conduct on the complainant;
- the impact or implications of the conduct on the community or the University;
- prior misconduct by the respondent, including the respondent's relevant prior discipline or criminal history, (if available);
- maintenance of a safe and respectful environment conducive to learning;
- protection of the University community; and
- any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate resolution in each case.

Sanctions may be imposed individually or in combination.

SANCTIONS APPLICABLE TO STUDENTS

For violations of the SIM Policy by students, the following sanctions, listed in order of severity, may be imposed.

WARNING A formal admonition which appears in an individual's permanent disciplinary record.

DISCIPLINARY PROBATION A more serious admonition may be assigned for a definite period of time. Findings of misconduct that resulted in disciplinary probation may be considered in determining subsequent sanctions, even if the probation period has ended. Any future violation may be grounds for more severe sanctions including suspension, suspension with conditions, or, in especially serious cases, expulsion from the University.

RESTITUTION Requirement to reimburse or otherwise compensate another and/or the University for damage or loss of property resulting from a student's misconduct. Common assessment or group billing may be made to students in a residence hall for damages occurring in common areas shared by groups of residents (determinations about whether and to what extent that will occur are made by the University's residence life administrators, not through the procedures provided in the Student Conduct Code).

RESIDENTIAL OR OTHER FACILITIES RESTRICTIONS OR REMOVAL Restriction or removal from residence halls or other campus facilities as designated in the written notification. The Campus Living & Learning contract fee will not be refunded to a student who is evicted from the residence halls.

WITHHOLDING OF DEGREE In cases involving seniors or graduate students in their final semester, the University may withhold a student's Baylor degree for a specified period of time. This penalty is imposed instead of suspension at the end of senior year or final year of graduate study when all other degree requirements have been met. Degrees may also be withheld indefinitely when all other degree requirements have been met. The sanction of withholding a degree may also occur if an expulsion-level offense occurs after all other degree requirements have been met but before the degree is conferred.

SUSPENSION Student status at the University may be terminated for a specified period of time. Relevant information remains on the student's permanent disciplinary record at the University and may be disclosed by the University when the student consents in writing or as otherwise required by law.

SUSPENSION WITH CONDITIONS Student status at the University may be terminated for at least the period of time specified by the suspension, with the suspension to continue until certain conditions, stipulated by the officer or panel applying this penalty, have been fulfilled. These conditions may include, but are not limited to, restitution of damages, and formal apology.

EXPULSION This is permanent termination of student status at the University without any opportunity for readmission to the community. Relevant information remains in the student's permanent disciplinary record at the University and may be disclosed by the University when the student consents in writing or as otherwise required or permitted by law.

The following may accompany the preceding sanctions, as appropriate:

COMMUNITY SERVICE Community service up to 10 hours per week may be added to disciplinary probation for a portion or duration of the probationary period or following a warning.

RESTRICTION OF ACCESS TO SPACE, RESOURCES, AND ACTIVITIES When appropriate, restrictions may be placed on access to space and/or resources or on participation in activities so as to limit opportunities for contact between the parties.

EDUCATIONAL PROGRAMS In addition to any of the penalties listed above, a student may be required to participate in educational program.

The fact that these additional outcomes are listed here as examples does not limit the University's ability to issue interim or administrative measures such as restriction of access to space, resources and activities, and/or no contact directives at its discretion even where no policy violation has been investigated or charged, and/or where no policy violation has been found.

OTHER INFORMATION ABOUT SANCTIONS

Sanctions will be suspended during the period of any appeal, in a manner that preserves both the respondent's rights and the University's ability to carry out the sanctions as determined by the hearing officer. In cases adjudicated while a respondent is taking classes, if the final sanction is separation from the University (i.e., suspension, suspension with conditions, or expulsion), the effective date of the separation will be at the discretion of the hearing officer. This may have an impact on final grades and/or whether credits are earned for classes in progress.

A student who is suspended or expelled for a violation of this policy will have the notation "Ineligible to Reenroll" placed on his or her academic transcript. On request by the student, the University may remove the notation from the academic transcript if (1) the student is eligible to reenroll, or (2) the University determines that good cause exists to remove the notation. Such requests should be directed to the Title IX Coordinator in writing. The removal of the notation from the academic transcript shall not require the University to make any modification to the student's disciplinary records at the University.

SANCTIONS APPLICABLE TO FACULTY AND STAFF MEMBERS

In cases where the respondent is a University employee, in accordance with University policies and procedures, the report and the hearing officer's determination will be shared with and sanctions will be determined by the Provost's Office (for faculty) or Human Resources (for non-faculty employees) in accordance with any other applicable University policies and procedures. Disciplinary action will be determined based on the seriousness of the misconduct and on the individual's prior disciplinary history, if any. The Title IX Coordinator will coordinate with the appropriate office on the imposition of any discipline.

The disciplinary action may include (in accordance with the employment policies governing the employee in question) counseling or training, written warning, financial penalty, unpaid leave of absence, suspension, demotion, reassignment of duties, or termination. Complainants will only receive information about such disciplinary action when appropriate and/or required by law.

SEX OFFENDER REGISTRATION — CAMPUS SEX CRIMES PREVENTION ACT, MEGAN'S LAW, & THE ADAM WALSH CHILD PROTECTION AND SAFETY ACT

Section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) provides for the tracking of registered sex offenders and instructs states to post sex offender data on the internet.

Members of the public may request information concerning sexually-violent predators in a particular community by visiting Texas Public **Sex Offender Registry** at **publicsite.dps.texas.gov/SexOffenderRegistry**

The New York State Sex Offender Registry is available at **www.criminaljustice.ny.gov/nsor/**

The Washington, D.C. Sex Offender Registry is available at **sexoffender.dc.gov/**

STOP CAMPUS HAZING ACT

The Clery Act, as amended by the Stop Campus Hazing Act, requires institutions to include hazing incidents in their annual security reports and publish a Campus Hazing Transparency Report. Institutions must also implement hazing prevention policies and programs. Baylor University abides by the standards set forth in the Texas Hazing Law - Texas Education Code (Sec. 51.936) and federal Stop Campus Hazing Act (HR 5646) that prohibit hazing at educational institutions. The following policy approach is the University's definition of hazing that is inclusive of, and extends beyond, the standards set forth in the Texas Anti-Hazing Statute and the Federal Stop Campus Hazing Act, and applies to students, faculty, and staff as defined below. The University prohibits such hazing by individuals and organizations and will investigate and take disciplinary action as appropriate in response to reports of hazing.

For allegations involving a student organization, Baylor uses established Procedures for Adjudicating Student Organization Conduct Violations, which can be found here: **studentactivities.web.baylor.edu/lead/student-organization-policies/student-organization-conduct-expectations-and-procedures-0.**

Hazing

Hazing includes, but is not limited to:

- any type of physical brutality, such as paddling, whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity
- activity such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other similar activity, which may subject a student to an unreasonable risk of harm or that may adversely affect the mental or physical health or safety of a student
- activity involving consumption of alcohol, liquor, or drug, or the required, forced, or coerced consumption of any food, liquid, or any substance. Coercion can include suggesting or encouraging an activity, if it occurs in circumstances that would indicate to a student that his or her participation in the activity was required to avoid ostracism, shame, humiliation, hatred, contempt or ridicule
- activity that may intimidate or threaten a student with ostracism
- activity that may subject a student to undue mental stress, shame, or humiliation
- activity that may discourage a student from entering or remaining registered in an educational institution, or which may reasonably be expected to cause a student to leave the organization or the institution rather than submit to the activity; and/or
- activity that may induce, cause, or require the student to perform an act violating local, state, or federal laws or the Student Code of Conduct

In addition to the hazing descriptions listed above, further examples of such behavior include but are not limited to:

- calisthenics, such as sit-ups, push-ups, or any other form of physical exercise
- total or partial nudity at any time
- the wearing or carrying of any embarrassing, uncomfortable, degrading, or physically burdensome article
- throwing any substance on a person
- lineups for the purpose of interrogating, demeaning, or intimidating
- abandonment (road trips, kidnaps, walks, rides, drops, isolation, etc.)
- skits, roasts, or demeaning name-calling at the expense of a person
- forced recitation of facts, songs, or chants, or similar activity
- confining an individual in an area that is uncomfortable or dangerous or causes an individual to believe he/she cannot leave the location (hot box effect, high temperature, too small, etc.)
- any form of individual interrogation, yelling at, or screaming at individuals
- any type of servitude
- wearing attire that is embarrassing and not part of an approved uniform
- sensory deprivation (blindfolds, noise cancelling headphones, etc.)

