Kent State University
Annual Security Report

2025 Report on 2024 Statistics

Salem Campus

KENT STATE
UNIVERSITY

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About the Annual Security Report

Ensuring the safety and security of students, employees and visitors to campus is a priority at Kent State University. Please read the important information in this bulletin to learn more about the university's policies, procedures, programs, and statistics regarding safety and security, including valuable information about how to report and get help in the event safety is compromised.

The "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act" (Clery Act) is a federal law originally enacted in 1990, amending the Higher Education Act of 1965. This law and its amendments require universities that receive federal funds to annually publish certain information regarding crimes that occur: on campus; on public property around campus; or on non-campus property owned or controlled by a student organization or by the university when used in support of the university's educational purposes and frequented by students.

The data in this report was compiled by the Public Safety Manager of the Campus and other university departments. The Public Safety Manager is responsible for collecting on-campus crime statistics, in addition to securing statistics for public areas adjacent to the campus and for non-campus facilities controlled by the university in cooperation with the local law enforcement agencies surrounding the campus and alternate sites.

Statistics for public property immediately adjacent to the Kent State Salem campus are requested each year from the Salem City Police Department, The Columbiana County Sheriff's Office and the Ohio State Highway Patrol.

This report, as well as reports specific to all of Kent State University's other campuses, is available online on the Public Safety website. Printed copies of this report can also be obtained from the Campus Safety and Security Office, Room 103, during regular office hours.

Reporting Criminal Offenses

Important Numbers

Important Numbers	**Numbers**
Police, Fire, Medical Emergencies (24 hours a day, 7 days a week)	911
Salem City Police Department Non-emergency (24/7)	330-337-7811
Ohio State Highway Patrol Non-Emergency	330-424-7783
Salem Security Office	330-337-4111 or ext. 74111

Important Numbers	Numbers
Kent State Threatline (24/7)	330-672-SAFE (7233) https://apps.kent.edu/KSUPD/Threatline/
Title IX Coordinator (reports of sexual harassment, sexual assault, dating/domestic violence, stalking; M-F 8-5, non-emergency)	330-672-6272
Office of Student Conduct	330-672-4054

Students, faculty, staff and the campus community are encouraged to report all crimes and public safety-related incidents to Campus Security and/or the appropriate police agency in a timely manner. In some cases, one may be *required* to make such a report, even if the victim of the crime is unwilling or unable to make a report themselves. (See the section below regarding confidential or anonymous reporting.)

Criminal activity or any other emergency on the Salem Campus located at 2491 State Route 45 S Salem, OH 44460 may be reported 24 hours a day, seven days a week by dialing 911 to reach the Ohio State Highway Patrol. The Salem Campus Security is available Monday through Friday, 7:30 a.m. to closing and may be reached by calling 330-337-4111. The Salem City Center, located at 230 North Lincoln Avenue, Salem, OH 44460 may also dial 911 to reach the Salem City Police Department. Salem City Center security is available from 7:30 a.m. to closing Monday-Friday by calling 330-337-4111.

Dialing 911 is the quickest way to access Emergency Medical Service provided by the Winona Fire Department or Salem Fire Department. In addition to the all-purpose 911 emergency number, students and staff may contact Campus Security about non-emergency matters requiring assistance at on-campus ext. 7-4111. General information and Lost and Found is available by calling 7-4300.

Security/intercampus phones can be found in the student lounge area, in the hallway behind the room 134, the hallway outside of room 199 and the hallway outside of room 189. At the Salem City Center, the security/intercampus phone is located on the second floor in the middle of the hallway. Frequently used campus phone numbers are posted at each phone, including numbers for emergencies, campus security and escort and other assistance.

Kent State University Police Services has also established a violence prevention Threatline phone line and website available to all campuses. The Threatline does not replace 911 in the case of an immediate emergency, and it is not meant to be a replacement for filing an official report with law enforcement. The Threatline provides additional means to communicate information about threats of violence. The phone line and website are anonymous, toll free and available at any time of day. Individuals with information about violence or threats of violence on campus are encouraged to contact 330-672-SAFE (7233) or https://apps.kent.edu/KSUPD/Threatline/. Reportable activities include: threats of physical harm, harassment, information regarding weapons or drugs on campus, or suspicious or disruptive behavior on campus.

Local Law Enforcement

The Salem Campus is served by Ohio State Highway Patrol (OSHP) and will respond immediately to all emergency calls. Salem City Center is served by the Salem City Police Department (SCPD). Criminal incidents are referred to the corresponding police departments as described above who have jurisdiction on the campus

Campus Security and Law Enforcement

Campus Security employs uniformed security officers who are available during regular campus hours and special campus events. They can be reached Monday-Friday, 7:30 a.m.-closing at the numbers provided above. The Ohio State Highway Patrol and Salem Police Department assist the campus in handling all criminal and non-criminal incidents. Other state, county and city agencies may have concurrent jurisdiction on properties within their geographic areas that are owned or leased by the university. The Salem Campus has no recognized student organizations with off-campus locations.

The basic function and responsibility of Campus Security is to maintain the security of the designated areas of the campus (e.g., buildings and grounds) and report threatening or unusual conditions to the appropriate authority (the police department, fire department, and/or paramedics). Campus Security is present and patrol on foot. Security officers have the authority to ask persons for identification and to determine whether individuals have lawful business at Salem Campus and Salem City Center. Security officers do not possess arrest power.

