

Loras College

2025 Clery Crime Statistics and Annual Fire Safety Report

Campus Hazing Transparency Report

It is the mission of the Department of Campus Safety to assist in every way possible in providing a safe and secure atmosphere that is conducive to the educational process. The participation of the entire campus community is necessary in order to achieve the safest campus possible. Each segment of the campus community must cooperate not only with each other but also law enforcement agencies.

DISCLOSURE OF CRIME STATISTICS

This report is prepared in compliance with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act, as modified by the Violence Against Women Act (VAWA). These acts require colleges and universities to:

- Publish an annual report containing three years of crime statistics and campus policy statements
- Disclose crime statistics for the campus, public areas, near campus, and certain non-campus facilities
- Provide campus alerts related to certain crimes that occur on or near campus and pose a potential threat to students, employees, and visitors
- Disclose in a public campus crime log any reported crime occurring on campus

A copy of this report can be provided upon request via email at LorasCollege.Security@loras.edu; in person at the Campus Safety Office, Suite 540 Alumni Campus Center; or by calling Campus Safety at 563.588.7275. This document also includes the Annual Fire Safety Report and the Campus Hazing Transparency Report.

CAMPUS SAFETY

The Department of Campus Safety is located in suite 540, on the fifth floor of the Alumni Campus Center, and at the 24-hour Information Desk, located on the fourth floor of the Alumni Campus Center. On campus, the department can be reached by phone at extension 7100 or by dialing 0. Off campus, the department can be reached by phone by calling 563.588.7100 or 563.588.7275. Individuals can file reports with the department online at: <https://loras.erezlife.com/>. If you have not yet logged in to the eRezLife system, on the login screen, click "Forgot Password." Use your Loras email that is formatted with your user ID (for example XX123456@loras.edu) and follow the steps outlined on the site. You may also file a report

in person at the Information Desk, 4th floor Alumni Campus Center, or by calling 563.588.7100.

The department consists of 11 full-time, 7 part-time, and 5 call-in employees, assisted by student employees, and is staffed 24 hours per day, 365 days each year. Security officer training, on both an annual and on-going basis, occurs with regard to emergency medical situations (CPR, AED, opioid overdose procedures and 1st Aid), fire prevention, evacuation plans, disaster recovery plans, crowd management, asset protection, risk management, student issues, mandatory reporting of child abuse and other student and employee safety matters.

The Department of Campus Safety provides several security programs including an on-campus escort service, lost and found services, and in partnership with the Student Development Division, provides student education on fire safety, personal safety, alcohol and drug education, sexual assault awareness, and other relevant safety topics.

EDUCATIONAL PROGRAMMING

The department also assists in providing educational programming opportunities relative to campus safety. Due to the changing calendar of campus activities over the course of a year, the number of security programs presented varies from month to month. The prevention programs offered include but are not limited to sexual assault awareness speakers, workshops, and events, alcohol awareness and responsible decision-making courses and events, poster campaigns, partnership with Take Back the Night, speakers on various safety topics, and more. Employees also receive campus security authority (CSA) training via video and email.

AUTHORITY OF CAMPUS SAFETY STAFF AND STATEMENT OF UNDERSTANDING

The Loras College campus falls into the jurisdiction of the Dubuque Police Department, the Dubuque County Sheriff's Department, and the Iowa Department of Public Safety. Loras College Campus Safety maintains a positive and open relationship with each of these agencies. The appropriate authorities assist the department in campus crime investigation. Campus Safety monitors and records, through local police crime data, off-campus events sponsored by recognized student organizations.

Because Loras College is a private institution, no member of the Department of Campus Safety possesses arrest authority. Loras College does, from time to time, contract police officers with full arrest authority to assist in activities and functions of the College.

REPORTING INCIDENTS

Crime prevention cannot take place without the assistance of the Loras College community. The prompt reporting of crimes and suspicious behavior as well as cooperating with the authorities during the investigation of crimes or offenses is encouraged. Your cooperation can aid us in preventing others from being victimized. Campus Safety will assist anyone in filing a report both on campus and with local law enforcement agencies.

If you receive criminal or emergency information, you are encouraged to contact local authorities via 911 (or the non-emergency dispatch number 563.589.4415) as well as the Department of Campus Safety by dialing 7100 or 0 from on campus, or 563.588.7100 from off campus. Campus community members may also file a named or anonymous report by visiting:

<https://loras.erezlife.com/>

If you have not yet logged in to the eRezLife system, on the login screen, click "Forgot Password." Use your Loras email that is formatted with your user ID (for example XX123456@loras.edu) and follow the steps outlined on the site. Once logged in, in the purple bar on the left side of the screen under "Forms", click on "Community Concern Form" to file your report.

Loras College does have individuals who are considered Campus Security Authorities under the Jeanne Clery Act. A Campus Security Authority (CSA) has significant responsibility for student and campus activities. For the purposes of clarification, CSAs often include:

- Professional staff in the Dean of Students office
- Leaders in Student Development
- Staff in the Student Activities Office (handling co-curricular activities)
- Faculty Advisors to student organizations
- Resident Advisors
- Coordinator of Greek Life
- Athletic Directors and Coaches
- Security Officers
- Event Security staff

The following positions are considered NOT to be CSA positions:

- A faculty member who has no responsibility for students beyond the classroom
- Clerical or cafeteria staff
- Facilities or maintenance staff

Under the Clery Act, CSAs are required to report crimes and incidents that occur to the Department of Campus Safety. These reported numbers are then included in the annual disclosure of campus security and campus crime statistics and annual fire report, which is distributed each fall. CSAs are required to report incidents that occur on campus, in college housing, on any College affiliated property, and on streets and sidewalks that surround campus. Crimes of the following nature must be reported:

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

Homicide: Manslaughter by Negligence: The killing of another person through gross negligence.

Homicide: Murder and Non-Negligent Manslaughter: The willful, non-negligent killing of one human being by another.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person by force or threat of force or violence and/or 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 is usually 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 theft. This includes unlawful entry with the intent to commit a larceny or felony; breaking and entering with the intent to commit larceny; housebreaking, safecracking, and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

Domestic Violence: Domestic Violence is defined as a felony or misdemeanor crime of violence committed — • By a current or former spouse or intimate partner of the victim; • By a person with whom the victim shares a child in common; • By a person who is cohabitating with, or has cohabitated with, the victim as

a spouse or intimate partner; • By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; • 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.

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

Stalking: A course of conduct directed at a specific person that would cause a reasonable person to feel fear and/or emotional distress. Examples include but are not limited to nonconsensual communication (in person, calls, messages, email, social networking, websites, gifts or any other undesired communication); following or pursuing the victim; surveillance of a victim; trespassing; vandalism; non-consensual touching; direct physical and/or verbal threats against the victim and/or his or her family; gathering of information about a person that causes discomfort; and/or manipulative or controlling behavior.

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: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration of a sex organ of another person without their consent. This offense includes both males and females.

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 temporary or permanent mental incapacity.

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

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Hate Crimes: Any Clery reportable or specified crime that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Categories of bias include:

- Race
- Gender
- Gender Identity
- Religion
- Sexual Orientation
- Ethnicity/National Origin
- Disability

Liquor Law violations and arrests, drug law violations and arrests, and weapons violations and arrests are also recorded under the Clery Act.

Additionally, CSAs must report incidents of larceny/theft (the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another), simple assault (an unlawful physical attack by one person on another where neither the offender displays a weapon nor the victim suffers obvious aggravated injuries), intimidation (to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct without displaying a weapon or attacking the victim), or destruction, damage, or vandalism if such incidents are affiliated with a hate or bias crime.

CONFIDENTIAL REPORTING

Should you be the victim of a crime which you do not choose to report, confidential assistance is available. The Loras College Counseling Center, the Loras College Health Center, and ordained clergy are not required by the Clery Act to inform Loras College authorities when a crime is reported to them. However, these departments are encouraged to report limited information to the Department of Campus Safety on a confidential basis so that the College may better evaluate the need for a campus safety alert and disclose the most accurate information available in the annual statistics report. Only information relating to the nature of the crime and its location would be provided to Campus Safety. **The identity of the victim and witnesses remain confidential when reporting to these areas.**

GEOGRAPHICAL REPORTING AREA UNDER THE CLERY ACT

Loras College reports statistics from all property owned by Loras College. This includes all college-owned houses and prior to its sale in April of 2023, the Visitation. The College also reports required statistical information that occurs on streets and sidewalks that are directly abutting Loras College property.

Also included in our statistics are the sidewalk on the east side of Alta Vista Street between Loras Boulevard and University Avenue due to the location of the Visitation through April of 2023. For the purpose of the Clery Act, the college defines campus to include the following properties:

Academic Resource Center	655 Loras Boulevard
Alumni Campus Center	855 Loras Boulevard
Athletic Wellness Center	1600 Cox Street
Beckman Hall	1501 Henion Street
Binz Hall	1525 Henion Street
Byrne Oaks	850 Kirkwood Street
Christ the King Chapel	1500 Alta Vista Street
Faber-Clark Field	701 Loras Boulevard
Fieldhouse	1550 Alta Vista Street
Grabner Sports Center	1815 Cox Street
Heitkamp Planetarium	1680 Alta Vista Street
Hennessy Hall	1600 Alta Vista Street
Hoffmann Hall	675 Loras Boulevard
Keane Hall	1450 Alta Vista Street
Maintenance Building	1450 Cox Street
Lynch Apartments-East	1560 Henion Street
"LMAC" Apartments Tower	1570 Henion Street
McCarthy Apartments-West	1580 Henion Street
Observatory	740 West 17th Street
Power Building	755 Loras Boulevard
Rock Bowl Stadium	1690 Alta Vista Street
Rohlman Hall	1700 Alta Vista Street
San Jose Swimming Pool	1901 Cox Street
Smyth Hall	1640 Alta Vista Street
St. Joseph Hall of Science	1730 Alta Vista Street
Tennis Courts	750 West 17th Street
The Visitation (<i>sold April 28, 2023</i>)	900 Alta Vista Street
Wahlert Education Building	1660 Alta Vista Street
Welcome Center	1400 Loras Parkway

College-owned house addresses:

1870 Alta Vista Street
 1880 Alta Vista Street
 1920 Alta Vista Street
 706 Angella Street
 726 Angella Street
 760 Angella Street
 770 Angella Street
 655 West 17th Street
 660 West 17th Street
 705 West 17th Street
 711 West 17th Street
 725 West 17th Street
 1381 Belmont Street
 1395 Belmont Street
 1816 Cox Street

1920 Cox Street
 830 Kirkwood Street
 908 Kirkwood Street
 840 Kirkwood Street
 890 Kirkwood Street
 920 Kirkwood Street
 930 Kirkwood Street
 998 Kirkwood Street
 776 Loras Boulevard
 810 Loras Boulevard
 820 Loras Boulevard
 830 Loras Boulevard
 840 Loras Boulevard
 860 Loras Boulevard
 870 Loras Boulevard
 880 Loras Boulevard
 548 May Place

CAMPUS EMERGENCIES

In the event of an emergency, emergency services should be contacted immediately. 911 telephone service is in effect for the entire city of Dubuque. Emergency medical care is provided at all hours at both the Finley-Unity Point Hospital (563.582.1881) and Mercy Medical Center – Dubuque (563.589.8000). A follow up call to Campus Safety at 563.588.7100 is helpful. When reporting an emergency, be sure to inform the 911 call center of the building, room, and phone number of where you are calling from.

In the event of a campus emergency or disaster, the campus emergency response team may be activated, and all directives and information are disseminated from the team. The college has a plan in place to cope with such situations as they develop. Campus community members can find emergency response procedures available in the red emergency response bags located in each classroom and residential facility and/or on the "In an Emergency" guides posted throughout campus facilities or at:

<https://lorasedu.sharepoint.com/StudentDevelopment/Safety/Documents/EMERGENCY%20RESPONSE%20GUIDE%20PDF.pdf>.

All employees must follow the appropriate emergency procedures found in the emergency response guide and/or "In an Emergency" guide. Personal safety is of utmost concern. All employees are responsible for taking precautions to ensure their safety by familiarizing themselves with this plan. Faculty are responsible for initiating emergency procedures during class sessions.

PROCEDURES FOR EVACUATION

An emergency situation on campus may require an emergency evacuation of specific areas due to a hazardous situation. The purpose of an evacuation is to remove building occupants from harm and increase safety. In the event of a fire alarm or LORAS ALERT indicating evacuation is necessary, all building occupants must leave the building to protect their own safety. Campus Safety and Residence Life staff may remain in facilities to perform emergency duties as directed.

During an evacuation, all individuals should exit the building via the nearest unobstructed exit. Individuals should not use elevators during an evacuation. Once outside, individuals should move a safe distance away from the facility, allowing others to continue to exit. Streets and driveways should be kept clear for emergency vehicles.

PROCEDURES FOR SHELTERING IN PLACE

A campus emergency may require the College to implement an emergency procedure known as “sheltering in place” or “lockdown.” This procedure is often used in life-threatening situations.