- limiting or controlling communication by altering or accessing individuals' personal devices (phones, watches, computers, etc.) and/or requiring or coercing new members to provide access to or altering any personal devices
- activities that do not contribute to the worth and growth of individuals
- expectations for requirements for new members that are not required of existing members which could include, but are not limited to:
  - dress code
  - grooming
  - wearing of pins and/or identifiers
  - diet restrictions
  - location tracking
  - limiting social media
  - limiting communication methods
  - time restrictions

It is not a defense to the University's pursuit of disciplinary charges or to criminal prosecutions under Texas law that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Hazing Prevention Education

Baylor University partners with Prevent.Zone to provide comprehensive, research-based hazing prevention education in alignment with the Federal Stop Campus Hazing Act. This educational platform equips students, faculty, and staff with the knowledge and tools to identify, prevent, and respond to hazing behaviors. The program is delivered in two tiers to ensure a foundational understanding for all members of the campus community, along with targeted training for higher-risk populations.

Tier One includes Hazing Prevention 101, offered in two versions: one for students and one for faculty/staff. These modules introduce the definition and dynamics of hazing, the legal and institutional consequences, strategies for prevention, and clear instructions for reporting. Tier Two consists of add-on modules tailored to specific communities with increased exposure to hazing risk: Fraternity & Sorority Life, Performing Arts, and Athletics. These modules provide context-specific scenarios, expectations, and intervention strategies relevant to those unique environments. All modules are accessible online, trackable for compliance purposes, and are reviewed regularly to ensure alignment with evolving best practices in hazing prevention and education.

Baylor University is committed to broad promotion and campus-wide engagement with hazing prevention education. All faculty and staff who advise or work with student organizations are required to complete the Hazing Prevention 101 training annually to ensure they are equipped to recognize, prevent, and appropriately respond to hazing behaviors. Students involved in Fraternity & Sorority Life—including both current members and those participating in recruitment or new member education—must complete both Tier 1 (Hazing Prevention 101) and Tier 2 (Fraternity & Sorority Life Module) training annually. In addition, Athletics and academic divisions are actively coordinating communication strategies and implementation timelines to ensure that their respective students, faculty, and staff receive and engage with these trainings. These efforts reflect a unified institutional approach to hazing prevention, awareness, and accountability.

Exclusions

This policy is not intended to prohibit the following conduct:

- Customary public athletics events, contests, or competitions that are sponsored by the University or the organized and supervised practices associated with such events.
- Any activity or conduct that can be demonstrated to further the goals of a legitimate educational curriculum, athletic, co-curricular, or military training program as defined and approved by the University.
- Any human subjects research that has been approved by the University's Institutional Review Board and in which the participant has given voluntary informed consent.

Procedures for Reporting

The University encourages all individuals to report Hazing or a potential violation of this policy. Hazing **must** be reported by those with the designation of **Campus Security Authority**. This includes not only actual incidents but also planned or attempted Hazing — especially before it occurs. Anyone can make a report as follows:

- Make a report to the Student Activities Office (SUB) in person or by telephone at (254) 710-2371.
- Contact Baylor University Police Department in person at the Speight Parking Garage offices or by telephone at (254) 710-2222.
- Baylor's **Report It** Webpage
  - An anonymous/confidential Hazing report can be submitted through the university's anonymous reporting page at **ia.web.baylor.edu/anonymous-reporting**.
  - Access the Campus Security Authority Incident Report form at **www.baylor.edu/forms/index.php?id=988603**

Investigation Process and Sanctions

Reports of potential hazing or other policy violations by a student organization are initially evaluated by the Associate Vice President/Dean of Students (AVP/DOS) or a designee. If the matter proceeds under the Student Organization Conduct process, the AVP/DOS appoints an Institutional Designee to oversee the case, who in turn appoints one or more investigators drawn from University employees or contractors. Investigators gather relevant information, which may include interviews, documents, electronic communications, and other evidence, and the organization may be asked to conduct an internal review and provide information. The completed investigative report is shared with the organization for review and response. Where sufficient evidence indicates a violation may have occurred, the organization receives notice of

the allegation and may affirm or dispute it; disputed allegations proceed to a Student Organization Review Board Hearing Panel.

The Review Board applies a preponderance of the evidence standard in determining whether an organization is responsible for a violation. Sanctions vary with the nature and circumstances of the conduct and may include warning, probation, community service, fines, restitution, educational programs, restrictions on access to facilities, spaces, resources, or activities, suspension of activities, and termination of status or revocation of charter, as well as other sanctions deemed appropriate by the Sanctioning Authority.





The Student Conduct Code

Student Conduct Administration is responsible for administering the Student Conduct Code, which articulates the behavioral standards and the equitable procedures employed by the University to respond to allegations of student misconduct.

The Student Conduct Code is applied at all University campuses on University property and may also address off-campus student misconduct that detracts from the Christian witness Baylor strives to present to the world and hinders full accomplishment of the mission of the University.

Students who are found responsible for violations may be subject to sanctions ranging from Disciplinary Warning, Disciplinary Probation, up to Suspension or Expulsion from the University. Students residing in University housing may also lose the privilege of living on campus for violating University rules and/or regulations or conditions of the housing contract.

In most cases, Student Conduct Administration will also assign developmental and educational interventions designed to promote greater awareness of University expectations and improved decision-making for students and to further deter future misconduct.

The University will, upon written request, disclose to an alleged victim of a crime of violence or non-forcible sexual assault the report of the results of any disciplinary proceeding conducted by the University.

In instances where there is reasonable cause to believe a student is an immediate threat to the safety of other persons or property or is an immediate threat to disrupt essential campus operations, Student Conduct Administration may impose interim measures and/or other actions, designed to protect the health and safety of the community and members therein.

Student Conduct Administration is also responsible for conducting pre-admission reviews for prospective students who have disclosed through the admission process previous disciplinary actions at other institutions and re-enrollment reviews under the University's reactivation process for returning students.

Any individual or entity may submit reports alleging student misconduct to the Student Conduct Administration office or designee at the campus where the incident occurred.

Student Conduct Administration also provides outreach programming when requested and distributes information through the Baylor website to educate students about Baylor community expectations and Student Policies and Procedures. Baylor University is obligated to provide all students with access to University's regulations, policies, and procedures governing student conduct. Baylor University Student Policies and Procedures, including the Student Conduct Code and the Parental Notification Policy, are published on the Student Policies and Procedures website.

If you have additional questions, regarding how to access these policies, please contact Student Conduct Administration at (254) 710-1715 or **student_conduct@baylor.edu**.

PARENTAL NOTIFICATION POLICY

The University reserves the right to report certain student discipline information to the parents or legal guardians of students.

