



## Department of Campus Safety & Security

# Annual Security and Fire Safety Report 2023

**Main Campus  
2030 E. College Way Olathe,  
KS 66062**

This information is provided as part of MidAmerica University's commitment to safety and security and is in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, as amended (Clery Act).

## **INTRODUCTION AND DIRECTOR'S NOTE**

At MidAmerica Nazarene University (“University”), it is our goal to provide a safe and secure University environment. Campus Safety partners with all University departments to enhance the well-being of our University family. The most effective means of achieving this goal is through a collaborative endeavor that also includes students, faculty, and staff. We are blessed with a culture in which students, faculty, and staff recognize that the personal safety and well-being of each of us is a responsibility we all share and embrace. As an open campus within the city of Olathe and the greater Kansas City metropolitan area, we are committed to a coordinated effort and open communication between the University, and all local public safety agencies. We recognize that taking full advantage of those organizations’ extensive resources will enhance the safety and security of the entire area and our campus.

## **MISSION STATEMENT**

**To provide members of the campus community with opportunities to learn, work, and relax in a safe and secure environment. Through a sustained and visible commitment to a policy of student service, the Department of Campus Safety & Security will serve this community with integrity, commitment, and individual dedication to the physical and spiritual well-being of this University.**

## **ANNUAL DISCLOSURE OF CRIME STATISTICS**

MidAmerica Nazarene University’s Department of Campus Safety & Security is responsible for preparing and distributing the annual report and crime statistics. It provides students and employees of the University with information on: the University’s security arrangements, policies, and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the University will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

All crimes and incidents are reported in accordance and with Uniform Crime Reporting procedures and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act as required by the United States Department of Education. Clery Act Crime Statistics are compiled January 1-December 31, and published on or before October 1. The statistics reflect reports received by the Department of Campus Safety & Security, other campus security authorities and by local law enforcement agencies. Clery statistics are located on the MidAmerica Nazarene University web site at: <https://www.mnu.edu/campus-safety/>.

Each year, an e-mail notification is sent to all enrolled students and employees to provide the web site address to access this report. Copies are also provided to prospective students and prospective employees upon request. Hard copies of the report may be obtained at the Campus Safety & Security office located in the Land Gym.



## DEPARTMENT OF CAMPUS SAFETY & SECURITY

**Land Gym Building  
2030 E. College Way  
Olathe, KS 66062  
(913) 971-3299**

The Department of Campus Safety & Security is located in the Land Gymnasium building at 2030 E. College Way, Olathe, KS 66062, and the emergency telephone number is 913-971-3299. Office hours are Monday through Friday, except holidays, 8a.m to 4p.m. The Department of Campus Safety & Security can be contacted 24 hours a day, seven days a week, by dialing 3299 from any campus phone or by dialing (913) 971-3299 from any other phone. The Department of Campus Safety & Security consists of one full-time Director, four full time officers, and three part-time officers.

Campus Safety & Security officers have jurisdiction on University owned property, as well as the adjacent College Church owned property. The Department of Campus Safety & Security is not a certified law enforcement agency and officers do not have the authority to arrest. Officers are responsible for a full range of public services, including all crime reports, investigation, non-injury traffic accidents, enforcement of University rules regulating alcohol, possession of controlled substances, weapons, traffic regulations, and all other incidents requiring security assistance. Their purpose is to serve the University community by providing a safe and secure atmosphere where learning can be accomplished. This can be achieved by various services and activities such as traffic and parking enforcement, crime prevention patrol, crowd control at special events, building access, escorts, unlocking doors, fire alarm response, participation in the University's Crisis Management/Emergency Operations Plan, plus many other functions. All Campus Safety & Security officers are CPR and AED (automatic external defibrillator) certified.

Major crimes and incidents are reported to the Olathe Police Department. The Department of Campus Safety & Security fully cooperates with local, state, and federal law enforcement agencies in the exercise of their responsibilities.

### INTERAGENCY COOPERATION

While the University does not have any written agreements with local law enforcement agencies, the Department of Campus Safety & Security works closely and has an excellent working relationship with the Olathe Police Department and the Olathe Fire Department, as well as the Johnson County KS Emergency Management Division. We rely on these relationships for support on several levels. In addition to sharing critical information, our Department of Campus Safety & Security has immediate contact with 911 services through the Olathe Police Department and Johnson County KS Communications Center. This arrangement gives the University immediate access to mutual aid and support from all area emergency service agencies.

## **POLICY FOR CRIME AND INCIDENT REPORTING**

The MNU Department of Campus Safety & Security investigates campus-related incidents and notifies the Olathe Police Department when required. The University strongly encourages victims and witnesses to report all crimes to the Campus Safety & Security Department or the appropriate law enforcement agency at once, regardless of their nature. Prompt reporting of suspicious activity will deter crime. Such a report is encouraged even when the victim of a crime elects not to make a report or is unable to do so. If an individual's actions are out of character and you become suspicious, call the Campus Safety & Security Department. An officer will assess the situation and take appropriate action.

Emergencies may be called in to the Olathe Emergency Response System by dialing 9-911 from any campus phone or by dialing 911 from any other phone. Non-emergency calls may be made to the Department of Campus Safety & Security by dialing 3299 from a campus phone or by dialing (913) 971-3299 from any other phone, or to the Olathe Police Department by dialing (913) 971-7455. Emergency call boxes located on the campus can also be used to report a crime or suspicious activity.

In addition to the reporting of incidents to the Campus Safety & Security Department, the following are other campus security authorities to whom reports can be made. Information from these reports will also be used for the purpose of making timely warnings of criminal offenses as necessary and for the reporting of annual crime statistics.

- Darrel Anderson  
Vice President and CFO  
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- Richard Pacheco  
Director of Campus Safety & Security/ Title IX Coordinator  
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- Sharaya Borjas  
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- Devon Brown  
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(913) 971-3760

Once reported to a campus security authority, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a University staff member will assist in making the report to police.

### **MONITORING OFF CAMPUS LOCATIONS OF RECOGNIZED STUDENT ORGANIZATIONS**

The University does not officially recognize any off-campus student organizations, and therefore does not have a policy concerning the monitoring and recording, through local police agencies, of criminal activity.

### **DISCLOSURE OF THE OUTCOME OF A CRIME OF VIOLENCE OR NON-FORCIBLE SEX OFFENSE**

Upon written request, the University will disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by this institution against a student who is the alleged perpetrator of such a crime or offense. If the alleged victim is deceased as a result of such a crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

NOTE: Under the Violence Against Women Act, both the accused and accuser in cases of dating violence, domestic violence, sexual assault, and stalking, are given the results without the need to make a written request. As such, the previous paragraph does not apply in these situations.

### **CONFIDENTIAL REPORTING AND CAMPUS SAFETY ANONYMOUS CRIME TIPS**

The University will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim, or disciplining the perpetrator will know the victim's identity.

Pursuant to the University's sexual misconduct policy, when an employee who is not a confidential resource becomes aware of alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), the employee is responsible for reporting that information, including the status of the parties if known, to the Title IX Coordinator. A victim of other types of crimes (e.g., aggravated assault, burglary, etc.) who does not want to pursue action within the University disciplinary system or the criminal justice system is nevertheless encouraged to make a confidential report to a campus security authority. Upon the victim's request, a report of the details of the incident can be filed with the University without revealing the victim's identity. Such a confidential report complies with the victim's wishes, but still helps the University take appropriate steps to ensure the future safety of the victim and others. With such information, the University can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the University.

The University encourages its pastoral and professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics.

Students, faculty, and staff may provide a voluntary and confidential witness report to the MidAmerica Nazarene University's Campus Safety & Security Department. The "Campus Safety Anonymous Crime Tips" is provided for students, faculty, staff, or others to report anonymous tips concerning campus safety or to provide a voluntary confidential witness report. Reports may be completed by accessing our website at <https://www.mnu.edu/anonymous-crime-tips/> under REPORT A CRIME tab. Such reports will still allow the University to collect accurate statistics for inclusion in the annual report of crimes.

### **EMERGENCIES**

The University has an emergency management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. Such situations include, but are not limited to: tornadoes, bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. The University has communicated with local police requesting their cooperation in informing the University about situations reported to them that may warrant an emergency response.

The Emergency Operations Center (EOC) Manager will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be

responsible for initiating the University's response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other University departments may be involved in the confirmation process.

Once the emergency is confirmed and based on its nature, the EOC Manager will consult with other appropriate University officials to determine the appropriate segment or segments of the University community to be notified. The EOC Manager in collaboration with other appropriate personnel, will determine who should be notified, and will, without delay, and taking into account the safety of the community, determine the content of the notification, and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also, as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The EOC Manager will direct the issuance of emergency notifications, which will be accomplished using one or more of the following means, depending on the nature of the threat and the segment of the campus community being threatened:

- MNU Website [www.mnu.edu](http://www.mnu.edu)
- RAVE Campus Alert System, which include email and phone notifications.
- Sign up for MNU's RAVE Campus Alert system here & follow the instructions: <https://www.getrave.com/login/mnu> or <http://alert.mnu.edu>

At the direction of EOC Manager, the University's Public Information Officer will contact local law enforcement of the emergency if they are not already aware of it and local media outlets in order that the larger community outside the campus will be aware of the emergency.

The University tests its emergency response and evacuation procedures at least once a year. Also, at various times the Emergency Management Team will meet to train and test and evaluate the University's emergency response plan. The EOC Manager maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. The University will annually distribute to its students and employees information to remind them of the University's emergency response and evacuation procedures in conjunction with one such test.

Emergencies requiring police, fire or medical aid are to be reported to the Department of Campus Safety & Security at 913-971-3299. Campus Safety & Security personnel will respond to the emergency and contact proper authorities. All Campus Safety & Security Officers are trained and certified in First Aid and CPR/AED.



## **EMERGENCY CALL BOXES/ RED PHONES**

The University has installed emergency two-way call boxes & red phones in strategic locations on the campus for use during emergencies. These devices ring directly to the Campus Safety & Security Department unless otherwise noted below and may be used by anyone 24 hours a day to summons a Campus Safety & Security Officer or to report other information to Campus Safety & Security.



### **Emergency Call Box/Red Phone locations:**

1. Cook Center – Interior west entrance on north wall of main lobby (direct connect)
2. Land Gym/Fitness Center – Interior, inside the Fitness Center on the South wall (direct connect)
3. Smith and Metz lot – Exterior, walkway between Smith and Metz (direct connect)
4. Snowbarger/Mabee Library lot – Exterior, east end of lot between tennis courts and Mabee (direct connect)
5. Uphaus Dormitory lot – Exterior, southwest end of Uphaus as you exit the lot (direct connect)

## **TIMELY WARNING POLICY**

### **Overview**

In the event of criminal activity occurring on campus (or on certain other property) that constitutes a serious or continuing threat to members of the campus community, a campus-wide-“timely warning” will be issued to all students and employees. The intent of a timely warning is to aid in the prevention of similar crimes, including by helping members of the campus community protect themselves.

Anyone with information regarding criminal activity that may warrant a timely warning should immediately report the circumstances to: Campus Safety, 913-971-3299.



The University has communicated with local law enforcement asking them to notify the University if it receives information warranting a timely warning.

**Timely Warning Criteria**

A timely warning will be issued by the University when the criteria below have been met:

- 1.) A crime is reported to a campus security authority (or the University is otherwise made aware of the incident, such as if the local police department notifies the University that a crime has been reported to that agency)
- 2.) The crime is reported to have occurred on the University’s Clery geography (which generally includes the campus, adjacent public property and other properties owned or controlled by the University)
- 3.) The crime is a Designated Crime (see below) and
- 4.) The circumstances present a serious or continuing threat to the campus community (see below)

The University has the discretion to issue similar notifications/warnings in other situations as well.