When required to shelter in place, campus community members should move into the nearest classroom, office, or residence hall room as quickly as possible. Individuals should close and lock the door, and if the door cannot be locked in an intruder or active shooter situation, use what means necessary to obstruct access to the room are including: moving furniture in front of doors or windows, tying doors closed, or other such measures. Individuals should attempt to make the room appear unoccupied by turning off lights and muting cell phones and/or other devices. Individuals should continue to shelter in place until directed by Campus Safety, Law Enforcement, or the LORAS ALERT system that it is safe to return to regularly scheduled college business.

EMERGENCY NOTIFICATION SYSTEM

All campus community members are strongly encouraged to subscribe to the LORAS ALERT system, the college’s notification system that provides voice, email, and text messaging to campus community members and their emergency contacts during an emergency. Individuals can subscribe to LORAS ALERT by visiting:

<https://lorasedu.sharepoint.com/SitePages/Home.aspx>

To update your emergency contact information, use the following link: [Loras College - Self Service](#). The link is also on Inside Loras, under the Loras Links dropdown menu.

On this page, click on your user ID in the upper right corner, and then select USER PROFILE from the dropdown menu. Please confirm your current address by reviewing the information and clicking “Confirm” on the right-hand side of the screen. If your current address is incorrect, please contact Human Resources to update your address.

Next, please add an additional email you would like notified in the event of a Loras ALERT by selecting “Add New Email”. A pop-up box will appear where you can enter an additional email address for notification – select Emergency Notif Email for the email type.

Last, please add additional phone numbers you would like contacted via phone call and/or text in the event of a Loras ALERT by clicking “Add New Phone”. A pop-up box (see below) will appear where you can enter additional phone information for notification. Select “Emergency Notif Text Msg 1” for the phone number you would like to receive text alerts. Select “Add New Phone” to add additional numbers, and then enter up to five additional phone numbers to receive a phone call or message during an alert using the phone type “Emergency Notif Phone 1 -5”.

The college also has a siren/PA outdoor alert system to provide rapid communication to the campus community.

STATEMENT ON TIMELY WARNING

In the event that a crisis arises either on or off campus that, in the judgment of the Dean of Students, Director or Assistant Director of Campus Safety, and/or his or her designee, constitutes an ongoing or continuing threat, a campus wide security alert will be issued. The warning may be issued through the college’s emergency alert system, posted on <https://lorasedu.sharepoint.com/SitePages/Home.aspx>, and/or posted on the entrances and exits of campus facilities. In some instances, the outdoor siren/PA system will be utilized.

Anyone with information warranting a timely warning via a “Security Alert” to the campus should report the circumstances to Campus Safety by phone at 563.588.7100 or 563.588.7275 by email at LorasCollege.Security@loras.edu, in person at the office located at 540 Alumni Campus Center, or at the Information Desk, open 24 hours per day, located on the fourth floor of the Alumni Campus Center.

EMERGENCY RESPONSE TEST PLAN

As required by law, Loras College has procedures in place to test the emergency response and evacuation procedures on at least an annual basis including publicizing its procedures in conjunction with at least one test per calendar year. The

college documents a description of the exercise and information about whether or not the exercise was announced or unannounced in the annual statistics disclosure. The 2025 tests of the emergency response procedures were held during unannounced drills on April 1 and October 7, 2025. The crisis response plan is reviewed annually. A tabletop training on emergency communication procedures was held for team members on November 19, 2025.

PROCEDURES FOR MISSING PERSONS

Campus community members should report missing persons to Loras College Campus Safety, accessible at 563.588.7100 or 563.588.7275, in person at 540 Alumni Campus Center or at the Information Desk, fourth floor, Alumni Campus Center, or at the online report link:

<https://loras.erezlife.com/>

Missing persons may also be reported to the Dean of Students Office, 540 Alumni Campus Center, 563.588.7417. Please note that all missing persons reports are immediately referred to Campus Safety and/or local law enforcement.

Each student living in college housing has the option to register a confidential contact person to be notified in the case that a student is determined to be missing. Only approved campus officials and law enforcement officers furthering an investigation have access to this information. Campus community members are encouraged to register a confidential contact person by contacting the Dean of Students Office, 563.588.7417 or by updating the emergency contact fields in their profile at <https://loras.erezlife.com/>.

If Campus Safety officials determine that a student for whom a missing person report has been filed has been missing for more than 24 hours, within the next 24 hours, a college official will:

- Notify the identified confidential emergency contact
- If the student is under age 18, a parent or guardian and local law enforcement will be notified
- If the student is over age 18, local law enforcement will be notified.

DAILY CRIME LOG

Campus Safety maintains a daily campus crime log that captures the date, time, general location, and nature of reported incidents. This log includes crimes that happen on campus, in non-campus property, and on public property within the campus or areas immediately adjacent to campus. The disposition of the complaint is also included if known at the time of publication. The campus crime log is available for review during regular business hours in the Campus Safety

Office, 540 Alumni Campus Center. Logs older than 60 days are available within 2 business days by request.

OFF CAMPUS EFFORTS

While Loras College is not responsible for off campus security, Loras College Campus Safety works closely with local law enforcement. When information from law enforcement agencies is shared with the College, the College will address off student behavior issues through the college's conduct process.

SECURITY OF CAMPUS FACILITIES

Loras College is a private institution of higher education. At certain hours of the night, only authorized personnel are allowed in many areas of the college. Most buildings open to the public are closed and locked after regular business hours.

Loras College uses a computerized fob access system in each of the residence halls. In an attempt to eliminate exterior doors from being propped open, electromagnetic locks are installed on all exterior doors of all residence halls as well as most other campus facilities. Once activated, these locks will not allow access to the building without the proper access fob. Entry must be made at a designated entrance with a fob reader. The electromagnetic locking system is operated in conjunction with the fire alarm system, so when an alarm is sounded, all of the locks in that particular building release allowing doors to be used as emergency exits. All lost fobs should be reported immediately to Campus Safety so they can be deactivated and replaced.

Within a residence hall, each room door may be locked. Each resident is advised to keep the room door locked at all hours of the day. Residents are held responsible for the conduct of their guests. At least one trained residence life staff member is on duty 24 hours per day. Depending on the rules of the specific floor, visitation by members of the opposite sex may be limited to certain hours of the day. Unauthorized individuals found within residence halls are subject to college discipline and/or arrest by local authorities.

Campus Safety routinely checks academic buildings which are closed during non-business hours to ensure they remain locked. Each building has a scheduled time to be secured and only authorized staff members are issued keys to secured buildings.

Campus Safety monitors campus accesses 24 hours per day, 7 days per week. Campus pathways are lighted throughout the night. Campus lighting is inspected daily. Maintenance crew members routinely replace lights, trim shrubbery, and remove snow, ice and debris from pathways and parking lots.

SEXUAL MISCONDUCT POLICY AND GRIEVANCE PROCEDURES (From the Loras College Student Handbook)

Sexual Misconduct Policy

The College prohibits, forbids, and does not tolerate sexual misconduct of any kind, including, without limitation, rape, sexual assault, sexual abuse, dating violence, domestic violence, stalking, sexual exploitation, and/or other sexual misconduct (Refer to “Addressing Sexual Offenses-Policies and Procedures” in Safety and Security section of Student Handbook). Examples of sexual misconduct may include, but are not limited to the following examples of unwelcome acts:

Verbal: Insults, threats, jokes or derogatory comments based on gender; sexual innuendo or suggestive comments; sexual propositions or advances; pressure for sexual favors; corruption of a minor; importuning or public indecency.

Nonverbal: Posting of sexually suggestive or derogatory pictures, cartoons, or drawings; making suggestive or insulting noises, leering, or whistling; making obscene gestures; corruption of a minor; importuning; voyeurism or public indecency.

Physical: Touching, pinching, squeezing, patting or brushing against the body; impeding or blocking normal work or movement; coercing sexual intercourse or assault, rape or sexual battery; sodomy or assault with an object; corruption of a minor; importuning; public indecency; felonious penetration including oral penetration, penetration with a body part, or penetration with an object no matter how slight; or prostitution. Violent behavior is unacceptable in our community and all cases involving violence will be referred to the College Hearing Board for review. The College Hearing Board hears cases where the outcome may include suspension or expulsion.

Sexual Abuse/Sexual Assault/Rape: Any sexual act between any persons is sexual abuse by either party when the act is performed with the other participant in any of the following circumstances:

- The act is done by force or against the will of the other, including but not limited to rape or attempted rape.
- If the consent or acquaintance of the other is procured by threats of violence toward any person.
- If the act is done while the other is under the influence of a drug-induced sleep or is otherwise in a state of unconsciousness.
- When the victim is incapable of giving consent because he or she suffers from a mental defect or incapacity.

- When the victim lacks the mental capacity to know the right and wrong of conduct in sexual matters.
- When the other person is a child.

Please note that this includes non-consensual sexual intercourse (rape), non-consensual sexual contact (sexual assault) and sexual exploitation. The college defines rape as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration of a sex organ of another person without their consent. This includes the touching of an unwilling person's intimate parts (defined as genital, groin, breast, buttocks, or the clothing covering these areas) or forcing an unwilling person to touch another's intimate parts. Violent behavior is unacceptable in our community and all cases involving violence will be referred to the College Hearing Board for review. The College Hearing Board hears cases where the outcome may include suspension or expulsion.

Sexual Exploitation: Sexual exploitation is taking sexual advantage of another person without consent for one's own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited or engaging in sexual intimidation. Examples of sexual exploitation may include but are not limited to the following:

- Causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage over such other person.
- Causing the prostitution of another person.
- Electronically recording, photographing, or transmitting identifiable utterances, sounds, or images of private sexual activity and/or the intimate body parts (including genitalia, groin, breast, or buttocks).
- Allowing third parties to observe private sexual acts of a participant without the participant's consent.
- Voyeurism (spying on others who are in intimate or sexual situations).
- Threatening to sexually assault another person.
- Stalking, including cyber-stalking.
- Engaging in indecent exposure.

Sexual Harassment: Sexual Harassment includes, but is not limited to unwelcome sexual advances; requests for sexual favors; sexually motivated physical contact or other verbal, non-verbal or physical conduct or communication of a sexual nature when:

- Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment or education; or

- Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education; or
- That conduct or communication has the purpose or effect of substantially interfering with an individual's employment or education, or of creating an intimidating, hostile or offensive employment or educational environment.

Dating Violence: Dating Violence is defined as the intentional use of physical, sexual, verbal, or emotional abuse by a person to threaten, harm, intimidate, or control another person in a dating relationship. Violent behavior is unacceptable in our community, and all cases involving violence will be referred to the College Hearing Board for review. The College Hearing Board hears cases where the outcome may include suspension or expulsion.

Domestic Violence: Domestic violence is defined as : 1) an act that is intended to cause pain or injury to another person; 2) an act results in physical contact which will be insulting or offensive to another person; 3) an act that is intended to place another person in fear of immediate physical contact which will be painful, injurious, insulting, or offensive; 4) intentionally pointing a firearm toward another person; or 5) displaying a dangerous weapon toward another person in a threatening manner when the other person is a current or former spouse, domestic or intimate partner, someone with whom the actor shares custody of a child, someone with whom the actor cohabitates, or someone who is situated as a spouse. (Please note roommates are not considered a domestic relationship unless they are involved in a relationship defined as domestic above). Violent behavior is unacceptable in our community, and all cases involving violence will be referred to the College Hearing Board for review. The College Hearing Board hears cases where the outcome may include suspension or expulsion.

Stalking: Loras College is determined to provide a campus atmosphere free of violence for all members of the campus community. For this reason, Loras College does not tolerate stalking, and will hold students who engage in stalking behaviors accountable through the college's judicial system. The College will also report students who engage in stalking behavior to the local authorities. Loras College is committed to supporting victims of stalking through available campus counseling and health services and can assist with referrals to community support services. This policy applies to all members of our campus community. The College defines stalking as a course of conduct directed at a specific person that would cause a reasonable person to feel fear/significant emotional distress. Stalking behaviors may include but are not limited to:

- Non-consensual communication including in-person communication, telephone calls, voice messages, text messages, email, social networking site postings, instant messages, postings of pictures or information on websites, written letters, gifts or any other communications that are undesired and/or place another person in fear.
- Following, pursuing, waiting or showing up uninvited at a workplace, place of residence, classroom or other locations frequented by a victim.
- Surveillance and other types of observation, whether by physical proximity or electronic means.
- Trespassing.
- Vandalism.
- Non-consensual touching.
- Direct physical and/or verbal threats against a victim or a victim's loved ones.
- Gathering information about a victim from family, friends, co-workers and/or classmates.
- Manipulative and/or controlling behaviors such as threats to harm oneself or threats to harm someone close to the victim Defamation or slander against the victim. Victims of stalking have the right to learn the outcome of their case, including any recommended sanctions.

Statement of Non-Discrimination

Loras College does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment.

General Information/Reporting Information

Loras College prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to:

- the Title IX Coordinator, Nancy Fett, at Nancy.Fett@loras.edu or 563.588.7029
- Campus Safety, in person at 540 Alumni Campus Center, or 563.588.7275
- File a report online at: <https://loras.erezlife.com/> (log in and select "Community Concern Form" to file a report.
- Contact the Loras College Counseling Center or Health Center to receive assistance and access to counseling resources from a trained advocate. Please note: Sexual misconduct reports made to the Counseling Center or Health Center will be kept strictly confidential unless the student releases information to other authorities
- Contact law enforcement authorities by calling the Dubuque Police Department if the alleged conduct

occurred within the City of Dubuque. If the assault occurred in another area of Dubuque County, call the Dubuque County Sheriff's Department. Both Departments can be reached by dialing 911. Loras College officials will assist with reporting if an individual would like assistance.