Federal legislation authorizes Baylor University to disclose disciplinary records concerning violations of the University's rules and regulations governing the use or possession of alcohol or controlled substances that involve students who are under the age of 21 regardless of whether the student is a dependent.

The University's Policy on Education Records Pursuant to the Family Educational Rights and Privacy Act of 1974, including information on Parental Notification, may be viewed at this link: **risk.web.baylor.edu/public/documents/ferpa-policy**



MISSING STUDENT NOTIFICATION POLICY

The Clery Act requires institutions that maintain on campus housing facilities to establish a missing student notification policy and related procedures (20 USC 1092 (j) Section 488 of the Higher Education Opportunity Act of 2008).

When it is determined that a residential student is missing from the main campus or the Baylor in New York campus, staff at these campuses, in collaboration with the appropriate local law enforcement agency, will be guided by Baylor's Missing Persons Reporting Requirements Policy.

Provisions

When a University student is thought to be missing from the campus, faculty or staff should be promptly notified. Specifically, the Baylor Police Department (BUPD) will collaborate with Spiritual Life, Campus Living & Learning, the Vice President for Student Life, the Associate Vice President and Dean of Students, and the Student Life Senior Case Manager to locate the student. These individuals have the authority and the responsibility for leading the efforts made by the University to assist the student and the student's family.

The appropriate Student Life representative, or other individual (including the branch campus administrators), upon learning that a student has been missing for more than 24 hours, will file a formal missing student report. At the main campus, BUPD must be notified. For the Baylor in New York Program, campus administrators will notify BUPD and the New York City Police Department.

On a semester basis, residential students will be put on notice, that they have the option to designate an individual to be contacted by Baylor University administration within 24 hours from the time that Baylor University determines the student is missing. Baylor University provides each student with the means and opportunity to register their confidential Missing Student contact information by logging into the Bear web link at **bearweb.baylor.edu/** and filling out the Address and Contact Information form. This information is only accessible to University employees who are authorized campus officials and this information will not be disclosed to others with the exception of law enforcement personnel. This information shall not be used except in the furtherance of a missing student investigation.

In accordance with the Baylor University's Missing Persons Reporting Requirements Policy, it should be noted that Baylor University notifies each student who is under 18 years of age (and not an emancipated individual), that Baylor University is required to contact the student's parents or guardian in addition to the person identified as the missing student's contact person.

This contact will be made within 24 hours from the time that the student is determined to be missing.

In accordance with Baylor University's Missing Persons Reporting Requirements Policy, it should be noted that Baylor University will inform each residential student that Baylor University will notify the appropriate local law enforcement agency or campus security department when a student has gone missing, unless the local law enforcement agency was the entity that made the determination that the student was missing. This notification will be made within 24 hours from the time that the student is determined missing.

If BUPD has been notified that a student has gone missing, and makes a determination that a student who is the subject of a missing person report has been missing for more than 24 hours, BUPD will initiate emergency contact procedures as outlined in Baylor University's Missing Persons Reporting Requirements Policy. BUPD will activate the appropriate procedures immediately if, during the missing student investigation, it is substantiated the student is missing under suspicious circumstances.

Baylor University's Missing Persons Reporting Requirements Policy include the following:

- Communication procedures for official notification of appropriate individuals at the University that a student has been missing for more than 24 hours.
- All faculty and staff, except Campus Living & Learning (CL&L), who receive a report of a missing person should immediately report to the BUPD. This includes any student living in on-campus housing, as well as any housing managed by Baylor University's Campus Living & Learning Department.
- Upon a report of a missing residential student, CL&L staff will conduct a preliminary inquiry and if warranted will notify BUPD immediately to continue with the investigation.
- If through investigation of an official report, the BUPD determines a student has been missing for more than 24 hours, or if during the missing student investigation it is substantiated the student is missing under suspicious circumstances, they will immediately:
  - Notify the local police.
  - Contact those individuals provided by the student, as their missing student contact person.
  - If a student is under 18 years of age, and not an emancipated individual, immediately contact the custodial parent(s) or legal guardian(s) of the student, in addition to the student's missing student contact person.
- Reports can be referred immediately to the Baylor Police Department by calling (254) 710-2222.

BAYLOR UNIVERSITY POLICIES GOVERNING ALCOHOL AND OTHER DRUGS

Policy Statement on Alcohol and Other Drugs

Federal law requires Baylor University to notify annually all faculty, staff, and students of the following:

Baylor University ("Baylor" or the "University") prohibits individuals covered by this policy from engaging in unlawful behavior associated with a Controlled Substance, Controlled Substance Analogue, Dangerous Drug, or Drug Paraphernalia, or alcohol on or off Baylor property. Baylor also prohibits individuals covered by this policy from possessing, using, distributing or being under the influence of an alcoholic beverage while on the Baylor University campuses (including all extension campuses) or at an off-campus University-related activity unless there is an approved exception to the alcohol prohibition in accordance with the below procedures.

Law and Baylor University ("Baylor" or the "University") policy prohibit the unlawful manufacture, possession, use, sale, transfer, or purchase of a Controlled Substance, a Dangerous Drug, a Controlled Substance Analogue, or Drug Paraphernalia on or off the Baylor property or as part of any of Baylor's activities, or attempt to engage in any such prohibited behavior.

Law and Baylor policy prohibit the unlawful manufacture, possession, use, sale, transfer, or purchase of alcohol on or off Baylor property or as part of any of Baylor's activities, or attempt to engage in any such prohibited behavior.

It is also a violation of Baylor policy for anyone to manufacture, possess, use, sell, transfer, purchase, or be under the influence of an Alcohol Beverage on Baylor property (including all extension campuses) or in the course and scope of duties unless otherwise permitted under this policy, or attempt to engage in any such prohibited behavior.

Consumption or use of Alcoholic Beverages off campus or at an off-campus University related activity is discussed below.

Drivers must comply with law and Baylor policy on driving on behalf of Baylor. As such, operators must not drive a vehicle while under the influence of alcohol, illegal drugs, or medications that cause drowsiness. As a first step toward reaching its policy goals, the University makes every effort to seek full compliance with University policy and federal, state, and local laws and ordinances; to discourage the unlawful use of alcohol; to promote sobriety; to provide social and recreational alternatives to the use of alcohol and other drugs; and to offer confidential, effective, and redemptive assistance to employees and students who seek help for substance misuse problems, while focusing on the development of a comprehensive program of non-residential services.

Because the University is committed to a caring relationship among its students, staff, faculties, administrators, and regents -- a caring that is characterized by understanding, forgiveness, and respect for individuality -- its disciplinary procedures are intended to be constructive and redemptive. For students who seek help for substance misuse problems, complete confidentiality will be strictly observed to the limit of the law. Insofar as federal and state statutes and professional ethical standards permit, no professional on the Baylor counseling or medical staff will in any way notify the administration of the name of a specific student who comes for assistance for substance misuse or any other type problem, and no records will be forwarded to the administration regarding the services or the problem.

Baylor will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law) up to and including student-expulsion or employment-termination and referral for prosecution, for violations of the standards of Federal, State, or local laws on matters covered in this Policy.

This Policy does not create a contractual obligation on behalf of the University toward any individual or entity, including without limitation students, contractors, faculty, staff, or visitors.

A. STUDENT PROVISIONS RELATED TO ALCOHOL

In addition to the principles articulated above, students are advised that it is a violation of University policy for a student to manufacture, possess, use, sell, transfer, purchase or be under the influence of an alcoholic beverage on any Baylor campus or at an off campus University-related activity, or attempt to engage in any such prohibited behavior.

Any student violating this policy is subject to disciplinary action ranging from warning to expulsion.