Designated Crimes: Assuming all other criteria have been met, crimes necessitating a timely warning are found in the chart below.

| Category                           | Types of Offenses  |
|------------------------------------|--|
| Primary Criminal Offenses          | Murder/Non-Negligent Manslaughter; Manslaughter by Negligence; Rape; Fondling; Incest; Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft and Arson  |
| Hate Crimes                        | <p>A hate crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim.</p> <ul style="list-style-type: none"> <li>• Hate crimes include the primary criminal offenses listed above (except Manslaughter by Negligence) plus: Larceny-Theft; Simple Assault; Intimidation and Destruction/Damage/Vandalism to Property.</li> <li>• The eight categories of bias that may result in a hate crime designation for purposes of this policy are as follows: race, gender, gender identity, religion, sexual orientation, ethnicity, national origin and disability</li> </ul> |
| VAWA Offences                      | Dating Violence; Domestic Violence; and Stalking   |
| Arrests and Disciplinary Referrals | Arrests and referrals for disciplinary action for the following violations of law: Drug Abuse Violations; Liquor Law Violations and Weapons: Carrying, Processing, etc.  |

### **Serious or Continuing Threat Analysis**

The Director of Campus Safety or designee, in collaboration with members of the crisis management team as necessary, is responsible for determining what constitutes a serious or continuing threat to the campus community. This evaluation is completed on a case-by-case basis in consideration of the circumstances of the situation at hand. There may be times when a Designated Crime occurred on Clery geography, but the situation does not present an ongoing danger to the campus community and thus would not necessitate a timely warning. For example, a robbery on campus may have been reported but the suspect was immediately apprehended by police and therefore, there is an ongoing danger to the campus community.

The factors used when analyzing whether a reported crime presents a serious or continuing threat to the campus community include, but are not limited to the following:

- How much time has passed between the incident and the report?
- Has the perpetrator been apprehended?
- Were there multiple perpetrators working together?
- Was the incident violent in nature?
- Were date rape drugs or other substances used to facilitate the crime?
- Was a weapon used during the commission of the crime?
- Does the incident appear to be isolated with a specifically targeted victim(s)?
- Is there a pattern of similar incidents? (e.g., the same or similar crimes occurring in a short period of time; a particular group being targeted on multiple occasions; etc.)
- Are there other aggravating circumstances or predatory behaviors at issue suggesting that a threat/ongoing danger exists?
- Are there enough details available to determine whether a threat/ongoing danger exists?

### **Timely Warning Content**

Because the intent of a timely warning is to aid in the prevention of similar crimes, including by helping members of the campus community protect themselves, these warnings will include information that the Director of Campus Safety or designee determines is necessary and appropriate to further these goals.

The content of a timely warning will, at minimum, include pertinent information about the crime that triggered the warning (i.e., type of crime and a description of where and when it occurred). The warning may also provide other brief information about the situation if warranted, such as any available information about the suspect(s). However, caution will be taken to not issue such a lengthy warning that it cannot be quickly understood by recipients. An example of a timely warning is as follows:

*WARNING (6/12/23): Armed Robbery outside of Smith Hall reported at 9:32p.m. Perpetrator described as a tall male in a red hooded sweatshirt. Last seen running to the north across Ash Street. This is an active situation. Please be alert if you are in the area.*

Name of the victim(s) will be withheld from timely warnings and the University will also refrain from including information that could compromise law enforcement efforts.

## **Timely Warning Methods**

Timely warnings will be communicated to all students and employees via email and/or text message using the University's RAVE Campus Alert System. This system requires students and employees to register, which can be done by going to <https://www.getrave.com/login/mnu>. The University may also supplement the email and/or text message with other methods, such as: paper postings on building, doors, message on website, etc.

## **Updating the Timely Warning**

After a timely warning has been issued, the Director of Campus Safety or designee will consider whether a follow-up warning needs to be communicated to the campus community about the situation. If it is determined that a follow-up warning is necessary, it will be made in the manner described above.

## **RAVE CAMPUS ALERT SYSTEM**

The MidAmerica Nazarene University has established an emergency notification and messaging service for members of our community, RAVE Campus Alert System. This method of notification is a supplement to the University's methods of issuing timely warnings in the event of a security threat on or near our campus. In addition, this messaging service will only be used in the event of an emergency; or to advise of changes in scheduling due to severe weather; or to perform periodic testing of the system. Students, staff, and parents can enroll by going to the website link: <http://alert.mnu.edu> or <https://www.getrave.com/login/mnu>.

Staff can also access it directly from the MNU portal home page at: <http://my.mnu.edu/> :click on the MNU portal link, then click on the RAVE Mobile Safety-MNU Sign up for Emergency Communications icon and follow the following steps:

Students, staff, and parents are strongly encouraged to enroll their cell phone number, in addition to their email, to receive emergency alert notifications via email and cell phone texts.

**NOTE: *The MNU.edu email address of all students, faculty and staff is automatically entered into the system but you must still take action to enroll yourself and further to register and activate your mobile phone (or alternative email addresses). If it's your first time entering the system and you have not already established a password you will need to do the following:***

- When you log in enter your full MNU email address, then click on "forgot password".
- A link will be sent to your email. Click on the link which will let you reset your password.
- Once your password is reset, go back to login and enter your full MNU email address as your username and enter your password you just established.
- Then go to the add mobile number prompt and enter your cell phone number. A 4-digit code will be texted to you.
- Enter the 4-digit code to confirm your cell phone number and proceed with the instructions given to complete the validation process.

Parents of students may also register for emergency notifications by clicking on the “Register” button and filling out the information, including your Registration Email Address utilizing the email address of their choice and follow the prompts. If you have any questions the Campus Safety & Security Department can be reached at (913) 971-3299 (24-hours) or email [cpolice@mnu.edu](mailto:cpolice@mnu.edu).

## **SECURITY AND ACCESS POLICY FOR CAMPUS FACILITIES**

The Department of Campus Safety & Security conducts regular security patrols across campus, locks and unlocks classrooms and office areas at scheduled times and makes reports of safety and security



hazards. Officers also monitor areas of the facilities that directly impact campus security, such as doors and locks, broken windows, and fire safety equipment. The Campus Safety & Security Department also monitors emergency phones, building alarms, and has expanded its IT based camera and card reader access system across campus to aid in the safeguarding of the University. We are responsible for monitoring building access by authorized parties after hours and respond to all building alarms (fire, burglar, etc.) as needed. During business hours, the University, excluding certain housing facilities, will be open to students, parents,

employees, guests, and visitors. All persons on the campus shall, upon request by authorized officials and security personnel, provide adequate identification.

Security is provided through various means. Both mechanical and computerized lock systems are used. All residence halls are secured by a proximity card activated access system. Apartment-style living facilities are protected by mechanical locks. Several other non-residential sites are secured in a similar fashion. Individual rooms within the residence halls are secured with a key actuated mechanical lock.

Residence Halls are secured 24 hours with the exception of common areas/lobbies which are locked at curfew, 1:00 AM, and opened at 5:00 AM. Student access cards should be used exclusively by the student to whom the card has been assigned. The office of Student Development & Residential Life issues all identification and access cards. The Campus Safety & Security Department has the authority to grant or deny building access. Any third party use for access to MNU buildings can compromise the safety and security of our campus and will not be tolerated. Access control cards are issued through a strictly controlled process. After hours, the Campus Safety & Security Department provides access to campus facilities to authorized personnel only.

MidAmerica Nazarene University strives to provide a safe environment for students and employees. Exterior campus lighting, regular patrols, security escorts, curfews, and residence hall policies are intended to enhance security and prevent crime. However, safety is everyone’s responsibility. All individuals on MNU property, including students, faculty, staff, and guests, shall be subject to all rules and regulations of MNU and to all applicable federal and state laws and city ordinances.

## **SECURITY CONSIDERATIONS IN MAINTENANCE OF CAMPUS FACILITIES**

Campus Safety & Security Officers, working with the Facility Services Department, constantly monitor the exterior lighting on campus. Lights discovered to not be functioning properly are promptly reported and the necessary repairs are made. Fire hazard inspections are conducted daily in all campus buildings. The city of Olathe's on-campus Emergency Notification System Siren is checked monthly during the community's warning system's activation exercise. Malfunctions are reported to the appropriate authorities. Safety checks are completed to determine if shrubs or other landscape might need trimming. Students, employees, and visitors to MNU are encouraged to report any potentially unsafe building or equipment conditions to the Department of Campus Safety & Security at 913-971-3299 or to Facility Services at 913-971-3279.

## **SAFETY ESCORTS**

Campus Safety & Security Officers will provide an escort to walk with you when traveling across the campus or to your residential hall. To request an escort, call 913-971-3299 and an officer will meet you at your location.

## **STUDENT HANDBOOK**

<https://www.mnu.edu/student-handbook>

## **CAMPUS SAFETY LEARNING PROGRAMS**

MidAmerica Nazarene University provides information to students and employees about campus security procedures and practices. The University encourages every member of the school community to be responsible for their own security as well as the security of others. The Department of Campus Safety & Security currently participates in several programs designed to inform students and employees about personal safety and the prevention of crimes. Informational literature, pamphlets, and flyers are distributed across campus covering a range of issues (e.g., bicycle safety, rape, and sexual assault).

New student orientation is provided for all new students and their parents. The Department of Campus Safety & Security provides information regarding how to report a crime, campus vehicle regulations, and crime prevention measures. The Department of Campus Safety & Security is available to make a presentation to academic classes and residence hall staff. During such presentations, they may describe their function, responsibilities, campus regulations, security issues, and school policies.

In addition, programs and specialized training are provided to both staff and students by several on-campus organizations, including the Campus Safety & Security Department, throughout the school year. As part of MidAmerican Nazarene University's education programs, all new students and new employees are given primary prevention and awareness education and training on the following topics: rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. An explanation of that training is discussed later in the report.

The Director of Campus Safety & Security meets regularly with the staff of Student Development and the Residential Life staff to provide information and will also hold informational sessions in residence halls where policies are reviewed and students are free to ask questions. Fire drills are conducted once per semester in all residential halls. Severe weather drills are conducted campus-wide each spring semester. The Campus Safety and Crime Report contains tips and suggestions for students, employees, or guests on how to protect themselves and others. The Department of Campus Safety & Security also publishes crime statistics under Campus Safety Disclosures on the web at:  
<https://www.mnu.edu/campus-safety/>.