Loras College has adopted Title IX grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator. These grievance procedures address complaints of sex-based harassment that involve a student.

When the involved person is both a student and an employee of a postsecondary institution, the 2024 amendments require an institution to make a fact-specific inquiry to determine whether the requirements of § 106.46 apply. In making this determination, a postsecondary institution must, at a minimum, consider whether the party's primary relationship with the postsecondary institution is to receive an education and whether the alleged sex-based harassment occurred while the party was performing employment-related work.

The Catholic tradition affirms the inherent dignity of each person and the need to respect it: "When we deal with each other, we should do so with the sense of awe that arises in the presence of something that is holy and sacred. For that is what human beings are: we are created in the image of God." (US Bishops, Economic Justice for All). Thus, Loras College is committed to a positive learning and working environment for its students and employees and will not tolerate sexual misconduct. This principle is consistent with the mission of the College that "recognizes the human dignity of each individual and challenges men and women to grow with purpose and direction."

Sexual misconduct is demeaning and degrading and can have a negative impact on a person's performance at work or in class. Loras College does not tolerate sexual misconduct of any kind and will take disciplinary actions up to and including discharge for College employees and expulsion of students who are determined to have committed an act of sexual misconduct.

This policy applies to all students of, or visitors to, Loras College and those otherwise associated with the College to include but not limited to administrators, faculty, staff (administrative, professional and hourly), students, vendors, contractors, volunteers and internship supervisors. The College may impose discipline or sanctions wherever sexual misconduct occurs if there is any connection between the misconduct and a person's participation in a College-sponsored organization,

program, or activity, or if the conduct poses a risk of harm to any member of the campus community.

The fact that someone did not intend to sexually harass an individual is not necessarily a defense to a complaint of sex discrimination. Regardless of intent, it is the duration, effect and characteristics of the behavior that determine whether the behavior constitutes sex discrimination. Harassing conduct may be disciplined even if the complaining person is not the intended target of the conduct. Academic presentations of the Catholic Church's moral teaching regarding sexuality are considered appropriate and consistent with the College's mission and may not be claimed as violations of this policy.

The Equal Employment Opportunity (EEO) Officer shall be responsible for promoting understanding and acceptance of, and assuming compliance with local, State and Federal laws and this policy. The EEO Officer will ascertain that notice of this policy is circulated to the employees and students of Loras College. The policy will be incorporated into the Student Handbook, as well as the handbooks for faculty, salaried and hourly employees. Resource materials and educational programs on this policy and on the prevention of harassment shall be provided to employees and students. Information on this policy will also be distributed to volunteers, internship supervisors, vendors and contractors.

Title IX Coordinator

At Loras College, the Title IX Coordinator is Nancy Fett. She can be reached at her office, Hennessy Hall 401, or via phone at 563.588.7029.

The Title IX Coordinator coordinates all matters related to sex discrimination and sexual misconduct at the College and will coordinate the efforts of the college to comply with Title IX Law.

The Title IX Coordinator is responsible for:

- Ensuring both the complainant and respondent are aware of the seriousness of the complaint
- Explaining Loras College's sexual misconduct policy and procedures
- Exploring various means of resolving the complaint
- Making referrals to the Counseling Center or other resources if appropriate
- Discussing with the complainant the option of notifying police if criminal activity was reported
- Conducting or arranging an investigation of the prohibited conduct
- Preparing or overseeing any reports, recommendations, or remedial actions that are

- needed or warranted to resolve any prohibited conduct
- Assessing each complaint individually

Title IX and Responsible Employees

For the purposes of Title IX, responsible employees are defined as those employees with the authority to act and redress sexual violence and have been given the duty of reporting incidents of sexual misconduct by students and employees to the Title IX Coordinator.

All Loras College employees are designated as responsible employees, except for those employees who are authorized or required by law to keep information confidential by virtue of their role (Counseling Center employees, Health Center employees, and Ordained Clergy are able to keep information confidential). Responsible employees have a duty to report incidents of sexual violence or misconduct to the College's Title IX Coordinator, Nancy Fett, at Nancy.Fett@loras.edu or 563.588.7029, or other designated College official, such as the Dean of Students Office or Campus Safety.

Loras College Statement of Consent

The College believes that consent is essential in matters involving sexual activity. Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent is informed through mutually understandable words or actions that create clear permission regarding willingness to participate in a mutually agreed upon sexual activity and is assessed objectively based on the totality of circumstances from the standpoint of a reasonable person. Silence or lack of resistance does not demonstrate consent. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. The definition of consent does not vary based upon an individual's sex, sexual orientation, gender identity, or gender expression. Talking with a partner about sexual activity may seem awkward, but such conversations serve as the basis for sexual experiences in the context of mutual willingness and respect.

Consensual sexual activity recognizes sober, verbal communication, free of threats or other coercion. At any time during consensual sexual activity, a person may withdraw consent and/or refuse to continue further with any sexual activity. From the point of withdrawal of consent or refusal, any previous consent is rendered invalid and sexual activity must stop. College policy recognizes that someone who is under the influence of drugs and/or alcohol is unable to give consent.

Consensual Amorous Relationship Policy

Employees should be sensitive to the fact that they have a professional responsibility for students in such matters as counseling, evaluating, supervising, advising, and providing services to students as a part of the school program. Consensual relations are defined as amorous, romantic, or sexual relationships into which both parties have voluntarily entered. They become of concern to the College when one person in a relationship is in a position of authority over another. Examples of these situations include but are not limited to relationships between instructors and students, supervisors and employees or administrators and students.

Consensual relationships of these types are prohibited. These relationships can violate the trust between instructors and students, administrators and students or supervisors and employees. Most critically, they contain inherent potential for abuse of power and authority. Anyone who engages in a sexual relationship with a person over whom he or she has any degree of authority must understand that the degree to which such a relationship is truly mutually consensual may be questioned at any time. Even when both parties have apparently consented at the outset, such consent does not invalidate a subsequent charge of sexual misconduct after one party withdraws his or her consent and communicates that decision to the other party.

Limited Amnesty

While Loras does not condone underage drinking or violation of other College policies, it considers reporting Title IX Offenses to be of paramount importance. To encourage reporting and adjudication of Title IX Offenses, Loras College extends limited amnesty to students who have been victims/survivors of a Title IX Offense. The College will generally not seek to hold the student responsible for a violation of the alcohol and drug policy during the period immediately surrounding the offense.

Retaliation Policy

Consistent with state and federal laws, this policy prohibits retaliation against a person for: reporting discrimination and/or harassment; filing a complaint of discrimination or harassment; or participating in the investigation or adjudication of such a complaint. Retaliation is also prohibited against persons who assist others in bringing a complaint of discrimination or harassment by offering advice and moral support or by giving testimony or documentary evidence in response to a complaint.

Retaliation is defined as conduct that may reasonably be perceived to:

- adversely affect a person's educational, living, or work environment because of his or her good-faith

- participation in the reporting, investigation, and/or resolution of a report of a violation of this policy or
- discourage a reasonable person from making a report or participating in an investigation under this policy, any other College policy, or any other local, state, or federal complaint process, e.g., filing a complaint with an entity such as the U.S. Department of Education.

Retaliation includes, but is not limited to, acts or words that constitute intimidation, threats, or coercion intended to pressure any individual to participate, not participate, or provide false or misleading information during any proceeding under this policy. Retaliation may include abuse or violence, other forms of harassment, and/or making false statements about another person in print or verbally with intent to harm their reputation.

Retaliation can be committed by any individual or group of individuals, not just a Responding Party or a Complaining Party. Retaliation constitutes a violation of this policy even when the underlying allegations did not result in a finding of responsibility.

Any person who retaliates against an individual reporting, filing, or participating in the investigation or adjudication of a complaint of discrimination or sexual misconduct as defined in this policy is subject to disciplinary action up to and including expulsion or termination. Retaliation is prohibited even if the underlying complaint is dismissed or deemed to lack merit.

Who May File a Complaint

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

- A “complainant,” which includes a student or employee of Loras College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX;
- A person other than a student or employee of Loras College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in Loras College’s education program or activity;
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
- Or Loras College’s Title IX Coordinator.

Please note that a person is entitled to make a complaint of sex-based harassment only if they themselves are alleged to have been subjected to the sex-based harassment, if they have a legal right to act on behalf of such person, or if the Title IX Coordinator initiates a complaint consistent with the requirements of 34 C.F.R. § 106.44(f)(1)(v).

Additional Information Regarding Complaints

Loras College may consolidate complaints of sex discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.

When a Title IX Coordinator is notified of conduct that reasonably may constitute sex discrimination under Title IX (and in the absence of a complaint or the withdrawal of any or all of the allegations in a complaint, and in the absence or termination of an informal resolution process), the Title IX Coordinator must determine whether to initiate a complaint of sex discrimination as required under Title IX.

The College is not permitted to consolidate complaints if consolidation would violate the Family Educational Rights and Privacy Act (FERPA). Consolidation would not violate FERPA when a postsecondary institution obtains prior written consent from eligible students to the disclosure of their education records.

Grievance Information

Loras College will treat complainants and respondents equitably and provide for the prompt and equitable resolution of complaints.

Loras College requires that any Title IX Coordinator, investigator, or decisionmaker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. As long as there is no conflict of interest or bias, a decisionmaker may be the same person as the Title IX Coordinator or investigator.

Loras College presumes that the respondent is not responsible for alleged sex discrimination until a determination is made at the conclusion of its grievance procedures.

The College estimates complaint resolution will take 60-90 days but, in some instances, may require additional time based on the circumstances of the complaint and the academic calendar. The College may allow for the reasonable extension of timeframes on a case-by-case basis for good cause with

written notice of any extension to the parties that includes the reason for the delay.

Loras College will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consulting with their family members, confidential resources, or advisors; or otherwise preparing for or participating in the grievance procedures. The parties cannot engage in retaliation, including against witnesses.

Loras College will objectively evaluate all evidence that is relevant and not otherwise impermissible including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by Loras College to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:

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

Upon initiation of these Title IX grievance procedures, Loras College will notify the parties in writing of the following with sufficient time for the parties to prepare a response before any initial interview:

- Loras College's Title IX grievance procedures and any informal resolution process;
- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sex-based harassment, and the date(s) and location(s) of the alleged incident(s);
- Retaliation is prohibited;
- The respondent is presumed not responsible for the alleged sex-based harassment until a determination is made at the conclusion of the grievance procedures. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decisionmaker;
- The parties may have an advisor of their choice who may be, but is not required to be, an attorney;

The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an investigative report that accurately summarizes this evidence.

- If Loras College provides access to an investigative report, the parties are entitled to an equal opportunity to access the relevant and not impermissible evidence upon the request of any party; and
- Loras College's Code of Conduct prohibits knowingly making false statements or knowingly submitting false information during grievance procedures.

If, during an investigation, the College decides to investigate additional allegations of sex-based harassment by the respondent toward the complainant that are not included in the written notice or that are included in a consolidated complaint, it will provide written notice of the additional allegations to the parties.

Dismissal of a Complaint

Loras College may dismiss a complaint if:

- The College is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in Loras College's education program or activity and is not employed by Loras College;

- Loras College obtains the complainant's voluntary withdrawal in writing of any or all of the allegations;
- The Title IX Coordinator declines to initiate a complaint, and the College determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or
- Loras College determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX.

Before dismissing the complaint, Loras College will make reasonable efforts to clarify the allegations with the complainant. Upon dismissal, the College will promptly notify the complainant in writing of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the College will notify the parties simultaneously in writing. The College will notify the complainant that a dismissal may be appealed on the basis outlined in the Appeals section. If dismissal occurs after the respondent has been notified of the allegations, then the College will also notify the respondent that the dismissal may be appealed on the same basis. If a dismissal is appealed, the College will follow the procedures outlined in the Appeals section.

When a complaint is dismissed, Loras College will, at a minimum:

- Offer supportive measures to the complainant as appropriate;
- If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within Loras College's education program or activity.

Investigation Information

Loras College will provide for adequate, reliable, and impartial investigation of complaints. The burden is on Loras College (not on the parties) to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred.

Loras College will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all meetings or proceedings with sufficient time for the party to prepare to participate.

The College will provide the parties with the same opportunities to be accompanied to any meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The College will not limit the choice or presence of the advisor for the complainant or respondent in any meeting or proceeding. The College may establish restrictions regarding the extent to which the advisor may participate in these grievance procedures, as long as the restrictions apply equally to the parties.

Loras College will provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible. The College will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

Loras College will provide each party and the party's advisor, if any, with an equal opportunity to access the evidence that is relevant to the allegations of sex-based harassment and not otherwise impermissible, in the following manner:

- Loras College will provide an equal opportunity to access either the written investigative report that accurately summarizes evidence collected and will further provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party. At Loras, this opportunity is available during the hearing board preparation process.
- Loras College will provide a reasonable opportunity to review and respond to the evidence or the investigative report. At Loras College, individuals may respond to this report during the hearing board session.
- Loras College will take reasonable steps to prevent and address the parties' and their advisors' unauthorized disclosure of information and evidence obtained solely through the sex-based harassment grievance procedures.