B. EMPLOYEE PROVISIONS RELATED TO ALCOHOL

The use of alcohol at an authorized University-related function or in the course of official University business that adversely affects job performance or may adversely affect the health or safety of any other person is prohibited. Employees should exhibit responsible behavior and good judgment when representing Baylor University at functions sponsored by another organization where alcohol is served.

A Baylor employee arrested or charged in relation to a workplace violation of a criminal drug or alcohol sanction shall notify the Human Resource Services Office within the first business day of an arrest or charge, whichever is first. If a Baylor employee who is directly involved in the performance of any federal grant or in the performance of a federal contract exceeding $100,000 is convicted of a workplace violation of a criminal drug or alcohol statute, the University's Human Resource Services Office shall notify the appropriate federal granting or contracting agency of the conviction within 10 days after the University receives notification of the conviction.

More information concerning alcohol and drug awareness programming is available by contacting the Department of Student Care and Well-Being at 254-710-2100, or by visiting **wellness.web.baylor.edu**.

The Drug-Free Schools and Communities Act requires that Baylor notify each student and employee annually of its programs to prevent the illicit use of drugs and the misuse of alcohol by students and employees. Baylor University has a number of programs to combat the misuse and addiction of alcohol and other chemical substances.

Information relating to these programs is available at **risk.web.baylor.edu/drug-free-schools-and-communities-act**.

Legal Sanctions Applicable to Drug and Alcohol Use

A student or employee who violates this policy is subject both to the University's sanctions and to criminal sanctions provided by federal, state, and local law. The laws include but are not limited to those listed below. If there are any conflicts between this Policy and federal, state, or local law, those laws will take precedence and the Policy will be interpreted in accordance with those laws.

A. FEDERAL PENALTIES AND SANCTIONS

21 United States Code 844(a):

1st conviction: Up to one year imprisonment and fined at least $1,000 but not more than $100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years, and fined at least $2,500 but not more than $250,000, or both. After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years, and fined at least $5,000 or both.

Special sentencing provisions for possession of flunitrazepam (also known as Rohypnol or "roofies"): Imprisoned for not more than 3 years and/or fined.

21 United States Code 846: Attempt and conspiracy

Same penalties as those prescribed for possession, use, distribution, manufacture.

21 United States Code 853(a)(2) and 881(a)(7):

Forfeiture of personal and real property used to possess or to facilitate possession of a Controlled Substance if that offense is punishable by more than one year imprisonment. (See special sentencing provisions re: crack.)

21 United States Code 859: Distribution to persons under age 21:

First offense: Twice the maximum punishment authorized under section 841, not less than one year.

Second offense: Three times the maximum punishment authorized, and not less than one year.

21 United States Code 881(a)(4):

Forfeiture of vehicles, boats, aircraft, or any other conveyances used, or intended for use, to transport, sell, receive, possess, or conceal a Controlled Substance.

18 United States Code 922(g):

Ineligible to receive or purchase a firearm.

Miscellaneous: Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies. Punishments are significantly accelerated for manufacture, and distribution to minors.

B. STATE PENALTIES AND SANCTIONS

Texas Penal Code Section 49.02:

Being intoxicated in public such that one is a danger to oneself or others is a Class C misdemeanor, punishable by a fine of up to $500.

Texas Alcoholic Beverage Code Section 1.05, 101.31:

It is illegal to possess or distribute alcoholic beverages in a dry area. Violation of this law is a Class B misdemeanor and carries a penalty of not less than $100 and up to $2,000 and/or up to up to one year in county jail, or both.

Texas Alcoholic Beverage Code Section 106.02, 106.04–106.05, 106.071:

The purchase, possession, or consumption of alcoholic beverages by a person under 21 years of age subjects that person to a fine of up to $500 for the first and second offense, and at least $250 up to $2,000 and/or 180 days confinement for subsequent offenses.

Texas Alcoholic Beverage Code Section 106.06:

Furnishing alcoholic beverages to a minor is a Class A misdemeanor and punishable by a fine of up to $4,000 and/or up to one year in jail, or both. If as a result of furnishing alcoholic beverages to a minor, another person is killed or injured, an offense is a state jail felony punishable by 180 days to 2 years in jail, a fine of up to $10,000, or both.

Texas Education Code Section 37.122:

The possession of an intoxicating beverage on the grounds of any public school (including stadium) is a Class C misdemeanor and carries a penalty of up to $500.

Texas Penal Code Section 49.04:

Driving under the influence of alcohol is a Class B misdemeanor and punishable by a minimum jail time of 72 hours and/or up to 180 days in jail for the first offense and up to a $2,000 fine or

both. For subsequent offenses, the minimum jail time is six days and/or up to 180 days in jail and up to a $2,000 fine or both.

If found with an open container in the person's immediate possession, the offense is a Class B misdemeanor with minimum jail time of six days.

If an analysis of a specimen of the person's blood, breath, or urine showed an alcohol concentration level of 0.15 or more at the time the analysis was performed, the offense is a Class A misdemeanor, punishable by a fine of up to $4,000 and/or up to one year in jail, or both.

Texas Alcoholic Beverage Code Section 106.07:

A person under 21 years of age who misrepresents his or her age for the purpose of purchasing alcohol beverages commits a Class C misdemeanor and may be punished by a fine of up to $500.

Punishment is accelerated if there are prior convictions.

Texas Health and Safety Code Section 481.102–.106, 481.115–.118:

The illegal distribution, possession, or use of Controlled Substances may be punished by 5 years to life in prison and up to a $250,000 fine.

Texas Health and Safety Code Section 481.112–.120:

The delivery or possession of Controlled Substances with the intent to manufacture Controlled Substances is punishable by a jail term of 10 years to life and up to a $250,000 fine.

Texas Health and Safety Code Section 481.122:

The distribution of marijuana to a minor is punishable by 2 to 20 years in prison and/or up to a $10,000 fine.

Texas Health and Safety Code Section 483.041:

A person who possesses a Dangerous Drug for the purpose of selling the drug commits a Class A misdemeanor.

Texas Health and Safety Code Section 483.042–.043:

The manufacture of a Dangerous Drug by a person not authorized by law to manufacture the drug, delivery or, offer of delivery of a Dangerous Drug is punishable by a state jail felony.

Texas Health and Safety Code Section 483.045:

A person who forges or alters a prescription of Dangerous Drugs commits a Class B misdemeanor unless it is shown at trial of the defendant that the defendant has previously been convicted of an offense, in which event the offense is a Class A misdemeanor.

C. LOCAL PENALTIES AND SANCTIONS

Municipal Courts have jurisdiction over certain state law drug and alcohol offenses punishable by fines. A schedule of City of Waco Municipal Court fines is available on the City of Waco website: **www.waco-texas.com/Departments/Court/Court-Fines**

Fines may differ in other jurisdictions.

Health Risks Associated with Drug and Alcohol Use

A. DRUGS

Narcotics including opioids such as hydrocodone, oxycodone, heroin, and fentanyl can cause euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. The symptoms of an overdose of narcotics are slow and shallow breathing, clammy skin, convulsions, coma, and possible death. Persons experiencing withdrawal from addiction to narcotics can experience watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills, and sweating.

Depressants such as barbiturates and benzodiazepines (Xanax, etc.) can cause slurred speech, disorientation, and drunken behavior. An overdose of a depressant results in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and possible death. Withdrawal symptoms include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants such as amphetamines, methylphenidate, and cocaine (or its derivative, crack cocaine) can cause increased alertness or euphoria, an increased pulse rate and blood pressure, insomnia, and loss of appetite. An overdose of stimulants results in agitation, anxiety, an increase in body temperature, hallucinations, convulsions, and possible death. Withdrawal symptoms include apathy, long periods of sleep, irritability, depression, and/or disorientation.