The Campus Security Office maintains an excellent working relationship with the local police and the appropriate authority is contacted to provide investigative services when alleged criminal offenses occur on campus. There is a formal memorandum of understanding in place with the Salem Police Department. The campus community is encouraged at all times to make an accurate and prompt reporting of all crimes that occur on campus to the appropriate law enforcement agencies and to the campus security office. Notify Campus Security for the following incidents on campus: automobile accidents, escort to vehicle or to campus buildings; illness or injuries; suspicious person or activities; or anytime you feel you need assistance. Please note: Campus Security will not open locked car doors, jump start vehicles, change tires or move vehicles. They can assist by providing contact information for local towing and service companies.

A Daily Crime Log listing all alleged and reported campus crimes is available upon request at the information desk located in the main lobby in room 103 Classroom Building.

Office of Student Conduct

The goal of the Office of Student Conduct is to provide an atmosphere of safety and security for the university. Outlined in the Code of Student Conduct are policies and procedural guidelines that allow students, faculty, staff and visitors to feel safe and secure in their person and property while on campus. Such policies afford individuals a learning environment that is free from persecution and the threat of physical harm. Violations of the Code of Student Conduct may be reported directly to the Office of Student Conduct. The office provides due process hearings of alleged violations of such policies before independent adjudicators. The Office of Student Conduct will, upon written request, disclose to the alleged victim of a crime of violence, the results of any disciplinary hearing

conducted by the university against a student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, the results of the disciplinary hearing will be provided to the victim's next of kin, if so requested. If the complaint involves sexual assault, dating violence, domestic violence, or stalking, as discussed below, the results will be shared with the alleged victim without the need to make a request.

Kent State Office of Student Conduct: 330-672-4054

Confidential or Anonymous Reporting

The Threatline, described above, is a mechanism for reporting incidents anonymously. For confidential reporting, reports made to a university employee whose official responsibilities include providing psychological counseling may be kept confidential when the employee is functioning within the scope of their license or certification as a counselor. (Counselors are, however, encouraged to provide information regarding reporting options and support resources.) The university cannot promise that any other reports of crimes will remain confidential. The university's Administrative policy 5-16.1 requires all employees to notify police and the Title IX Coordinator of any gender/sexual harassment, sexual assault, dating violence, domestic violence or stalking they are made aware of. Additionally, many employees are considered Campus Security Authorities under the Clery Act. A Campus Security Authority is any employee with significant responsibility for student and campus activities. These employees are expected to disclose to Police and Campus Security any Clery-reportable offenses brought to their attention. Furthermore, the Ohio Revised Code Section 2921.22 requires the reporting of all felonies to law enforcement.

Emergency Response, Notification and Evacuation Procedures, and Timely Warnings

The goal of Kent State's emergency plans and procedures is to maximize human safety, minimize danger, preserve and protect property and critical infrastructure, and provide for responsible communications with the university community and the public during and after an emergency with the intent to restore normal activities. An emergency is any event or condition that presents: an imminent risk of death, serious injury or illness to the university community; suspension or significant disruption of university operations; significant physical or environmental damage; or significant threat to the university's financial well-being. Rather than establishing rigid parameters for qualifying an event as an emergency, this definition is intended to emphasize the actual and potential catastrophic effect, the imminent threat and seriousness inherent to emergencies. Other events may produce crises or harmful effects, but an emergency is distinguished by the severity of the threat and its effects, as well as the ongoing threat posed to the university community. The university notifies students, faculty, staff and the public concerning all emergencies, as well as other conditions, that present a potential threat to the public. This notification is communicated through various media and is made as soon as sufficient reliable information becomes available. The university strives to ensure that emergency notification is made responsibly and accurately, however, notification will not be delayed on this account unless notification would compromise efforts to assist victims or otherwise mitigate the emergency.

Emergency assistance should always be sought first by immediately dialing 911 from any campus phone. This call should then be followed by a report made directly to Campus Security from any intercampus phone by dialing ext. 7-4111 to permit proper and immediate notification to be initiated.

Persons authorized to carry out the notification process include Salem Campus Security, Emergency Response Team Members, the Dean of the Salem Campus, the Assistant Dean of the Salem Campus, the Facility Manager or the Business Administrator of the Salem Campus.

Once an initial and credible report has been received, notification will be made by available methods such as word-of-mouth, public address systems or other electronic means. Those notified shall include students, faculty, staff, and visitors located on campus at the time of the emergency, and those who may be in route to the campus, if possible. The Division of University Communications and Marketing will be responsible for the dissemination of emergency information, when warranted, to the larger community using its existing methods for announcing and disseminating information to the general public.

If evacuation procedures need to be initiated, established protocol under the "Evacuation" procedures section outlined in the Facility Emergency Response Plan (made available to university employees) will be followed.

Emergency Action Sheets are posted in classrooms and public areas to provide emergency actions to be taken by the general public.

Emergency Response Team

The Salem Campus Emergency Response Team (ERT) consists of both administration and staff members with responsibilities involving the four phases of emergency management (Mitigation, Preparedness, Response, and Recovery). The ERT is a key factor in formulating and leading the campus response to an emergency. In the event of an emergency, ERT members assess the situation and follow the procedures outlined in the Salem Campus Emergency Management Plan. Procedures are reviewed annually and a test that includes campus evacuation is conducted at least once a year by the ERT.

From 3:00 pm – 4:00 pm on October 9, 2024, the ERT conducted an announced tabletop exercise to test the Emergency Plan. In this exercise, the ERT activated the mass notification system and participated in a tabletop exercise where they prioritized emergency actions.

Timely Warnings

The university is required to issue "timely warnings" when a crime is reported and considered a serious or continuing threat to the campus community. Salem Campus Dean's Office, Campus Security, and University Communications and Marketing collaborate to provide information to the community via the following, where applicable:

- Facility Public Address systems.
- Flash ALERTS is Kent State's official emergency text notification system to alert students, faculty and staff of critical information no matter what time it is or where they are in the world. Sign up for this service at www.kent.edu/flashalerts.
- Emergency broadcast monitors, campus TV Monitors and or Bulletin Boards.
- Mass email.