Questioning the Parties and Witnesses

Loras College will provide a process that enables the college hearing board to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex-based harassment.

During the hearing board session, Loras College's process for proposing and asking relevant and not otherwise impermissible questions and follow-up questions of parties and witnesses,

including questions challenging credibility, will allow the hearing board to ask such questions, and allow each party to propose such questions that the party wants asked of any party or witness and have those questions asked by the hearing board, subject to the procedures for evaluating and limiting questions discussed below.

As related to procedures for the hearing board to evaluate the questions and limitations on questions, the hearing board will determine whether a proposed question is relevant and not otherwise impermissible before the question is posed and will explain any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing of the party or witness being questioned will not be permitted.

The decisionmaker will give a party an opportunity to clarify or revise a question that the decisionmaker determines is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked.

The hearing board may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The hearing board will not draw an inference about whether sex-based harassment occurred based solely on a party's or witness's refusal to respond to such questions.

Hearing Procedures

The College Hearing Board will hear issues of student sexual misconduct. All board members and alternates were trained by the board chair in Title IX/Clery Act. Training material information is available at <https://www.loras.edu/campus-life/health-and-safety/title-ix-resources-and-reporting/> by scrolling to the bottom of the page, under the "Training Materials" section.

Loras College will conduct the live hearing with the parties physically present on campus or, at the College's discretion or upon the request of either party, will conduct the live hearing with the parties physically present in separate locations on campus with technology enabling the hearing board and parties to simultaneously see and hear the party or witness while that person is speaking.

Loras College will create an audio transcript of any live hearing and make it available to the parties for inspection and review upon request.

To determine whether sex-based harassment occurred, following an investigation and evaluation of all relevant and not otherwise impermissible evidence, Loras College will:

- Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred. The standard of proof requires the hearing board to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the hearing board is not persuaded under the applicable standard by the evidence that sex discrimination occurred, whatever the quantity of the evidence is, the hearing board will not determine that sex discrimination occurred.
- Notify the parties simultaneously in writing of the determination whether sex-based harassment occurred under Title IX including:
 - A description of the alleged sex-based harassment;
 - Information about the policies and procedures that Loras College used to evaluate the allegations;
 - The hearing board's evaluation of the relevant and not otherwise impermissible evidence and determination whether sex-based harassment occurred;
 - When the hearing board finds that sex-based harassment occurred, any disciplinary sanctions the College will impose on the respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by the College to the complainant, and, to the extent appropriate, other students identified by the College to be experiencing the effects of the sex-based harassment; and
 - Loras College's procedures and permissible bases for the complainant and respondent to appeal.

Loras College will not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the Title IX grievance procedures that the respondent engaged in prohibited sex discrimination.

If there is a determination that sex discrimination occurred, as appropriate, the Title IX Coordinator and/or their designee will:

- Coordinate the provision and implementation of remedies to a complainant and other people the College identifies as having had equal access to the College's education program or activity limited or denied by sex discrimination;

- Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions;
- Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the College's education program or activity;
- Comply with the Title IX grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- Not discipline a party, witness, or others participating in the Title IX grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

The determination regarding responsibility becomes final either on the date that Loras College provides the parties with the written determination of the result of any appeal, or, if no party appeals, the date on which an appeal would no longer be considered timely.

Appeals

Loras College will offer an appeal from a dismissal or determination whether sex-based harassment occurred on the following basis:

- The student believes the College Hearing Board decision was flawed procedurally;
- College policy was not applied correctly;
- Additional information not reasonably available at the time of the hearing before the College Hearing Board, which could alter the outcome of the case; or
- The student believes that there was a conflict of interest or bias on the part of the Title IX Coordinator, investigator, or decision maker.

If a party appeals a dismissal or determination whether sex-based harassment occurred, Loras College will:

- Notify the parties in writing of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- Implement appeal procedures equally for the parties;
- Ensure that the review board for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
- Ensure that the appeal board for the appeal has been trained consistent with the Title IX regulations;
- Communicate to the parties in writing that Loras College will provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and

- Notify the parties in writing of the result of the appeal and the rationale for the result.

Any additional procedures or bases for appeal Loras College offers will be equally available to all parties.

The request for review will be considered by a Review Board, appointed by the Dean of Students, and consisting of one faculty member, one staff member, and one student. If the Review Board determines there is valid basis for review, a review hearing will be scheduled.

Following the review hearing, the Dean of Students shall recommend a course of action to be taken. The recommendation may include:

- Affirm the decision of the College Hearing Board;
- Remand the case to the College Hearing Board with instructions for a rehearing;
- Modify the sanction(s) imposed by the College Hearing Board; or
- Reject the decision of the College Hearing Board and dismiss the complaint.

The decision of the Dean of Students is final.

Supportive Measures

Loras College will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to the College's education program or activity or provide support during Loras College's Title IX grievance procedures. For complaints of sex-based harassment, these supportive measures may include referrals to counseling services, deadline extensions and other course-related adjustments, campus escort services, increased security/monitoring, restrictions on contact, leaves of absences, training and education, voluntary or involuntary changes in class, work, housing, and/or extracurricular activities.

Disciplinary Sanctions and Remedies

Following a determination that sex-based harassment occurred, Loras College may impose disciplinary sanctions/remedies, which may include the following:

Reprimand: When a student is reprimanded, oral and written notification shall be made to the student warning that continuation or repetition of the specified conduct may be the cause for further disciplinary action. A reprimand becomes part of a student's disciplinary record in the Office of the Dean of Students but is not a part of the student's academic record.

Restriction: A restriction upon a student's privileges for a period of time may be imposed. This restriction may include, but is not limited to, denial of the right to represent the College in any way, the denial of the use of the facilities or denial of the opportunity to participate in co-curricular activities.

Reprimand with Restrictions: A reprimand may include restrictive conditions, the terms of which shall be furnished, in writing, to the student.

Educational Sanction: The conduct officer may confer with the student and prescribe a project or class beneficial to the individual, campus, or community. This project or class may be given alone, in conjunction with other sanctions or in substitution for other sanctions if the project is successfully completed.

Fine: A student may receive a monetary fine as a consequence of a policy violation.

Restitution: A student who has committed an offense against property or another person may be required to reimburse the College or other owner or injured party for damages, misappropriations of property or injuries received. Any such payment in restitution shall be limited to the actual cost of repair or replacement and/or financial restitution for physical injury, such as medical bills. Failure to pay will result in a disciplinary withholding of a student's records and/or a "hold" being placed upon the student's further enrollment.

Enrollment Hold: Should a student not respond to a request to meet with a conduct officer or the Assistant Dean of Students, such officer may either place a hold on the student's opportunity to enroll in subsequent semesters or may declare a default by the student and impose disciplinary sanctions. The student must be notified in person or through the mail at least five (5) College working days prior to sanctions being imposed.

Cancellation of Enrollment: In instances where the Assistant Dean of Students has placed a hold on a student's enrollment for failure to comply with sanctions resulting from a prior informal or formal hearing, such hold may be cleared with the condition that the student's enrollment will be canceled for failure to meet the conditions of the clearance.

Graduation Hold: Should a student not respond to a request to meet with a hearing officer or the Assistant Dean of Students or if a student does not comply with already imposed disciplinary sanctions, then the Dean of Students may place a hold on his or her participation in graduation exercises and his/her diploma.

Disciplinary Probation: A student on probation is deemed not in good standing with the College, and his/her enrollment as a student on probation may be conditioned upon adherence to the rules and regulations. Any student placed on probation will be notified of the terms and length of the probation (which often includes meetings with a probation mentor and written reflection). Probation will occur during times the student is scheduled to be on campus. Any conduct in violation of the probation may result in a College Hearing Board hearing, which can lead to the imposition of additional restrictions, suspension, or expulsion.

Disciplinary Suspension: If a student is suspended, the suspension is effective immediately, he/she is deprived of student status and must carry out total separation (student shall not visit attend events, or otherwise enter college property) from the College for a specified period of time. Students who choose to violate their suspension and return to campus without express permission from the Dean of Students will be escorted from college property and may face arrest/legal action. A student placed on suspension will be withdrawn from classes. Conditions of readmission shall be stated in the letter of suspension. Such order of suspension shall remain a part of the student's disciplinary record in the Dean of Students' Office. If a student is suspended, the date of the suspension is the board or administrator decision date. This date is non-negotiable, and all college processes will be based on this date. No additional refunds will be given to the student, and the student will receive grades of W for current courses.

Involuntary Withdrawal from the College: Provisions for administrative withdrawal related to a psychological or physical health problem are addressed separately under the Counseling Center and Health Center sections of this handbook.

Loras College is committed to protecting student safety and preserving the integrity of our learning environment. There may be times when separating a student and the college becomes necessary to preserve student safety and/or the learning environment. When a student engages in behaviors that violate the College's code of conduct, the behavior is addressed as a discipline matter through the student conduct system. There may be times when a student's observed conduct, actions, and/or statements indicate a threat to the health or safety of the student or someone else, and/or cause a disruption to the campus community.

In these instances, the college may choose to use an involuntary withdrawal process to address the safety issue and/or disruption to the community. The involuntary withdrawal process is to be used in cases where a student situation exceeds the College's services or resources. In these

instances, typically students will be afforded the opportunity to voluntarily withdraw from the institution. If the student chooses not to voluntarily withdraw, the College may involuntarily withdraw a student in situations where:

- The student is unwilling or unable to carry out self-care obligations
- The student has physical or mental health needs requiring a level of care that exceeds what the College can provide
- The student represents a risk of seriously affecting the health or well-being of any other student or campus community member
- The safety of others is threatened by the student
- The student consumes an inordinate amount of staff/faculty time and/or resources
- The student creates conditions disruptive to the campus community

The college designates the Threat Assessment Team, coordinated by the Dean of Students Office, to make determinations regarding involuntary withdrawal. The decision, which is not intended to be disciplinary, is made on a case-by-case basis using all available incident reports, conversations with faculty, staff and students, the Dean's Offices, the expert opinion of appropriate professionals, and anyone else considered to have relevant information.

The Threat Assessment Team will review the student's medical information; nature, duration, and severity of any threats to self or others; the probability the student may follow through on the threat; whether or not there are alternatives to sufficiently mitigate the threat/involuntary leave; whether or not the student can carry out self-care obligations; and/or the amount of College faculty/staff time or resources required and whether or not the student's situation can be resolved by the College in a reasonable amount of time or effort.

Within a reasonable amount of time, the Threat Assessment Team will decide regarding the withdrawal, and the Dean of Student's Office will present that decision to the student in writing. If there is a determination of involuntarily withdrawal that is based on medical factors, the withdrawal will be labeled a medical withdrawal. A determination of involuntary withdrawal based on any other factors would be recorded as an involuntary withdrawal. If a student receives notification of medical or involuntary withdrawal, it will contain information indicating whether re-enrollment at the College is possible, and if possible, any conditions that would need to be met by the student prior to reenrollment. A hold will be placed on the student's account by the Registrar indicating this information.

The date of withdrawal should reflect the student's last date of class attendance.

A student wishing to re-enroll in the institution should notify the Dean of Student's Office of the intent to re-enroll and complete an application for reinstatement form available at the Dean of Students Office, 540 Alumni Campus Center. The Threat Assessment Team will review applications for reinstatement related to involuntary withdrawal and will determine on a case-by-case basis the request for re-enrollment. Approval for re-enrollment may only be granted if the Threat Assessment Team determines that, in its judgement, the issues that caused the involuntary withdrawal are no longer present or have been safely mitigated or managed.

Reasonable deviations from this procedure will not invalidate a decision unless significant prejudice to a student occurs. Please note that the involuntary withdrawal process does not release the student of any legal, disciplinary, housing, meal plan, or other student responsibilities or financial obligations to the College. No additional refunds will be given to the student, and the student will receive grades of W for current courses.

Disciplinary Expulsion: Expulsion normally entails a permanent separation from the College (student shall not visit, attend events, or otherwise enter college property at all in the future). Students who choose to violate their expulsion and return to campus without express permission from the Dean of Students will be escorted from college property and may face arrest/legal action. The imposition of this sanction shall become a part of the student's permanent disciplinary record. If a student is expelled, the date of the expulsion is the board or administrator decision date. This date is non-negotiable, and all college processes will be based on this date. No additional refunds will be given to the student, and the student will receive grades of W for current courses.

Although not intended to be all-inclusive, the above are possible sanctions that may be imposed, either singularly or in combination, upon a student for infractions of College policies. Please note that students who fail to follow through on an assigned disciplinary sanction may be referred to the College Hearing Board.