Hallucinogens such as LSD, mushrooms or psilocybin, and club or "designer drugs" cause illusions and hallucinations and poor perception of time and distance. The effects of an overdose include psychosis and possible death.

Marijuana, THC infused edibles, and hashish can cause euphoria, increased appetite, relaxed inhibitions, and disoriented behavior. The effects of an overdose include fatigue, paranoia, and possible psychosis. Withdrawal symptoms include insomnia, hyperactivity, difficulty with attention, cannabinoid hyperemesis syndrome, and decreased appetite.

B. ALCOHOL

Alcohol consumption may cause a number of changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, convulsions,

or potentially delirium tremens. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Counseling and Treatment Resources

A. The following services are available through Baylor University Counseling Services for those students who believe they have substance misuse problems.

1. Assessment
2. Referral
3. Individual therapy
4. Group therapy
5. Support groups
6. Psycho educational group

Students may obtain the above services on a confidential basis by either calling Counseling Services at (254) 710-2467 or arranging for an appointment.

B. The Beauchamp Addiction Recovery Center also provides services to students who believe they have substance misuse problems. The services primarily focus on recovery and helping students maintain sobriety. Students may obtain services by calling the BARC at (254) 710-7092.

C. Similar services are available to employees. Baylor University offers an Employee Assistance Program which offers counseling and other services to full time faculty and staff (and their household family members). The EAP can be reached by phone at (866) 248-4096 or by visiting **www.liveandworkwell.com**. Additional services in the community may be available through the Heart of Texas Behavioral Health Network by visiting **hotbhn.org**; or other providers as selected by the individual. Such services may be covered under the Baylor group health insurance program.

UNIVERSITY SANCTIONS

A student or employee found guilty of noncompliance with the Baylor University Policy on Alcohol and Other Drugs is subject to sanctions commensurate with the offenses and any aggravating and mitigating circumstances.

A. UNIVERSITY SANCTIONS

Sanctions that may be imposed against a student are found in the Student Conduct Code at this link: **risk.web.baylor.edu/public/documents/student-conduct-code**.

A. A student who is found to have engaged in misconduct is subject to one or more of the following sanctions or other sanctions deemed appropriate by the sanctioning officer or sanctioning panel (sanctions may be combined at the discretion of the sanctioning officer or panel). Sanctions may be elevated in cases where there is evidence that the misconduct was motivated by bias against Protected Characteristics (as defined in Baylor Civil Rights Policy and Procedures for students). Relevant information about an individual's disciplinary record at the University remains on the student's disciplinary record at the University and may be disclosed by the University when the student consents in writing or as otherwise required or permitted by law. The Vice President for Student Life is informed when a sanction of suspension or expulsion is imposed

A. Warning: A formal admonition, which appears in an individual's disciplinary record at the University.

B. Disciplinary Probation: A more serious admonition may be assigned for a definite period of time. Findings of misconduct that resulted in disciplinary probation may be considered in determining subsequent sanctions, even if the probation period has ended. *Any future violation may be grounds for more severe sanctions, including suspension, suspension with conditions, or, in especially serious cases, expulsion from the University.*

C. Restitution: Requirement to reimburse or otherwise compensate another and/or the University for damage or loss of property resulting from a student's misconduct. Common assessment or group billing may be made to students in a residence hall for damage occurring in common areas shared by groups of residents (determinations about whether and to what extent that will occur are made by the University's residence life administrators, not through the procedures provided in the Student Conduct Code).

D. Residential or Other Facilities Restrictions or Removal: Restriction or removal from residence halls or other campus facilities as designated in the written notification. The Campus Living & Learning contract fee will not be refunded to a student who is evicted from the residence halls.

E. Withholding of Degree: In cases involving seniors or graduate students in their final semester, the University may withhold a student's Baylor degree for a specified period of time. This penalty is imposed instead of suspension at the end of senior year or final year of graduate study when all other degree requirements have been met. Degrees may also be withheld indefinitely when all other degree requirements have been met. The sanction of withholding a degree may also occur if an expulsion- level offense occurs after all other degree requirements have been met but before the degree is conferred.

F. Suspension: Student status at the University may be terminated for a specified period of time.

G. Suspension with Conditions: Student status at the University may be terminated for at least the period of time specified by the suspension, with the suspension to continue until certain conditions, stipulated by the officer or panel applying this penalty,

have been fulfilled. These conditions may include, but are not limited to, restitution of damages and formal apology.

H. Expulsion: This is permanent termination of student status at the University, without any opportunity for readmission. Relevant information remains in the student's disciplinary record at the University and may be disclosed by the University when the student consents in writing or as otherwise required or permitted by law.

I. Additional Outcomes: The following examples are not exclusive or all- inclusive but are intended to provide some examples of the types of outcomes that may accompany the preceding sanctions, as appropriate:

- Community Service: Community service up to 10 hours per week may be added to disciplinary probation for a portion or duration of the probationary period or following a warning.
- Restitution of Access to Space, Resources, and Activities: When appropriate, restrictions may be placed on access to space and/or resources or on participation in activities so as to limit opportunities for contact between the parties.
- Educational Programs: In addition to any of the sanctions listed above, a student may be required to participate in educational programs.
- No Contact Directives: No contact directives may be imposed as an administrative matter (but not necessarily a sanction) when the University determines that doing so is in the best interests of an affected individual or individuals, and/or the best interests of the University.

The fact that these additional outcomes are listed here as examples does not limit the University's ability to issue interim or administrative measures such as restriction of access to space, resources and activities, and/or no contact directives at its discretion even where no Student Conduct Code or other policy violation has been investigated or charged, and/or where no policy violation has been found.

If there is a conflict between this policy and the Student Conduct Code, the Conduct Code will prevail. Other policies, e.g., Department of Athletics, Student-Athlete Handbook, may add additional restrictions or requirements that are consistent with this policy.

B. EMPLOYEES

A Baylor employee who violates this policy is subject to discipline by the University, up to and including termination. Such discipline may include required participation in a drug abuse assistance or rehabilitation program or discipline up to and including termination from employment. If there is a conflict between this policy and other Baylor policies on employees, such as the Drug-Free Workplace Policy, this policy will prevail. Other policies may add additional restrictions or requirements that are consistent with this policy.

Additional Drug and Alcohol Misuse Education Programs

DECISIONS: ALCOHOL & OTHER DRUGS-BY PREVENT ZONE

Alcohol and other drug use can contribute to a variety of high-risk situations. One important way Baylor helps students make informed choices is through **Decisions: Alcohol & Other Drugs** by Prevent Zone, a personalized, research-based online course for incoming first-year and transfer students.

Students are strongly encouraged to complete the course before arriving on campus. Through personalized feedback, students are encouraged to reflect on their attitudes and behaviors related to alcohol and other drugs, understand the risks associated with substance use, and develop strategies for making healthy decisions. The course also addresses the impact of being around others who are drinking and helps students recognize situations that may place themselves or others at risk.

In addition, the program includes bystander intervention education that complements Baylor's efforts to prevent sexual violence and other alcohol-related harms. Students learn how to recognize potentially dangerous situations, look out for friends and classmates, and intervene safely when appropriate.

Because the course is developed by a research-based organization, its content is regularly updated to reflect current evidence and best practices. The program dispels common myths about alcohol and other drugs while providing practical information and skills that empower students to make informed decisions. Students also complete a follow-up module later in the academic year to reinforce key concepts and assess changes in their knowledge, attitudes, and intentions. Together, these modules are designed to support healthy decision-making and contribute to a safer campus community.

