



2021 Annual Security Report

NAU Statewide Campuses

NAU-Thatcher

Eastern Arizona College

ANNUAL SECURITY REPORT

NAU Statewide Campuses

NAU-Thatcher

Eastern Arizona College

615 N. Stadium Avenue

Thatcher, AZ 85552

NAU Statewide Campuses occupy administrative space for full-time staff and rents classroom space as needed.

OVERVIEW

NAU-Thatcher is located on the Eastern Arizona College campus. We offer several undergraduate degree programs, as well as the EAC2NAU program; a joint admission program between Eastern Arizona College and Northern Arizona University. NAU staff is available for questions about or assistance with any of the following information. **All NAU students, as well as faculty and staff employed by the University, must follow the policies and procedures as outlined in this document**

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PREPARING THE CLERY ANNUAL SECURITY REPORT

The Director of Clery Compliance at the **Northern Arizona University Police Department (NAU PD)**, prepares and publishes the Clery Annual Security Report in collaboration with numerous University departments. The purpose of the report is to provide information about safety and security on campus to include information on: crime statistics, policies and procedures, and personal safety. Information on security, crime prevention and awareness programs, and some of the resources that are available are also listed. The programs and resources provided at the Flagstaff Mountain Campus are available to students and employees as applicable. Reporting options for victims of crime are provided within this report along with information on victim assistance services. Members of the campus community are encouraged to use this Annual Security Report as a guide to safe practices on and off campus as well as a resource.

The campus crime, arrest and referral statistics contained in this report include those reported to campus security authorities (CSAs) to include the Office of the Dean of Students and NAU Statewide Campuses. The statistics also include those compiled from law enforcement agencies in jurisdictions where Northern Arizona University owns, leases, or controls property or those with jurisdiction on adjacent property.

Prior to October 1st of each year, notification of the availability of the Annual Security Report is sent to all students, faculty and staff along with a direct link to the report. The report can also be found on the NAU PD's website at <https://in.nau.edu/police-department/annual-security-and-fire-safety-reports/>. Printed copies of the report can be requested by contacting the NAU PD at 928-523-3611, or by visiting the NAU PD at 525 E. Pine Knoll Drive, Flagstaff, AZ.

CAMPUS LAW ENFORCEMENT AUTHORITY

The **Eastern Arizona College Police Department (EAC PD)** is staffed by two, fully certified law enforcement officers and approximately eight security officers. EAC PD provides safety and security services 24 hours a day, 365 days a year.

EAC police officers are certified peace officers under State law ARS§13-3871, are authorized to carry firearms,

and have the authority to use police powers of arrest. EAC police officers have the authority to issue citations, make arrests, conduct criminal investigations, and are responsible for the enforcement of the College's rules and regulations.

EAC security officers do not possess arrest power. They do, however, have the authority to ask persons for identification, determine whether individuals have lawful business on campus, detain individuals for investigative purposes, and are responsible for the enforcement of the College's rules and regulations. Security officers work in cooperation with campus police officers and local law enforcement agencies.

EAC PD works closely with surrounding law enforcement agencies including Graham County Sheriff's Office, Greenlee County Sheriff's Office, Thatcher Police Department, Pima Police Department, Clifton Police Department, and Safford Police Department.

Local law enforcement police officers or Sheriff's Department officers may be called on campus: a) If and when a person needing help has been unable to contact EAC PD or EAC PD is unable to respond to a call and b) at the request of EAC PD when additional assistance is needed.

CRIMINAL ACTIVITY OFF CAMPUS

Northern Arizona University does not have any officially recognized student organizations with off-campus locations at this site.

HOW TO REPORT CRIMINAL OFFENSES

- In an emergency, dial 911
- EAC PD
928-428-8240 or 928-428-8241 (daytime)
928-965-8240 (after hours)
928-428-0808 (Graham Cty. Sheriff's Dispatch)
- Clery Act Notification Official: You can also find contact information at <https://in.nau.edu/police-department/clery-act-notification-officials/>
 - Elizabeth Flake 928-523-5076 Elizabeth.Flake@nau.edu

Northern Arizona University encourages accurate and prompt reporting of all crimes occurring on this campus to the **Eastern Arizona College Police Department (EAC PD)**. In addition, Northern Arizona University has identified a Clery Act Notification Official on this campus who may also accept crime reports. If a crime occurs off campus, it should be reported to the appropriate law enforcement agency with jurisdiction. When the victim of a crime elects to, they are strongly encouraged to promptly and accurately report all criminal incidents. Knowledgeable parties are encouraged to report crimes against victims who are incapable of doing so themselves.

