2020 Annual Security Report
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This information is provided in compliance with the federal law, known as the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. It contains the required crime and fire statistics for the calendar years 2017, 2018, 2019 and the policies and procedures for the academic year.
Introduction

The Florida Tech Aberdeen Education Center, located in Harford County, Maryland, provides graduate students at Aberdeen Proving Ground and the surrounding area with opportunities to continue their education, maintain their professional and technical competence and to enhance their career development and progression.

Florida Tech programs are available to all who meet admission requirements of the university. Classes are available to military personnel, civilians and contractors on-site at Aberdeen Proving Ground. Students have access to a 16,000 volume, 300 periodical library as well as state-of-the-art equipment to facilitate improved communications and registration. All programs are designed for working professionals and adult learners. Students are invited to enroll at the beginning of every fall and spring semester (16-week terms) or summer semester (11-week term).

Aberdeen Proving Ground (APG), Maryland is now one of the most diversified military installations in the United States. Home to the world’s leaders in research, development, testing and evaluation of material, APG military and civilian personnel have profoundly impacted the way that wars are fought. Considered by military leaders as a “megabase,” APG serves as a premiere center for science and technology.

The Florida Tech Aberdeen Education Center campus is committed to providing a safe and secure environment by consistently seeking and finding ways to promote, preserve, and deliver a feeling of security, safety, and quality of service to its employees, students, and the community to which it serves.

The Florida Tech Aberdeen Education Center campus encourages all individuals who attend, work or visit the campus to follow basic personal and property crime prevention procedures for yourself and for those around you. Please become familiar with the various services and procedures that are outlined in this report. If you have any questions, please feel free to contact the Aberdeen Education Center staff at 410-272-7947 or via email at aberdeen@fit.edu. The Florida Tech Aberdeen Education Center campus receives security services from the Aberdeen Proving Ground (APG) Police Department. The APG Police Department phone number is 410-306-2222. They are located at 220 Aberdeen Blvd, Aberdeen, MD 21001.

Annual Security and Fire Safety Report Preparation

The university prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The Clery compliance coordinator takes several steps to ensure required statistics are compiled correctly. The Clery compliance coordinator will meet with members from Human Resources, Student Life, Student Housing, Residence Life, Student Conduct, Title IX, Risk Management and other university departments, to discuss incidents that occurred on campus during the previous calendar year on the Clery reportable geography. Statistics required for the Clery Act are compiled during these meetings.

Additionally, the Clery compliance coordinator sends an email to all the “campus security authorities” requesting information for any crime statistics reported to them during the previous calendar year. Letters are sent to various law enforcement agencies located throughout the United States and abroad requesting crime statistics for all separate campus locations, noncampus locations where our students frequently used (more than one night) or used repetitively (same location every year) during the previous calendar year. All statistics gathered are reviewed to ensure none of them have been “double reported.”

This report list statistics for three previous years of reported crimes that occurred on the Aberdeen Education Center Campus. Also included are reported crimes that occurred in off-campus buildings owned or controlled by Florida Tech and crimes that occurred on any public property within or immediately adjacent to, or accessible from the campus. The report describes institutional policies concerning campus security, alcohol and drug use, crime prevention, safety awareness, crime reporting, sexual assault and crime related issues.

All prospective employees may obtain a copy of the report from the Aberdeen Education Center Staff at 410-272-7947 or via email at aberdeen@fit.edu. The Florida Tech Aberdeen Education Center Campus receives security services from the Aberdeen Proving Ground (APG) Police Department. The APG Police Department phone number is 410-306-2222. They are located at 220 Aberdeen Blvd., Aberdeen, MD 21001.

The 2020 Annual Security and Fire Safety Report contains important information regarding campus safety and security. The report provides information about reporting crimes and the Department of Security's collaboration with local, county, state and federal law enforcement agencies. The report contains information on drug and alcohol abuse, sexual assault prevention and education and procedures regarding fire safety. The report encompasses three calendar years of reported crime statistics for all properties owned, leased, or controlled by Florida Tech and on public property immediately adjacent to and accessible from the campuses. This information complies with the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. By October 1st of each year, or by December 31st of this year, the Department of Security sends out the Notice of Availability for the Annual Security and Fire Safety Report to students, faculty and staff. The Annual Security and Fire Safety reports are available through the Department’s website. The 2020 Annual Security and Fire Safety Report is available on the web at floridatech.edu/clery-2020.

Department of Security

Reporting Crimes and Other Emergencies Promptly

To help provide a safe and secure environment, all members of the Aberdeen Education Center community, including campus visitors, are expected, requested, and encouraged to report any criminal activity or emergency they observe, even if the victim of such crime is or is unable (physically/mentally) to make such a report. Students, faculty, staff and guests are encouraged to report crimes and public safety related incidents by contacting the Aberdeen Education Center Staff at 410-272-7947 or via email at aberdeen@fit.edu. The Florida Tech Aberdeen Education Center Campus receives security services from the Aberdeen Proving Ground (APG) Police Department. The APG Police Department phone number is 410-306-2222. They are located at 220 Aberdeen Blvd., Aberdeen, MD 21001.