Advocacy and Counseling Resources

Any survivor of sexual violence has a right to counseling referral from the Loras College Counseling Center and to receive assistance from a trained advocate. The following counseling resources are available to students, faculty and staff:

Loras College Counseling Center
Alumni Campus Center Room 473
Dubuque, IA 52001
563.588.7085

563.588.7100 (Emergency)
Rape Victim Advocacy Program
(800) 284-7821 (Statewide Hot Line)

Title IX Coordinator
563.588.7029

Riverview Center, Inc. Sexual Assault Prevention and
Intervention Services
2600 Dodge St.
Dubuque, IA 52003
563.557.0310

Catholic Charities
1229 Mt. Loretta
Dubuque, IA 52003
563.588.0558
Crisis Line
563.588.4016

YMCA Domestic Violence Program
35 N. Booth
Dubuque, IA 52001
563.556.1100

APPLICABLE STATE STATUTES

State of Iowa Statutes Regarding Consent

The State of Iowa defines incapacitation as meaning a person is disabled or deprived of ability as follows:

- “Mentally incapacitated” means that a person is temporarily incapable of apprising or controlling the person’s own conduct due to the influence of a narcotic, anesthetic or intoxicating substance.
- “Physically helpless” means that a person is unable to communicate an unwillingness to act because the person is unconscious, asleep or is otherwise physically or mentally limited.
- “Physically incapacitated” means that a person has a bodily impairment or handicap that substantially limits the person’s ability to resist or flee.

State of Iowa Statutes Regarding Sexual Misconduct

The State of Iowa and Loras College use the following sexual abuse definition. Sexual abuse is considered a felony as defined in Section 709 of the Iowa State Code. Sexual assault is considered first-degree sexual abuse under Iowa law. Sexual

assault is defined as forced penetration of the vagina, anus or mouth with a finger, penis or any other object. Although the term “rape” is used in this policy and in other educational material, the Iowa legal system uses the umbrella term of sexual abuse and sexual assault, and not the specific term “rape,” when cases are taken to court.

Sexual assaults occur on a broad continuum and include—criminal behaviors endangering another/other persons. They range from verbal assaults to rape. Loras College takes a very strong stance against acts of violence by a member of our community. Students found responsible of sexual assault can expect strong disciplinary actions by the College. Any community member with knowledge of any incidents of sexual assault should report the incident to Campus Safety, the Dubuque Police Department and the College’s Title IX Coordinator. It is recommended and encouraged that survivors seek confidential counseling.

REGISTERED SEX OFFENDER INFORMATION

Loras College complies with laws that require higher education institutions to inform persons within the campus community about how to obtain information regarding registered sex offenders. Information on registered sex offenders in Dubuque, Iowa, can be found at: <http://www.iowasexoffender.com/>

INFORMATION REGARDING THE COLLEGE HEARING BOARD

In the event of an incident involving the possible sanction of suspension or expulsion, the incident will be considered by the College Hearing Board. This Board is chaired by Dean of Students or his/her designee and includes appointed representatives from the Loras College community: two students, two faculty members and two staff members. These appointed individuals, approved by the Dean of Students, are the voting members of the Board. The chairperson may vote in the event of a tie. A secretary will be appointed to take minutes of the proceedings; however, recording devices are not permitted during the hearing or any preparation meeting. In some instances, at the discretion of the Dean of Students or his/her designee, a formal administrative hearing may be held due to the nature of the complaint or infraction of College policy. In instances of Title IX hearings, as indicated in Questions and Answers on Title IX Regulations on Sexual Harassment July 2021, rules of decorum may be established for hearing boards, and will be shared with participants at the time of the hearing.

Due to the extensive documentation required to prepare a case for the Board, respondents who are referred to the Board will be charged a \$50.00 administrative fee. This fee will be refunded in the event the respondent is found not responsible for any allegations.

Procedures

The respondent will be advised of the specific charges being brought against him/her in advance of the hearing. If the Board proceedings involve a complainant other than the College, the complainant also has the right to a prehearing notification meeting. If the respondent does not appear at the established hearing time, the case shall be heard without the respondent being present.

During the hearing, the respondent will be allowed to respond to any alleged violations presented, ask questions of the complainant and/or witnesses and present a summary of the case. Please note that per the United States Office of Civil Rights in hearings related to any type of sex discrimination, the complainant and the respondent are not to personally question or directly cross-examine each other during the hearing, as allowing so may be traumatic or intimidating for the complainant, thereby possibly escalating, or perpetuating a hostile environment.

After the hearing has been completed, the Board (or administrator) will retire to closed session to determine if the respondent is responsible or not for the policy infraction. If the respondent is found responsible, the Board (or administrator) will determine an appropriate sanction and the date of its implementation. The decision of the Board will be presented in writing to the respondent as soon as possible. Under applicable Clery Law and Title IX Law, in instances involving violent crime or any type of sexual misconduct, the complainant will also be notified in writing, and simultaneously, of the outcome of the hearing in the manner described as appropriate under these laws. If the respondent is suspended or expelled, the date of implementation is the date of the Board or administrator decision, and such date is non-negotiable. The decision of the Board (or administrator) will be effective immediately unless a timely petition to review has been filed. Please note, in the event of a hearing for any type of sexual misconduct, Title IX Law requires the incident related to the sex discrimination be heard independent from any other code of conduct violation allegations.

Per Title IX regulations on sexual harassment, cases of this nature are required to provide for a live hearing with the opportunity for cross-examination to be conducted by each party's advocate of choice. In the event a party does not have an advocate to assist with cross-examination, the College will provide an advocate to assist. A live hearing may occur virtually, with parties to simultaneously see and hear the party or witness answering questions. Any party may request the entire hearing including cross-examination be held virtually, and the College must grant that request. The party does not need to provide a reason for this request.

If a party or witness does not submit to cross examination, the individual's statements cannot be relied on by the Board in

determining whether the respondent engaged in the alleged harassing event (even if the individual is unable to participate in the hearing due to death or disability). Police reports, medical reports, and other documents and records may not be relied on to the extent that they contain the statements of a party or witness who has not submitted to cross examination. The Board may consider certain types of statements where the statement itself is the alleged harassment, even if the party does not submit to cross-examination. For example, a text, email, or recording sent by a party is permissible even if there is no cross examination. In these situations, the Board is evaluating whether the statement was made or sent. If a party or witness submits to cross examination but does not answer a question posed by the Board, the Board may still rely on that party's statement.

Hearing Board Advocates

Both the respondent and complainants may have an advocate (faculty, staff, or peer) present at the hearing or appear without the assistance of an advocate. If the Board is held to address a Title IX violation that involves sexual misconduct, respondents and complainants may choose any individual, including legal counsel to serve in the advocate role; however, the advocate must act within the described role of the advocate as listed below. The identity of attending advocate must be submitted to the Assistant Vice President of Student Development or his/her designee 48 hours prior to the hearing.

The advocate may:

- Advise the respondent/complainant on the preparation and presentation of the case and/or;
- Accompany the respondent/complainant to the hearing(s)

The advocate may not:

- Present the case or summary of the case for the respondent/complainant;
- Directly address the board

Hearing Board Witness

Both the complainant and respondents may also have witnesses available to be brought in during the hearing. The Associate Dean of Students or his/her designee needs to be notified 48 hours in advance of the identity of any witnesses asked to attend the hearing. Both complainant and respondent may bring incident witnesses. An incident witness is someone who was present when the questioned behavior occurred. Neither the complainant nor respondent may bring character witnesses to the hearing; however, both the complainant and the respondent may provide two letters of character to be submitted to the college hearing board as a part of the hearing process. Letters of character should be submitted 24 hours in

advance of the hearing to the Associate Dean of Students and/or her designee.

Evidentiary Standards for Non-Academic Misconduct

The standard of evidence used by the College is preponderance of evidence, or a determination that it is “more likely than not” a violation has occurred. Hearsay evidence and personal testimony may be considered.

Requests for Accommodations

In all cases of alleged non-academic misconduct, requests for accommodations should be made to the Associate Dean of Students or his/her designee.

Review of College Hearing Board Decisions

A respondent who has been suspended or expelled may petition for review of that decision by the College Hearing Board. Under Title IX law, in the instance of any type of sexual misconduct, a petition for review may also be filed by a complainant. The written petition for review must be written and prepared by the student and filed in the Senior Vice President’s Office within three business days after notification of suspension or expulsion and must also include reasons for the request and the factual information to substantiate those reasons. The request for review must be based on one of the following:

- The student believes the College Hearing Board decision was flawed procedurally;
- College policy was not applied correctly;
- Additional information not reasonably available at the time of the hearing before the College Hearing Board, which could alter the outcome of the case; or
- The student believes that there was a conflict of interest or bias on the part of the Title IX Coordinator, investigator, or decision maker.

The request for review will be considered by a Review Board, appointed by the Dean of Students and consisting of one faculty member, one staff member and one student. If the Review Board determines there is valid basis for review, a review hearing will be scheduled. Following the review hearing, the Senior Vice President or his/her designee shall recommend a course of action to be taken. The recommendation may include:

- Affirm the decision of the College Hearing Board.
- Remand the case to the College Hearing Board with instructions for a rehearing.
- Modify the sanction(s) imposed by the College Hearing Board.
- Reject the decision of the College Hearing Board and dismiss the complaint.

- The decision of the Senior Vice President or his/her designee is final.

STATEMENT OF LIMITATIONS

No student shall be subject to disciplinary procedures due to alleged violation(s) of College policies unless procedures are initiated within one year from the time the alleged misconduct occurred or was made known to the Dean of Students Office, whichever occurs later. This limitation will apply only when the student is enrolled at Loras College.

EDUCATIONAL PROGRAMMING

The college offers educational programming opportunities relative to prevention of incidents of sexual misconduct. Due to the changing calendar of campus activities over the course of a year, the number of programs presented varies from month to month. Prevention programs offered in 2025 include but are not limited to: Mentors in Violence Prevention (MVP) program, One Love program (all student athletes receive this training), sexual assault awareness speakers from Riverview Center, poster campaigns around consent, information on how-to report an incident, Take Back the Night (mission is to end sexual violence), several Title IX open discussions facilitated by the Assistant Vice President for Student Development/Dean of Students, and more. All new students participate in a 1½ hour training on Title IX and Bystander education using the Mentors in Violence Prevention program. Employees also receive responsible employee training as well as campus security authority (CSA) training via mail, email, and/or video. Additional training information can be found at <https://www.loras.edu/campus-life/health-and-safety/title-ix-resources-and-reporting/> by scrolling down to the training materials section of the page.

MANDATORY CHILD ABUSE REPORTING POLICY

Loras College strives to protect the welfare of minors on its campus. This includes minors who are on campus or participating in off-campus college-sponsored programs. Any uncertainty about whether reporting is required should be resolved in favor of making a report.

Iowa Code 261.9(h) requires anyone who, in the scope of their employment responsibilities, examines, attends, counsels or treats a child, to report suspected physical or sexual abuse of a child. This includes all employees, including, but not limited to, faculty, coaches, student employees, administrators and staff. If you are not sure whether you are required to report, you should err on the side of caution and report. You do not need to have proof that abuse has occurred in order to be required to report.

Individuals must report child abuse when they see, know about or reasonably suspect the abuse of a child. A report should be made within 24 hours after becoming aware of the suspected abuse. The types of abuse required to be reported under this policy include any physical or sexual abuse of a child.

- Child means any person under the age of eighteen (18) years.
- Physical abuse means non-accidental acts or omissions that cause, or fail to prevent, physical injury to a child.
- Sexual abuse means the commission of a sexual offense according to Iowa law, including rape, sexual assault, molestation, incest, indecent exposure or exploitation of a child in a manner in which the child is used for gratification or sexual enjoyment by another person.

IN THE EVENT OF AN EMERGENCY, CALL 911.

Suspected abuse should be reported to both:

1. Title IX Coordinator: Nancy Fett. Phone 563.588.7029, Email Nancy.Fett@loras.edu **AND**
2. Log in at <https://loras.erezlife.com/> and click "Community Concern Form" to file a report
3. Via Phone 563.588.7275 or 24-Hour Information Desk 563.588.7100

When making a report of child abuse, the reporter should provide the following information to the best of their knowledge:

- Name of the alleged victim(s) and alleged perpetrator(s)
- Time, date, and location of the incidents being reported
- Any additional information known about the abuse

It is possible that some reporters, as well as others who interact with minors who are on campus or participating in off-campus college-sponsored programs may be mandatory reporters of child abuse under Iowa Code §232.69 and 261.9(h). These individuals have additional responsibilities to report *all forms* of child abuse as described in Iowa Code § 232.68(2). Under §232.69, mandatory reporters must report suspected abuse to the Department of Human Services. Child abuse can be reported to the Department of Human Services by calling the toll-free child abuse reporting hotline 24 hours a day: 1.800.362.2178.

Loras College encourages everyone, including those who are not mandatory reporters under Iowa Code §232.69, to report all forms of child abuse to the Department of Human Services in addition to reporting to the Title IX Coordinator and the Department of Public Safety under this policy. Consistent with Iowa law, the College will take no retaliatory action against an employee who makes a good faith report of child abuse.

WEAPONS POLICY

Possession of or firing of firearms, fireworks, explosives, ammunition, sling shots, balloon launchers, paintball equipment, knives (with blades longer than three inches), bows and arrows, fishing spears, air soft guns, swords, items construed as weapons, parts of or disassembled weapons, or any other weapon capable of inflicting personal injury or damage either in a student's room or on a student's person while on College property are not allowed and may result in severe judicial action, including but not limited to appearance before the College Hearing Board. All weapons will be confiscated and may not be returned.