- Press releases, advisories and/or official statements to media.
- Interviews with newspapers, TV and radio stations that send reporters to campus.
- Updates on the Info 3000 message line (330-672-3000).
- Website posts to the university's home page (www.kent.edu) and advisory page (www.kent.edu/advisory).
- Multiple social media platforms, including Facebook and X.

Security of Campus Facilities

Access to Campus Buildings

Salem Campus

Monday-Friday from 7:30 a.m.-5:00 p.m.*
Closed all Saturdays and Sundays

*Some classes may end after 5 p.m. Some events occur outside of this schedule. Please make sure the Business Office is aware of those events.

City Center

Monday–Friday from 7:30 a.m.–4 p.m.
Closed all Saturdays and Sundays

Security Hours:

Monday - Friday from 7 a.m.-closing
(when last class is over)

Upon request from the Business Office, full-time faculty and staff are permitted access to any closed building at any time. Students must be accompanied by a faculty or staff member when in a closed building after regular campus hours.

All campus grounds are inspected regularly. Monthly inspections ensure that all fire equipment and exit lights are functional. Fire drill and alarm testing exercises are conducted annually. Each student and staff member has a university photo identification called a "FLASHcard" that may be requested by any security officer, police officer or university staff member to identify authorization for access.

Crime Prevention and Awareness Programs

Kent State Salem periodically offers programs and procedures to assist in the anticipation, recognition and appraisal of crime risks and so that actions may be initiated to remove or reduce crime risks. Students, faculty and staff are encouraged to take an active role in becoming educated about crime prevention and safety.

- Kent State University Department of Public Safety offers active threat training to students, faculty, and staff. This training is designed to give participants insight and response options when encountering an active threat. The training is offered virtually or in person by contacting the Department of Public Safety.
- Beyond Compliance (BC) training provides annual training for Kent State faculty and staff that focuses on key policies, laws and violence prevention designed to promote safe and enhance the culture of the university. All current Kent State University full-time and part-time staff must attend a minimum of two hours of BC training for each fiscal year (July 1

– June 30). All full-time and part-time faculty are strongly encouraged to meet this standard as this initiative benefits all members of the university community. See some of the relevant online offerings below:

- Managing Difficult Behaviors
- Workplace Bullying: Awareness and Prevention
- Americans with Disabilities Act Overview
- Conflict Management: Staff-to-Staff
- FERPA: Kent State University

- The **Division of People, Culture and Belonging** in conjunction with Kent State University's Police Services, offers a number of facilitator-led and online security awareness programs year-round for employees, including:
  - Regional Security Officer's Annual Training. The Office of Gender Equity and Title IX provides security officers annual Title IX update on reportable events related to gender/sexual harassment, VAWA and Clery Act matters to promote campus accountability.
- **There are four online courses** that all new employees are automatically enrolled:
  - **Online Title IX and Sexual Violence Prevention for Employees, SafeColleges (BC 1 hr)** – Title IX and Sexual Violence Prevention for Employees. This course covers such crucial topics as the prevalence of these crimes on campus, why people perpetrate, federal requirements for campuses, the power of primary prevention, sexual harassment and sexual discrimination.
  - **Online General Ethics in the Workplace, SafeColleges (BC 0.5 hr)** – This course provides staff members with an overview of ethical standards at work. Common themes include describing ethical behavior with monetary practices, explaining ethical behavior with colleagues, and identifying several guidelines for appropriate ethical behavior.
  - **Online Workplace Bullying: Awareness and Prevention, SafeColleges (BC 0.5 hr)** – This course is designed to help staff members gain a greater understanding of the nature of workplace bullying so that it may be prevented. It will review the impact of workplace bullying, the identification of bullying behavior, and effective ways to deal with workplace bullying.
  - **Online Emergency Preparedness and Response Training, Kent State University (BC 1 hr)** – Feeling prepared during urgent emergency situations can help people remain calm and enable them to respond more effectively. Take some time to consider how best to respond to emergencies by learning basic emergency guidelines and survival strategies in this online video training course. This course is designed to assist you in taking necessary precautions and exercising better judgment during potential emergency situations. Help yourself and possibly others when it can count the most by completing this Emergency Preparedness and Response training. By completing this course, participants will:

        - Become informed about the university's guidelines and processes regarding emergency preparedness.
        - Learn strategies and best practices in responding to and surviving emergencies.
        - Increase confidence by enhancing knowledge about emergencies.

- The Division of People, Culture and Belonging offers facilitator-led courses and webinars as open-enrollment courses and custom department requests:
    - **Campus Security Authority** training via webinar to all employees, lasting 1-hour BC. In partnership with the Office of General Counsel and Kent State Police Services, this webinar is offered annually.
    - **Foundation in Conflict Management** is a 1-hour BC session where participants learn what conflict is and isn't, common conflict management styles, and communication tools to facilitate conflict resolution.
    - **Essential Skills for Handling Important Conversations: Supervisory Series** is a 1-hour training session focused on managing and defusing emotionally charged conversations through pre-planning, goal setting, and follow-up.
    - **Foundations in Navigating Change & Transitions** is a 1- hour session dedicated to recognizing and managing the emotional, human side of change initiatives.