By promptly reporting all crimes, it will ensure inclusion in the annual crime statistics and will aid in providing timely Campus Safety Alerts to the community, when appropriate.
Emergency numbers:
- Aberdeen Education Center Staff: 410-272-7947
- Aberdeen Proving Ground Police Department (APG) emergency number (police, ambulance, fire emergencies): 410-306-2222

Aberdeen Education Center Statement on Campus Law Enforcement Authority

The Aberdeen Educational Center does not employ personnel who meet the description of campus security personnel described in the Department of Education’s Handbook for Campus Safety and Security Reporting.

Violations of the law are referred to local police authorities with jurisdiction on campus and where appropriate, the Florida Tech student disciplinary system. It is the policy of Florida Tech to assist authorities with investigations of criminal incidents on its campus to the extent it is able. Although the university does not have any memorandum of understandings (MOUs) in place with any local law enforcement agency regarding the investigation of alleged criminal offenses, we maintain a strong working relationship with all local, county, state and military police authorities.

As a private university, Florida Tech personnel have the right to ask for identification from anyone on its campus as well as the right to ask them to leave its facilities and property. Individuals who refuse to follow requests to leave are subject to arrest for trespassing.

Crime Report, Arrest and Referral Statistics

The Florida Tech Department of Security is responsible for collecting this data and preparing this report. We work directly with various departments at Florida Tech (Aberdeen Education Center) as well as the Aberdeen Proving Ground Police Department to collect all of this information. Statistics reflect reports made to campus security authorities as well as university, local and requested police departments and are compiled according to Clery Act guidelines.

This report may be used as an information gathering device or as a guide for safe practices throughout the university community. Each member of the university community receives notification that describes the report and provides information concerning how to access the report. For more information, please feel free to contact the Department of Security at 321-674-8112.

Daily Crime Log

In accordance with the Clery Act, Florida Tech maintains an electronic daily crime log in the Department of Security. The crime log can also be accessed at ft.edu/security/crime-awareness-and-campus-security.

The crime log for the most recent 60-day period may be inspected during normal university business hours. Any person may have supervised access to the crime log, whether or not they are associated with Florida Tech. Any portion of the log older than 60 days will be made available within two business days of a request.

Please note that Florida Tech may temporarily withhold inspection or copying of any crime log containing confidential information, or in cases where there is clear and convincing evidence that release of the information would jeopardize an ongoing investigation, jeopardize the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence.

Monitoring Criminal Activity at Noncampus Locations

While university officials do not have primary responsibility for responding to noncampus properties, they do collaborate with local law enforcement agencies that respond to crimes at those locations and collect the incident data for required reporting under the Clery Act. Crimes and incidents occurring at noncampus properties, even those controlled or owned by officially recognized student organizations, should be reported to the local law enforcement agency, as they have primary responsibility for taking reports and handling calls for service there. The Department of Security requests all the law enforcement agencies that have jurisdiction for all our noncampus properties to immediately share information about any reported crimes at those locations so it will aid in the issuance of a timely warning if appropriate.

Pastoral and Professional Counselors (Crime Reporting)

Because of the negotiated rule-making process which followed the signing into law, the 1998 amendments to 20 U.S.C. Section 1092(f), clarification was given to those considered to be campus security authorities. Campus “Pastoral Counselors” and campus “Professional Counselors”, when acting as such, are not considered to be a campus security authority and are not required to report crimes for the inclusion into the annual disclosure of crime statistics. The university encourages its pastoral and professional counselors, if and when they deem appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis to the Department of Security for inclusion into the annual crime statistics. It should be noted that an institution is not required to provide a timely warning with respect to crimes reported to a pastoral or professional counselor.

The rule-making committee defines counselors as:

Pastoral Counselor: An employee of the 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.

Confidential Reporting—Anonymous Caller Procedure

If you are a victim of or a witness to a crime and do not want to pursue action within the university or the criminal justice system, you can consider making a confidential report. With your approval, the Department of Security can report the details of the incident without revealing your identity in the public crime log or on a Campus Security Incident Report. The report will reflect your wish to keep the matter confidential, while taking action to ensure your safety and the safety of others.

This information helps the Florida Tech Department of Security keep an accurate record of the number of incidents involving students,
employees and visitors to determine where there may be a pattern of crime relating to a specific location, method or assailant. This allows for timely alerting of the campus community to potential danger.

Confidential reports are counted and disclosed in the annual crime statistics for the university.

Security and Access

Aberdeen Proving Ground is a secure facility. Faculty and staff have annual contractor badges to get on post. Students are issued student visitor badges each semester when they are registered for classes. The building’s front door is open weekdays from 7:00 a.m. until classes end at night. For security purposes, at least one staff member must be in the building while classes are in session.

Security Considerations in the Maintenance of Campus Facilities

Florida Tech strives to maintain a safe working and learning environment. Ongoing checks are made to ensure that exterior lights are functioning properly. Also, plants, foliage, trees, gates, windows, doors, locks, fences, cameras and emergency call boxes are maintained to ensure safety on campus.

The Aberdeen Education Center, building 4305, has alarms which are tested regularly. There is currently no video surveillance. The last staff member leaving the building is responsible for locking the front door.

Emergency Response and Evacuation Procedures

Tornado sirens are tested monthly. Building speakers are also tested monthly. Evacuation posters are located in every office and classroom as well as in the building Emergency Action Plan.