The College respects each individual's right to bear arms but does not believe firearms are appropriate in the workplace or on College property. Any employee bringing a firearm to the workplace or property or carrying a firearm in a college vehicle may be disciplined in accordance with College policy up to and including termination. Any student bringing a firearm to campus property may be referred to the College Hearing Board for suspension or expulsion. This prohibition extends to firearms kept in vehicles on College property and at College jobsites, including parking lots, regardless of whether the vehicle is owned or leased by the College or to the employee.

LORAS COLLEGE ALCOHOL POLICY

As a Community, Loras College strives to advocate healthy and safe choices, embrace responsibility, cultivate respect, and challenge all to be people integrity. Loras College is committed to providing a quality education and work environment where every student and employee has the right to work, learn and live in an environment free from the negative effects of alcohol and other drug use. The College recognizes that the decision to use alcohol is a personal choice; however, this choice must be made in accordance with federal, state and local laws regarding the use of alcohol. The legal age for consumption of alcohol in the state of Iowa is 21. As a result, Loras College will partner with local law enforcement to uphold and enforce all laws, ordinances and College policies regarding alcohol use. Therefore, it is the policy of Loras College to prohibit the unlawful use, sale, distribution, transfer or possession of alcoholic beverages. Loras College prohibits the lawful consumption of alcohol when it might impair an individual's academic or work performance, or pose a hazard to the individual, public, students or employees of the College on its property or at any of its activities. A conflict of interest may exist when alcohol is present among faculty, staff and students.

In compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, Loras College prohibits the unlawful possession,

distribution or dispensing of drugs and alcohol by students and employees on College property or as any part of College activities. All Loras College Community Members are responsible for abiding by the College Alcohol Policy found in the faculty, staff and student handbooks.

GUIDELINES FOR THE USE OF ALCOHOL

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To provide a healthy living and learning environment, members of the Loras College community are expected to comply with the following policy regarding alcohol use:

- Alcohol is permitted in college housing options only for those of legal age. All students will follow College standards (including state laws) relating to alcohol use. Underage students residing in college housing are expected to comply with College, state and federal laws and regulations regarding alcohol use.
- Students, regardless of age, may not possess and/or display empty alcohol containers (cans, bottles, displays,

highlighter displays, cases, bongos, keg caps, etc.). Containers will be considered evidence of use and/or consumption and may be confiscated and not returned. Bars or any bar-type structures are not permitted in any housing.

- Students may not purchase, provide, or make alcohol available to underage students and/or their guests.
- Public intoxication is not a responsible contribution to the community and is inconsistent with the mission of the College. Public intoxication is considered a violation of College policy and is defined as a person who, having consumed alcoholic beverages, appears or is present in a public place and displays a loss of the normal use of his or her mental and/or physical faculties. This includes but is not limited to slurred speech, loss of motor coordination, aggression, loss of memory or abusive behavior.

Loras College prohibits the possession or use of intoxicants in public areas and at student-sponsored activities except as expressly recommended by the Dean of Students or his/her designee for his/her consideration and approval, with final approval coming from the College President. Public areas include but are not limited to such areas as the Fieldhouse, stadium, campus grounds, playing fields, parking lots and in all public meeting rooms; entrance, corridor, lounge or rest room of the residence hall public area; in academic areas or the Miller Academic Resource Center or in off-campus venues where the College is hosting an event. College funds/student organization funds may not be used to purchase alcohol at any on or off campus event.

Kegged (tapped) beer, other common containers of alcohol (e.g. punch), and other large quantities of alcohol are prohibited in all campus housing. The alcoholic beverages and their containers will be confiscated and will not be returned to the violators, and judicial action may be taken. At any time such items are present in alternative housing, the Rental Agreement may be cancelled immediately. If such items are found in traditional housing, the housing contract may be cancelled immediately. Any games, activities or equipment that promote the excessive use of alcohol (e.g., beer pong or beer pong tables, drinking games and other items similar in nature), are not permitted on College property. Any such items may be confiscated and not returned if found on college property.

The College supports the 0-1-3 formula related to alcohol consumption, as the formula promotes personal responsibility:

- 0 drinks if you are underage, driving, taking medication, or pregnant.
- No more than 1 drink per hour.

- No more than 3 drinks per occasion.

What defines a drink? A standard drink is equal to 13.7 grams (0.6 ounces) of pure alcohol or 12 ounces of beer; 8 ounces of malt liquor; 5 ounces of wine; or 1.5-ounces or a "shot" of 80-proof distilled spirits or liquor (e.g., gin, rum, vodka, or whiskey).

Per the Student Handbook, the College reserves the right to adjudicate off-campus behavior. Loras students represent the College at all times whether on campus or off, and therefore may be held accountable for off-campus behaviors that do not meet the behavioral expectations set forth in the Student Handbook.

A person is also considered to be in violation of the College's standards on alcohol use if his or her personal alcohol consumption infringes upon the rights of other persons or property, or when alcohol use causes a student or employee to represent the College in a manner that is inconsistent with the mission of the institution.

INTERNAL STUDENT SANCTIONS

Loras College recognizes that with rights come responsibilities. With this in mind, the following sanctioning information outlines how students who violate the alcohol policy will be held accountable. The examples given are not to be interpreted as all-inclusive.

Description of Violations

These apply to all students regardless of age or location of incident.

Minor Violations: Underage possession or consumption of alcohol, drinking in public/non-approved locations (any age).

Serious Violations: Student exhibits any of the following behaviors: Staggering disorderly conduct, vandalism, verbally disruptive, fighting, intoxication, vomiting but coherent and conscious, consumption of large quantities of alcohol (defined by the Loras College philosophy on low-risk drinking that follows) regardless of physical appearance (including participation in drinking games or possession of structures that promote high-risk drinking such as bars, beer bong tables, Drinko boards, beer battleship games or other similar items), a second minor violation or a second off-campus arrest.

Severe Violations: Student exhibits any of the following behaviors: Vomiting and/or incoherent; unconsciousness; needed or received medical attention (including treatment by EMTs and/or a visit to the hospital); lost control of bodily functions; memory loss; a pattern of alcohol abuse; possession of kegs, bulk, common source or other large containers;

repeated minor or serious alcohol violations or a third off-campus arrest.

Standard Minimum Responses

These are **recommended** minimum sanctions. More severe sanctions may apply to individuals who have a prior judicial file, and/or where there are additional policy violations of other behavior standards.

First Offense

Minor:

- \$100 fine
- Written reprimand
- Group alcohol education course

Serious:

- \$150 fine
- Disciplinary probation (up to eight [8] weeks)
- Notifying parents/legal guardian via letter if student is under the age of 21
- Written reflection

Severe:

- \$200 fine
- Disciplinary probation (up to sixteen [16] weeks)
- Deferred cancellation of housing
- Referral for off-campus assessment and a three-night education course
- Notifying parents/legal guardian via letter if student is under the age of 21

Second Offense

Minor:

- \$150 fine
- Disciplinary probation (up to eight [8] weeks)
- Notifying parents/legal guardian via letter if student is under the age of 21
- Group alcohol education course

Serious:

- \$200 fine
- Disciplinary probation (up to sixteen [16] weeks)
- Deferred cancellation of housing
- Referral for off-campus assessment and three-night education course
- Notifying parents/legal guardian via letter if student is under the age of 21

Severe:

- Recommend suspension or expulsion to the College Hearing Board
or
- Notifying parents/legal guardian via letter if student is under the age of 21 and referral to off-campus assessment agency and complete required treatment

Third Offense

Minor:

- \$200 fine
- Disciplinary probation (up to sixteen [16] weeks)
- Deferred cancellation of housing
- Referral for off-campus assessment and three-night education course
- Notifying parents/legal guardian via letter if student is under the age of 21

Serious:

- Recommend suspension or expulsion to the College Hearing Board or
- Parent/guardian letter if student is under the age of 21 and referral to off-campus assessment agency and complete required treatment

Severe:

- Recommend suspension or expulsion to the College Hearing Board or
- Notifying parents/legal guardian via letter if student is under the age of 21 and referral to off-campus assessment agency and complete required treatment

EXTERNAL STUDENT SANCTIONS

Possession of alcohol/intoxicating beverages by someone under 21 years of age is a misdemeanor punishable by imprisonment in the county jail for not more than 30 days, a fine not to exceed \$100 or both. There are also state laws for driving under the influence, charging money for alcohol without a liquor license, and using false identification to obtain beer and/or other beverages.

State of Iowa legislation reads, in part:

"No person shall sell, give or otherwise supply alcoholic liquor or beer to any person knowing or having reasonable cause to believe said individual to be under legal age, and no person or persons under legal age shall individually or jointly have alcoholic liquor or beer in his/her or their possession or control; except to the extent that a person under legal age may handle alcoholic beverages and beer during the regular course of his/her employment by a liquor control licensee or beer permitted under this chapter." (Code of Iowa, Section 123.47)

LORAS COLLEGE PHILOSOPHY ON LOW-RISK DRINKING

Loras College supports healthy choices, such as the **Zero-One-Three model for low-risk drinking**. Abstinence from alcohol is a safe and acceptable lifelong decision. Alcohol free lifestyles can decrease or eliminate the risk of alcohol-related consequences. Research shows that adverse consequences may occur at relatively low levels of alcohol consumption.

The Zero-One-Three concept was developed by the Enjoy Michigan Safely Coalition and funded by the Michigan Office of Highway Safety Planning. Zero, one and three are easy numbers to remember. They represent alcohol consumption norms that should be promoted. Each number stands for a component of the concept and deserves an explanation.

The lack of clear quantifiable guidelines for low-risk alcohol use is one contributing factor to alcohol abuse on the College campus.

ZERO alcohol consumption is a viable option, and in some cases, the only viable option for numerous segments of the population. Situations where zero is an option include:

- People who are not of legal age;
- Women who are pregnant or think they may be pregnant;
- People who suffer from alcoholism or other chemical dependencies;
- People from homes where alcoholism or abusive consumption is present;
- People who must drive;
- People who do not like the physiologic effect of alcohol;
- People who are trying to cut down on empty calories;
- People who prefer the taste of non-alcoholic beverages;
- Diabetics; and
- People who take certain medications.

ONE = ONE DRINK PER HOUR SETS THE PACE FOR MODERATE DRINKING

ONE drink is defined as one twelve-ounce can of beer, one glass of wine or one shot of liquor (a mixed drink). If a person is having more than one drink per hour he/she is exceeding the recommended consumption pace. Because of the rate by which alcohol is metabolized in the body, more than one drink per hour can cause an individual to be under the influence if the individual's Blood Alcohol Content is tested for any reason. By keeping the pace to one drink per hour an individual's alcohol metabolism capacity will not be surpassed by alcohol intake. This will keep Blood Alcohol Content within safer limits. The legal Blood Alcohol Content is .08 in the State of Iowa.

THREE = NO MORE THAN THREE DRINKS PER DAY AND NEVER DAILY

THREE represents the total maximum number of drinks a person should ever have in a single day. It does not mean three at each of the six campus pubs. Also, remember these three drinks are not to be consumed at a faster pace than one per hour.

LORAS COLLEGE DRUG POLICY

Illegal use, possession, sale or distribution of any state or federally controlled substance, including prescription drugs, is punishable by strict College standards. Suspected violations of this policy will be reported to Campus Safety, and/or the Dubuque Police Department.

Members of the College community and their guests are not permitted to possess anything deemed to be drug paraphernalia such as bongs, pipes, rolling papers, etc. The odor of drug use (for example, the odor of marijuana) is considered sufficient evidence to take administrative action. Students and/or their guests may not be present in rooms where such drugs are present. Drug possession, use or distribution in College facilities and on campus will result in judicial action for those involved.

INTERNAL STUDENT SANCTIONS

Please note that violations involving any quantity of illicit drugs or other controlled substances will be referred to the college hearing board for review. Definition of Violations:

Minor Violations: Possession of any drug paraphernalia or objects that could be used as drug paraphernalia (e.g., bongs, pipes or cans/bottles used for smoking marijuana). Hookahs may also be investigated as drug paraphernalia. The odor of drug use may also be considered a minor violation.

Serious Violations: Possession and/or use of marijuana, illicit drugs or other controlled substances regardless of quantity (including residue); or a second “first level” violation.

Severe Violations: Distribution and/or possession of large quantities of marijuana and/or any illicit drug. Repeated violations of other lower-level offenses.