ANNUAL FIRE SAFETY REPORT

The Higher Education Opportunity Act enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The following report details all information required by this act for Baylor University.

The following terms are used within the report. Definitions have been obtained from the Higher Education Opportunity Act.

FIRE Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

ON-CAMPUS STUDENT HOUSING A student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within a reasonable contiguous area that makes up the campus.

Residence Hall Fire Drills

Fire drills are conducted in all on-campus residence halls at the beginning of each semester to allow occupants to become familiar with and practice their evacuation skills. These drills are coordinated between CL&L and Baylor Facilities Management.

Fire Safety

Baylor University takes fire safety very seriously and continues to enhance its programs to the University community through education, engineering and enforcement. Educational programs are presented throughout the year to faculty, staff and students so they are aware of the rules and safe practices. These programs, which are available at all campus locations, include identification and prevention of fire hazards, actual building evacuation procedures and drills, specific occupant response to fire emergencies and hands-on use of fire extinguishers.

Automatic sprinkler systems and fire alarm systems are recognized engineered building features that help to provide for a fire safe living environment. All University operated residence halls are equipped with automatic sprinkler systems, smoke detectors and building fire alarm systems to provide early detection and warning of a possible fire emergency.

All fire alarms and automatic fire suppression systems are tested in accordance with the appropriate National Fire Protection Association Standard to ensure system readiness and proper operation in the event of a fire emergency.

The University has adopted and developed numerous Safety Polices and Guidelines to help promote a safe living and work environment at all University locations. The Fire Prevention Policy, which links to additional fire safety guidelines can be accessed on this link: **risk.web.baylor.edu/public/documents/fire-prevention-policy**.

In addition, laboratory safety and evacuation plans are also part of the Environmental Health and Safety (EHS) mission. EHS is dedicated to maintaining the safety of our community by conducting annual inspections, plan reviews, and evacuation drills in all laboratories on main campus.

Fire Safety Education and Training Programs for Students, Faculty and Staff

Baylor Facilities Management in coordination with Campus Living & Learning, provides annual training to Community Leaders (CLs) and Residence Hall Directors.

Topics addressed during this training include:

- Fire prevention in the residence hall
- What to do in the event of a fire
- How to report a fire or other emergency

Other general safety information is available to students, faculty and staff on the Environmental Health and Safety website (**ehs.web.baylor.edu/**) or at the BUDPS website (**dps.web.baylor.edu/**).

Fire Incident Reporting at Baylor Main Campus

Students, faculty and staff are instructed to report all fires to the BUPD by calling (254) 710-2222 or through the BU Guardian Campus app.

Non-emergency reports (e.g. evidence that something burned) should also be made to BUPD at (254) 710-2211.

Fire Incident Reporting at Branch Campus Locations

Students, faculty, and staff are instructed to call 911 to report a fire emergency.

Non-emergency reports should also be made to the campus administrator.

Plans for Future Improvements in Fire Safety

Baylor University is committed to providing a gold standard fire safety program across campus through technology, prevention programs and partnerships with the City of Waco Fire Department. Baylor Facilities Management and campus stakeholders, including Baylor University Department of Public Safety, Risk Services, Environmental Health & Safety and Campus Living & Learning by continuously working together to improve fire monitoring, fire detection, fire notification, fire suppression systems, construction design into new or remodel building plans, and fire education and prevention opportunities throughout the year.

Important Phone Numbers and Other Contact Information

Baylor University Police Department
1521 S. 4th St, Waco, TX 76706
(254) 710-2222
dps.web.baylor.edu

Baylor Facilities Management
Facilities Services Building
1919 S 1st St. Waco, TX 76706
(254) 710-8400
facilitiesmanagement.web.baylor.edu/

Baylor University Compliance and Risk Services
Baylor University
Hankamer, Suite 360, Waco, TX 76706
(254) 710-2900
risk.web.baylor.edu

City of Waco Fire Department, Central Fire Station
1016 Columbus Ave., Waco, TX 76701
(254) 750-1740
www.waco-texas.com/Departments/Fire-Department

City of Waco Police Department
3115 Pine Ave., Waco, TX 76708
(254) 750-7500
www.waco-texas.com/Departments/Police-Department

McLennan County Sheriff's Office
901 Washington Ave., Waco, TX 76701
(254) 757-5000
www.mclennan.gov/185/Sheriffs-Office

Residential Facility Fire Safety Policies

The following are prohibited in residential communities because of their serious potential as fire hazards:

- Candles (unless wicks are completely removed)
- Space heaters
- Halogen Lamps
- Open flames such as matches, lighters, etc.
- Use or possession of incense
- Use or possession of fireworks or firecrackers
- Use or possession of combustible paints or liquids, including lighter fluid
- All types of grilles. Residents are only permitted to use community charcoal grilles
- Doors that are over 50% covered with paper, posters, etc.
- Only 30% of total wall space (all four walls) may be decorated in a residence hall/suite, but 100% of a single wall may be covered with a removable vinyl cover.
- The use or possession of tobacco, e-cigarettes, hookahs, or any other item that emits smoke
- Mopeds, motorcycles, motor-scooters, or other gas combustible engines along with electric motor vehicles within the hall or apartment community
- Appliances with exposed heating elements, including but not limited to space heaters, heating lamps, toaster ovens, griddles, waffle makers, George Foreman Grills, or camping burners/stoves. There is an exception to this policy as residential spaces with full kitchens do permit some of the items listed such as George Foreman grills. and electrical zappers for flies or insects
- Remote control devices, such as drones, which may trigger sprinklers
- Multi-plug (e.g. 3-way plugs), extension cords, or other splitters to increase the number of appliances on one outlet; a UL-approved surge protector is acceptable but should not be run in series

Fire Evacuation Procedures for Baylor University Main Campus

IN THE EVENT OF A FIRE

1. Pull the nearest fire alarm to evacuate the building. Leave the building immediately.
2. Report all fires to the BUPD at (254) 710-2222
3. If you hear the fire alarm, leave the building immediately. A fire nearby may not be noticeable by sight or smell. Everyone is expected to exit a building immediately upon hearing the fire alarm.
4. If possible, shut down any equipment or processes that could cause a secondary fire if left unattended.
5. Know your emergency exit routes and be prepared to use an alternate route if necessary. Do not use elevators. If you are trapped in the building, try to reach a point of refuge, such as a stairwell, or stay by a window and wave a white flag to attract the attention of emergency responders.
6. If possible, close doors and windows behind you on the way out to confine the fire.
7. Keep low if there is smoke.
8. On your way out, assist any mobility-impaired persons to a stairwell or other point of refuge if possible. Report their location to the emergency response personnel.
9. All individuals are expected to evacuate when the fire alarm is activated.
10. Once out of the building, assemble at the pre-designated assembly location(s). Do not block driveways or areas that may be used by emergency response personnel. An attempt should be made to account for any faculty, staff, and students known to have been in the building.
11. Notify emergency responders of any injuries and/or location of mobility-impaired or other persons trapped in the building.
12. Do not re-enter the building until the Waco Fire Department, BUPD, or other representative of the BUDPS has declared the building safe.

No one at Baylor University is required to fight a fire as a part of their responsibility. However, voluntary use of a fire extinguisher by personnel who are properly trained can save both lives and reduce property loss.

WHAT IT MEANS TO EVACUATE

Evacuation means the movement of persons from a dangerous or potentially dangerous place to a safe place. Examples include the evacuation of a building due to a bomb threat or fire. In an extreme situation (e.g. a flood), large portions of, or the entire campus may be required to evacuate.