Security Awareness Programs

The U.S. Army Garrison at the APG offers a number of programs, including CPR, Active-Shooter Response, Bomb Threat Response, Radiation Safety, Fire, Lock Down, Shelter-in-Place, Hazard Material Spills and others.

Directorate of Emergency Services (DES): Provide quality force protection, law enforcement, physical security, access control, fire & emergency services and police and community liaison services to the community. DES provides oversight on installation law enforcement standards and initiatives for personnel, equipment and training. DES provides support in the areas of law enforcement, fire and emergency services, physical security, surety, antiterrorism and emergency management to protect property and the workforce. The DES consists of Law Enforcement (LE), Physical Security (FS), Fire and Emergency Services (F&ES) and Protection (P). F&ES Branch covers incident command and mitigation of all installation emergency responses, emergency dispatch centers, all-hazard response operations, aircraft rescue and firefighting operations, and fire prevention/public education programs.

All members of the Aberdeen Education Center community play an important role in keeping the campus safe and are encouraged to report any criminal act, unsafe conditions, or suspicious activity immediately. Students, faculty and staff should use sound judgment and take precautions to avoid becoming a victim of crime.

Timely Warnings

At Florida Tech, there is a commitment to ensure that our community is informed of all incidents that may impact safety and security. A timely warning will be released to the campus community for any incident “that represents a serious or continuing threat to the students and employees” of the university. The timely warning requirement applies to the Clery Act crimes and all require a case-by-case assessment as to whether the report presents a serious or continuing threat to the campus community. Additionally, hate crimes involving bodily injury or any of the Clery Act crimes, if they represent a continuing threat to the Florida Tech community, require a timely warning. Any other incidents that represent a serious or continuing threat to the community should also have a timely warning issued for them. Timely warnings do not necessarily need to be issued immediately but will be released as soon as reasonably possible when the facts of the incident have been established and correct information is being disseminated. Only in rare exigent circumstances would a timely warning be released immediately. The release may cause additional problems that can compound the initial event; therefore, careful examination of the timing of a release is critical. If it is an active criminal investigation that involves the Melbourne Police Department (or local law enforcement agency), that office needs to be consulted before any release is disseminated.

2. Method for Collecting Timely Warning Information

Information for a timely warning may be received from several different sources, including the Department of Security, local police, county sheriff or any other law enforcement agency. Additionally, crimes or incidents may be reported to university officials as enumerated under the sexual assault policy, and even though the crime or incident may not be investigated due to the victim's wishes, a timely warning may still be required.

3. Who is Authorized to Issue a Timely Warning

Timely warnings should be released in most instances by the university public information officer (PIO) after consultation with the Department of Security, senior vice president for operations and executive vice president of academics. The university designates that the PIO is the individual(s) responsible for community notices; therefore, any timely warning should come from that office. Only in exigent circumstances should a release come from any other location on campus, i.e., the Department of Security. If the Officer in Charge (OIC) of Security believes that a timely warning should be issued, he/she will contact the Director of Security before doing so.
Emergency Notification Methods

Pre-Crisis Considerations

The university will make every attempt to communicate to the campus community before, during, and after emergencies. This includes providing detailed instructions to the campus about the emergency and what actions are necessary to ensure the safety of all students, faculty, staff and the general public.

Emergency Notifications (Immediate)

The Aberdeen Proving Ground Police Department is authorized to send emergency notifications to the Aberdeen Education Center Community if it is determined that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the Florida Tech Community. Situations that may warrant an emergency notification include, but are not limited to:

- An emergency incident in progress; active shooters, bomb threats, civil unrest and evacuations.
- Potential impending emergency incidents such as tornado warnings and other serious weather events.
- Safety messages regarding suspicious persons, area or school closures, crimes against person where the suspect is not apprehended.
- Termination messages including all clears, status updates or reopening of campus or buildings.

The Aberdeen Proving Ground Police Department shall, 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 judgment of the first responders, compromise the efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. Before sending a message, the incident must be confirmed through one or more of the following methods:

1. Confirmation of an emergency in progress is subject to:
   a. Confirmation of the incident by an emergency responder in the area.
   b. Visual confirmation via CCTV systems.
   c. Audible confirmation either in person or via telephone systems.
   d. Three (3) unique reports of the incident from members of the public or Aberdeen Proving Ground community.

2. Confirmation of an impending emergency is subject to confirmation of the incident by an emergency responder or relevant agency

   In addition, tornado sirens are located on post and within the community to warn of weather-related issues. Those are tested monthly. In addition, the building and offices will receive a text, phone call and email from emergency personnel.

Disclosure of Crime Statistics

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics, the Department of Security prepares an annual report in cooperation with local law enforcement agencies surrounding the main campus. The report is published on the university’s website and publicized to enrolled students and members of the faculty and staff. In addition, these statistics can also be found on the U.S. Department of Education website at [ope.ed.gov/security](ope.ed.gov/security).

Definitions of Crimes and the Statistics to be Disclosed to Comply with the Clery Act

Murder and non-negligent manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent manslaughter: The killing of another person through gross negligence.