### **Policies, Procedures and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking**

Consistent with the requirements of Title IX of the Education Amendments of 1972, the Clery Act, and the Violence Against Women Act (“VAWA”), the University prohibits discrimination based on sex in its educational programs and activities, including sexual harassment, and acts of domestic violence, dating violence, sexual assault, and stalking. The University also prohibits any retaliation, intimidation, threats, coercion or any other discrimination against any individuals exercising their rights or responsibilities pursuant to these laws and institutional policy. The University’s Sexual Harassment Policy and Complaint Resolution Procedures are used to address complaints of this nature. This policy and the procedures for filing, investigating and resolving complaints for violations of that policy may be found at:

<https://www.mnu.edu/wp-content/uploads/2023/08/4892-1947-8529.1-MNU-Title-IX-policy-2023-2024.pdf>

Note: Sexual harassment that occurs outside of the scope of the University’s education programs or activities or outside of the boundaries of the United States is governed by the student handbook if committed by a student, <https://www.mnu.edu/student-handbook>, and other Universities policies and standards if committed by an employee, <https://www.mnu.edu/employee-handbook>, <https://www.mnu.edu/faculty-handbook>

The following discusses the University’s educational programs to promote the awareness of domestic violence, dating violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

Primary Prevention and Awareness Program

The University conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the University prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. They are also informed of the topics discussed below, including relevant definitions that apply within the State of Kansas, risk reduction, and bystander intervention:

Crime Definitions

| <b>Crime Type<br/>(Kansas Statutes<br/>Annotated)</b> | <b>Definitions</b>   |
|---|--|
| Dating Violence                                       | The institution has determined, based on good-faith research, that Kansas law does not define the term dating violence.  |
| Domestic Violence                                     | <ul style="list-style-type: none"> <li>• Domestic Violence (Kan. Stat. Ann. § 21-5111): “Domestic violence” means an act or threatened act of violence against a person with whom the offender is involved or has been involved in a dating relationship, or an act or threatened act of violence against a family or household member by a family or household member. “Domestic violence” also includes any other crime committed against a person or against property, or any municipal ordinance violation against a person or against property, when directed against a person with whom the offender is involved or has been involved in a dating relationship or when directed against a family or household member by a family or household member.</li> <li>• Domestic Battery (Kan. Stat. Ann. § 21-5414(a)): Domestic battery is (1) Knowingly or recklessly causing bodily harm to a person with whom the offender is involved or has been involved in a dating relationship or a family or household member; or (2) knowingly causing physical contact with a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting or angry manner.</li> <li>• Aggravated Domestic Battery (Kan. Stat. Ann. § 21-5414(b)): Aggravated domestic battery is: (1) Knowingly impeding the normal breathing or circulation of the blood by applying pressure on the throat, neck or chest of a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting or angry manner; or (2) knowingly impeding the normal breathing or circulation of the blood by blocking the nose or mouth of a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting or angry manner.</li> </ul> |



| Crime Type<br>(Kansas Statutes<br>Annotated) | Definitions  |
|--|--|
|  | <p>For purpose of the above definitions:</p> <ul style="list-style-type: none"> <li>• “Dating relationship” means a social relationship of a romantic nature. In addition to any other factors the court deems relevant, the trier of fact may consider the following when making a determination of whether a relationship exists or existed: Nature of the relationship, length of time the relationship existed, frequency of interaction between the parties and time since termination of the relationship, if applicable.</li> <li>• “Family or household member” means persons 18 years of age or older who are spouses, former spouses, parents or stepparents and children or stepchildren, and person who are presently residing together or have resided together in the past, and persons who have a child in common regardless of whether they have been married or have lived together at any time. “Family and household member” also includes a man and woman if the woman is pregnant and the man is the alleged father, regardless of whether they have been married or have lived together at any time.</li> </ul>  |
| Stalking (Kan. Stat. Ann. § 21-5427)         | <ul style="list-style-type: none"> <li>• Stalking is: (1) Recklessly engaging in a course of conduct targeted at a specific person which would cause a reasonable person in the circumstances of the targeted person to fear for such person's safety, or the safety of a member of such person's immediate family and the targeted person is actually placed in such fear; (2) Engaging in a course of conduct targeted at a specific person with knowledge that the course of conduct will place the targeted person in fear for such person's safety or the safety of a member of such person's immediate family; or (3) After being served with, or otherwise provided notice of any protective order...that prohibits contact with a targeted person, recklessly engaging in at least one act listed [below] that violates the provisions of the order and would cause a reasonable person to fear for such person's safety, or the safety of a member of such person's immediate family and the targeted person is actually placed in such fear; or intentionally engaging in a course of conduct targeted at a specific child under the age of 14 that would cause a reasonable person in the circumstances of the targeted child, or a reasonable person in the circumstances of an immediate family member of such child, to fear for such child’s safety.</li> <li>• “Course of conduct” means two or more acts over a period of time, however short, which evidence a continuity of purpose. A course of conduct shall not include constitutionally protected activity nor conduct that was necessary to accomplish a legitimate purpose independent of making contact with the targeted person. A course of conduct shall include, but not be limited to, any of the following acts or a combination thereof: (A) Threatening the safety of the targeted person or a member of such person's immediate family; (B) Following, approaching or confronting the targeted person or a member of such person's immediate family; (C) Appearing in close proximity to, or</li> </ul> |

| <b>Crime Type<br/>(Kansas Statutes<br/>Annotated)</b> | <b>Definitions</b>  |
|---|---|
|   | <p>entering the targeted person's residence, place of employment, school or other place where such person can be found, or the residence, place of employment or school of a member of such person's immediate family; (D) Causing damage to the targeted person's residence or property or that of a member of such person's immediate family; (E) Placing an object on the targeted person's property or the property of a member of such person's immediate family, either directly or through a third person; (F) Causing injury to the targeted person's pet or a pet belonging to a member of such person's immediate family; (G) Utilizing electronic tracking system or acquiring tracking information to determine the targeted person's location, movement or travel patterns; and (H) Any act of communication.</p> <ul style="list-style-type: none"> <li>• "Immediate Family" means: (A) father, mother, stepparent, child, stepchild, sibling, spouse or grandparent of the targeted person; (B) any person residing in the household of the targeted person; or (C) any person involved in an intimate relationship with the targeted person.</li> </ul>   |
| Sexual Assault  | The institution has determined, based on good-faith research, that Kansas law does not define the term sexual assault.  |
| Rape, Fondling,<br>Incest, Statutory<br>Rape          | <p>For purposes of the Clery Act, the term "sexual assault" includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Kansas law are as follows:</p> <ul style="list-style-type: none"> <li>• Rape (Kan. Stat. Ann. § 21-5503): (1) Knowingly engaging in sexual intercourse with a victim who does not consent to the sexual intercourse under any of the following circumstances: (A) When the victim is overcome by force or fear; or (B) when the victim is unconscious or physically powerless; (2) Knowingly engaging in sexual intercourse with a victim when the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by the offender or was reasonably apparent to the offender; (3) sexual intercourse with a child who is under 14 years of age; (4) sexual intercourse with a victim when the victim's consent was obtained through a knowing misrepresentation made by the offender that the sexual intercourse was a medically or therapeutically necessary procedure; or (5) sexual intercourse with a victim when the victim's consent was obtained through a knowing misrepresentation made by the offender that the sexual intercourse was a legally required procedure within the scope of the offender's authority.</li> <li>• Fondling: The institution has determined, based on good-faith research, that Kansas law does not define the term fondling.</li> <li>• Incest (Kan. Stat. Ann. § 21-5604(a)): Incest is marriage to or engaging in otherwise lawful sexual intercourse or sodomy, as defined in K.S.A. 21-5501, and amendments thereto, with a person who is 18 or more years of age and who is known to the offender to be related to the offender as any of the</li> </ul> |

| Crime Type<br>(Kansas Statutes<br>Annotated) | Definitions  |
|--|--|
|  | <p>following biological relatives: Parent, child, grandparent of any degree, grandchild of any degree, brother, sister, half-brother, half-sister, uncle, aunt, nephew or niece.</p> <ul style="list-style-type: none"> <li>• Aggravated Incest (Kan. Stat. Ann. § 21-5604(b)): Aggravated incest is (1) Marriage to a person who is under 18 years of age and who is known to the offender to be related to the offender as any of the following biological, step or adoptive relatives: Child, grandchild of any degree, brother, sister, half-brother, half-sister, uncle, aunt, nephew or niece; or (2) engaging in the following acts with a person who is 16 or more years of age but under 18 years of age and who is known to the offender to be related to the offender as any of the following biological, step or adoptive relatives: Child, grandchild of any degree, brother, sister, half-brother, half-sister, uncle, aunt, nephew or niece: (A) Otherwise lawful sexual intercourse or sodomy as defined by K.S.A. 21-5501, and amendments thereto; or (B) any lewd fondling, as described in subsection (a)(1) of K.S.A. 21-5506, and amendments thereto.</li> <li>• Statutory Rape: The institution has determined, based on good-faith research, that Kansas law does not define the term statutory rape.</li> </ul>  |
| Other "sexual assault" crimes                | <p>Other crimes under Kansas law that may be classified as a “sexual assault” include the following:</p> <ul style="list-style-type: none"> <li>• Criminal Sodomy (Kan. Stat. Ann. § 21-5504(a)): Criminal sodomy is: (1) Sodomy between persons who are 16 or more years of age and members of the same sex* [this provision was found unconstitutional as applied by <i>State v. Franco</i>, 319 P.3d 551 (2014) and thus unenforceable with regard to any intercourse between consenting adults of the same sex conducted in private; (2) sodomy between a person and an animal; (3) sodomy with a child who is 14 or more years of age but less than 16 years of age; or (4) causing a child 14 or more years of age but less than 16 years of age to engage in sodomy with any person or animal.</li> <li>• Aggravated Criminal Sodomy (Kan. Stat. Ann. § 21-5504(b)): Aggravated criminal sodomy is: (1) Sodomy with a child who is under 14 years of age; (2) causing a child under 14 years of age to engage in sodomy with any person or an animal; or (3) sodomy with a victim who does not consent to the sodomy or causing a victim, without the victim's consent, to engage in sodomy with any person or an animal under any of the following circumstances: (A) When the victim is overcome by force or fear; (B) when the victim is unconscious or physically powerless; or (C) when the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by, or was reasonably apparent to, the offender.</li> </ul> |

| Crime Type<br>(Kansas Statutes<br>Annotated) | Definitions  |
|--|--|
|  | <ul style="list-style-type: none"> <li>• Sexual Battery (Kan. Stat. Ann. § 21-5505(a)): Sexual battery is the touching of a victim who is 16 or more years of age and who does not consent thereto, with the intent to arouse or satisfy the sexual desires of the offender or another.</li> <li>• Aggravated Sexual Battery (Kan. Stat. Ann. § 21-5505(b)): Aggravated sexual battery is sexual battery, as defined in subsection (a), under any of the following circumstances: (1) When the victim is overcome by force or fear; (2) when the victim is unconscious or physically powerless; or (3) when the victim is incapable of giving consent because of mental deficiency or disease, or when the victim is incapable of giving consent because of the effect of any alcoholic liquor, narcotic, drug or other substance, which condition was known by, or was reasonably apparent to, the offender.</li> <li>• Indecent Liberties with a Child (Kan. Stat. Ann. § 21-5506(a)): Indecent liberties with a child is engaging in any of the following acts with a child who is 14 or more years of age but less than 16 years of age: (1) Any lewd fondling or touching of the person of either the child or the offender, done or submitted to with the intent to arouse or to satisfy the sexual desires of either the child or the offender, or both; or (2) soliciting the child to engage in any lewd fondling or touching of the person of another with the intent to arouse or satisfy the sexual desires of the child, the offender or another.</li> <li>• Aggravated Indecent Liberties with a Child (Kan. Stat. Ann. § 21-5506(b)): Aggravated indecent liberties with a child is: (1) Sexual intercourse with a child who is 14 or more years of age but less than 16 years of age; (2) engaging in any of the following acts with a child who is 14 or more years of age but less than 16 years of age and who does not consent thereto: (A) Any lewd fondling or touching of the person of either the child or the offender, done or submitted to with the intent to arouse or to satisfy the sexual desires of either the child or the offender, or both; or (B) causing the child to engage in any lewd fondling or touching of the person of another with the intent to arouse or satisfy the sexual desires of the child, the offender or another; or (3) engaging in any of the following acts with a child who is under 14 years of age: (A) Any lewd fondling or touching of the person of either the child or the offender, done or submitted to with the intent to arouse or to satisfy the sexual desires of either the child or the offender, or both; or (B) soliciting the child to engage in any lewd fondling or touching of the person of another with the intent to arouse or satisfy the sexual desires of the child, the offender or another.</li> <li>• Unlawful voluntary sexual relations (Kan. Stat. Ann. § 21-5507): Unlawful voluntary sexual relations is: <ul style="list-style-type: none"> <li>○ (1) Engaging in any of the following acts with a child who is 14 or more years of age but less than 16 years of age: <ul style="list-style-type: none"> <li>▪ (A) Voluntary sexual intercourse;</li> <li>▪ (B) voluntary sodomy; or</li> <li>▪ (C) voluntary lewd fondling or touching;</li> </ul> </li> </ul> </li> </ul> |

| <b>Crime Type<br/>(Kansas Statutes<br/>Annotated)</b> | <b>Definitions</b>  |
|---|---|
|   | <ul style="list-style-type: none"> <li>○ (2) when the offender is less than 19 years of age;</li> <li>○ (3) when the offender is less than four years of age older than the child;</li> <li>○ (4) when the child and the offender are the only parties involved; and</li> <li>○ (5) when the child and the offender are members of the opposite sex.</li> </ul> |
| Consent (as it relates to sexual activity)            | The institution has determined, based on good-faith research, that Kansas law does not define the term consent (as it relates to sexual activity).  |

**University Definition of Consent**

Though Kansas law does not define consent (as it relates to sexual activity), the University uses the following definition of consent in its Sexual Harassment Policy for the purpose of determining whether sexual violence (including sexual assault) has occurred:

“Consent” refers to words or actions that a reasonable person in the perspective of the Respondent would understand as agreement to engage in the sexual conduct at issue. A person who is Incapacitated is not capable of giving Consent.