CAMPUS SECURITY AUTHORITIES

Northern Arizona University recognizes that although the University would like all criminal incidents to be reported to law enforcement, victims and witnesses sometimes tell someone other than the police. For instance, a victim may turn to an athletic coach or a faculty advisor to a student group following an incident. Individuals with significant responsibility for student and campus activities are considered to be a **Campus Security Authority (CSA)**. Under the Clery Act, crimes are considered reported when they are brought to the attention of a CSA, the university's police department, or local law enforcement personnel by a victim, witness, other third party, or even the offender. When a CSA receives information about a Clery-reportable crime, the CSA must report the incident to the NAU PD. The role of the CSA is not to apprehend alleged perpetrators or conduct investigations. CSAs also are not responsible for trying to convince a victim to contact the police if the victim does not choose to do so. CSAs, however, do have a responsibility for reporting allegations of Clery-reportable crimes that are reported to

them in their capacity as a CSA to the NAU PD. The reports enable any ongoing threats to the community to be assessed and for the incidents to be included in the reported crimes for the university. CSAs may complete the CSA Crime Report Form through the NAU PD website at <https://in.nau.edu/police-department/campus-security/>.

Professional and pastoral counselors functioning within the scope of their license or certification are exempt from CSA reporting even though they may have significant responsibility for student and campus activities. It should be noted, however, that there are a few exceptions to confidentiality when speaking to a counselor. If a victim is under the age of 18, the counselor is mandated to report certain offenses such as a sexual assault. If individuals are seen as a potential harm to themselves or another person, the counselor must also break confidentiality. These factors are considered on a case-by-case basis. NAU counselors are encouraged, when they deem appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual crime statistics.

DAILY CRIME LOG

The EAC PD maintains a daily crime log for all criminal and alleged criminal incidents reported to campus police or campus security. The daily crime log is available on-site, during normal business hours, at EAC PD, 620 N. College Avenue, Thatcher, AZ.

TIMELY WARNINGS

The Clery Act Notification Official will issue, or cause to be issued, an appropriate Timely Warning (Crime Alert) when a Clery Act crime, or a non-Clery Act crime that is considered to represent a threat to students and employees, is reported to have occurred within the Clery geography for which they are responsible. The issuance of Crime Alerts is not limited to violent crimes or crimes against persons. Crime Alerts may be advisable when property crimes or non-Clery Act crimes are reported. The decision to issue a Crime Alert is made on a case-by-case basis in light of all the facts surrounding a crime including, but not limited to, the nature or seriousness of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.

The local Clery Act Notification Official – alone or in consultation with the Director of Clery Compliance or designee – will review the circumstances and information surrounding the criminal incident. Crime Alerts are usually distributed for the following Clery Act reportable crimes: murder, robbery, and arson. However, all other Clery Act crimes are considered for Crime Alerts on a case-by-case basis, depending on the facts of the case and the information known by the Clery Act Notification Official.

When issuing a Crime Alert, the Clery Act Notification Official must balance the need to include pertinent information about the crime that triggered the warning, while also protecting the confidentiality of the victim to the maximum extent possible. Crime Alerts will also provide information that promotes safety and aids in the prevention of similar crimes. Names of victims or any personally identifying information about victims will not be placed in Crime Alerts.

Crime Alerts are distributed by the NAU PD in the form of bulletins. The NAU PD will post the Crime Alert on the NAU PD web page at <https://in.nau.edu/police-department/timely-warning-crime-alerts/> and send an email to the campus community (i.e., based on primary campus affiliation as listed in LOUIE; students, faculty, and staff with valid email addresses in the LOUIE directory), which will include an active URL to the individual Crime Alert bulletin. The Clery Act Notification Official will ensure that the Crime Alert is appropriately distributed or posted in visible and accessible locations throughout the facilities for which they are responsible. Every effort will be made to complete, email, and post the Crime Alert bulletin as soon as pertinent information regarding a criminal incident that represents a serious and continuing threat to students and employees is available, even if the Clery Act Notification Official does not have all of the facts surrounding the incident.

MISSING STUDENT NOTIFICATION

NAU-Thatcher does not have a Missing Student Notification policy because it does not provide on-campus student housing facilities on the EAC campus.