Sexual assault: An offense that meets the definition of any type of sexual contact or behavior that occurs by force or without consent of the recipient of the unwanted sexual activity. Falling under the
definition of sexual assault is sexual activity such as forced sexual intercourse, sodomy, child molestation, incest, fondling, rape or attempted rape. It includes sexual acts against people who are unable to consent either due to age or incapable of giving consent.

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

**Fondling:** Defined as the touching of the private 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:** Defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Statutory rape:** Defined as non-forcible sexual intercourse with a person who is under the statutory age of consent.

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

**Aggravated assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.)

**Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes unlawful entry into a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Domestic violence:** Any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.

**Dating violence:** Means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type and frequency of interaction.

**Stalking:** Stalking is defined in the State of Florida as “willfully, maliciously and repeatedly following, harassing or cyberstalking” another. Stalking behaviors can consist of many things: actual physical following of a person, continuously calling or texting, emailing, leaving notes or sending letters, leaving or sending objects or “gifts” ... essentially, a pattern of unwanted behavior with malicious intent. Stalking involves a pattern of behavior that causes substantial emotional distress to a specific person with no legitimate purpose.

**Liquor law violations:** The violation of laws or ordinances prohibiting: (a) the manufacture, sale, transporting, furnishing or possession of intoxicating liquor; maintaining unlawful drinking places; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned activities. (Drunkenness and driving under the influence are not included in this definition.)

**Drug abuse violations:** Violations of state and local laws relating to the unlawful possession, sale, use, growth, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

**Weapons law violations:** 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.

**Offense Definitions Relating to Hate/Bias-Related Crime (as per the UCR Hate Crime Reporting Guidelines)**

A hate crime is a criminal offense committed against a person or property that is motivated, in whole or in part, by the offender’s bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation or ethnicity/ national origin.

In addition to the offenses mentioned above, there are also four additional criminal offenses related to Hate Crimes, they are: larceny-theft, simple assault, intimidation and destruction/damage/vandalism of property. Definitions follow:

**Larceny:** Theft is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR.) Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

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

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

Geography Definitions from the Clery Act

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

Noncampus Building or Property: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution (i.e. privately owned fraternity); or (2) Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution’s educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

The noncampus geography definition includes buildings or properties under temporary control during institutionally sponsored short-stay-away domestic or international trips for students of more than one night or buildings or properties under temporary control during institutionally sponsored domestic or international trips for students to repeated locations:

For example, students in the debate club take a trip to Washington, D.C. and stay at the same hotel every year. In this example, the institution must include in their Clery Act crime statistics any Clery Act crimes that occur in the rooms used by the students and any common areas used to access those rooms; including the lobby, elevator and staircases.

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 or on-campus property/facilities. The Florida Tech crime statistics do not include crimes that occur in privately-owned homes or businesses within or adjacent to the campus boundaries.

On-campus Student Housing Facility: Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This category is a subset of the On-Campus category.

Reasonably Contiguous: defined in the 2016 Handbook for Campus Safety and Security Report as follows: Refers to a building or property an institution owns or controls that is in a location that students consider to be, and treat as, part of the “campus.” Generally speaking, it is reasonable to consider locations within one mile from the core or main campus border to be reasonably contiguous with the campus.

NOTE: There are no Residential Housing facilities located at this location.

Unfounded Crimes

If a crime is reported as occurring on campus, in on-campus residential facilities, in or on noncampus buildings or property, or on public property, and the reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is considered to be “unfounded.” Only sworn or commissioned law enforcement personnel may mark a crime unfounded after a thorough investigative process.

Adam Walsh Child Protection and Safety Act—Sexual Predator and Sexual Offender Notification

Information regarding registered sex offenders in the State of Maryland may be obtained at socem.info. The information on the web site refers only to persons who have been convicted of, found guilty of or plead guilty to committing or attempting to commit sexual offenses and may not reflect the entire criminal history of a particular individual.
Crime Statistics 2017, 2018 & 2019—Aberdeen Education Center Campus

This chart includes offenses/incidents that were reported to local law enforcement agencies, campus security and other campus authorities.

<table>
<thead>
<tr>
<th>Offense Type</th>
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</table>

No residential housing at this location.
No reported crimes for the years 2017, 2018 & 2019.
Crime Statistics 2017, 2018 & 2019—Aberdeen Education Center Campus

This chart includes offenses/incidents that were reported to local law enforcement agencies, campus security and other campus authorities.

<table>
<thead>
<tr>
<th>Offense Type</th>
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VAWA Policy Statements—Aberdeen Education Center

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

Consistent with applicable laws, the university prohibits dating violence, domestic violence, sexual assault and stalking. The University’s policy used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints, may be found in the Title IX Policy at fit.edu/policies/title-ix and the Nondiscrimination Policy found at fit.edu/policies/title-ix-sexual-harassment-policy.

The following sections of this report discuss the university’s educational programs to promote the awareness of dating violence, domestic 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 dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction and bystander intervention.

Crime Definitions

Definitions for dating violence, domestic violence, sexual assault, stalking and consent (as it relates to sexual activity) in the jurisdiction where this campus is located.

State of Maryland Criminal Codes Related to Dating and Domestic Violence, Stalking and Sexual Assault.