Lack of consent is a critical factor in determining whether Sexual Harassment has occurred. As defined above, consent is a mutual, voluntary, and informed agreement to participate in specific sexual acts with another person that is not achieved through unreasonable manipulation or coercion—or any kind of physical force or weapon—and requires having cognitive ability to agree to participate. Consent requires an outward demonstration, through mutually understandable words, conduct or action, indicating that an individual has freely chosen to engage in the specific sexual acts. A verbal “no” constitutes lack of consent, even if it sounds insincere or indecisive. Impairment or incapacitation due to alcohol and/or drug use, permanent/ temporary psychological or physical disability, and being below the age of consent in the applicable jurisdiction are factors which detract from or make consent impossible. Silence or an absence of resistance does not imply consent, and consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act. Consent may be withdrawn at any time. When consent is withdrawn, sexual activity must immediately stop.

The PPAP includes instruction on risk reduction, including information about how to avoid becoming a victim and the warning signs of abusive behavior—the recognition of which will help mitigate the likelihood of perpetration, victimization, or bystander inaction. Specifically, members of the campus community are advised:

- If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Make your limits known before going too far.
- You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor “NO” clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor. Be direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
- Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating “rape drug” like Rohypnol or GHB.
- If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:
  - Remember that you owe sexual respect to the other person.
  - Don’t make assumptions about the other person’s consent or about how far he or she is willing to go.
  - Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
  - If your partner indicates a withdrawal of consent (implicitly or expressly), stop immediately.
  - Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you his or her intentions.
  - Consider “mixed messages” a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.
  - Don’t take advantage of someone whose judgment is impaired because of the consumption of alcohol or drugs, even if they knowingly and intentionally put themselves in that state. Further, don’t be afraid to step in if you see someone else trying to take advantage of a person whose judgment is impaired.
  - Be aware of the signs of impairment, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.
- It is also important to be aware of the warning signs of an abusive person. Some examples include: past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; “playful” use of force during sex; Jekyll-and-Hyde personality

PPAP instruction also includes encouraging individuals to take safe and positive steps to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault or stalking against

another person. The details of that instruction are included in the section below entitled “Bystander Intervention.”

The University’s PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

## **Bystander Intervention**

### **What is a Bystander?**

Bystanders play a critical role in the prevention of sexual and relationship violence. They are often the largest group of people involved - outnumbering both the perpetrators and the victims. Bystanders can have a range of involvement in assaults. A person or persons may be aware that a specific assault is happening or will happen, they may see an assault or potential assault in progress, or they may have knowledge that an assault has already occurred. Regardless of how close to the incident they are, bystanders have the power stop assaults and to get help for people who have been victimized.

Each of us has been or will be in situations where we are bystanders. While we may be aware that certain behaviors are inappropriate and potentially illegal, we may not always know what we can do to make a difference. It is a matter of individual and collective choice whether we are going to be active bystanders who speak up and say something, or whether we will opt to be passive bystanders who stand by and say nothing.

Being an active bystander does not require that we risk our own safety or the well-being of others. Our goal is to aid in the prevention of violence without causing further threat, harm, or damage. Remember, there is a range of actions that are appropriate, depending on the situation. If you or someone else is in immediate danger, calling 911 is the best action a bystander can take.

We want to promote a culture of community accountability, where bystanders are actively engaged in the prevention of violence, realizing that we are all responsible for each other in addition to ourselves.

“No one has to do it all. Nobody should feel they are doing it alone. But **EVERYONE** has to **DO SOMETHING.**”

### **Power of bystanders**

Do you know anyone who has tried to stop a friend/teammate/peer from taking advantage of someone or doing something else inappropriate? Both of these actions are examples of bystanders using their power to stop violence.

- Watch out for your friends and fellow community members– if you see someone who looks like they are in trouble, ask if they are okay. If you see a friend doing something shady, say something;



- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated;
- Speak up when someone discusses plans to take sexual advantage of another person;
- Call police when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt;
- Interject yourself into a conversation where another person seems unsafe to cause a distraction;
- Refuse to leave the area (or call police) if a person is trying to get you to leave so they can take advantage of another;
- Speak up if someone says something offensive, derogatory, or abusive, let them know that the behavior is wrong and you don't want to be around it. Don't laugh at racist, sexist, homophobic jokes.
- Challenge your peers to be respectful.
- Offer to drive an incapacitated friend home from a party;
- Ensure that friends who are incapacitated do not leave the party or go to secluded places with others.
- Believe someone who discloses a sexual assault, abusive relationship, or experience with stalking or cyber stalking.
- Be respectful of yourself and others. Make sure any sexual act is OK with your partner if you initiate.
- Refer people who need help to the Title IX Coordinator, a faculty member, advisor, or utilize other resources on or off campus
- Get involved – volunteer with other campus departments and student activities that are working to eliminate sexual and relationship violence.

### **Other Bystander Intervention Strategies**

We all encounter situations everyday where people act in ways or express demeaning attitudes that make dating violence more possible. We can make the world safer by speaking out and challenging these attitudes and actions. Having a strategy or two on hand for intervening makes speaking up easier. Here are some non-violent intervention strategies you can use:

#### **SILENT STARE**

Remember, you don't have to speak to communicate.

Sometimes a disapproving look can be far more powerful than words.

#### **GROUP INTERVENTION**

There is safety and power in numbers. Best used with someone who has a clear pattern of inappropriate behavior where many examples can be presented as evidence of his problem.

#### **"WE'RE FRIENDS, RIGHT..."**

Reframes the intervention as caring and non-critical.

#### **Remember:**

Approach everyone as a friend.

Do not be antagonistic.

- Avoid using violence.
- Be honest and direct whenever possible.
- Recruit help if necessary.
- Keep yourself safe.
- If things get out of hand or become too serious, contact the police.

### Ongoing Prevention and Awareness Campaign

The University also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault and stalking.

### PPAP and OPAC Programming Methods

The PPAP and OPAC are carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout the institution. Methods include, but are not limited to: online presentations, distribution of written materials, periodic email blasts, and guest speakers. Specific examples of programming provided include: Annual awareness training for faculty and staff. In addition, MidAmerica Nazarene University has implemented comprehensive, interactive online primary prevention and awareness training for students. New students receive education on the prevention of dating violence, domestic violence, sexual assault, and stalking through the Office of Student Development during orientation. All new employees are required to complete training on these topics upon hire and are required to retake the training annually.

As part of its ongoing campaign, the University uses a variety of additional strategies, such as in-person presentations by sexual assault organizations, emails blasts with pertinent information, portal announcements, etc. While programming occurs throughout the year, the University also offers educational sessions and literature in coordination with nationally recognized observances such as Sexual Assault Awareness Month and Domestic Violence Awareness Month.

### Procedures to Follow if You are a Victim of Sexual Assault, Dating Violence, Domestic Violence, or Stalking

If you are a victim of a sexual assault, domestic violence, dating violence, or stalking, go to a safe place and call 911 or the Department of Safety and Security at 913-971-3299. At the earliest opportunity, you should also contact the University's Title IX Coordinator, Richard Pacheco, at 913-971-3293 or [rmpacheco@mnu.edu](mailto:rmpacheco@mnu.edu) or Deputy Title IX Coordinator Sharaya Borjas at 913-971-3734 or [slborjas@mnu.edu](mailto:slborjas@mnu.edu). Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported.

- See the contact information in the previous paragraph and refer to other resources listed in this report.
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order. To that end, keep in mind the following:
    - You should not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence.
    - Don't bathe or wash, or otherwise clean the environment in which the assault occurred.
    - You can obtain a forensic examination at Overland Park Regional Medical Center located at 10500 Quivira Road, Overland Park, KS, 66215.
    - Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.
    - Evidence in electronic formats should also be retained (e.g., text messages, emails, photos, social media posts, screenshots, etc.).
    - Victims of stalking should also preserve evidence of the crime to the extent possible.
  3. The victim's options regarding notification to law enforcement, which are: (a) the options to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the University is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
    - Department of Safety and Security: 913-971-3299
    - Olathe Police Department: 913-971-7455 (emergency: 911)
    - To make a police report, a victim should contact the local police agency listed above either by phone or in-person. The victim should provide as much information as possible, including name, address, and when the incident occurred, where it occurred, and what occurred, to the best of the victim's ability.
  4. Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.
    - See the next section titled "Legal Protection Orders" for more information about obtaining such an order.
    - Any student or employee who has a restraining order, order of protection, no contact order or any other such order issued by a court against another individual (whether or not that individual is also a student or employee of the University) is highly encouraged to notify the Title IX Coordinator of the threat and to provide a copy of the restraining order so that it is kept on file. The Title IX Coordinator, in cooperation with other campus officials and the Department of

Safety and Security, will ensure that all reasonable and legal steps are taken to enforce the order on campus, if necessary. The University does not issue legal orders of protection.

- “No Trespass” Warning Notice: If information is available leading to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community, the University may issue a No Trespass Warning. A person found to be in violation of a No Trespass Warning Notice may be arrested and criminally charged.

### Legal Protection Orders

Information about obtaining a protection order in Kansas and Missouri, including the greater Kansas City area, is provided below. If you obtain a protection order, keep a copy with you as long as it is in effect. When a protection order is granted, it is enforceable statewide. If you have obtained a protection order and need it to be enforced in your area, you should contact the local police department.

#### *Kansas*

- In Kansas, victims may obtain a Protection from Abuse Order, which provides protective relief for victims of dating violence, domestic violence, or sexual assault. A victim of stalking may also obtain a Protection from Stalking Order. Information about these protection orders and required forms can be found at: <https://ag.ks.gov/public-safety/domestic-violence>
- There are three main types of protection orders in Kansas:
  1. Emergency (only applies to Protection from Abuse Orders) – expires at 5:00 p.m. on the first day when the court resumes business.
  2. Temporary – remains in effect until a final order is served or until it is terminated by order of the court.
  3. Final – will expire after one year or on the date stated in the order unless an extension or modification is requested and granted from the court before the order expires.
- Petitions for protection orders may be filed in any district court in Kansas. The Johnson County District Court’s address is 100 N. Kansas Avenue, Olathe, KS 66061. The phone number is 913-715-3300.
- If you need assistance in filing a petition, the Kansas court website noted above suggests seeking help from an attorney or victim services advocate and contacting the Kansas Crisis Hotline (1-888-363-2287) or Kansas Legal Services (1-800-723-6953) for help in finding such resources.
  - The Johnson County District Attorney’s Victim Assistance Unit can assist with filing for protections orders. More information is available at: <http://da.jocogov.org/protection-orders>

#### *Missouri*

- In Missouri, victims may obtain an Adult Order of Protection, which provides protective relief for victims of domestic violence, stalking, or sexual assault. Information about Adult Orders of Protection may be found at: <http://www.courts.mo.gov/page.jsp?id=533>.