HOW WILL I KNOW TO EVACUATE?

An evacuation notification may come from several sources, including the fire alarm system, BUPD, Campus Living & Learning Staff, other University employees, or other authorities utilizing the University's emergency communications tools.

HOW TO EVACUATE

Immediately evacuate the facility upon hearing the alarm or other official announcement. Close office/classroom doors.. Use designated corridors and fire exit stairs that lead to ground level. Leave the building in an orderly manner. Do not use elevators. Assemble at the Evacuation Assembly Point(s). Follow instruction of emergency personnel. Report any individuals left in the building to personnel. Do not re-enter the building until emergency personnel give an "All Clear" announcement.

EVACUATION ASSEMBLY POINTS

The Evacuation Assembly Points, to which all occupants should report following a building evacuation, are pre-identified locations although specific incidents may require the Evacuation Assembly Point to relocate.

If knowledge of fire or cause of fire alarm is known, immediately contact the BUPD at (254) 710-2222 with information regarding the fire.





STATISTICS AND RELATED INFORMATION REGARDING FIRES IN RESIDENTIAL FACILITIES

RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO A FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE
Allen Hall 723 Speight Ave.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Alexander Hall 1413 S. 7th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Brooks College 600 Dutton Ave.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Brooks Flats 1212 S. 7th St.[1]	2023	3	3	Combustible Item on Hot Stove x3	0	0	0
	2024	2	2	Combustible Item on Hot Stove x2	0	0	0
	2025	1	1	Combustible Item on Hot Stove x1	0	0	0
Collins Hall 1310 S. 8th St.	2023	1	1	Cooking in Microwave/Foil Lid	0	0	0
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Dawson Hall 722 Baylor Ave.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
East Village Earle 306 Bagby	2022	0	0	N/A	N/A	N/A	N/A
	2023	1	1	Oil Diffuser Battery	0	0	0
	2024	0	0	N/A	N/A	N/A	N/A
East Village Teal 206 Bagby	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
N. Village Heritage 1201 S. University Parks D	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
N. Village Texana 1201 S. University Parks B	2023	1	1	Electrical Wiring	0	0	0
	2024	1	1	Electric HVAC Motor	0	0	0
	2025	0	0	0	0	0	0
N. Village University 1201 S. University Parks A	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Kokernot Hall 1110 S. 7th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A

1 A review identified two previously unreported 2024 fires caused by combustible items left on a stovetop at Brooks Flats. The 2025 Annual Fire Safety & Security Report was revised accordingly, and the corrected 2024 statistics appear in the 2026 report. The revised 2025 report can be requested by contacting **clery@baylor.edu**.

STATISTICS AND RELATED INFORMATION REGARDING FIRES IN RESIDENTIAL FACILITIES

RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO A FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE
Martin Hall 1101 S. 5th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Memorial Hall 1425 S. 7th St.	2023	1	1	Combustible Item on Stove Top	0	0	0
	2024	1	1	Popcorn Bag Fire in Microwave	0	0	0
	2025	0	0	0	0	0	0
North Russell 316 Dutton Ave. & South Russell 1200 S. 4th St.	2023	1	1	Water Bottle Lit on Fire with Spray Aerosol	0	0	$100
	2024	2	2	Resident Lit Aerosol Spray / Burned Paper Towel in Bathroom	0	0	0
	2025	0	0	0	0	0	0
Penland Hall 1110 S. 5th St.	2023	1	1	Blown Fuse	0	0	0
	2024	1	1	Paper on Bulletin Board Burnt	0	0	0
	2025	0	0	0	0	0	0
11th Street Flats 1722 S. 11th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Arbors Apts 1825 S. 3rd St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Baylor Plaza III 2014 S. 2nd St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Browning Place Apts 805 James Ave.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Browning Square Apts 1721 So. 9th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Fairmont Apts 1600 S. 5th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Gables Apts 162 S. 9th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Jamestown Apts 1701 S. 7th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A

STATISTICS AND RELATED INFORMATION REGARDING FIRES IN RESIDENTIAL FACILITIES

RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO A FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE
Pinetree Apts 824 Speight St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Quadrangle Apts 1825 S. 5th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Speight Jenkins 1501 S. 9th St.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
Springhill Suites[2] 115 S. Jack Kultgen Fwy.	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A
University Parks Apts 2201 S. University Parks	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A

2 Springhill Suites was utilized from 2021 until May 31, 2023 for student housing.

2025 ON-CAMPUS STUDENT HOUSING FIRE SAFETY SYSTEM

FIRE SAFETY SYSTEM INFORMATION FOR RESIDENTIAL FACILITIES						
FACILITY	MONITORED SYSTEM	SPRINKLER SYSTEM	SMOKE DETECTION	FIRE EXTINGUISHERS	EVACUATION MAPS	FIRE DRILLS PER YEAR
Allen Hall 723 Speight Ave.	Yes	Yes	Yes	Yes	Yes	1
Alexander Hall 1413 S. 7th St.	Yes	Yes	Yes	Yes	Yes	2
Arbors Apts 1825 S. 3rd St.	Yes[3]	No	Yes	Yes	Yes	0[4]
Brooks College 600 Dutton Ave.	Yes	Yes[5]	Yes	Yes	Yes	2
Brooks Flats 1212 S. 7th St.	Yes	Yes	Yes	Yes	Yes	2
Collins Hall 1310 S. 8th St.	Yes	Yes[5]	Yes	Yes	Yes	2
Dawson Hall 722 Baylor Ave.	Yes	Yes	Yes	Yes	Yes	1
East Village - Earle 306 Bagby	Yes	Yes	Yes	Yes	Yes	2
East Village - Teal 206 Bagby	Yes	Yes	Yes	Yes	Yes	2
N. Village Heritage 1201 S. University Parks D	Yes	Yes	Yes	Yes	Yes	2
N. Village Texana 1201 S. University Parks B	Yes	Yes	Yes	Yes	Yes	2
N. Village University House 1201 S. University Parks A	Yes	Yes	Yes	Yes	Yes	2
University Parks Apts 2201 University Parks	Yes[4]	Yes	Yes	Yes	Yes	0[4]
Kokernot Hall 1110 S. 7th St.	Yes	Yes	Yes	Yes	Yes	1
Martin Hall 1101 S. 5th St.	Yes	Yes	Yes	Yes	Yes	2
Memorial Hall 1425 S. 7th St.	Yes	Yes[5]	Yes	Yes	Yes	2
North Russell 316 Dutton Ave. & South Russell 1200 S. 4th St.	Yes	Yes	Yes	Yes	Yes	2
Penland Hall 1110 S. 5th St.	Yes	Yes[5]	Yes	Yes	Yes	2
Gables Apts 1621 S. 9th St.	Yes[3]	No	Yes	Yes	Yes	0[4]
Fairmont Apts 1600 S. 5th St.	Yes[3]	No	Yes	Yes	Yes	0[4]
Baylor Plaza III 2014 S. 2nd St.	No	No	Yes	Yes	No	0[4]
Jamestown Apartments 1701 S. 7th St.	No	No	Yes	Yes	No	0[4]
Pinetree Apts 824 Speight Ave.	No	No	Yes	Yes	No	0[4]
Speight Jenkins Apts 1501 S. 9th St.	Yes[3]	Yes	Yes	Yes	No	0[4]
Springhill Suites 115 S. Jack Kultgen Fwy	Yes	Yes	Yes	Yes	Yes	0[6]
Browning Place Apts 805 James Ave.	No	No	Yes	Yes	No	0[4]
Browning Square Apts 1721 S. 9th St.	No	No	Yes	Yes	No	0[4]
Quadrangle Apts 1825 S. 5th St.	Yes[3]	No	Yes	Yes	No	0[4]
11th Street Flats 1722 S. 11th St.	Yes	Yes	Yes	Yes	No	0[4]

3 Monitored by off-site vendor
4 Apartment style buildings with direct exterior access
5 Dining hall kitchen supported by Ansul R102 UL300 fire suppression system
6 Springhill Suites was utilized from 2021 until May 31, 2023 for student housing.