Dating Violence: There is no definition of the term “dating violence” in Maryland law.

Domestic Violence: Maryland law defines “domestic violence” abuse as the occurrence of one or more of the following acts between family or household members:

- Assault
- An act that places a person in fear of imminent serious bodily harm
- Rape or sexual assault
- Attempted rape or sexual offense
- Stalking
- False imprisonment, such as interference with freedom, physically keeping you from leaving your home or kidnapping you

Sexual Assault: There is no definition of the term “sexual assault” in Maryland. There are numerous laws in Maryland prohibiting sexual crimes, including, but not limited to, laws prohibiting rape, statutory rape, sexual offenses to include fondling and incest.

Stalking: Maryland law defines “stalking” as a malicious course of conduct that includes approaching or pursuing another where the person intends to place or knows or reasonably should have known the conduct would place another in reasonable fear:

1. i. of serious bodily injury
   ii. of an assault in any degree
   iii. of rape or sexual offense offense as defined by MD Code 3–303 through 3–308 or attempted rape or sexual offense in any degree

2. that a third person likely will suffer any of the acts listed in item (1) of this subsection.

“Course of Conduct”: Course of conduct means a persistent pattern of conduct, composed of a series of acts over time that shows a continuity of purpose.

Consent: There is no definition of the term “consent” in reference to sexual activity in the local jurisdiction.

University Definition of Consent

The university uses the following definition of consent in its Title IX policy:

“Consent” is an affirmative and willing agreement to engage in specific forms of sexual contact with another person. Consent requires an outward demonstration, through mutually understandable words, conduct, or action, indicating that an individual has freely chosen to engage in sexual activity or contact. Consent cannot be obtained through (1) the use of coercion or force; or (2) by taking advantage of the incapacitation of another individual. Silence, passivity, or the absence of resistance does not imply consent. Consent can be withdrawn at any time. When consent is withdrawn, sexual activity must immediately stop. Prior consent does not imply current or future consent; even in the context of an ongoing relationship, consent must be sought and freely given for each instance of sexual activity or contact.

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 a 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 that 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.

**Risk Reduction**

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 they are 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 expresses a withdrawal of consent, stop immediately.
- Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their 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 who is really drunk or on 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 nearly incapacitated person.
- Be aware of the signs of incapacitation, 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; hypervigilance; cruelty to animals or children; “playful” use of force during sex; Jekyll-and-Hyde personality.

**Bystander Intervention**

In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking against another person.

- Look out for those around you.
- Realize that it is important to intervene to help others.
- Treat everyone respectfully. Do not be hostile or an antagonist.

- Be confident when intervening.
- Recruit help from others if necessary.
- Be honest and direct.
- Keep yourself safe.
- If things get out of hand, don’t hesitate to contact the police.

**Other Information Covered by the PPAP**

The 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.

**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 university. Methods include, but are not limited to: presentations, online training modules, distribution of written materials, periodic email blasts and guest speakers. A summary of this programming is provided below.

New students receive education on the prevention of dating violence, domestic violence, sexual assault and stalking through a presentation by the Office of Student Life and the Campus Security Department.
Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to 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 University of Maryland, 500 Upper Chesapeake Dr., Bel Air, MD 21014; 443-643-1000.

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.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

- APG Police Department: 410-306-2222

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 and what occurred, to the best of the victim’s ability. Florida Tech Campus Security is available to assist victims with filing police reports with the appropriate law enforcement agency. (Florida Tech Campus Security 321-674-8112).

Information about Legal Protection Orders

Injunctions for protection may be obtained through filing a Petition for Protective Order with the clerk in any district court or circuit court for domestic violence, repeat violence, dating violence, sexual violence and stalking. Information about injunctions for protection may be found at brevardclerk.us/injunctions-for-protection.

Any person who is a member of a family or household that is the victim of domestic violence has reasonable cause to believe he or she is in imminent danger of becoming a victim of domestic violence may file for a domestic violence injunction.

Any person who is the victim of repeat violence (two incidents of violence or stalking committed by the perpetrator, one of which occurred within six months of the application) may file for a repeat violence injunction.

Any person who is the victim of dating violence and has reasonable cause to believe he or she is in imminent danger of becoming the victim of another act of dating violence, or any person who has reason to cause he or she is in imminent danger of becoming the victim of an act of dating violence may file for a dating violence injunction.

Any person who is the victim of sexual violence may file for a sexual violence injunction.

The university will also assist in enforcing any injunction or restraining order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court. Any student or employee who has a protection order or no contact order should notify the Title IX coordinator and provide a copy of the restraining order so that it may be kept on file with the institution and can be enforced on campus, if necessary. Upon learning of any orders, the university will take all reasonable and legal action to implement the order.

Any person who is the victim of stalking may file for a stalking injunction.

The university does not issue legal orders of protection. However, as a matter of institutional policy, the university may impose a no-contact order between individuals in appropriate circumstances. The university may also request a “no trespass warning” be issued by the appropriate local law enforcement authority if information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community. A person found to be in violation of a no trespass warning may be arrested and criminally charged.
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:

University Resources

- Student Health Center: 321-674-8078; fit.edu/health
- Counseling and Psychological Services: 321-674-8050; fit.edu/caps
- Campus Chaplain-Catholic: 321-674-8045; fit.edu/ccm
- Employee Assistance Program (Staff and Faculty): 877-398-5816; resourcesforliving.com
- 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 upon the circumstances of a complaint, he/she should understand there might 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 university's financial aid website can be found at fit.edu/financialaid.