- A protection order may be obtained by filing a petition with the court. Courts can issue two types of orders: (1) Ex Parte Orders, which act as a temporary emergency order to protect a victim, for up to 15 days, until a court hearing, and (2) Full Orders of Protection, which may be issued for up to one year. Additional information about the orders may be found at: <http://www.courts.mo.gov/file.jsp?id=69655>.
- The circuit court clerk's office can provide the necessary forms and may assist in completing the forms. Forms may also be found online at: <http://www.courts.mo.gov/file.jsp?id=537>.
- A Petition to Order of Protection can be filed in the 16th Circuit Court of Jackson County. More information is available at: <https://www.16thcircuit.org/domestic-violence> and [https://www.16thcircuit.org/Data/Sites/1/media/Civil\\_Records/booklet-16.pdf](https://www.16thcircuit.org/Data/Sites/1/media/Civil_Records/booklet-16.pdf).
  - The address for the Kansas City Courthouse is: 415 E. 12th Street, Kansas City, Missouri 64106. The phone number is 816-881-3971.
  - The address for the Independence Courthouse is: 308 W. Kansas Avenue, Independence, MO 64050. The phone number is: 816-881-4555.
- Victims may contact local domestic violence and sexual assault advocates for assistance in obtaining a protection order. One option is the Kansas City Missouri Police Department, which provides advocates for victims of domestic violence through their Victim Services Office. The KCPD is located at: 1125 Locust, Kansas City, Mo. 64106. The Victim Advocate phone number is: 816-234-5205. More information may be found at: <https://www.kcpd.org/crime/victim-resources/domestic-violence/>

### Available Victim Services

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the University and in the surrounding community. Those services include:

#### *MNU Resources*

- Counseling/Wellness
  - Rev. Brady Braatz, University Chaplain, [bbraatz@mnu.edu](mailto:bbraatz@mnu.edu), 913-971-3452
  - Sharaya Borjas, Director of Student Counseling & Wellness, [sborjas@mnu.edu](mailto:sborjas@mnu.edu), 913-971-3734
  - MNU Student Counseling Center, [wellness@mnu.edu](mailto:wellness@mnu.edu)
  - <https://www.mnu.edu/mabee-learning-commons/student-development/counseling-and-wellness-center/>
  - MNU Community Counseling Center, [communitycounseling@mnu.edu](mailto:communitycounseling@mnu.edu), 913-971-3733
  - <https://www.mnu.edu/community-counseling-center/>
- Student Financial Aid – Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, he/she should understand there may be financial aid implications in taking such leave. This should be discussed with financial aid personnel, and the Title IX Coordinator can assist in facilitating this conversation if desired. The College's financial aid website can be found at: <http://www.mnu.edu/undergraduate/financial-aid.html>.

### *State/Local Resources (Kansas & Missouri)*

- Law enforcement
  - Olathe Police Department: 913-971-7455
  - Johnson County KS Non-Emergency Dispatch: 913-782-0720
- Medical Resources
  - Overland Park Regional Medical: 10500 Quivira Road, Overland Park, KS 66215
  - Olathe Medical Center, 20333 W. 151<sup>st</sup> Street, Olathe, KS 66061
  - Coversa (Collection of Victim Evidence Regarding Sexual Assault) 24-hr exam request line: 1-855-717-1136, <https://coversa.square.site/> or <https://www.olathehealth.org/locations/coversa/>
  - Liberty Hospital: 2525 Glenn Hendren Drive, Liberty, MO 64068
- Mental Health
  - Johnson County Mental Health Center: <http://www.jocogov.org/dept/mental-health/home>
  - Johnson County KS Mental Health Center 24/7 Crisis Line: 913-268-0156
  - Jackson County Mental Health Services: <https://dmh.mo.gov/mental-illness/help-information/community-mental-health-centers>
- Support Agencies
  - Kansas Coalition Against Domestic and Sexual Violence: <https://www.kcsdv.org/>
  - Missouri Coalition against Domestic and Sexual Violence: <https://www.mocadv.org/>
  - Metropolitan Organization to Counter Sexual Assault (MOCSA): <https://www.mocsa.org/>
  - Safe Home: <http://www.safehome-ks.org/>
  - Newhouse: <https://newhousekc.org/>
- Legal Aid
  - Kansas Legal Services: <https://www.kansaslegalservices.org/>
  - Missouri Legal Services: <https://www.lsmo.org/>

### *National Resources*

- National Domestic Violence Hotline: 1-800-799-7233
- National Sexual Assault Hotline: 1-800-656-4673
- National Alliance on Mental Illness (NAMI) 1-800-950-6264
- National Suicide Prevention Lifeline 1-800-273-8255
- US Dept. of Justice Office on Violence Against Women: <https://www.justice.gov/ovw>
- National Coalition Against Domestic Violence: <http://www.ncadv.org/>
- National Sexual Violence Resource Center: <http://www.nsvrc.org/>
- U.S. Citizenship and Immigration Services: <https://www.uscis.gov/>
- Immigration Advocates Network: <https://www.immigrationadvocates.org/>

## Accommodations and Protective Measures

The University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available, the University is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement. Requests of this nature should be made to the Title IX Coordinator at 913-971-3293 or [rmpacheco@mnu.edu](mailto:rmpacheco@mnu.edu), and the Title IX Coordinator is responsible for deciding what, if any, accommodations or protective measures will be implemented. When determining the reasonableness of such a request, the Title IX Coordinator may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same residence hall, dining hall, class, transportation or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The University will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the University's ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the Title IX Coordinator in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the University will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

## Procedures for Disciplinary Action

Allegations of domestic violence, dating violence, sexual assault or stalking will be processed through the University's Sexual Harassment Policy and Complaint Resolution Procedures. The procedures are utilized whenever or wherever a complaint is made, regardless of the status of the complainant and the respondent. The complaint resolution procedures are invoked once a report is made to the Title IX Coordinator, Richard Pacheco, at 913-971-3293 or [rmpacheco@mnu.edu](mailto:rmpacheco@mnu.edu), or Deputy Title IX Coordinator, Sharaya Borjas, at 913-971-3734 or [slborjas@mnu.edu](mailto:slborjas@mnu.edu). Reports may be made in person, by regular mail, or by email.

Once a formal complaint is made, the individual(s) designated by the Title IX Coordinator to investigate the complaint ("Investigating Officer") will commence an investigation. At the conclusion of the evidence-gathering phase, but prior to the completion of a report, the investigator will share the evidence with the parties, and the parties will have ten (10) days to submit a written response. The investigator will then prepare a written report and share it with the Title IX Coordinator and the parties.



The parties will then be able to choose whether to move forward with an administrative adjudication process or a hearing process. Both parties must consent to administrative adjudication within three (3) days; otherwise, a hearing will take place.

If a hearing is used, the Title IX Coordinator will appoint a hearing officer, and a hearing will take place. After the hearing is complete, the hearing officer will, using a preponderance of the evidence standard, make a determination regarding whether the policy has been violated and issue a written determination, including the discipline to be imposed if the policy was violated.

Although the length of the adjudication by hearing will vary, the University strives to issue the hearing officer's written determination within fourteen (14) days.

If the parties consent to an administrative adjudication, the Title IX Coordinator will appoint an administrative officer who will invite a written response from the parties to the investigation report and meet with the parties separately. Using a preponderance of the evidence standard, the officer will reach a determination regarding whether the policy has been violated, consult with appropriate University officials regarding discipline if necessary, and issue a written decision. The University strives to issue the administrative officer's written determination within twenty-one (21) days.

Either party may appeal the determination of a hearing or administrative adjudication within seven (7) days of the date they receive notice of dismissal or determination appealed from or, if the other party appeals, within three (3) days of the other party appealing, whichever is later. The appeal must be submitted in writing to the Vice President for Student Development, who serves as the appeal officer. If the appeal officer confirms that the appeal is timely and invokes at least one permitted ground for appeal, the appeal officer will provide written notice to the other party that an appeal has been filed and that the other party may submit a written opposition to the appeal within seven (7) days.

Upon receipt of any opposition, or after the time period for submission of an opposition has passed without one being filed, the appeal officer will promptly decide the appeal and transmit a written decision to the parties that explains the outcome of the appeal and the rationale. The determination of a formal complaint, including any discipline, becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the appeal officer has resolved all appeals, either by dismissal or by transmittal of a written decision. No further review beyond the appeal is permitted. Although the length of each appeal will vary depending on the totality of the circumstances, the University strives to issue the appeal officer's written decision within (21) days of an appeal being filed.

At any time after the parties are provided written notice of the formal complaint and before the completion of any appeal, the parties may voluntarily consent, with the Title IX Coordinator's approval, to engage in an informal resolution. If the parties reach a resolution through the informal resolution process, and the Title IX Coordinator agrees that the resolution is not clearly unreasonable, the Title IX Coordinator will reduce the terms of the agreed resolution to writing and present the resolution to the parties for their written signature. Once both parties and the Title IX Coordinator sign the resolution, the resolution is final, and

the allegations addressed by the resolution are considered resolved and will not be subject to further investigation, adjudication, remediation, or discipline by the University, except as otherwise provided in the resolution itself, absent a showing that a party induced the resolution by fraud, misrepresentation, or other misconduct or where required to avoid a manifest injustice to either party or to the University. Absent extension by the Title IX Coordinator, any informal resolution process must be completed within twenty-one (21) days. Informal resolution will not be permitted if the Respondent is a non-student employee accused of committing Sexual Harassment against a student.

### Rights of the Parties in an Institutional Proceeding

During the course of the procedures described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair and impartial process from the initial investigation to the final result.
  - A prompt, fair and impartial process is one that is:
    - Completed within reasonably prompt timeframes designated by the institution’s policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
    - Conducted in a manner that:
      - Is consistent with the institution’s policies and transparent to the accuser and the accused.
      - Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
      - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
    - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.
2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to domestic violence, dating violence, sexual assault and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
  - This training addresses topics such as relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest.
  - Specific training includes KICA Title IX Investigator & Coordinator Training conducted by the Kansas Independent College Association and Annual Training for Institutional Title IX Teams conducted by Husch Blackwell.
3. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of

their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.

4. Have the outcome determined using a preponderance-of-the-evidence standard based on the totality of the evidence presented.
5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, “result” means “any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters” and must include the rationale for reaching the result and any sanctions imposed.

#### Possible Sanctions or Protective Measures that the Institution May Impose for Domestic Violence, Dating Violence, Sexual Assault or Stalking Offenses

Following a final determination in the institution’s disciplinary proceeding that domestic violence, dating violence, sexual assault, or stalking has been committed, the institution may impose a sanction depending on the mitigating and aggravating circumstances involved. The possible sanctions include:

- If a complaint of sexual misconduct is found to be substantiated, the University will take appropriate corrective and remedial action to prevent the recurrence of the conduct and correct its discriminatory effects. Students and employees found to be in violation of this policy are subject to a written reprimand, probation, suspension, demotion, termination, or expulsion. Affiliates and program participants may be removed from University programs and/or prevented from returning to campus. Remedial steps may also include counseling for the complainant, academic, transportation, work, or living accommodations for the complainant, separation of the parties, and training for the respondent and other persons.
- If a suspension is imposed on a student, it may be for part of a semester, a full semester, or an entire academic year. An employee may be suspended for any length of time determined appropriate by the Director of Human Resources. Following a suspension, the individual will be required to meet with the Dean of Students (student) or the Director of Human Resources (employee) to discuss re-entry and expectations going forward.

In addition, the University can make available to the victim a range of protective measures. They can include such things as: Forbidding the accused from entering the victim’s residence hall and from communicating with the victim, other institutional no-contact orders, security escorts, modifications to academic requirements or class schedules, changes in living or working situations, the provision of counseling or other support services.

#### Publicly Available Recordkeeping

The University will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of domestic violence, dating violence, sexual assault, and stalking who make reports of such to the University to the extent permitted by law.