- **Equity, Education and Learning Lab** (*training sessions offered in 2024)
    - Addressing Micro-aggressions (BC 1 hr)
    - Creating an Inclusive Workplace (BC 1.5 hrs)
    - Discovering DEI (BC 1 hr)
    - Inclusive Hiring for Staff (BC 1.5 hr)
    - Intersectionality 101 (BC 1 hr)
    - The Listening Project
    - Recognizing Bias (BC 1hr)
    - Recruiting and Retaining Faculty (BC 1.5 hrs)
    - Understanding Race and Racism (BC 1.5 hrs)
    - What Does it Mean to be Anti-Racist? (BC 1.5 hrs)
    - White Allyship (BC 1.5 hrs)
    - Working Towards Equity (BC 1.5 hrs)

- **Step Up and Speak Out** provides greater awareness of mental health concerns, including risk factors for suicide. This suicide and violence prevention campaign facilitated by the CARES Center, represents a collaborative effort of Kent State University Counseling and Psychological Services, University Health Services, the Office of the Vice President for Student Affairs, the Office of the Dean of Students, Police Services, and the CARES Center and aims to support individuals in need by educating university community members on protocols and resources designed to assist in disruptive situations or with distressed individuals. Visit http://www.kent.edu/stepupspeakout for more information, including campus-specific resources.

Risk-Reduction Strategies

- Lock your car when parking in a campus lot. Do not leave valuables in plain view in your console or on the seat, i.e. cell phones, loose change, purses, books or anything of value.

- Don't leave books, purses, laptop computers or book bags unattended in public places, including the library, bookstore, the gym, study lounges and computer labs.
- Mark your books so you are able to identify them if they are stolen.
- Be aware of your environment at all times. Always know where you are and where you could go for help if you were to need it. Stay in areas that are well lit and populated. Consider varying your routine, particularly when walking to your car, and avoid putting both headphones in your ears. This will allow you to be more aware of your surroundings, especially if you are walking alone.
- After evening classes, walk in pairs to your cars; if you cannot find a friend, contact security for an escort.
- Don't hesitate to report unusual behavior to Campus Security and notify the appropriate personnel if there is any breach of security around campus.
- Don't rely on rumors. Check legitimate news sources for correct information.
- When you go to a social gathering, go with a group of friends, check in with each other throughout the night, and leave together. Don't be afraid to let your friend know you're worried about their safety.
- Know what and how much you are drinking. If you choose to drink, be sure you watch it being poured and keep it with you. Avoid taking drinks from large punch bowls or other open containers where you don't know what was mixed in or how much.
- Carry your cell and some cash. Before you leave your housing, make sure you have your phone and that it is charged. Also, it is important to carry some cash in case you need money for transportation or gas for your car.
- Trust your gut. If you feel unsafe or uneasy in a situation, trust your instincts.

Policies and Programming Regarding Sexual Assault, Dating Violence, Domestic Violence and Stalking

Kent State University Policies, Title IX and VAWA

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination on the basis of gender in education programs or activities operated by recipients of federal financial assistance, such as Kent State University. Sexual harassment, which includes sexual assault, is a form of gender discrimination and can limit a student's ability to participate in or benefit from

the university's programs. Administrative policy 5-16.2 reflects Title IX, and strictly prohibits unlawful discrimination and harassment on the basis of gender.

The Violence Against Women Reauthorization Act of 2013 (VAWA) amended the Clery Act to require campus programs regarding prevention, awareness, and response to reports of dating violence, domestic violence, sexual assault, and stalking. VAWA also requires reporting of crime statistics for those offenses, which are also prohibited by university policy.

The university's policies regarding prohibition of sexual harassment, including sexual assault, domestic violence, dating violence, and stalking, as well as procedures for filing and investigating complaints of such offenses, can be found in Chapter 5, at 5-16, 5-16.1 and 5-16.2 of the KSU Policy Register.

The Code of Student Conduct is also a useful resource, as it contains information regarding prohibited student conduct, the student conduct adjudication process and the rights of students (including the rights of victims of sexual assault, domestic violence, dating violence, and stalking). It may be found on the Office of Student Conduct website.

Definitions

The chart below shares university policy definitions, as well as Ohio criminal definitions. When you file a complaint with the university's Title IX Coordinator, university policy definitions will apply. **The table below contains only portions of the definitions or laws, shortened for inclusion in this table; for complete versions, please see the notated policy or Revised Code citation. Additionally, other Ohio Revised Code sections may apply. The following is provided for informational purposes only and is not intended to serve as legal advice or guidance.**

Term:	Sexual Assault
University Policy 5-16.2 Definition	A form of sexual harassment and conduct on the basis of sex includes rape, sodomy, sexual assault with an object, fondling, incest, or statutory rape.
Ohio Revised Code (ORC) Definition	**ORC §2907.02 Rape:** (A)(1) No person shall engage in sexual conduct with another when any of the following applies: (a) For the purpose of preventing resistance, the offender substantially impairs the other person's judgment or control by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.

	(b) The other person is less than thirteen years of age, whether or not the offender knows the age of the other person. (c) The other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age. (2) No person shall engage in sexual conduct with another when the offender purposely compels the other person to submit by force or threat of force.
	ORC §2907.03 Sexual Battery: (A) No person shall engage in sexual conduct with another; cause another to engage in sexual activity with the offender; or cause two or more other persons to engage in sexual activity when any of the following apply: (1) The offender knowingly coerces the other person, or one of the other persons, to submit by any means that would prevent resistance by a person of ordinary resolution. (2) The offender knows that the other person's, or one of the other persons', ability to appraise the nature of or control the other person's own conduct is substantially impaired. (3) The offender knows that the other person, or one of the other persons, submits because the other person is unaware that the act is being committed. (4) The offender knows that the other person submits because the other person mistakenly identifies the offender as the other person's spouse. (5) The offender is the other person's, or one of the other persons', natural or adoptive parent, or a stepparent, or guardian, custodian, or person in loco parentis of the other person. (6) The other person, or one of the other persons, is in custody of law or a patient in a hospital or other institution, and the offender has supervisory or disciplinary authority over the other person. (7) The offender is a teacher, administrator, coach, or other person in authority employed by or serving in a school for which the director of education and workforce prescribes minimum standards pursuant to division (D) of section 3301.07 of the Revised Code, the other person, or one of the other persons, is enrolled in or attends that school, and the offender is not enrolled in and does not attend that school. (8) The other person, or one of the other persons, is a minor, the offender is a teacher, administrator, coach, or other person in authority employed by or serving in an