State/Local Resources

- APG Sexual Harassment/Response and Prevention (SHARP) Resource Center
- Janet M. Barr Soldier Support Center: Bldg. 4305, 6488 Rodman Road, 2nd Floor, Rm 246, Aberdeen Proving Ground, MD 21005
- On-call 24-7 Sexual Assault Response Hotline: 410-322-7154
- Safe Helpline-Sexual Assault Support for the DoD Community: 877-995-5247
- Veterans Crisis Line: 800-273-8255
- Behavioral Health Kirk U.S. Army Health Clinic: APG, MD 21005; 410-278-1715
- Family Advocacy Program: 410-278-1768

National Resources

- National Domestic Violence Hotline: 800-799-7233
- National Sexual Assault Hotline: 800-656-4673
- Rape, Abuse and Incest National Network (RAINN): rainn.org
- US Dept. of Justice Office on Violence Against Women: justice.gov/ovw
- National Coalition Against Domestic Violence: ncadv.org
- National Sexual Violence Resource Center: nsvrc.org
- U.S. Citizenship and Immigration Services: uscis.gov
- Immigration Advocates Network: 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 for accommodations or protective measures should be made to the Title IX coordinator at Miller Building, Room 137, 321-674-8885, 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 university 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 class 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 to 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 university 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

Title IX Policy: Formal Resolution

Allegations of domestic violence, dating violence, sexual assault or stalking will be processed through the university’s Title IX Policy and the related complaint resolution procedures, as well as the university’s Nondiscrimination Policy and Complaint 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 one of the following individuals:

Title IX Coordinator

- Fanak Baaarmad: 321-647-8885
- Miller Building, Room 137
  fbaarmad@fit.edu

Deputy Title IX Coordinators

- Rodney Bowens, Dean of Students
  321-674-8080; rbowens@fit.edu
• Jacqueline Heatherington, Director of Residence Life  
321-674-7742; jhetherington@fit.edu

• Jennifer Mercurio, Associate Athletic Director  
321-674-8931; jmercurio@fit.edu

• Dr. Brian Lail, Ph.D., Professor  
321-674-8121; blail@fit.edu

An electronic form available on the Title IX webpage at fit.edu/title-ix can also be used to file a report.

Pursuant to the Title IX Policy, once a complaint is made, the Title IX Coordinator conduct a preliminary assessment to determine whether the Title IX Policy applies. If so, the Title IX will contact the Complainant promptly to explain the process for filing a formal complaint. If the Complainant files a formal complaint, the Title IX Coordinator will evaluate it to determine if it must be dismissed according to the standards outlined in the Policy. The Title IX Coordinator may choose to file a formal complaint if the Complainant chooses not to.

Both the Complainant and the Respondent will be notified within five (5) days of filing a formal complaint and initiation of an investigation. During the investigation, the Complainant and Respondent will each have an equal opportunity to describe the situation and present witnesses and other supporting evidence. The investigator(s) will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint. Upon completion of the investigation, which the university strives to complete within thirty (30) to forty-five (45) days of transmittal of the formal complaint, the investigator(s) will issue a written report and share it with the parties and their advisors.

The university will then assign a hearing officer to adjudicate the complaint. The hearing officer will notify the parties of his/her appointment, set a deadline for the parties to submit a response to the written report, setting a date and time for the hearing (no sooner than ten (10) days from transmittal of the notice), and providing a written explanation of the procedures for the hearing. At a minimum, the hearing will include:

• Opportunity for each party to address the hearing officer directly and to respond to questions posed by the hearing officer;
• Opportunity for each party’s advisor to ask directly, orally, and in real time, relevant questions, and follow up questions of the other party and any witnesses, including questions that support or challenge credibility;
• Opportunity for each party to raise contemporaneous objections to testimonial or non-testimonial evidence and to have such objections ruled on by the hearing officer and a reason for the ruling provided;
• Opportunity for each party to submit evidence that the party did not present during the investigation due to mistake, inadvertence, surprise, or excusable neglect;
• Opportunity for each party to make a brief closing argument.

After the hearing is complete, the hearing officer will make a determination based on the preponderance of the evidence regarding whether a violation of Title IX has occurred. If so, prior to issuing a written decision, the hearing officer will consult with an appropriate university official with disciplinary authority over the Respondent, and such official will determine any discipline to be imposed. A written decision will then be issued.

Both parties have an equal opportunity to appeal the determination by filing a written appeal with the Title IX Coordinator within seven (7) days of being notified of the outcome of the investigation, or within three (3) days of the other party appealing, whichever is later. The appeals officer will evaluate the appeal to determine if it is timely filed and involves a permitted ground for appeal. If not, the appeals officer will dismiss the appeal. If so, the appeals officer will notify the other party that an appeal has been filed and that the other party has seven (7) days to submit an opposition to the appeal. The appeals officer will render a decision that is the final determination of the university. The university strives to issue the appeal officer's written decision within twenty-one (21) days of an appeal being filed.