Standard Minimum Responses: FIRST OFFENSE

(These are recommended minimum sanctions. More severe sanctions may apply to individuals who have a prior judicial file)

Minor Violations:

- \$150 fine
- Off-campus drug counseling session
- Disciplinary probation (up to sixteen [16] weeks)
- Deferred cancellation of housing
- Notifying parents/legal guardian via letter if student is under the age of 21

Serious and Severe Violations:

- Recommend suspension or expulsion to College Hearing Board or
- Notifying parents/legal guardian via letter if student is under the age of 21, educational sanction, and/or referral to off campus assessment agency and complete required treatment

Standard Minimum Responses: SECOND OFFENSE

Minor Violations:

- \$300 fine
- Disciplinary probation (up to thirty-two [32] weeks)
- Notifying parents/legal guardian via letter if student is under the age of 21
- Cancellation of housing
- Referral to off-campus assessment agency/complete any recommended treatment programs

Serious or Severe Violations:

- Recommend suspension or expulsion to College Hearing Board or
- Notifying parents/legal guardian via letter if student is under the age of 21, educational sanction, and/or referral to off campus assessment agency and complete required treatment

Standard Minimum Responses: THIRD OFFENSE

Minor, Serious, or Severe Violations:

- Recommend suspension or expulsion to College Hearing Board or
- Notifying parents/legal guardian via letter if student is under the age of 21, educational sanction, and/or referral to off campus assessment agency and complete required treatment

ALCOHOL/DRUG USE AND ABUSE PREVENTION

Loras offers many opportunities and choices. Each decision made can greatly impact your future. Choices relating to alcohol and other drug use can affect a person's safety, academics, health, relationships and the lives of others in the Loras community. Frequently, alcohol and other drug misuse result in sexual assaults, increases in vandalism, discipline problems, decreases in academic performance, injuries, medical problems, death including overdoses, suicides, traffic fatalities and impaired driving abilities as well as physical and psychological dependency. Absence from work, erratic job performance, safety hazards and a decrease in job productivity are just a few problems experienced by persons who are impaired by using alcohol and other drugs. Each person must become aware of the issues related to alcohol and other drug use in our community. The following section provides

information concerning health risks, College sanctions, legal consequences and area-support services regarding these concerns.

24-Hour Referral Service
1593 Main Street
Dubuque, IA 52001

DRUG AND ALCOHOL COUNSELING AND REHABILITATION PROGRAMS

The Counseling Center has drug/alcohol counseling for students and employees and can make referral for needs not able to be met through that program. There also are other programs offered throughout the community. A number of such programs are listed below. Seeking alcohol or drug treatment, or receiving a referral for services is confidential, and will not, alone, result in disciplinary action. Individual privacy will, of course, be maintained in any counseling/rehabilitation process. Campus community members may choose to contact:

National Institute on Drug Abuse
Information and Referral Line
1.800.662.HELP

National Council on Alcoholism - 24 hours a day
1.800.622.2255

Substance Abuse Information and Treatment Referral
1.800.662.HELP

Reach-Out Hotline
1.800.522.9054

Counseling Center
473 Alumni Campus Center, Loras College
563.588.7085

Loras College Health Center
474 Alumni Campus Center, Loras College
563.588.7142

Substance Abuse Services Center
270 Nesler Center
Dubuque, IA 52001
563.582.3784

Turning Point Treatment Center
250 Mercy Drive
Dubuque, IA 52001
563.589.8925

Alcoholics Anonymous—Dubuque Area Intergroup
563.557.9196

CAMPUS CRIME STATISTIC INFORMATION

CRIME STATISTICS					
2025 Criminal Offenses					
	ON CAMPUS				
	Student Housing	Other	On Campus (Total)	Non Campus	Public Property
Criminal Homicide					
Murder/Non-Negligent Manslaughter	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0
Sex Offenses					
Rape	1	1	2	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	0	0	0	0	0
Burglary	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0
Arson	1	0	1	0	0
Domestic Violence	1	0	1	0	0
Dating Violence	0	0	0	0	0
Stalking	1	1	2	0	0
2024 Criminal Offenses					
	ON CAMPUS				
	Student Housing	Other	On Campus (Total)	Non Campus	Public Property
Criminal Homicide					
Murder/Non-Negligent Manslaughter	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0
Sex Offenses					
Rape	2	1	3	0	0
Fondling	2	0	2	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	0	0	0	0	0
Burglary	0	1	1	0	0
Motor Vehicle Theft	0	0	0	0	0
Arson	0	0	0	0	0
Domestic Violence	0	0	0	0	0
Dating Violence	0	0	0	0	0
Stalking	0	0	0	0	0
2023 Criminal Offenses					
	ON CAMPUS				
	Student Housing	Other	On Campus (Total)	Non Campus	Public Property
Criminal Homicide					
Murder/Non-Negligent Manslaughter	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0
Sex Offenses					
Rape	1	0	1	0	0
Fondling	2	0	2	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	0	0	0	0	0
Burglary	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0
Arson	0	0	0	0	0
Domestic Violence	0	0	0	0	0
Dating Violence	0	0	0	0	0
Stalking	1	0	1	0	0

2025 Arrests and Judicial Referrals					
	ON CAMPUS				
	Student Housing	Other	On Campus (Total)	Non Campus	Public Property
Arrests					
Liquor Law Violations	0	0	0	0	0
Drug Law Violations	1	1	2	0	2
Illegal Weapons Possession	0	1	1	0	1
Judicial Referrals					
Liquor Law Violations	10	0	10	0	0
Drug Law Violations	7	1	8	0	0
Illegal Weapons Possession	0	0	0	0	0
2024 Arrests and Judicial Referrals					
	ON CAMPUS				
	Student Housing	Other	On Campus (Total)	Non Campus	Public Property
Arrests					
Liquor Law Violations	0	0	0	0	0
Drug Law Violations	1	0	1	0	2
Illegal Weapons Possession	0	0	0	0	0
Judicial Referrals					
Liquor Law Violations	16	0	16	0	0
Drug Law Violations	1	0	1	0	0
Illegal Weapons Possession	0	0	0	0	0
2023 Arrests and Judicial Referrals					
	ON CAMPUS				
	Student Housing	Other	On Campus (Total)	Non Campus	Public Property
Arrests					
Liquor Law Violations	0	0	0	0	0
Drug Law Violations	0	0	0	0	2
Illegal Weapons Possession	0	0	0	0	0
Judicial Referrals					
Liquor Law Violations	42	1	43	0	0
Drug Law Violations	14	0	14	0	0
Illegal Weapons Possession	0	0	0	0	0

CLERY BIAS/HATE CRIME STATISTICS

The Clery Act defines hate crimes as a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Zero (0) crimes of bias/hate were reported on campus, in non-campus areas, or on public property as outlined by the Clery Act in calendar years 2023, 2024, and 2025.

UNFOUNDED CRIMES

A crime is considered unfounded (for Clery Act purposes) if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

Zero (0) crimes were classified as "unfounded" crimes in calendar years 2023, 2024, and 2025. Only law enforcement can declare a crime "unfounded."



ANNUAL FIRE SAFETY REPORT

The Annual Fire Safety Report is being distributed in accordance with the Higher Education Opportunity Act (HEOA) section 668.41 (e). Compliance dictates that fire incidents and drills that have occurred in campus housing for the past three calendar years be disseminated each year.

There were (0) fires with no injuries or deaths that occurred in residence housing from January 1, 2025, through December 31, 2025.

There were (1) fires with no injuries or deaths that occurred in residence housing from January 1, 2024, through December 31, 2024. There was a cooking fire that occurred at Rohlman Hall that resulted in approximately \$67,000 in damages.

There were (0) fires with no injuries or deaths that occurred in residence housing from January 1, 2023, through December 31, 2023.

FIRE SAFETY PROCEDURES

These procedures should be observed for all campus community members’ own safety and protection in the event of a fire or fire drill. Students should be certain all roommates and guests know what to do if such an occasion arises. The evacuation routes posted on each floor should always be used during fire drills and, if possible, in the event of an actual emergency. If the normal evacuation route is not passable during an actual fire, individuals should use the best exit available. When the fire alarm sounds, all individuals must exit the building.

Should time permit, individuals may:

- Check to see if the door and doorknob are hot before opening the door. If they are hot, do not open door
- If individuals cannot exit their location, they should go to the window and await help from the fire department
- Leave the lights on
- Close the door, but leave it unlocked

When exiting the building, individuals should:

- Walk—not run.
- Watch out for other individuals in the hallways and on the stairways.

DO NOT TRY TO LOCATE OR FIGHT THE FIRE WHEN THE ALARM SOUNDS!

If individuals are not near their assigned exit, they should leave through the nearest safe exit and walk to their designated area (the place assigned outside their building) and report for their section roll call. It is each individual’s responsibility to see that

his/her presence is recorded. Individuals should remain at their assigned evacuation meeting area until which time they are given further instructions.

Assigned locations for evacuation are as follows:

Academic Resource Center	Keane Hall Lot
Christ the King Chapel	Keane Hall Lot
Field House	Keane Hall Lot
Hennessy Hall	Keane Hall Lot
Keane Hall	Keane Hall Lot
Planetarium	Keane Hall Lot
Science Hall	Keane Hall Lot
Wahlert Hall	Keane Hall Lot
Campus Houses	Safe distance from house
Visitation Complex	Nativity Parking Lot
Byrne Oaks	San Jose Lot
Rohlman Hall	San Jose Lot
Alumni Campus Center	Faber Clarke Field
Athletic Wellness Center	Faber Clarke Field
Beckman Hall	Faber Clarke Field
Hoffmann Hall	Faber Clarke Field
Physical Plant	Faber Clarke Field
Binz Hall	Faber Clarke Field
Lynch-McCarthy Apartments	Faber Clarke Field
Graber Center	West 17th Street Lot
San Jose Pool	West 17th Street Lot
Smyth Hall	West 17th Street Lot

In the event of an actual fire, campus community members should contact emergency services by calling 911 from an available phone. Additionally, fires should be reported to Campus Safety via phone at 563.588.7100 (or 0 from any campus phone) or in person at the Information Desk, Fourth Floor, Alumni Campus Center.

PHYSICAL ENVIRONMENT

At Loras College, all aspects of the physical environment are regularly assessed for safety. Such activity includes monthly inspections of all fire alarm systems, fire extinguishers, door alarming systems and daily inspections of lighting of the campus. Loras College has developed specific policies and procedures for disaster recovery and displacement of residence along with an extensively developed evacuation plan.

Residence halls are equipped with fire alarm systems. These alarms both signal into the Information Center (staffed 24 hours) and provide an audible alarm in the affected residence hall. All residence halls are equipped with automatic sprinkler systems. College-owned houses (structures designed as single-family dwellings) are equipped with smoke detectors as required by local/state code and are regularly inspected by the

city of Dubuque and/or local fire department staff. Fire extinguishers are also provided in each residence hall and college-owned house.

Academic buildings are also equipped with fire alarming systems. These alarms both signal into the Information Center (staffed 24 hours) and provide an audible alarm in the affected building. Fire extinguishers are also provided in each academic building.

In the event a fire alarm is activated, the College's fire alarm system directly dials the Fire Department to initiate a call to campus. Loras College also has an "enhanced 911 system" operating on campus. A call to 911 automatically alerts the Department of Campus Safety that a call has been made, allowing for a quick response by not only the police and fire departments, but also the Department of Campus Safety.

FIRE DRILLS

Fire drills are conducted annually in academic buildings, and twice per semester in college housing. Fire Drills are held in residence halls during the months of January, March, May, July, September, and November.

FIRE SAFETY EDUCATION

During September of each year, Campus Safety will provide information on fire safety and education for the campus community in conjunction with Campus Fire Safety Awareness Month. Additionally, fire drills are typically held in college housing during September, November, January, March, May, and July to remind the campus community of the importance of practicing safe fire evacuation guidelines. Programming that supports personal fire safety will be provided on an ongoing basis throughout the year. Each August, Resident Advisors in college housing will be trained on emergency response during a fire situation, safe use of fire extinguishers and preventative fire safety measures for residence hall living. The college typically inspects residence spaces at least one time per semester for safety and fire hazard concerns. Additionally, Campus Safety staff, in conjunction with the Dubuque Fire Department, inspect all college facilities annually for fire safety purposes.

ROOM CARE AND DECORATION POLICY FOR STUDENTS IN COLLEGE HOUSING

All students are to follow fire and safety precautions. Whenever a fire alarm is sounded, all students, employees, and visitors, except those with emergency responsibilities, are required to leave the building. Failure to leave the building when an alarm sounds may result in judicial action, including

fines for violation of local fire regulations and codes. Individuals will not be permitted re-admittance until the building is considered to be safe and the alarm is suppressed. Please note the following additional information:

- Halogen lamps, candles, incense and other open flames are not permitted in any housing option.
- Misuse or unauthorized uses of firefighting, fire sprinkling systems and other safety equipment or warning devices will result in a referral to the College Hearing Board.
- Fire pits and/or outdoor fireplaces are permitted for campus houses and other areas designated by the Campus Safety or Residence Life Office. Fire pits must be enclosed and may burn only materials permitted by city ordinances and codes. If a fire is deemed to be cause of concern, students must agree to extinguish the fire immediately. Bonfires are not permitted in any circumstance.
- All extension cords and power strips used must have circuit breaker protection. Extension cords or power strips without circuit breaker protection are not permitted. Extension cords and power strips should never be plugged in to another extension cord or power strip.

All room furnishings and decorations must meet the requirements of the state, local and College fire and safety standards and regulations:

- Cooking is not permitted in student rooms due to fire and health ordinances. Kitchens are in each residence hall/living option. Electrical appliances such as coffeemakers, corn poppers and small microwave ovens are permitted in individual rooms. The College reserves the right to remove unauthorized or dangerous appliances.
- Heating and cooking appliances such as toasters, frying pans, sandwich grills, hot plates, indoor cooking grills, waffle irons, pizza ovens and space heaters are prohibited in student rooms because of the electrical load limitation and fire safety.
- With few exemptions, any appliance that is greater than 1,000 watts is not permitted. Only refrigerators up to 5.0 cubic feet are permitted. Refrigerators must be plugged directly into the wall – extension cords or power strips should not be used for fire safety reasons.
- No cloth or other flammable materials are permitted to hang in the doorways in such a manner as to block the ingress to or egress from the room. Room decorations and wall hangings, such as hammocks, sheets, flags, fish netting, parachutes and macramé items, etc., are not to be draped or hung from the ceiling or covering a doorway at any time.
- Live Christmas trees, greens/garland and wreaths will not be allowed in College housing; only artificial trees and U.L.-

approved miniature lights may be used. Spray snow may not be used to decorate windows or doors.