SECURITY AND ACCESS TO CAMPUS FACILITIES

EAC is open to faculty, staff, students, and the public. Administrative buildings are open during normal business hours while other facilities on the campus have individual hours of operation. Entrance to these buildings is controlled by key access with varied levels of access. Employees are responsible for ensuring that all classroom facilities remain locked when not in use, and only those persons authorized to attend classes or to utilize EAC facilities (i.e., students, faculty, staff, and those authorized through an approved facility request form to utilize specific facilities) have access to them. Employees entering locked/armed buildings after hours are encouraged to leave a business card or note for identification purposes at the alarm console and vice versa upon exit. Employees are instructed to not share alarm (security) codes or keys and to immediately report lost or stolen keys.

Security cameras are located throughout the Thatcher campus, which are monitored by the EAC PD. Campus police/security patrol the facilities and grounds.

SECURITY AND MAINTENANCE OF CAMPUS FACILITIES

Physical Resources (Maintenance) Department maintains and regularly inspects the buildings and grounds with a careful eye for safety and security. They also respond to reports of potential safety and security hazards (i.e., broken windows, locks, etc.) making prompt repairs. Campus Police/Security regularly patrols the campus and reports any hazardous conditions to the Physical Resources Department (i.e., malfunctioning doors, lights, etc.) which falls under their purview.

Students and employees are encouraged to report any maintenance-related, safety and security or potential safety and security hazards to:

During Regular Business Hours

- Physical Resources (Maintenance) Department 928-428-8300 (Closes at 3:00 p.m.)
- Campus Police Department 928-428-8240 / 928-428-8241

After Hours

- Campus Police Department 928-965-8240 (After hours #)

Alternative Method to Contact Campus Police Department – Anytime

- Graham County Sheriff's Office Dispatch 928-428-0808

ALCOHOL, ILLEGAL DRUGS, AND SUBSTANCE ABUSE

DRUG FREE SCHOOLS AND CAMPUSES

Northern Arizona University is committed to providing a healthy educational environment, consistent with University policies and free from unlawful acts. In addition, NAU must certify compliance with The Drug-Free Workplace Act (41 USCA 701), The Safe and Drug-Free Schools and Communities Act (20 USCA 7101), and The Drug and Alcohol Abuse Prevention Regulations (34 CFR 86).

The health and safety of students and employees is important to Northern Arizona University. Not only can the misuse of alcohol and controlled substances seriously affect health, it can impact the ability to work and study and may also put the safety and well-being of others at risk. The prevention of substance misuse is sought in several ways at Northern Arizona University, and includes encouraging the healthy use of leisure time through recreation

and other activities. Additionally, a variety of workshops on topics such as healthy eating and stress management are offered through Health Promotion. Wellness programs and workshops are regularly offered for employees through the Employee Assistance and Wellness Office and include similar topics.

Information regarding prevention/intervention programs, health risks, University policies, and University and legal sanctions associated with alcohol and other drug abuse can be found in the [Student Handbook](#) and on the [Human Resources](#) webpage. All students and employees are encouraged to review these materials in order to make educated and informed decisions related to alcohol and drugs.

UNIVERSITY POLICIES ON ALCOHOL AND DRUGS

The NAU Student Code of Conduct states that the following conduct is not acceptable on campus: Violation of the board or university rules or applicable laws governing alcohol, including consumption, distribution, unauthorized sale, or possession of alcoholic beverages.

According to the Standards of Residence, on-campus possession or consumption of alcoholic beverages of those of legal age (the State of Arizona has established the legal age for consumption of alcohol to be 21) is allowed only in the private living quarters of certain residence halls and other campus living units as well as certain other designated areas. Consumption of alcoholic beverages in public areas other than those designated is prohibited. Some residence halls are designated as substance-free, prohibiting even those of legal age from consuming alcohol in their living quarters.

With regard to drugs, the NAU Student Code of Conduct states that the following conduct is not acceptable on campus: Unauthorized use, sale, possession, or distribution of any controlled substance or illegal drug or possession of drug paraphernalia that would violate the law. The Standards of Residence state “the possession, use, sale, manufacture/ cultivation, or provision of any type of illegal drugs (barbiturates, opiates, marijuana, amphetamines, hallucinogens, etc.) or aiding in the use of such are not permitted in residence halls and are violations of the statutes of the State of Arizona.”