## Victims to Receive Written Notification of Rights

When a student or employee reports to the University that he or she has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

## **SEXUAL OFFENDER REGISTRATION AND MONITORING**

In accordance with the Campus Sex Crimes Prevention Act, members of the campus community may obtain information of registered sex offenders from the Johnson County Sheriff's Department, Kansas Bureau of Investigations, Clay County MO Sheriff's Department and the Missouri State Highway Patrol. The lists are accessible through either of the organizations' websites.

- The Johnson County KS Sheriff's Office website address is: [www.jocosheriff.org](http://www.jocosheriff.org).
- The Kansas Bureau of Investigations website address is: <https://www.kbi.ks.gov/registeredoffender/>
- The Clay County MO Sheriff's Office website address is: <http://www.claymosheriff.org>
- The Missouri State Highway Patrol's website address is: <http://www.mshp.dps.missouri.gov>

## **MISSING PERSON POLICY**

This policy establishes procedures to be followed at MNU in the event a student is reported missing and of the option to provide confidential contact information for a person to be notified in the event the student is officially reported as missing as required by the Higher Education Opportunity Act of 2008.

- Missing person reports should be made to:
  - Director of Residential Life (913-971-3297)

Anyone receiving a missing person report must refer it immediately to the Department of Campus Safety & Security (913-971-3299).

- When a student is officially reported missing, the Department of Campus Safety & Security will initiate an investigation into the welfare of the student if the student has been absent from campus for more than 24 hours without a known reason. This investigation will include a good faith effort to make contact with the student or an emergency or confidential contact using any information the student has provided to MNU for this purpose. The Department of Campus Safety & Security will gather all essential information about the student from the reporting person and from the student's acquaintances (description, clothes last worn, where student might be, who student might be with, vehicle description, information about the physical and mental well-being of the student, class schedule, recent photograph, etc.). Appropriate campus staff will be notified to aid in the search for the student.

- Within 24 hours of the determination that the student is missing or if it is apparent immediately that the student is missing, the Department of Campus Safety & Security will contact the Olathe Police Department (unless it was Olathe Police who made the missing person determination) to report the student as a missing person and they will take charge of the investigation.
- If a reported missing student is under the age of 18 and is not emancipated, within 24 hours of the determination that the student is missing the Campus Safety & Security Department will make a good-faith effort to contact the custodial parent or legal guardian of the student in addition to notifying any other contact person designated by the student.
- In addition to a general emergency contact, each student at MNU will be informed and given the opportunity during each semester registration process to register confidential contact information to be used by the Department of Campus Safety & Security in the event that student is determined to have been missing for more than 24 hours. To register this information, students can go to emergency contact information registration on the MNU website and follow the directions indicated. This information will remain in effect until changed or revoked by the student. A student's confidential contact information will be accessible only by authorized campus officials and law enforcement in furtherance of the missing person investigation.

For purposes of this policy, a student may also be considered to be a “*missing person*” at any time the person's absence is contrary to his/her usual pattern of behavior and unusual circumstances may have caused the absence. Such circumstances could include, but not limited to, a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, is in a life-threatening situation, or has been with persons who may endanger the student's welfare.

### **COUNSELING/ADVISING SERVICE**

The University offers a wide range of counseling/advising services to its students. Personal and psychological counseling may be obtained by contacting the Counseling Center at (913) 971-3733 or [communitycounseling@mnu.edu](mailto:communitycounseling@mnu.edu). Personal counseling services provide confidential individual counseling and group counseling/support, as well as a network with the campus to provide resources related to students' emotional, developmental, and relationship needs.

Campus “pastoral counselors” and campus “professional counselors,” when acting as such, are not considered to be campus security authorities as defined by law and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of policy, they are encouraged; when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

- Pastoral Counselor – An employee of an institution who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who

provides confidential counseling, and who is functioning within the scope of that recognition as a pastoral counselor

- Professional Counselor – An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community, and who is functioning within the scope of his or her license or certification

## **ALCOHOL, DRUGS, AND TOBACCO**

The University recognizes the danger to the safety of others and one’s ethical responsibilities resulting from the use, possession, distribution, or sale of alcohol or tobacco or other drugs and therefore insists that all members of the University community abstain from possessing or using them.

In compliance with the Drug-Free Workplace Act of 1989 and with Drug-Free Schools and Campuses Amendment of 1989, MNU prohibits the possession, use, and distribution/sale of alcohol, drugs and unlawful substances by students and employees on University property or as part of any University activities. They are violations of MNU regulations and may be violations of local city ordinances, and state and federal law. The University enforces local and state laws relating to alcohol, including enforcing underage drinking laws, and it also enforces federal and state drug laws. Students and staff are advised that the laws governing these matters are enforced rigidly.

MidAmerica Nazarene University will impose sanctions on students and employees (consistent with local, state and federal laws) up to and including expulsion or termination of employment and referral for prosecution for violation of standards of conduct. As the University campus is a smoke-free work environment, this includes the use of tobacco.

While making this our position for violations, we also recognize that some people who use these substances will actively seek help to overcome their addiction. It is the desire of the University to reach out and assist them by providing access to appropriate help. Students found in violation of the University’s alcohol or chemical substance policy will be evaluated by a therapist. If recommended by the therapist, the student will be required to enter an intervention program.

### **Federal and State Drug Laws**

#### **Federal Drug Laws**

**Denial of Federal Benefits (21 U.S.C. § 862)** A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

**Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853)** Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

**Federal Drug Trafficking Penalties (21 U.S.C. § 841)** Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally-defined schedules of controlled substances are published at 21 U.S.C. 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, “liquid ecstasy”), or flunitrazepam (or, “rohypnol”), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university (**21 U.S.C. § 860**) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

**Federal Drug Possession Penalties (21 U.S.C. § 844)** Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at [www.campusdrugprevention.gov/sites/default/files/2022-07/Federal Trafficking Penalties Chart 6-23-22.pdf](http://www.campusdrugprevention.gov/sites/default/files/2022-07/Federal_Trafficking_Penalties_Chart_6-23-22.pdf).

## Drug and Alcohol State Laws

| Category                          | Summary (Kansas Statutes)   |
|-----------------------------------|---|
| Possession of Marijuana           | Possession of marijuana is a Class B nonperson misdemeanor in Kansas with the possibility of six months incarceration and a fine of up to \$1,000. Kan. Stat. Ann. § 21-5706(c)(3)(A); § 21-6602; § 21-6611. Penalties increase with additional convictions. §§ 21-5706(c)(3)(B)–(C); § 21-6602; § 21.6611. Kansas does not allow the medical use of marijuana.   |
| Controlled Substances             | <p>It is illegal in Kansas to be in possession of a controlled substance. §§ 21-5706(a)–(b). Penalties vary widely based on the offense and the defendant’s criminal history. §§ 21-5705–21-5710.</p> <p>Possession of opiates, opium, or certain stimulants (including methamphetamine) is a Level 5 felony for which a defendant faces up to 3.5 years in prison and \$100,000 in fines. §§ 21-5706(c)(1); 21-6611(a)(3). For certain other drugs, the first offense is a Class A nonperson misdemeanor, with up to a year in prison and up to \$2,500 in fines. Prior offenses result in a level 5 felony. § 21-5706(c)(2)(B). Possession of drug paraphernalia is also illegal. § 21-5709.</p> <p>Distribution of controlled substances is also illegal, with punishments dependent on the substance and the amount. § 21-5705.</p> |
| Alcohol and Minors                | No person under the age of 21 shall possess, consume, obtain, purchase or attempt to obtain or purchase alcoholic beverages. § 41-727. Doing so results in a minimum fine of \$200. <i>Id.</i> It may also result in 40 hours of community service and/or completion or an educational training program regarding the results of alcohol and other chemical substances. <i>Id.</i> Second convictions result in a 90-day loss of driving privileges. <i>Id.</i> Third convictions result in a one-year loss of driving privileges. <i>Id.</i>   |
| Driving Under the Influence (DUI) | It is illegal to operate or attempt to operate a car with a blood alcohol content greater than 0.08 percent or under the influence of any drug as measured within three hours of the time of operating the vehicle. § 8-1567(a). A first offense is a class B, nonperson misdemeanor with a minimum imprisonment from 48 consecutive hours up to six months, or 100 hours of public service and a fine of \$750–\$1000. § 8-1567(b)(1)(A). For a second offense, the penalties increase to a class A, nonperson misdemeanor with a minimum imprisonment from 90 days up to one year and not fined less than \$1,250 nor more than \$1,750. § 8-1567(b)(1)(B).   |

### **Drug and Alcohol Abuse Prevention Program**

A description of the University’s drug and alcohol abuse prevention program is available at:

[https://www.mnu.edu/wp-content/uploads/2022/04/Drug\\_Alcohol\\_Policies.pdf](https://www.mnu.edu/wp-content/uploads/2022/04/Drug_Alcohol_Policies.pdf)

Additional information can be found at:

<https://www.mnu.edu/student-handbook>



## Annual Policy Notification and Biennial Review

### Annual Policy Notification

As per federal requirement, our Policy on Drugs and Alcohol contains information on university policies and resources concerning the use of alcohol and other drugs. It can also be found on the university's webpage: <https://www.mnu.edu>.

Below are direct links to the handbooks which also contain current drug and alcohol policies.

### Handbooks

- <https://www.mnu.edu/student-handbook>
- <https://www.mnu.edu/employee-handbook>
- <https://www.mnu.edu/faculty-handbook>

### Biennial Review

MidAmerica Nazarene University complies with the Drug-Free Schools and Campuses Regulations that requires Institutions of Higher Education to conduct a biennial review of their alcohol and other drug programs and policies (EDGAR Part 86.100).

The review is completed in odd-numbered years by a Biennial Review Working Group under the leadership of the Vice President of Student Development. The biennial review report can be found on the disclosures page: <https://www.mnu.edu/accreditation-disclosures/> and <https://www.mnu.edu/wp-content/uploads/2023/05/Alcohol-and-Drug-Education-Program-Effectiveness-2023.pdf>

### **DAILY CRIME LOG**

The Department of Campus Safety & Security maintains daily reports in the form of an Incident Report Log. The log contains the crimes and incidents that occur on the campus. It is accessible to public upon request. The information contained in the reports include the date, time, general location, a summary, and, if available, a disposition of the event. The Incident Report Log is available at the office of Campus Safety & Security in Land Gymnasium from 8 a.m. to 4 p.m. Monday through Friday (except holidays). To protect an ongoing criminal investigation or the identity of a victim, the Director of Campus Safety & Security or a designee may classify information as “confidential” and prohibit its release.

## **I. DEFINITIONS FOR REPORTABLE CRIMINAL OFFENSES**

### **Criminal Homicide:**

1. **Murder/Non-Negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.  
□ **Manslaughter by Negligence:** The killing of another person through gross negligence.
2. **Sexual Assault (Sex Offenses):** Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.
  - **Rape:** The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
  - **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.
3. **Robbery:** The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and /or by putting the victim in fear.
4. **Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
5. **Burglary:** The unlawful entry of a structure to commit a felony or theft. For reporting purposes includes: unlawful entry with intent to commit larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts at these offenses.
6. **Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (All incidents where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joy riding, are classified as motor vehicle theft.
7. **Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another etc.

## **II. CLERY ACT HATE CRIMES DEFINITIONS & CATEGORIES**

The MidAmerica Nazarene University's Campus Safety & Security Department is also required to report statistics for hate (bias) related crimes by the type of bias as defined below for the

following classifications: **Murder/Non-Negligent Manslaughter, Rape, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property** (see definitions below).