	institution of higher education, and the other person is enrolled in or attends that institution. (9) The other person, or one of the other persons, is a minor, and the offender is the other person's athletic or other type of coach, is the other person's instructor, is the leader of a scouting troop of which the other person is a member, or is a person with temporary or occasional disciplinary control over the other person. (10) The offender is a mental health professional, the other person, or one of the other persons, is a mental health client or patient of the offender, and the offender induces the other person to submit by falsely representing to the other person that the sexual conduct is necessary for mental health treatment purposes. (11) The offender is a licensed medical professional, the other person, or one of the other persons, is a patient of the offender, and the sexual activity occurs in the course of medical treatment. (12) The other person, or one of the other persons, is confined in a detention facility, and the offender is an employee of that detention facility. (13) The other person, or one of the other persons, is a minor, the offender is a cleric, and the other person is a member of, or attends, the church or congregation served by the cleric. (14) The other person, or one of the other persons, is a minor, the offender is a peace officer, and the offender is more than two years older than the other person.
	ORC §2907.04 Unlawful Sexual Conduct with a Minor: (A) No person who is eighteen years of age or older shall engage in sexual conduct with another when the offender knows the other person is thirteen years of age or older but less than sixteen years of age, or the offender is reckless in that regard.
	ORC §2907.05 Gross Sexual Imposition: (A) No person shall have sexual contact with another; cause another to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies: (1) The offender purposely compels the other person, or one of the other persons, to submit by force or threat of force. (2) For the purpose of preventing resistance, the offender substantially impairs the judgment or control of the other person or of one of the other persons by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.

	(3) The offender knows that the judgment or control of the other person or of one of the other persons is substantially impaired as a result of the influence of any drug or intoxicant administered to the other person with the other person's consent for the purpose of any kind of medical or dental examination, treatment, or surgery. (4) The other person, or one of the other persons, is less than thirteen years of age, whether or not the offender knows the age of that person. (5) The ability of the other person to resist or consent or the ability of one of the other persons to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the ability to resist or consent of the other person or of one of the other persons is substantially impaired because of a mental or physical condition or because of advanced age. (B) No person shall knowingly touch the genitalia of another, when the touching is not through clothing, the other person is less than twelve years of age, whether or not the offender knows the age of that person, and the touching is done with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.
	ORC §2907.06 Sexual Imposition: (A) No person shall have sexual contact with another; cause another to have sexual contact with the offender; or cause two or more other persons to have sexual contact when the offender knows that the sexual contact is offensive to the other person, or one of the other persons, or is reckless in that regard.
Term:	**Stalking**
University Policy 5-16.2 Definition	engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety, fear for the safety of others, or suffer substantial emotional distress.
Ohio Revised Code Definition	ORC § 2903.211 Menacing by Stalking: (A)(1) No person by engaging in a pattern of conduct shall knowingly cause another person to believe that the offender will cause physical harm to the other person or cause mental distress to the other person. (A)(2) No person, through the use of any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, or computer system, shall post a message with purpose to urge or incite another to commit a violation of division (A)(1) of this section. (A)(3) No person, with a sexual motivation, shall violate division (A)(1) or (2) of this section.

Term:	Domestic Violence
University Policy 5-16.2 Definition	acts of violence or intimidation committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction, or 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.
Ohio Revised Code Definition	ORC §2919.25: (A) No person shall knowingly cause or attempt to cause physical harm to a family or household member. (B) No person shall recklessly cause serious physical harm to a family or household member. (C) No person, by threat of force, shall knowingly cause a family or household member to believe that the offender will cause imminent physical harm to the family or household member.
Term:	**Dating Violence**
University Policy 5-16.2 Definition	violence or intimidation 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 consideration of the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship.
Ohio Revised Code Definition	Not specifically defined in the Ohio Revised Code
Term:	**Consent**
University Policy 5-16.2 Definition	The voluntary, unambiguous, and uncoerced agreement to participate in an act, the nature and full extent of which is known to and understood by all parties. Silence or lack of resistance cannot be the sole factor in determining consent. Consent may be given verbally or nonverbally. All parties are responsible for confirming that their counterpart's consent is maintained throughout the act and is present before engaging in a new act. A person may be incapable of giving consent due to physical incapacitation, physical or mental disability, threat, coercion, the influence of alcohol or drugs, or age.

Ohio Revised Code Definition	Not specifically defined in the Ohio Revised Code

Support Services and Resources for Victims of Sexual Assault, Domestic Violence, Dating Violence and Stalking

If you experience sexual assault, domestic violence, dating violence, or stalking:

- Get to a safe place.
- Call a support person.
  (See below for resources)
- Seek medical attention as soon as possible,
  if applicable.
- It is important to preserve evidence, as it may be necessary to the proof of a criminal offense or to obtain a protection order. For more information about how to do this, visit the SRVSS website.
- You have the option of reporting the incident to the local law enforcement agency and to the university via the resources below. Reporting parties will receive written notification of these resources, reporting options, and possible protective measures.