NAU employee policies require that university employees report to work in a condition to perform their duties safely and efficiently in the interest of their co-workers and students, as well as themselves. It is also the expectation of the university that students attend class and other educational activities in a condition in which they can perform their educational tasks and participate effectively with other members of the university community. The use of alcohol and illegal drugs is prohibited during work hours at the university workplace, while occupying university vehicles, while on university business, during class time, on field trips and during other educational activities, except where permitted by the Arizona Board of Regents (ABOR) and/or the President or designee.

Violations of University policies regarding alcohol and other drug use will be subject to legal sanctions and/or University disciplinary action.

The following NAU Personnel Policies are applicable to Academic Professionals, Administrators, Classified Staff, Faculty, and Service Professionals:

NAU Personnel Policy, 5.05, [Alcohol/Drug Policy](#) for details of prohibitive behavior related to alcohol and/or drugs

NAU Personnel Policy, 5.06, [Commercial Driver Licensee Alcohol and Drug Testing](#)

LEGAL SANCTIONS AND UNIVERSITY DISCIPLINARY ACTION ASSOCIATED WITH ALCOHOL AND DRUG USE

Violations of University policies regarding alcohol and other drug use will be subject to legal sanctions and/or University disciplinary action. The Northern Arizona University Student Code of Conduct details the sanctions that may be imposed by the institution for violations of these policies. Sanctions include expulsion from the University, suspension from the University, University probation, warnings, restricted access to University properties and other educational sanctions. Further, the University may refer a student to appropriate authorities for prosecution for

alcohol and other drug abuse violations. Sanctions also may be imposed under the Standards of Residence for those students living in University residence halls. In addition to sanctions, federal law (specifically the Family Educational Rights and Privacy Act) permits the University to notify parents of any alcohol and other drug violation occurring on-campus for students under the age of 21. NAU views parents as important partners in the education of students, thus the University may notify parents when their student has been involved in a serious or repeated alcohol or other drug violation.

[University Policies for Students Regarding Alcohol and Drugs](#)

CRIMINAL OFFENSES AND ASSOCIATED PENALTIES INVOLVING ILLEGAL DRUGS

ARIZONA OFFENSES AND PENALTIES

Criminal offenses and associated penalties involving illegal drugs can be found in Chapters 34 and 34.1 of Title 13 of the Arizona Revised Statutes (ARS): <https://www.azleg.gov/arsDetail/?title=13>

The definitions associated with these drug statutes can be found at [ARS 13-3401](#) and [ARS 13-3451](#). Each specific statute will list the corresponding penalty for that offense.

In 2020 Arizona passed the Smart and Safe Act, legalizing the adult recreational use of marijuana. The definitions associated with the ARS statute can be found in [ARS 36-2850](#). Additional information regarding restrictions, violations, penalties and enforcement can be found in [ARS 36-2851](#), [ARS 36-2852](#) and [ARS 36-2853](#).

FEDERAL OFFENSES AND PENALTIES

Information regarding federal offenses and penalties can be found on the Drug Enforcement Administration's web page: <https://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>

MARIJUANA

Northern Arizona University prohibits the possession and use of marijuana on all of its campuses, including university housing.

Growing and using marijuana remains a crime under federal law, and federal legislation prohibits any institution of higher education that receives federal funding from allowing the possession and use of marijuana. The University continues to enforce its current policies regarding controlled substances and any students or employees who violate University policy prohibiting the use or possession of illegal drugs on campus will be subject to disciplinary and criminal action.

DRUG AND ALCOHOL ABUSE AND PREVENTION PROGRAMS

- Alcohol and Drug Abuse Prevention/Intervention Programs – For students <https://in.nau.edu/dean-of-students/intervention-programs/>
- Alcohol and Drug Abuse Prevention/Intervention Programs – For employees <https://in.nau.edu/wp-content/uploads/sites/5/2021/05/New-Prevention-and-intervention-programs-05.2021.pdf>
- Legal Sanctions/Disciplinary Action Associated with Alcohol and Drug Use <https://in.nau.edu/dean-of-students/alcohol-drug-legal-sanctions/>
- Health Risks Associated with Alcohol and Drugs <https://in.nau.edu/dean-of-students/alcohol-drug-health-risks/>

EMERGENCY NOTIFICATION, RESPONSE, AND EVACUATION PROCEDURES

EMERGENCY NOTIFICATIONS

All emergencies should be reported to 911 or the local police jurisdiction. Upon confirmation of a significant emergency or dangerous situation occurring on campus that involves an immediate threat to the health or safety of students or employees, the responsible officials at each University campus location will without delay issue, or cause to be issued, an Emergency Notification as necessary to inform the local students and employees of the significant emergency or dangerous situation. In the majority of instances, the local Clery Notification Official will be the one to receive information of a significant emergency or dangerous situation involving the immediate threat to the health or safety of students or employees. This may be the result of onsite observation, communication from other onsite personnel, or communication from local emergency services.