FIRE STATISTICS FOR STUDENT HOUSING FOR BAYLOR IN NEW YORK

STATISTICS AND RELATED INFORMATION REGARDING FIRES FOR BAYLOR NEW YORK							
RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	**CAUSE OF FIRE**	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO A FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE
Baylor in New York Program 44 W. 28th St., New York, NY 10453	2023	0	0	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A

2025 STUDENT HOUSING FIRE SAFETY SYSTEMS FOR BAYLOR IN NEW YORK

FIRE SAFETY SYSTEM INFORMATION FOR RESIDENTIAL FACILITIES FOR BAYLOR NEW YORK							
FACILITY	MONITORING BY BUPD 24/7	SPRINKLER SYSTEM	SMOKE DETECTION	PUBLIC ACCESS	FIRE EXTINGUISHERS	EVACUATION PLACARDS	FIRE DRILLS PER YEAR
Baylor in New York Program 44 W. 28th St., New York, NY 10453	No	Yes	Yes	Yes	No	Yes	0

FIRE STATISTICS FOR STUDENT HOUSING FOR BAYLOR IN WASHINGTON, D.C.

STATISTICS AND RELATED INFORMATION REGARDING FIRES FOR BAYLOR NEW YORK							
RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	**CAUSE OF FIRE**	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO A FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE
Baylor in Washington, D.C. Program 415 L St. NW Washington, D.C. 20001 425 L St. NW Washington, D.C. 20001	2023	N/A	N/A	N/A	N/A	N/A	N/A
	2024	0	0	N/A	N/A	N/A	N/A
	2025	0	0	N/A	N/A	N/A	N/A

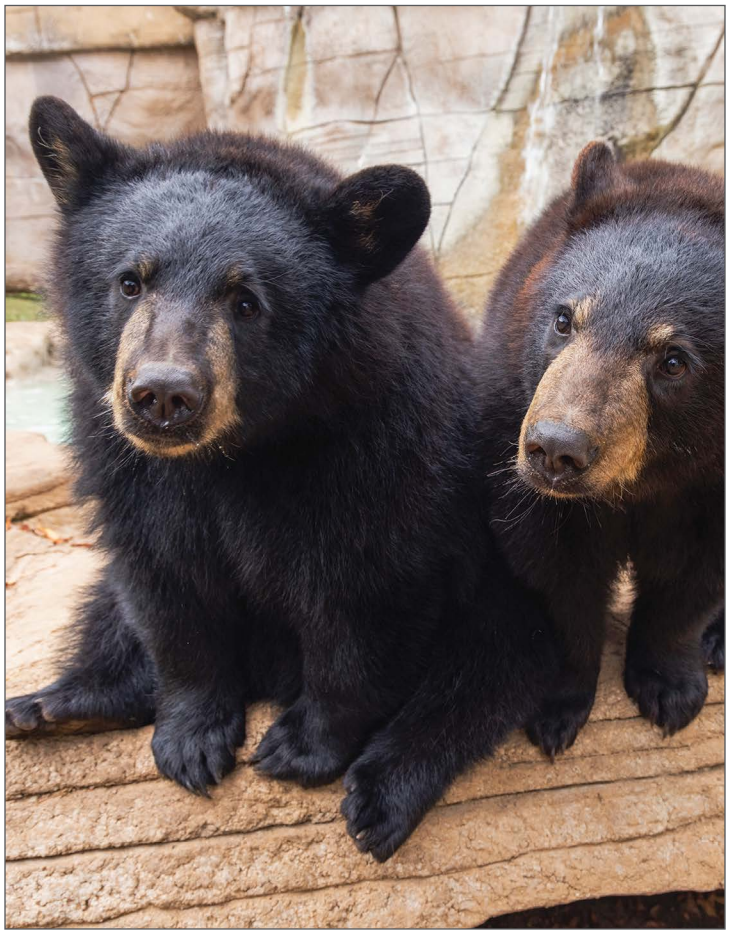
2025 STUDENT HOUSING FIRE SAFETY SYSTEMS FOR BAYLOR IN WASHINGTON, D.C.

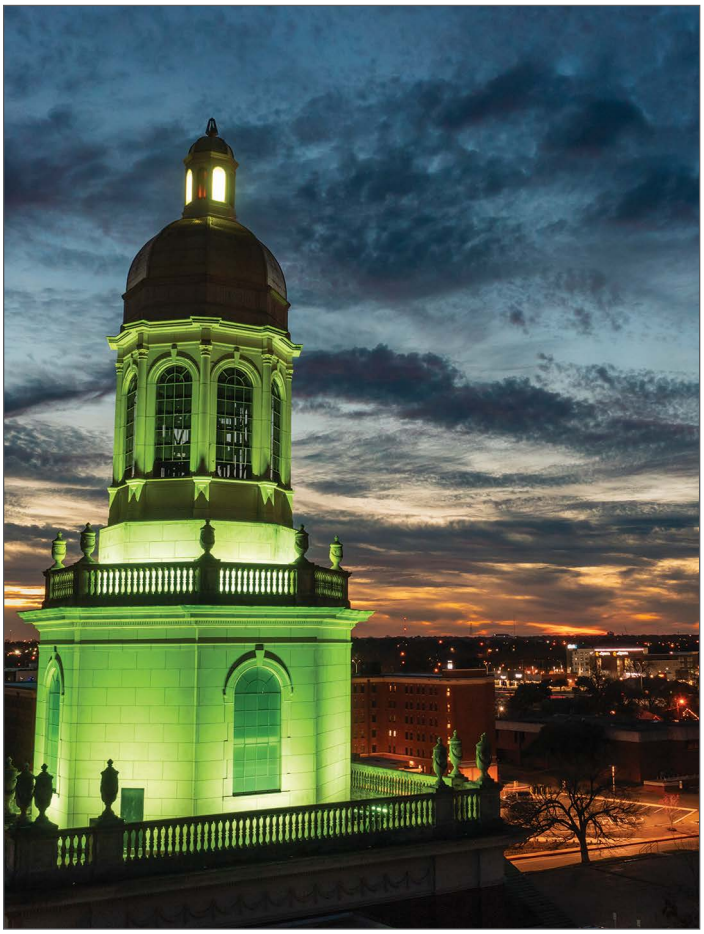
FIRE SAFETY SYSTEM INFORMATION FOR RESIDENTIAL FACILITIES FOR BAYLOR WASHINGTON, D.C.							
FACILITY	MONITORING BY BUPD 24/7	SPRINKLER SYSTEM	SMOKE DETECTION	PUBLIC ACCESS	FIRE EXTINGUISHERS	EVACUATION PLACARDS	FIRE DRILLS PER YEAR
Baylor in Washington, D.C. Program 415 L St. NW Washington, D.C. 20001 425 L St. NW Washington, D.C. 20001	No	Yes	Yes	No	Yes	Yes	0


WACO
SUMO


I Am the Good Shepherd
10 "Truly, truly, I say to you,
not enter the sheepfold
climbs in by another way,
and a robber. 2But he who
is the shepherd of the sheep.
not believe. The works that I do in my


McLANE STADIUM
GET LOUD!
JOHN EDDIE WILLIAMS FIELD
BAYLOR





Baylor University