A **Hate Crime** is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

**The following categories of bias, under the Clery Act are reported:**

**Race** – A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

**Religion** – A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

**Sexual Orientation** – A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.

**Gender** – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

**Gender Identity**- A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender nonconforming individuals.

**Ethnicity**-A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

**National origin** – A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

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

**The following are also included in the University's crime statistics disclosure if they are Hate Crimes:**

1. **Larceny-Theft:** The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. **Constructive possession** is the condition in which a person does not have physical custody of possession but is in a position to exercise dominion or control over a thing.
2. **Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated

bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

3. **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
4. **Destruction/Damage/Vandalism of Property:** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

**NOTE: If a hate crime occurs where there is an incident involving intimidation, vandalism, larceny, simple assault or other bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document.**

A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, ethnicity, national origin, gender, gender identity, sexual orientation, or disability, the assault is then also classified as a hate/bias crime

### **III. VAWA (Violence Against Women Act) Offenses**

**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 the relationship, and the frequency of interaction between the persons involved in the relationship. *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.*

**Domestic Violence:** 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 cohabited with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under 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.

**Stalking:** Engaging in a **course of conduct** directed at a specific a person that would cause a reasonable person to:

- Fear for the person's safety, or the safety of others; or Suffer substantial emotional distress.

- **Course of conduct:** Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.  
**NOTE: *Crime definitions from the Uniform Crime Reporting Handbook and Sex Offenses Definitions from the National Incident-based Reporting System Edition of the FBI's Uniform Crime Reporting Program and from the Violence Against Women Act (VAWA).***

**IV. Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Law Violations:**

- **Arrest:** Persons processed by arrest, citation, or summons.
  - **Referred for Disciplinary Action:** The referral of any person to any official who initiates a disciplinary action of which a record is established, and which may result in the imposition of a sanction.
- 1. Weapons: Carrying, Possessing, Etc., Violations:** is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.
    - Manufacture, sale, or possession of a deadly weapon.
    - Carrying deadly weapons, concealed or openly.
    - Furnishing deadly weapons to minors.
    - Aliens possessing deadly weapons.
    - Attempts to commit any of the above.
  - 2. Drug Abuse Violations:** The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. *The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics-manufactured narcotics that can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzadrine).*
  - 3. Liquor Law Violations:** The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

## **Reporting Area Definitions:**

**On-Campus Property:** Any building or property owned or controlled by the MidAmerica Nazarene University, within the same reasonably contiguous geographical area of the institution and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls. It also includes property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor).

**Residential Facility:** Those buildings operated by the MidAmerica Nazarene University Department of Student Housing.

**Non-Campus Building or Property:** Any building or property owned or controlled by a student organization, such as a fraternity or sorority, recognized by the institution and any building or property (other than a branch campus) owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is used by students and is not within the same reasonably contiguous geographic area of the institution.

**Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

## MidAmerica Nazarene University Locations



### **Main Campus**

2030 College Way  
Olathe, KS 66062-1899  
913.782.3750

Built in 1966 this campus is home to nearly 1800 students including traditional undergraduate, graduate and professional studies students. While 600 students live in our residential halls on this beautiful 105-acre campus, a large commuter population makes MNU their university of choice.



### **Santa Fe Commons**

13563 South Mur-Len Rd.  
Olathe, KS 66062-1899  
913.971.3877

Designed for our professional and graduate students, this two-building site houses our business and nursing programs. With state-of-the-art labs and classrooms, professional and graduate students have a place all their own at MNU.







| <u>Academics &amp; Administration</u>  | <u>Residence Halls</u> | <u>Athletic Facilities</u>          | <u>College Church of the Nazarene</u>                   |
|--|------------------------|-------------------------------------|---|
| 1. Cunningham Center                   | 13. Uphaus             | 22. Land Gym                        | 31. College Church Sanctuary                            |
| 2. Gilliland Facility Services         | 14. Spindle            | 23. Soccer Practice Field           |   |
| 3. Dobson Hall                         | 15. Draper             | 24. Williams Football Field         |   |
| 4. Bell Cultural Events Center         | 16. Ramsey             | 25. Tennis & Basketball Courts      | <u>Professional &amp; Graduate Studies</u>              |
| 5. Lunn Hall                           | 17. Rice               | 26. Cook Center                     |   |
| 6. Weatherby Chapel                    | 18. Stockton           | 27. Football Practice & Field House | 32. Admissions- Sante Fe Commons, 13563 South Murlen Rd |
| 7. Harvest Prayer Statue & Campus Mall | 19. Snowbarger         | 28. Soccer Game Field               |   |
| 8. Smith Hall                          | 20. Lanpher            | 29. Football Fied & Track           |   |
| 9. Metz Hall                           | 21. Colony West        | 30. Robbie Jones Baseball Field     |   |
| 10. Counselor Education                |                        |                                     |   |
| 11. Mabee Learning Commons             |                        |                                     |   |
| 12. Osborne Hall                       |                        |                                     |   |

**2020-2022 Clery Act Criminal Statistics  
MidAmerica Nazarene University Olathe (Main) Campus**

**CRIMINAL OFFENSES REPORTING TABLE 2020-2022**

| <b>Offense</b>                                | <b>Geographic Location</b>                        | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|---|---|-------------|-------------|-------------|
| <b>Murder/ Non-Negligent<br/>Manslaughter</b> | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Manslaughter by Negligence</b>             | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Rape</b>                                   | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Fondling</b>                               | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Incest</b>                                 | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Statutory Rape</b>                         | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Robbery</b>                                | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Aggravated Assault</b>                     | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>1</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>1</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Burglary</b>                               | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Motor Vehicle Theft</b>                    | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Arson</b>                                  | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|   | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |

**VAWA (VIOLENCE AGAINST WOMEN ACT) OFFENSES REPORTING TABLE**

| <b>Offense</b>           | <b>Geographic Location</b>                        | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|--------------------------|---|-------------|-------------|-------------|
| <b>Domestic Violence</b> | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>1</b>    |
|                          | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                          | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                          | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>1</b>    |
| <b>Dating Violence</b>   | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                          | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                          | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                          | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Stalking</b>          | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>1</b>    |
|                          | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                          | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                          | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>1</b>    |

**ARRESTS AND DISCIPLINARY REFERRALS REPORTING TABLE**

| <b>Offense</b>   | <b>Geographical Location</b>                      | <b>2020</b> | <b>2021</b> | <b>2022</b> |
|--|---|-------------|-------------|-------------|
| <b>Arrests:<br/>Weapons: Carrying,<br/>Possessing, Etc.</b>                | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Disciplinary Referrals:<br/>Weapons: Carrying,<br/>Possessing, Etc.</b> | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Arrests:<br/>Drug Abuse Violations</b>                                  | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Disciplinary Referrals:<br/>Drug Abuse Violations</b>                   | <b>On Campus</b>                                  | <b>2</b>    | <b>2</b>    | <b>5</b>    |
|  | <b>In Residence Hall</b>                          | <b>2</b>    | <b>2</b>    | <b>4</b>    |
|  | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>1</b>    |
| <b>Arrests:<br/>Liquor Law Violations</b>                                  | <b>On Campus</b>                                  | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>In Residence Hall</b>                          | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |
| <b>Disciplinary Referrals:<br/>Liquor Law Violations</b>                   | <b>On Campus</b>                                  | <b>0</b>    | <b>8</b>    | <b>11</b>   |
|  | <b>In Residence Hall</b>                          | <b>0</b>    | <b>8</b>    | <b>11</b>   |
|  | <b>In or on a non-campus building or property</b> | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|  | <b>On Public Property</b>                         | <b>0</b>    | <b>0</b>    | <b>0</b>    |

**Hate Crimes: There were no hate crimes for the years 2020, 2021, and 2022.**

**Unfounded Crimes: There were no unfounded crimes for the 2020, 2021, or 2022 years.**

**Note: Statistics included in this report are provided by the Olathe Police Dept. and reports made to MidAmerica Nazarene University's Campus Safety Department.**

**Note:** The following caveat is in reference to the entire statistical data disclosure section for the years, 2020, 2021, and 2022: *Reported crimes may involve individuals not associated with MidAmerica Nazarene University.*

# HIGHER EDUCATION OPPORTUNITY ACT CAMPUS FIRE SAFETY ANNUAL COMPLIANCE REPORT

## Overview

The Higher Education Opportunity Act (Public Law 110-315) became law in August 2008. It requires all United States academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on-campus statistics. The following public disclosure report details all information required by this law as it relates to MidAmerica Nazarene University.

## Annual Fire Safety Report for Student Housing Facilities Olathe (Main) Campus

### Statistics and Related Information Regarding Fires in Residential Facilities for Calendar Year 2020

| <b>On-Campus Residential Halls</b>              | <b>Total Fires in Each Building</b> | <b>Fire Number</b> | <b>Cause of Fire</b> | <b>Number of Injuries That Required Treatment at a Medical Facility</b> | <b>Number of Deaths Related to Fire</b> | <b>Value of Property Damage Caused by Fire</b> |
|---|-------------------------------------|--------------------|----------------------|---|---|--|
| <b>Colony West Hall</b><br>801 S.Lindenwood Dr. | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Draper Hall</b><br>1890 E. Pioneer Blvd.     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Lanpher Hall</b><br>650 S. Lindenwood Dr.    | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Ramsey Hall</b><br>1880 E. Pioneer Blvd.     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Rice Hall</b><br>1905 E. Pioneer Blvd.       | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Snowbarger Hall</b><br>1921 E. College Way   | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Spindle Hall</b><br>1900 E. College Way      | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Stockton Hall</b><br>1920 E. College Way     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Uphaus Hall</b><br>1910 E. Pioneer Blvd.     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |

**Statistics and Related Information Regarding Fires in Residential Facilities for  
Calendar Year 2021**

| <b>On-Campus Residential Halls</b>              | <b>Total Fires in Each Building</b> | <b>Fire Number</b> | <b>Cause of Fire</b> | <b>Number of Injuries That Required Treatment at a Medical Facility</b> | <b>Number of Deaths Related to Fire</b> | <b>Value of Property Damage Caused by Fire</b> |
|---|-------------------------------------|--------------------|----------------------|---|---|--|
| <b>Colony West Hall</b><br>801 S.Lindenwood Dr. | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Draper Hall</b><br>1890 E. Pioneer Blvd.     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Lanpher Hall</b><br>650 S. Lindenwood Dr.    | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Ramsey Hall</b><br>1880 E. Pioneer Blvd.     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Rice Hall</b><br>1905 E. Pioneer Blvd.       | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Snowbarger Hall</b><br>1921 E. College Way   | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Spindle Hall</b><br>1900 E. College Way      | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Stockton Hall</b><br>1920 E. College Way     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Uphaus Hall</b><br>1910 E. Pioneer Blvd.     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |

## Statistics and Related Information Regarding Fires in Residential Facilities for Calendar Year 2022

| <b>On-Campus Residential Halls</b>              | <b>Total Fires in Each Building</b> | <b>Fire Number</b> | <b>Cause of Fire</b> | <b>Number of Injuries That Required Treatment at a Medical Facility</b> | <b>Number of Deaths Related to Fire</b> | <b>Value of Property Damage Caused by Fire</b> |
|---|-------------------------------------|--------------------|----------------------|---|---|--|
| <b>Colony West Hall</b><br>801 S.Lindenwood Dr. | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Draper Hall</b><br>1890 E. Pioneer Blvd.     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Lanpher Hall</b><br>650 S. Lindenwood Dr.    | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Ramsey Hall</b><br>1880 E. Pioneer Blvd.     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Rice Hall</b><br>1905 E. Pioneer Blvd.       | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Snowbarger Hall</b><br>1921 E. College Way   | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Spindle Hall</b><br>1900 E. College Way      | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Stockton Hall</b><br>1920 E. College Way     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |
| <b>Uphaus Hall</b><br>1910 E. Pioneer Blvd.     | <b>0</b>                            | <b>0</b>           | <b>N/A</b>           | <b>N/A</b>  | <b>N/A</b>                              | <b>N/A</b>                                     |

### **Description of Student Housing Fire Systems**

MidAmerica Nazarene University has a total of nine (9) on-campus student housing facilities. Each facility is equipped with fire detection systems, including smoke and heat detectors, and pull box stations. Each building is equipped with a fire alarm panel that triggers a full first alarm response from the Olathe Fire Department upon activation. The main panel, located in the Campus Safety office, is also activated in the event of a residential hall alarm. Alarm Central/Kennyco monitors the entire fire safety alarm system on campus and during an actual alarm, notifies both the Olathe Fire Department and the Campus Safety & Security Department.