Police Services

- Emergency Services - 911
- Salem City Police Department Non-emergency – 330-337-7811
- Ohio State Highway Patrol Non-emergency – 330-424-7783
- Campus Security – 330-337-4111

Medical Assistance

- Salem Regional Medical Center - 1995 E State St., Salem, OH 44460
  Phone: (330) 332-1551
  Email: info.contact@salemregional.com
  Website:
  https://www.salemregional.com/

Victim Advocacy

- **The Center for Sexual and Relationship Violence Support Services (SRVSS):** Is a resource for anyone who has experienced sexual assault, relationship abuse or stalking. SRVSS provides education, resources and referrals as well as support services for any victims (regardless of gender). SRVSS advocates accompany victims when going through the university, a criminal or a civil process.

  Jennifer O'Connell, Director
  Williamson House, Kent State University
  Phone: 330-672-8016,
  Email: srvss@kent.edu
  Website: www.kent.edu/srvss
- Christina House Social Services Lisbon, Ohio - 330-420-0036

- Prosecutor's Victim Assistance - 330-420-0140

Counseling

- Campus Counseling Services - on-campus extension 74287
- Help Hotline Crisis Center - 211
- Help Network of Northeast Ohio Hotline – 330-747-2696, 330-424-7767 or 1-800-427-3606
- TDD (telephone device for the deaf) – 330-744-0579

Other Services

- **Student Ombuds** – Can assist with requested changes to academic, living, working and transportation situations, financial aid issues, and more
  Kent Student Center, 330-672-9494
- **Office of Global Education** - Visa and immigration assistance for students
  106 Van Campen Hall, Kent, OH 44242, phone 330-672-7980

University Reporting, Investigation, and Disciplinary Resources

Title IX Coordinator: is responsible for coordinating the university's response to allegations of sexual harassment, sexual assault, domestic violence, dating violence, and stalking from students, staff, and visitors to campus. This includes taking prompt, impartial and effective action to stop any harassment or violence, prevent its occurrence, and remedy its effects. The Title IX Coordinator has appointed Deputy Title IX Coordinators, who are responsible for investigating reports. As part of an investigation, remedial measures may be available to help stop any alleged harassment and ameliorate its effects. Possible remedial measures can include, but are not limited to, changes in: academic schedule, room assignment, transportation, working situations, and issuing "No Contact Orders," if requested and appropriate. These measures are available regardless of whether the victim reports the crime to law enforcement. All allegations of sexual harassment, sexual assault, domestic violence, dating violence, and stalking will be investigated to the extent consented to by the complainant. If the accused party is a student, a student conduct hearing may be held to determine whether policy 5-16.2 was violated and set appropriate sanctions (see next paragraph). If the accused is an employee, the decision-maker overseeing the Title IX hearing will use a preponderance of the evidence standard to determine whether the policy was violated and recommend appropriate sanctions. If the accused is a visitor to campus, a hearing may be held in accordance with the Persona Non Grata policy, 5-12.7. The full procedure for reporting and investigating sexual harassment, sexual assault, domestic violence, dating violence, and stalking is in the University Policy Register at 5-16.2.

To report these offenses, contact: Richantae Johnson, Director, Gender Equity and Title IX Coordinator
250 Kent Student Center, Phone: 330-672-6272, Email: titleix@kent.edu, Website: https://www.kent.edu/studentlife/genderequity-titleix

Office of Student Conduct: Alleged violations involving Kent State University students, employees, and visitors to campus must be reported to the Title IX Coordinator for investigation and may result in a conduct hearing before the university's Office of Student Conduct if the accused person is a student. The accuser and accused are entitled to have an advisor of their choice present during a disciplinary proceeding, as well as accommodations such as

the option to participate via electronic means. A representative from the Office of Gender Equity and Title IX will be present at the hearing to share any pertinent information from their investigation with the hearing officer(s). The hearing officer(s) will use a preponderance of the evidence standard in making its determination (i.e. it is more likely than not that the offense occurred, based on the evidence presented). Hearing officer(s), the Title IX Coordinator and Deputies, and officials involved in investigating and administering these procedures are trained annually on these issues, as well as how to conduct an investigation or hearing process that protects the safety of victims and promotes accountability. Both parties will be informed, in writing, of the outcome of the proceeding and appeal options, and will be notified if the other party appeals and if there is a change in results or final outcome. Possible sanctions following the hearing include, but are not limited to, disciplinary probation, suspension and dismissal.

Kent State Salem Office of Student Conduct: Cynthia Peterson, 330-337-4277.

Confidentiality: The university will keep all information pertaining to an investigation as confidential as possible. If the complainant requests that their information not be shared with the accused, the university will honor such a request in so far as is compliant with the law. However, such a request may limit the extent to which the university is able to investigate and respond to the complaint. If the complainant wishes to file a formal complaint with the university, the complainant's name and any written statements submitted will be disclosed to the accused. If the university determines that the safety of the community is at risk, certain confidential information may need to be shared in order to protect the university community. All university employees, with the exception of licensed counselors and medical personnel, are required to report to the Title IX Coordinator any sexual assault, domestic violence, dating violence, and stalking they are aware of involving the university community. Ohio law also requires that all felonies be reported to the police.