If the local Clery Notification Official determines the situation may require an emergency notification, they will immediately contact the NAU Police Department (NAU PD). The NAU PD Command Staff, on-duty supervisor, or Emergency Manager will collaborate with the Clery Notification Official to determine if the event qualifies as a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees. Some of these methods may include, but are not limited to:

1. On scene first person observation.
2. Official notification through emergency service organizations (e.g., Fire Department onsite, government based notification systems).
3. Other governmental based press release or news source outlets (e.g., news channel coverage, county notification system alert).

The information gathered through the steps above will be used by the NAU PD to formulate the content of the notification or identify which standardized template to use for notification.

The immediate initial notification and follow-up reports will be executed by the NAU PD, NAU Communications, or local Clery Notification Official as appropriate. All communications to media will be managed by NAU Communications; this will ensure NAU sends consistent information to those off campus. The emergency notification process involves the receipt, verification, and evaluation of information, which then sets into motion the following actions:

1. Determination if the entire campus community, or just an affected portion, will receive the Emergency Notification.
2. Compilation of the content of the Emergency Notification message.
3. Activation of the NAU emergency communication system and the redundant communications capabilities further defined below.
4. Potential activation of the University Emergency Operations Center (UEOC).

The following individuals, at minimum, will routinely be involved in making these determinations/decisions:

1. University Police Chief or designee
2. Emergency Manager
3. Director of NAU Communications or designee

Upon the confirmation of a significant emergency or dangerous situation requiring emergency notification, emergency management personnel have access to the University's systemized emergency communication system, which enables prompt notifications via a variety of methods. The system options may include, but are not limited to:

1. SMS text messages
2. Push notification through the NAU SAFE app
3. Priority e-mails or other departmental electronic notifications
4. University website notices

5. Facebook, Twitter, and other social media updates

Examples of when an Emergency Notification may be issued include an active building fire, an armed intruder, or a hazardous waste spill. Only a small segment of the campus may be affected, or the situation may threaten the entire campus community. Accordingly, depending on the circumstances, the Emergency Notification may be limited to a portion of the campus community.

EMERGENCY PREPAREDNESS

Information on what to do in a variety of emergency situations can be found on the University's Emergency Information website: <https://in.nau.edu/emergency-management/>. This website provides guidance on a variety of scenarios, as well as access to a number of other resources, plans, and procedures relative to the University's emergency preparedness. Additionally, the NAU emergency communication system will be tested on at least an annual basis; with advance notification of system testing being made.

EMERGENCY EVACUATION

Emergency plans and drills are necessary for all facilities to help ensure a safe, effective, and efficient evacuation. Full cooperation in any evacuation is required for the safety of all involved. In the event a full or partial evacuation of campus is required, the University does have a University Emergency and Response Plan.

SHELTER IN PLACE/DENY ENTRY

If an incident occurs and the buildings or areas around you become unstable or the air outdoors becomes dangerous due to smoke or toxic or irritating substances, it may be safer to stay indoors rather than be exposed to the danger by attempting to leave. The term "shelter in place" means to stay in the building you are in until you are advised it is safe to come out. If your building is damaged, seek shelter in the nearest University building. When sheltering in place, shut and close all exterior doors and close and lock windows; try to find an interior room without windows, preferably above ground; turn off all air conditions, heaters, and fans; close vents to ventilations systems; make yourself comfortable. When approached by responding emergency personnel, follow their directions. In the event of a hostile event on campus (e.g. an active shooter), community members may be advised to shelter in place or "deny entry". Should the need ever arise, unless instructed otherwise; hide from view, lock and barricade doors, cover windows, turn off lights, silence cell phones, if with others spread out throughout the room, make an action plan, and call 911. Believe you will survive. When approached by emergency personnel, keep hands raised and fingers spread and follow all directions. For information and training on active shooter, emergency procedures, and strategies to enhance safety and security, contact the NAU Police Department at 928-523-3611 or email ASKNAUPD@nau.edu.