### **Fire Alarm Drills**

The Department of Campus Safety & Security conducts two (2) mandatory fire evacuation drills per calendar year. In order to test the fire alarm system and observe student and staff behavior, the University conducts fire evacuation drills once per semester. The drills are supervised by the Campus Safety & Security Department with the assistance of Residential Educators. The drills are conducted by activating each individual fire alarm system in each on-campus residential hall facility.

## Fire Safety Systems in Residential Facilities & Fire Drill Chart

| Facility   | Fire Alarm Monitoring by KennyCo (off-site) & MNU Campus Safety & Security (on-site) | Fully Auto Sprinkled | Smoke Detection | Fire Extinguisher Devices | Evacuation Plans & Placards | Number of Evacuation (Fire) Drills Each Calendar Year |
|--|--|----------------------|-----------------|---------------------------|-----------------------------|---|
| <b>Colony West Hall</b><br>801 S. Lindenwood Dr. | X  | X                    | X               | X                         | X                           | 2   |
| <b>Draper Hall</b><br>1890 E. Pioneer Blvd.      | X  | X                    | X               | X                         | X                           | 2   |
| <b>Lanpher Hall</b><br>650 S. Lindenwood Dr.     | X  | X                    | X               | X                         | X                           | 2   |
| <b>Ramsey Hall</b><br>1880 E. Pioneer Blvd.      | X  | X                    | X               | X                         | X                           | 2   |
| <b>Rice Hall</b><br>1905 E. Pioneer Blvd.        | X  | X                    | X               | X                         | X                           | 2   |
| <b>Snowbarger Hall</b><br>1921 E. College Way    | X  | X                    | X               | X                         | X                           | 2   |
| <b>Spindle Hall</b><br>1900 E. College Way       | X  | X                    | X               | X                         | X                           | 2   |
| <b>Stockton Hall</b><br>1920 E. College Way      | X  | X                    | X               | X                         | X                           | 2   |
| <b>Uphaus Hall</b><br>1910 E. Pioneer Blvd.      | X  | X                    | X               | X                         | X                           | 2   |

### Fire Safety Inspections

Fire Safety Hazard inspections are conducted daily in all campus buildings by Campus Safety & Security Officers. A daily log is maintained by the Department of Campus Safety & Security and is available for review. In addition to the daily Fire Safety Hazard inspections, the following fire safety inspections are conducted by outside sources for the University.

1. The City of Olathe Fire Department conducts two (2) inspections per year to check all fire extinguishers for proper posting and charge.
2. Kennyco conducts an annual inspection of fire and smoke-detectors in all campus facilities. They also perform a monthly test of tamper switches, flow switches, and batteries. Bell Cultural Events Center and Spindle Hall have quarterly inspections on these items.
3. Keller Fire and Safety conducts two (2) inspections per year and test the Dining Facilities kitchen hoods and fire suppression systems.



4. Flame Out Fire Extinguisher Company conducts an annual inspection on all fire extinguishers located within the campus buildings. Inspections include the testing of extinguishers and replacement if needed.
5. Jayhawk Fire Sprinkler Company performs an annual test and inspection to wet pipe sprinkler systems and standpipes at Cook Center, Bell Cultural Event Center, Draper, Ramsey and Spindle. They also recommend repairs that are needed.

### **Fire Log**

The Department of Campus Safety & Security maintains a combined Daily Crime and Fire Log of all incidents reported. This Daily Crime and Fire Log includes the incident type, date incident is reported, date and time of occurrence, and the general location of each reported incident, as well as the disposition of the incident, if this information is known.

The Daily Crime and Fire Log is available at the Campus Safety & Security office in the Land Gym from 8 a.m. to 4 p.m. Monday through Friday (except holidays). To protect an ongoing criminal investigation or the identity of a victim, the Director of Campus Safety & Security or a designee may classify information as “confidential” and prohibit its release.

### **Fire Safety Policies**

Current student policy states that under no circumstances, should a student tamper with existing electrical equipment such as lighting, wiring, or switches. It is a misdemeanor to disable or remove any safety device, such as fire extinguishers, fire or smoke alarms, exit lights, emergency lights and fire doors. These offenses may be prosecuted by the Fire Marshall as well as the University. These are civil offenses and will be treated as a serious disciplinary violation.

In addition, Residential Life has adopted and issued the following fire safety practices and rules.

- **Portable Electrical Appliances**

Permissible electrical appliances include microwaves and appliances without open coils. Students may bring small (4cu. Ft. or less) refrigerators but are subject to a safety check.

Coffee makers, computers, stereos, televisions, radios, irons, non-commercial hairdryers, and other similar appliances are permitted, unless specifically prohibited by the staff.

Caution: “We strongly recommend the use of surge protectors. Caution should be taken to prevent fire hazards resulting from excessive use of appliances and over dependence on power strips and extension cords”.

- **Flammables**

Due to safety concerns, burning candles, incense, and other open flames are strictly prohibited. Fire or smoke producing articles, such as Bunsen burners, portable stoves, kerosene lamps, cut trees, barbecue grills, or other fire starting devices are also prohibited in residences, indoor residential areas, or adjacent outdoor space without staff supervision and approval.

- **Smoking**

The University prohibits the use or possession of all tobacco products and paraphernalia on campus. Violation of this policy by a student could result in a fine and may result in other disciplinary sanctions.

## **Fire Safety Reporting**

In the event of a fire, the following notification procedures should be followed.

1. Resident Educator, Resident Assistant, or student pulls fire alarm, notifies the Campus Safety & Security Department
2. The Campus Safety & Security Department notifies the Olathe Fire Department and Director of Campus Safety & Security.
3. Director of Campus Safety & Security notifies the Vice President/Chief Financial Officer and Dean of Residential Life.
4. Vice President/CFO will notify the University President, if necessary.

When a fire is discovered, the resident or staff member who first discovers the fire should pull the internal fire alarm. The internal fire alarms are monitored by Alarm Central/Kennyco and they will notify the Olathe Fire Department and the Campus Safety & Security Department. Campus Safety should also get a call from the resident or staff member reporting a fire. The Olathe Fire Department and Campus Safety & Security officers are then dispatched to the scene. The Olathe Fire Department has control over all emergency situations, and in the event of an actual fire, the OFD has direct control over the situation. The Director of Campus Safety & Security should arrive at the scene and assess the situation. The Director is responsible for notifying the Vice President/Chief Financial Officer. If necessary, the Director of Campus Safety & Security will then notify other key individuals under the direction of the Vice President/CFO.

The University is required to disclose each year statistical data on all fires that occurred in on campus student housing facilities. When a fire alarm is pulled and/or the fire department responds to a fire, these incidents are captured. However, there may be instances when a fire is extinguished quickly and an alarm is not pulled or a response by the fire department was not necessary. It is important that these incidents be recorded as well. Therefore, if you are aware of such a fire, see evidence of one or hear about one, you should contact the following person:

- Richard Pacheco  
**Director of Campus Safety & Security**  
**Emergency Preparedness Coordinator**  
2030 E. College Way- Land Gym Building  
[rmpacheco@mnu.edu](mailto:rmpacheco@mnu.edu)  
913-971-3293
- **The Department of Campus Safety & Security**  
2030 E. College Way- Land Gym Building  
[cpolice@mnu.edu](mailto:cpolice@mnu.edu)  
24 Hours (913) 971-3299

When notifying one of these individuals as much information as possible about the location, date, time, and cause of the fire should be provided.

## **Building Evacuation Policy and Procedure**

University policy requires immediate building evacuation by occupants during fire alarms. To help reinforce this requirement, the Department of Campus Safety & Security has partnered with the staff of Residential Life to ensure that all building residents are properly trained in building evacuation procedures.

In case of any fire or fire alarm in a residence hall, staff members and residents should respond quickly and calmly. Staff members should immediately begin evacuation procedures for the entire building, and initiate evacuation plans for occupants with disabilities or special needs. All students shall immediately evacuate the building and go to the designated staging area or to a common collection point upwind from the building. Students are not allowed to re-enter the building until the Olathe Fire Department Personnel or Campus Safety & Security Officer authorizes them to do so.

The following fire alarm responsibilities and evacuation procedures are listed below:

### **Campus Safety & Security:**

1. Respond to the reported location.
2. Confer with the RE, or an RA, regarding what the actual event is (fire or a false alarm).
3. If it is evident to an officer there is no fire, the alarm will be silenced.
4. If fire is reported to be active in a building:
  - a. Call 911 immediately to let them know we have an active fire, then notify the Director of Campus Safety & Security immediately.
  - b. No one will be allowed to enter the building – including Safety Officers.
  - c. Clear and secure the area near the burning building.
  - d. Give “exterior alerts” around the building.
  - e. Await the arrival of OFD personnel and assist as requested.
  - f. Receive a list of missing persons and their room numbers from the RA’s and/or RE’s and the assistants.
  - g. Provide the list of missing persons and their room numbers **IMMEDIATELY** to the Fire Department’s incident commander.
  - h. Once an “all clear” has been issued by the Olathe Fire Department, **AND** once the fire department has authorized residents to return to the building, they may be released to do so.

### **Resident Educators:**

1. **Primary Responsibility** – Observe the progress of residential assistants and provide assistance as needed.
2. Ensure RA's are controlling their hall's residents, that each is separated, and that RA's are accounting for their residents.
3. If your dorm uses a check-out log, it should be taken to the assembly points and used to determine if missing residents have checked out.

### **Resident Assistants:**

1. Do **NOT** place yourself in peril. If you cannot safely check your hall, exit the building immediately.
2. Only if safe, check each room on your hall to ensure no one remains in the building.
3. If you open a door to check a room, be certain to close it before proceeding to the next one.
4. Move to your hall's pre-arranged assembly point.
5. Take an immediate census to determine who is not present.
6. If possible, check the missing persons against check out log.
7. Assign a hall resident to take a **WRITTEN** list of the names of the missing and their room numbers to the Campus Safety & Security Officer.
8. Keep your residents together and direct them as you are instructed to do.
9. Do **NOT** return to your building until the Olathe Fire Department or the Campus Safety & Security Department directs you to do so.

### **Fire Safety Education**

Students receive the majority of their training from the Residential Life Staff and the Olathe Fire Department at the start of each academic year. The Olathe Fire Department meets with all new and transfer students for fire safety education. They also set up and perform a dorm room burn to promote understanding of fire safety and how quickly a fire can spread. In addition, the Olathe Fire Department meets with the Resident Educators and Assistants for fire safety training at the beginning of the year.

Students residing at MidAmerica Nazarene University residence halls are provided training and information that will enable them to prevent, escape, report, or handle any fire emergency within the residence halls. The training is mandatory and they are provided with information regarding their floor, their building as well as fire safety, and the University policies and procedures. Immediately upon moving into a hall, students are shown the location of pull stations, fire safety equipment, extinguishers, and fire evacuation routes from buildings.

Once per semester dormitory fire drills are performed. These are timed drills and performed to observe student behavior. The drills also serve as an educational tool to allow the Department of Campus Safety & Security to educate the Residential Educators, Residential Assistants, and students in proper evacuation drills and response to fire alarms.

Fire safety education programs and information are available through the Olathe Fire and Rescue Department at 913-971-6333.

### **Plans for Future Improvements**

All MidAmerica Nazarene University buildings meet or exceed the city of Olathe's fire safety requirements. The University continues to work closely with the Olathe Fire Department and other outside sources by following their recommendations for future improvements to bring our buildings above, or beyond current requirements. There are no current improvement projects at the moment. However, the Department of Campus Safety & Security will also strive to develop further Fire Safety educational programs to keep our faculty, staff, and students safe.