FERPA and Ohio Public Records Law: Ohio Revised Code Section 149.011 defines a public record as "any document, device, or item, regardless of physical form or characteristic … created or received by or coming under the jurisdiction of any public office of the state … which serves to document the organization, functions, policies, decisions, procedures, operations, or other activities of the office." ORC 149.43 further requires that "upon request, a public office or person responsible for public records shall make copies of the requested public record available at cost and within a reasonable period of time." Many of the records kept by the university meet this definition, including many student conduct records. However, the Family Educational Rights and Privacy Act (FERPA, 20 USC §1232g) prohibits the release of educational records without the permission of the student, subject to several statutory exceptions. An exception exists for releasing the results of a student conduct hearing regarding a violation that could be considered a crime of violence or non-forcible sex offense. The university may release the final results of the conduct process to the victim of the alleged action without permission from the accused student, and regardless of the outcome of the process. If the accused student is found responsible for a policy violation that may also be considered a crime of violence or non-forcible sex offense, the university can release the final results of the conduct process to anyone who requests it. The information released may only include the name

of the student found in violation, the policy violated, and the sanction imposed.

Bystander Intervention

Through the Kent State Stands Up campaign, Kent State teaches a bystander approach for the prevention of power-based personal violence that relies on the power of cultural and peer influence. The strategy engages everyone in the community as agents of change to visibly reduce the number of incidents of violence. There are two main components to the approach: a skills-based workshop, and a social marketing campaign. The one-day workshop engages participants through awareness, education and skill practice that seek to establish intolerance of violence as a norm and to intervene in high-risk situations, resulting in an ultimate reduction of violence. The goal is to equip participants with lots of options for bystander action from directly intervening, to distracting those involved as well as delegating to get help from someone else or the police all in an effort to increase action in the community. By doing so, new norms are introduced that move individuals from passive agreement that violence is wrong, to active intervention. Visit https://www.kent.edu/kentstatestandsup for more information.

Programming

- **Center for Sexual and Relationship Violence Support Services (SRVSS):** SRVSS works with the greater university community to provide a comprehensive, collaborative, and victim-centered response to sexual assault, relationship violence and stalking that includes prevention, education, and response/recovery components. The responsibility of SRVSS is to educate the university community, to provide anti-violence programming and support services, and to encourage all community members to speak out when witnessing violence. Specific educational programs of SRVSS include:
  - Informational website for faculty, staff, and students who may be dealing with sexual assault, relationship violence, and/or stalking and are in need of services, education, or support.
  - Kent State Stands Up – university-level campaign for raising awareness, sharing resources and promoting bystander action for the prevention, awareness and response to sexual assault, relationship violence, stalking, and sexual harassment.
  - "Not Anymore" is an online module that is completed by all incoming students by the end of their second week on campus. "Not Anymore" is an interactive experience that will share information about sex in college, partying smart, sexual violence and healthy relationships.
  - Provide information at all Destination Kent State sessions about SRVSS, bystander action, what to do if something happens and creating a community of respect and shared responsibility.
  - Individualized workshops or training for students, student groups and organizations, academic and student services, university departments, faculty and staff. Topics include consent, healthy relationships, bystander action, how to respond to a disclosure of harm, how to help a friend, sexual assault, intimate partner violence and stalking.
  - Awareness month programming for relationship abuse, stalking and sexual assault. Events may include:
    - "Take Back the Night" annual march against sexual violence, which is followed by a name burning and candlelight vigil in support of survivors of sexual violence.

    - The Clothesline Project provides survivors and loved ones of those who have been impacted or killed by sexual violence the opportunity to visually share their stories through decorated t-shirts. The Clothesline Project is displayed at various times throughout the year.
    - "What were you wearing?" exhibit to break down myths about what someone wears causing harm and provide a space to share stories and impact.
  - Tabling information. SRVSS participates in several wellness and outreach fairs each year including, Blastoff, Black Squirrel Fest, Graduate Student Orientation and International Student Orientation.
  - Active social media with resource sharing and educational information. Like or follow @SRVSSKSU and @KSStandsUp.

- All Kent State University employees are required to complete two hours of Beyond Compliance Training. **The Division of People, Culture and Belonging HR Services** offers "Title IX and Sexual Harassment Prevention for Employees," an online Title IX training course available for all full and part-time faculty and staff to ensure they are fully up to date and aware of the relevant laws and university policies related to discrimination, harassment, violence prevention as well as reporting obligations. This training is designed to help employees understand sexual misconduct, including sexual harassment and sexual violence, and encourage reporting. This course is also a part of orientation for new employees. The online process has made the training more accessible and convenient across the eight campuses. Although Human Resource Services offers a blend of options for Title IX training, we are requiring one of the two Beyond Compliance hours be Title IX training.

- **The Office of Gender Equity and Title IX** in collaboration with the **Office of Equal Opportunity and Compliance** provides information, consultation and guidance to the Kent State community on affirmative action, equal opportunity, Title IX, Violence Against Women Reauthorization Act (VAWA), harassment prevention, and discrimination issues. Training and workshops include the following:
  - Provided prevention education and Title IX training to all new and incoming faculty.
  - Responsible for a campaign including signage, promotional materials and other mediums emphasizing reporting options.
  - Monthly Title IX facilitator led workshops for faculty, staff and students.
  - Informational website with information regarding who to contact if faced with sexual assault, intimate partner violence, or stalking along with gender discrimination policy.
  - The Office of Gender Equity and Title IX partnered with Human Resource Services to provide annual training and education to affirmative action facilitators and deputy Title IX Coordinators throughout the eight-campus system, which included information relating to prevention education, changes in policies, procedures and redefined categories of sexual harassment, sexual assault, intimate partner violence, stalking and reporting obligations.

Sex Offender Registry

For more information about registered sex offenders near the campus you attend, go to the Ohio Electronic Sex Offender Registration and Notification website.

Drug, Alcohol, and Substance Abuse Policies and Programming

Kent State students are expected to follow local, state and federal laws regarding the possession, use and sale of alcohol. Use of alcohol is permitted only by persons of legal drinking age and only under the express consent of authorized university personnel. University policies governing the use and possession of alcohol are found at 4-04, 4-04.1, and 4-04.101 in Chapter 4 of the Policy Register.