SMOKING AND TOBACCO POLICY

Loras College has a responsibility to its students and employees to provide a safe and healthy environment. Research findings show that tobacco use in general, including smoking and breathing secondhand smoke, constitutes a significant health hazard. In addition to causing direct health hazards, smoking contributes to institutional costs in other ways, including fire damage, cleaning and maintenance costs, costs associated with employee absenteeism, health care and medical insurance.

The health hazards associated with tobacco use are well established. The policy is established to:

- Reflect and emphasize the hazards of tobacco use;
- Provide a healthy environment for our students, faculty, staff and visitors; and
- Model respect for human dignity, personal wellness and stewardship for the environment.

Loras College is a tobacco-free campus. The use of tobacco products in college-owned buildings, on college property or within college-owned vehicles is prohibited. This policy applies to students, employees and campus visitors.

For the purpose of this policy, smoking is defined as lighting or burning any type of matter or substance that contains tobacco, including but not limited to cigarettes, cigars, cigarillos, pipes, beedies, kreteks, water pipes, bongos, and hookahs. This policy also includes the lighting or burning of non-tobacco plants or marijuana, and includes the use of electronic cigarettes, which are also prohibited from use within 500 feet of a school as indicated by Iowa law. Smokeless tobacco products are also prohibited.

Organizers and attendees at events such as conferences, meetings, lectures and social and sporting events using Loras College facilities will be required to abide by the College's tobacco policy. Organizers of such events are responsible for communicating and enforcing this policy.

The sale of tobacco products on campus is prohibited. The free distribution of tobacco products on campus is also prohibited. Campus organizations are prohibited from accepting money or profits from tobacco companies. Tobacco advertisements are prohibited in college-run publications.

Effective implementation of this Tobacco policy depends on the courtesy, respect and cooperation of all members of the Loras community. Complaints or disputes should be brought to the attention of the college personnel who have immediate

responsibility for the workplace (supervisor), event or residence. If a satisfactory resolution is not reached, the Dean of Students should be consulted.

Compliance with the Tobacco policy is appreciated and expected. Students found in use of tobacco products while on campus will be referred to and deliberated through the college's non-academic conduct process. Employees found in use of tobacco products on campus will be referred to their immediate supervisor. Guests found in use of tobacco products will be asked to refrain from use while on our campus.

INFORMATION REGARDING FIRES IN COLLEGE HOUSING OPTIONS FOR CALENDAR YEAR 2023, 2024, & 2025

Student Housing Facility	2023			2024			2025		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
1381 BELMONT	0	0	0	0	0	0	0	0	0
1395 BELMONT	0	0	0	0	0	0	0	0	0
1870 ALTA VISTA	0	0	0	0	0	0	0	0	0
1880 ALTA VISTA	0	0	0	0	0	0	0	0	0
1920 ALTA VISTA	0	0	0	0	0	0	0	0	0
1816 COX	0	0	0	0	0	0	0	0	0
1920 COX	0	0	0	0	0	0	0	0	0
548 MAY PLACE	0	0	0	0	0	0	0	0	0
655 WEST 17th	0	0	0	0	0	0	0	0	0
660 WEST 17th	0	0	0	0	0	0	0	0	0
705 WEST 17th	0	0	0	0	0	0	0	0	0
711 WEST 17th	0	0	0	0	0	0	0	0	0
725 WEST 17th	0	0	0	0	0	0	0	0	0
706 ANGELLA	0	0	0	0	0	0	0	0	0
726 ANGELLA	0	0	0	0	0	0	0	0	0
770 ANGELLA	0	0	0	0	0	0	0	0	0
776 LORAS	0	0	0	0	0	0	0	0	0
810 LORAS	0	0	0	0	0	0	0	0	0
820 LORAS	0	0	0	0	0	0	0	0	0
830 LORAS	0	0	0	0	0	0	0	0	0
840 LORAS	0	0	0	0	0	0	0	0	0
860 LORAS	0	0	0	0	0	0	0	0	0
870 LORAS	0	0	0	0	0	0	0	0	0
880 LORAS	0	0	0	0	0	0	0	0	0
830 KIRKWOOD	0	0	0	0	0	0	0	0	0
840 KIRKWOOD	0	0	0	0	0	0	0	0	0
890 KIRKWOOD	0	0	0	0	0	0	0	0	0
908 KIRKWOOD	0	0	0	0	0	0	0	0	0
920 KIRKWOOD	0	0	0	0	0	0	0	0	0
930 KIRKWOOD	0	0	0	0	0	0	0	0	0
998 KIRKWOOD	0	0	0	0	0	0	0	0	0
BECKMAN HALL	0	0	0	0	0	0	0	0	0
BINZ HALL	0	0	0	0	0	0	0	0	0
BYRNE OAKS	0	0	0	0	0	0	0	0	0
LYNCH MCCARTHY	0	0	0	0	0	0	0	0	0
ROHLMAN HALL	0	0	0	1	0	0	0	0	0
SMYTH HALL	0	0	0	0	0	0	0	0	0
VISITATION COMPLEX	0	0	0	NA	NA	NA	NA	NA	NA
Total	0	0	0	1	0	0	0	0	0

Visitation Complex was sold April 28, 2023

NA = 711 W 17th Street became student housing June 1, 2023

CAMPUS HAZING TRANSPARENCY REPORT

The purpose of the college's anti-hazing policy is to prohibit hazing in all forms, ensure compliance with federal and state law (<https://www.legis.iowa.gov/docs/code/708.10.pdf>), and create a campus environment that is safe, responsible, and respectful. This policy applies to students, faculty, staff, administrators, trustees, recognized organizations/groups and established groups, and third parties on or off campus (including online), including visitors, alumni, guests, and the agents, representatives, and employees of suppliers and vendors.

The College's anti-hazing policy extends to all aspects of its educational programs and activities including, but not limited to, admissions, employment, academics, athletics, and student services.

Please note: the College further prohibits retaliation against any person or organization for reporting alleged hazing pursuant to this Policy. Retaliation means any adverse action taken against a person who has reported a concern, filed a complaint, and/or participated in an investigation pursuant to this policy.

Because it violates our mission and community standards, Loras College prohibits all acts of hazing. Hazing includes any action that violates Iowa hazing laws as well as additional violations spelled out in these regulations.

Campus Abuse Policy (including Hazing)

Physical abuse, verbal abuse, threats, intimidation, harassment, coercion and/or other conduct which threatens or endangers the health (mental or physical) or safety of any person. This includes but is not limited to dating violence, domestic violence, and stalking. This policy also includes actions, activities or situations, planned or negligent, producing unnecessary and/or undue mental and/or physical discomfort, embarrassment, harassment, ridicule, excessive fatigue, physical injury, interference with scholarship, danger to life, exposure to situations where physical or mental wellbeing may be endangered, or defacement, damage or destruction of property, including acts of hazing.

Students are encouraged to seek advisory interpretations of actions which might constitute "hazing" if they feel that a situation may be considered a hazing incident and report any such actions to College Officials at <https://loras.erezlife.com/> (individuals should log in and complete a "Community Concern Form" on the left hand side of the screen or at the Dean of Students Office, 570 ACC.

Hazing, as defined by the Stop Campus Hazing Act, means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other persons to participate, that is committed in the course of an initiation into, affiliation with, or the maintenance of membership in a student organization, and causes or creates a risk, above and beyond the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as physical preparation necessary for participation in an athletic team), of physical or psychological injury including the following:

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

This policy applies to all organizations, including but not limited to a club/organization, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, choir, or student government group in which two or more of the members are students enrolled at the institution of education, whether or not the organization is recognized by the institution. Hazing is an offense whether it occurs on or off campus.

Incidents of hazing will be investigated by Campus Safety, will be tracked by the college, and will be shared out biannually in a Stop Campus Hazing Report beginning in December 2025, published on the Loras College Website.

Reporting Concerns about Hazing

Any person may report hazing to the College. The reporter does not need to be a harmed party or complainant. Reports can be made to College Officials at <https://loras.erezlife.com/> (individuals should log in and complete a “Community Concern Form” on the left hand side of the screen) or at the Dean of Students Office, 570 ACC. A person may report alleged hazing to the College independent of any off-campus processes, such as reporting to law enforcement.

The College will not disclose the identity of any individual involved in a report or resolution process under this policy, except as may be permitted by the FERPA, or as required by law, or to carry out the purposes of federal and state law, or including any investigation, hearing, or judicial proceeding arising thereunder.

Procedures

Cases involving alleged acts of hazing will be heard by the College Hearing Board. The board will not consider implied or express consent of the person being hazed as a defense, nor will it consider the use of alcohol or drugs as a mitigating factor. In the context of hazing, the use of alcohol or drugs by any participants may be considered an express attempt to impair judgment, likely contributing to reckless behavior. Because hazing is an organizational activity, the organization, its officers, and responsible members may be held accountable for hazing violations. Additionally, individuals directly involved may also be held personally responsible. For more information about the College Hearing Board Process, please visit <https://loras.edu/student-handbook/>.

Student Organizations with Parallel Processes

The College recognizes that some student groups/organizations have parallel accountability processes within their national organization. Student organizations that become aware of behavior that may violate College policy must notify the College and collaborate with the College to address the behavior. If the national organization requires that the student organization conduct its own review, such review may not interfere with the College’s review process.

Incidents that May Violate Additional Policies

In certain instances, conduct by an individual or group may violate other College policies. In such cases, the Dean of Student’s Office will determine whether or not matters may be consolidated and/or investigated together at the discretion of the College.

Iowa State Law

708.10 Hazing. 1. a. A person commits an act of hazing when the person intentionally or recklessly engages in any act or acts involving forced activity which endanger the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with a school, college, or university. Prohibited acts include, but are not limited to, any brutality of a physical nature such as whipping, forced confinement, or any other forced activity which endangers the physical health or safety of the student. b. For purposes of this section, “forced activity” means any activity which is a condition of initiation or admission into, or affiliation with, an organization, regardless of a student’s willingness to participate in the activity. 2. A person who commits an act of hazing is guilty of a simple misdemeanor. 3. A person who commits an act of hazing which causes serious bodily injury to another is guilty of a serious misdemeanor. 89 Acts, ch 41, §1

Campus Hazing Transparency Reports (“CHTR”)

Beginning December 23, 2025, Loras College will publish in a prominent location on a public website with respect to hazing incidents where there has been a finding of responsibility against registered or established groups/organizations. This report will be updated at least twice per year if there are additional findings of responsibility to document.

The CHTR will be publicly available at <https://loras.edu/campus-safety/>.

This report will include:

- The period from when the last report was last published and the date it will be republished
- Each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including the name of the organization or group; the dates of hazing incidents, and information and description of the violation

The CHTR may include any additional information determined by the University as necessary or reported as required by State law. The CHTR will not include personally identifiable information.

Beginning with the 2026 Annual Security Report, the College must also include hazing incidents reported to have occurred within Clery geography. The first calendar year that will include hazing statistics is 2025, which will be available in October 2026.



The Clery Act also requires the College to issue a timely warning to the community in certain circumstances please see the Loras College Student Handbook at <https://loras.edu/student-handbook/>.

Training and Prevention

The Stop Campus Hazing Act also requires the college to educate our campus community about hazing and healthy alternatives to prevent this type of harm. The College will provide ongoing education including workshops, speakers, poster/social media campaigns, and other ongoing programming to reinforce hazing policies and encourage a safe and respectful campus community.

Maintenance of Files and Records

Records regarding disciplinary actions imposed against individual students and/or groups/organizations are generally maintained by the Office of the Dean of Students for seven (7) years after which they are destroyed. Exceptions to the general policy are the sanctions of suspension, expulsion and cases involving any type of sex discrimination for which the records are permanently maintained.

College Resources

Dean of Students Office	563.588.7417
Student Organizations	563.588.7731
Title IX Coordinator	563.588.7029
College Athletics	563.588.7742
Campus Safety	563.588.7275
Counseling Center	563.588.7085
Health Center	563.588.7142
Human Resources	563.588.7110
Lynch Learning Center	563.588.7921
Residence Life	563.588.7217
Information Desk	563.588.7100

Hazing Transparency Report – Period of January 1 – June 23, 2025

No instances of alleged hazing were reported to the College during the reporting period from January 1 – June 23, 2025.

Hazing Transparency Report – Period of June 24 – December 15, 2025

No instances of alleged hazing were reported to the College during the reporting period from June 24 – December 15, 2025.

Hazing Transparency Report – Period of December 16, 2025 – June 15, 2026

No instances of alleged hazing were reported to the College during the reporting period from December 16, 2025 – June 15, 2026.

The next report update will be published between December 16 – 23, 2026, and will include information from the period of June 16 – December 15, 2026.