Informal Resolution
After the Complainant and Respondent receive written notice of the filing of a formal complaint, the parties may voluntarily consent, with Title IX Coordinator approval, to voluntarily participate in an informal resolution process instead of a formal investigation and hearing. The informal resolution process will not be used to resolve an allegation of sexual assault or allegations that a non-student employee sexually harassed a student. The parties may agree to attempt an informal resolution of the complaint at any time during the investigation, hearing, and appeal process prior to issuance of the final determination regarding responsibility. If the parties agree to attempt informal resolution, the Title IX Coordinator shall act as an impartial mediator assisting the parties to attempt to reach a mutual agreement that satisfactorily addresses their individual concerns and ensures their ability to participate without harassment in the University's educational programs and activities. Prior to commencing the informal resolution process agreed upon, the Title IX Coordinator will transmit a written notice to the parties that describe the parameters and requirements of the informal resolution process to be used, identifies the individual responsible for facilitating the informal resolution (who may be the Title IX Coordinator, another University Official, or a suitable third party), explains the effect or participating in informal resolution and/or reaching a final resolution will have on a party's ability to resume the investigation and adjudication of the allegations in the formal complaint and explains any other consequence result from participation in the informal resolution process.

After receiving this notice, each party must voluntarily provide written consent to the Title IX Coordinator before the informal resolution may commence.

If the parties reach a resolution, and the Title IX Coordinator agrees that the resolution is not clearly unreasonable, it will be documented in writing signed by the parties and the Title IX Coordinator. Once both parties and the Title IX Coordinator sign the resolution, the resolution is final. The allegations addressed by the resolution are considered resolved. They 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.

The Title IX Coordinator will implement any actions required of the University by the terms of the resolution. If either or both parties request to withdraw from the informal resolution or discontinue the
informal resolution process, it will be terminated, and the formal grievance process will be initiated or resumed.

Absent extension by the Title IX Coordinator, any informal resolution process must be completed within twenty-one (21) days. If an informal resolution process does not result in a resolution within twenty-one (21) days, and absent an extension, abeyance, or other contrary rulings by the Title IX Coordinator, the informal resolution process will be deemed terminated, and the formal complaint will be resolved pursuant to the investigation and adjudication procedures. The Title IX Coordinator may adjust any time periods or deadlines in the investigation and/or adjudication process that were suspended due to the informal resolution.

An informal resolution is not subject to appeal.

Nondiscrimination Policy

If the Title IX Coordinator determines that an allegation of dating violence, domestic violence, sexual assault, or stalking does not fall within the university’s Title IX Policy, the allegation will be examined under the university’s Nondiscrimination Policy. If it is determined that a complaint falls within the Nondiscrimination Policy, the university will reach out to the Complainant to determine whether the informal resolution (not an option for cases involving sexual violence) or the formal resolution process will be used.

Informal Resolution

If the informal procedure is used, the appropriate university official will notify the parties and meet with the Complainant and Respondent separately. The appropriate administrator will take the steps necessary to gather additional information from the parties or others perceived to have knowledge of the allegations. The appropriate administrator will make all reasonable attempts to resolve the matter within thirty (30) days. If the process fails to resolve the matter to the satisfaction of both parties, or the terms of the informal resolution are subsequently broken, either party may request a formal resolution/investigation of the charge within ten (10) calendar days of concluding the information resolution process.

Formal Resolution

Normally, a signed incident complaint form containing a written statement of allegations initiates the formal process. Once filed, the appropriate administrator will notify the Respondent in writing and provide the Respondent with a copy of the complaint and offer to schedule a preliminary meeting to discuss information regarding rights and responsibilities and potential sanctions. The Respondent will have ten (10) business days after receipt of the complaint to file a formal written response.

The university will then appoint an investigator to analyze and document available evidence to support reliable decisions, synthesize all available evidence, and take into account the unique and complex circumstances of each case. The investigator is neutral and does not advocate for either party.

The investigator will provide the opportunity for both the Complainant and the Respondent to present witnesses and evidence. The investigator will interview the Complainant, the Respondent, and any relevant witnesses. The investigator is authorized to contact all persons who may have information relevant to the complaint and shall have access to all relevant University records. The investigator shall also collect and evaluate other available records and information relevant to the complaint and investigation (e.g. email communications, medical test results, photographs), as appropriate. The investigator will determine, in the investigator’s sole discretion, what information is relevant.

At the conclusion of the investigation, the investigator will prepare a preliminary written report. Both parties will be provided a copy of the preliminary report and have three (3) business days to respond to it in writing.

If, after receiving the written responses from the Complainant and the Respondent regarding the preliminary report, the investigator determines that no further inquiry is required, the investigator will be deemed complete and final. If, in the sole discretion of the investigator, further inquiry is necessary, the investigator will follow up on the information and ask any clarifying questions of the parties and witnesses before finalizing and completing the investigation. Any additional relevant information received and/or answers to clarifying questions will be included in the final investigation report.

The final investigative report shall normally be issued within ninety (90) calendar days after the complaint is filed. When more than ninety (90) days is needed to complete the investigation, the appropriate administrator shall notify the parties and direct the investigator to proceed as expeditiously as possible.