The university has adopted a zero-tolerance stance concerning the referral and adjudication of cases involving the possession, use and/or sale of illegal substances.

The Code of Student Conduct governs student violations of university alcohol and controlled substance policies. Kent State may notify parents of students who are under 21 years of age who have been found responsible for an alcohol or controlled substance violation. Possible sanctions may include referral to outside counseling agencies and stipulations to attend drug or alcohol abuse education programs.

Campus and Community Drug and Alcohol Abuse Resources

- **CARE Team:** The CARE Team at the Columbiana County Campuses of Kent State University exists to gather isolated concerns in one location to be examined as possible patterns of behavior and to coordinate a supportive, positive outreach toward students with concerning behavior when appropriate. The cross-functional team prefers to take a proactive approach, focusing on early interventions toward distressing student behavior in an attempt to change the behavior before the situation escalates. Contact Sarah Motts, Academic Center, Office 120B, 330-337-4202, **smotts@kent.edu**
- Salem campus counseling services: 330-337-4287

Programming

- **The Alcohol and Other Drugs Task Force** is a group that fosters campus and community collaboration aimed at reducing the negative impact of alcohol and other drug use in our community. This group makes recommendations for policy and program changes, serves as the lead campus group to collaborate with community resources to reduce alcohol and other drug-related problems, coordinates the institutional alcohol and other drugs biennial review, and supports

efforts of the community to reduce high-risk alcohol and other drug-related negative behavior on and off campus.

- **Division of People, Culture and Belonging**: IMPACT Employee Assistance and Work/Life Program offers counseling services by licensed professionals to assist employees with problems such as stress, anxiety, depression, substance abuse, and more.

- **Drug-Free Schools and Communities Act**: Kent State's alcohol and drug abuse programs, standards of conduct, legal sanctions, penalties and health risks can be accessed at https://www.kent.edu/studentlife/drug-free-schools-and-communities-act. The Drug Abuse and Alcohol Prevention Program information is updated each semester and posted on the same website.

- Throughout the year, the campus offers various programs to our students, staff and faculty concerning drug and alcohol prevention, mental health, wellness and counseling are available by appointment with the campus counselor for students. Screening for Depression is available through the campus counselor year-round, especially during the month of October. These topics of discussions are offered in our FYE classes, during our annual convocation to our staff and faculty and to various student groups.

Crime Statistics

Below are statistics regarding reported crimes as related to the Salem campus of Kent State University for the past three calendar years. For national college crime statistics information, and a glossary of terms defining the following offenses, visit the Department of Education's website. *Burglary* is the unlawful entry of structure to commit a felony or theft; *Larceny-theft* is the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. *Robbery* is the larceny-theft or attempted larceny-theft from another through the use of or threat of force or while having a deadly weapon on the offender's person.

Please note that the Kent State Salem Campus has no Clery-defined on-campus student housing.

On-Campus Property

Any building or property owned or controlled by the university within the same reasonable contiguous geographic area and used by the university in direct support of, or in a manner related to, the university's educational purpose.

Reports	**2022**	**2023**	**2024**
Murder	0	0	0
Negligent Homicide	0	0	0
Sex offenses - Forcible - Rape	0	0	0
Sex offenses - Forcible - Fondling	0	0	0
Sex Offenses - Non-forcible - Statutory Rape	0	0	0
Sex Offenses - Non-forcible - Incest	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Arson	0	0	0
Motor Vehicle Theft	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0
Arrest Statistics	**2022**	**2023**	**2024**
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Possessions	0	0	0
Office of Student Conduct Referrals	**2022**	**2023**	**2024**
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Violations	0	0	0

Non-Campus Property

Property owned or controlled by a student organization officially recognized by university; or 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.

Reports	**2022**	**2023**	**2024***
Murder	0	0	
Negligent Homicide	0	0	
Sex offenses - Forcible - Rape	0	0	
Sex offenses – Forcible - Fondling	0	0	
Sex Offenses - Non-forcible - Statutory Rape	0	0	
Sex Offenses - Non-forcible - Incest	0	0	
Robbery	0	0	
Aggravated Assault	0	0	
Burglary	0	0	
Arson	0	0	
Motor Vehicle Theft	0	0	
Domestic Violence	0	0	
Dating Violence	0	0	
Stalking	0	0	
Arrest Statistics	**2022**	**2023**	**2024***
Liquor Law Violations	0	0	
Drug Abuse Violations	0	0	
Weapons Possessions	0	0	
Office of Student Conduct Referrals	**2022**	**2023**	**2024***
Liquor Law Violations	0	0	

Drug Abuse Violations	0	0	
Weapons Violations	0	0	

**** There were no Non-Campus Properties in use in 2024****

Public Property

Any public property, including thoroughfares, sidewalks, streets, and parking facilities within or immediately adjacent to campus.

Reports	**2022**	**2023**	**2024**
Murder	0	0	0
Negligent Homicide	0	0	0
Sex offenses - forcible - Rape	0	0	0
Sex offenses - forcible - Fondling	0	0	0
Sex Offenses - Non-forcible - Statutory Rape	0	0	0
Sex Offenses - Non-forcible - Incest	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Arson	0	0	0
Motor Vehicle Theft	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0
Arrest Statistics	**2022**	**2023**	**2024**
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Possessions	0	0	0

Office of Student Conduct Referrals	2022	2023	2024
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Violations	0	0	0

Unfounded Crimes

Unfounded Crimes (not included in statistics above)	2022	2023	2024
	0	0	0

Hate Crimes:

2024 No Hate Crimes Reported

2023 No Hate Crimes Reported

2022 No Hate Crimes Reported

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