Upon receipt of the final investigation report, the appropriate administrator will refer the matter to the appropriate institutional official to reach a determination regarding whether the preponderance of the evidence supports a finding that the Policy has been violated. In reaching a determination, the institutional official will review the final investigation report and meet separately with the parties to provide them with an opportunity to discuss whether any of the allegations are supported by a preponderance of the evidence and constitute a violation of Policy. In advance of the meeting, the parties will be permitted to submit relevant questions to the institutional official to be asked of the other party. The institutional official will have sole discretion to determine whether the questions submitted are appropriate and relevant to the issues in dispute.

After reaching a determination, the institutional official will prepare a written decision that will include a statement of, and rationale for, each allegation that constitutes a separate potential violation of this Policy, including a determination regarding responsibility for each separate potential incident. The written decision shall also articulate findings of fact, made under a preponderance of the evidence standard, that support the determination.

Unless otherwise indicated in the report, the date of the report shall be considered the date upon which the results of the investigation become final. The University Designated Official or designee will simultaneously provide copies of the written decision to the Complainant and the Respondent. The Complainant and Respondent will also be advised of the appeal process at that time.

Either party may appeal the investigation finding. Such appeals shall be filed with the university appeals officer. Parties wishing to file an appeal must do so within ten (10) days after receiving the final report.

Appeal decisions (which shall include a statement of the rationale for the decision) shall be rendered within thirty (30) days after the request for appeal is received unless extended for good cause as reasonably
determined by the appeals officer. Copies of the appeal decision shall be simultaneously provided to the parties, with a copy also to be sent to the appropriate Vice President and/or Provost.

Rights of the Parties in an Institutional Proceeding

During the course of the process 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 hearings; and
     - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the hearings.
   - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

2. Investigations and hearings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Such 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. The university has dedicated Title IX investigators who complete annual in-person and/or webinar training provided by nationally recognized Title IX authorities. Each Hearing Officer is a licensed attorney with many years of relevant civil trial experience.

3. The same opportunities to have others present during any hearing, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice who may be, but need not be an attorney. 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. However, the right of the parties’ advisor to engage in relevant cross-examination of parties and witnesses shall not be denied.

4. Have the outcome determined using the preponderance of the evidence standard.

5. Simultaneous, written notification of the results of the hearing, 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 University May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses

Following a final determination in the institution’s disciplinary proceeding that dating violence, domestic 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 are warning; reprimand; probation; restitution; fine; loss of privileges; housing probation; suspension or expulsion/termination; restriction on eligibility to represent the university at any official function or in any intercollegiate competition. 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 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 include 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, housing assignments, changes in working situations, etc.

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 the university against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

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 dating violence, domestic 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 dating violence, domestic 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.

Drug, Alcohol and Substance Abuse Policy Statement

When students enter Florida Tech, it is assumed that they have a serious purpose and a sincere interest in their own social and intellectual development. It is also assumed that they are familiar with the regulations, procedures and policies set for the students at the university and that they have them as a way of life during their stay at the university. Students are expected to learn to cope with problems with intelligence, reasonableness and consideration for the rights of others; to obey laws and ordinances of the nation, state and community in which they, as well as the university, are a part; and to conduct themselves peaceably in espousing changes. As they prize rights and freedoms for themselves, they are expected to respect the rights and freedoms of others.

The university is committed to creating and maintaining an environment that is free of alcohol abuse. The university prohibits the possession, use, and sale of alcohol beverage on campus or as any part of the university's activities, unless it is done in accordance with applicable university policies, and it also enforces the state's underage drinking laws.

The university also enforces federal and state drug laws. The possession, sale, manufacture or distribution of illegal drugs is prohibited on campus or as any part of the university's activities, unless it is done in accordance with applicable university policies, and it also enforces the state's underage drinking laws.

In compliance with the Drug Free Schools and Communities Act (DFSCA), the university has a drug and alcohol abuse and prevention program, which includes an annual notification to students and employees regarding certain drug/alcohol-related information (such as legal sanctions for violations of applicable laws, health risks, etc.) and a biennial review of this program to evaluate its effectiveness and assess whether sanctions are being consistently enforced. For more information, see below.

To receive a copy of the biennial review report, visit fit.edu/student-involvement/office-of-student-affairs.

The annual notification can be found at fit.edu/policies/consumer-information-disclosures.

• The Alcohol eCheckup To Go (e-CHUG) is an evidence-based, personalized online alcohol intervention designed by the university counseling center and psychologists.

• The Cannabis eCheckup To Go is an evidence-based, online prevention and intervention program designed to reduce cannabis use among college students. It is designed to help motivate students to reduce their level of cannabis use using personalized information about their behavior and risk factors.

• Safe Colleges Training on Alcohol and Drug Abuse Prevention are powerful, evidence-based courses that stimulate change in students' attitudes and behavior by presenting students with the many risks of abusing alcohol or drugs and detrimental effects that these can have on their lives. The list of courses are as follows:
  › Alcohol and Other Drugs
  › Marijuana: What You Should Know
  › Prescription Addiction Suite: Opioids, Stimulants and Depressants

The link to the university's Drug and Alcohol Policy is fit.edu/policies/human-resources-policies/discipline-and-rules/drug-and-alcohol-policy.