NAU SAFE

The NAU SAFE mobile device application is one of the University's primary means of distributing Emergency Notifications. All students and employees in the Active NAU Population are enrolled by the University to receive Emergency Notification SMS text messages or emails via the mobile telephone number or NAU email address they list in their LOUIE directory information. Students and staff can use this link to update their profile information: <https://id.nau.edu/>

NAU SAFE can be downloaded by anyone onto their mobile device. Users receive push notifications via the app. Users can also access a variety of additional functions such as accessing campus maps; requesting a safety escort; information about what to do during various emergency situations; and other enhanced features. Users can also select to receive notifications about emergencies involving any of NAU's statewide campus locations. The NAU SAFE application will only send emergency or other urgent messages to those registered, and the system is not used to distribute advertising or other unsolicited content. The application is available for download to Apple iPhones and Android devices via their application services websites. Additional information can be found at <https://in.nau.edu/its/nausafe/>.

CAMPUS SECURITY AND CRIME PREVENTION PROGRAMS

Northern Arizona University believes that it is better to act early to prevent crime rather than react to it after it has been committed. Ultimately, we are all responsible for our own safety/security and the safety/security of those around us. Members of the statewide campuses are encouraged to participate in and be aware of the crime prevention programs that are available to them at their host sites. Additionally, the following program is available on-line for all students and employees:

360° Stay Safe™: Strategies to Enhance Safety and Security: Provides a series of video lessons for students and employees offering safety strategies that relate to a University environment. Topics include: Protecting your Possessions and Identity; Sexual Assault; Controlling Behavior; Stalking; Every Day Safety; Common-Sense Defense; and Safe Travel. The videos can be viewed by NAU students, faculty, and staff and accessed at any time with a valid NAU computer network login through the [NAU Police Department website](#). These videos are also used in conjunction with guided discussion sessions or as a supplement to community presentations on enhancing personal safety and security.

BE SMART AND STAY SAFE!

Although the campus is a safe place, there are certain precautions you can take to help minimize your chances of becoming a victim. The majority of crimes committed on campus are those of opportunity. Follow these safety tips:

- Be aware of your surroundings and walk with a purpose; remove headphones and avoid texting and other distractions.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Trust your instincts! If you feel uneasy about any situation, assert yourself and do something about it.
- Lock your doors and windows; even when you leave for a short period of time, while showering, and when sleeping; know the people you allow in your home and in your building.
- Always check the interior of your car before entering.
- Keep your vehicle locked at all times. Do not leave personal belongings or valuables in your vehicle.
- Keep your bicycle secured with a high quality U-shaped lock.
- Keep a record of the serial number of valuable property.
- Do not leave your backpack, wallet, purse, books, or laptops unattended even for a minute.
- Report the theft or loss of credit cards, debit cards, checks, driver's licenses, social security cards, etc. to the police.
- Cancel stolen or lost credit and charge cards immediately! Request new cards with new account numbers.
- Use secure web sites.

GENDER-BASED VIOLENCE POLICIES

Northern Arizona University is committed to creating and maintaining a University environment free from discrimination or violence based on sex or gender. Throughout this document, the term gender violence includes sexual assault, domestic violence, dating violence, and stalking. NAU prohibits these offenses and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the University community. Please utilize the below links to review relevant NAU policies related to these matters:

- Sexual Misconduct Policy: <https://in.nau.edu/title-ix/policies/>
- Sexual Misconduct in Violation of Title IX Procedure: <https://in.nau.edu/title-ix/policies/>

- Nondiscrimination and Anti-harassment Policy: <https://in.nau.edu/eao/forms-policies/>
- Student Code of Conduct: <https://nau.edu/university-policy-library/student-code-of-conduct/>

PROGRAMS TO PREVENT DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT & STALKING

Programs to prevent sexual assault, domestic violence, dating violence, and stalking are a result of the collaborative work of many departments throughout the University.

The University's programs and campaigns:

- Identify domestic violence, dating violence, sexual assault and stalking as prohibited offenses by the University;
- Define domestic violence, dating violence, sexual assault, and stalking under Arizona Revised Statutes;
- Define "without consent" in reference to sexual activity in the State of Arizona;
- Provide safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the individual;
- Provide information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks; and
- Provide an overview of information contained in the Annual Security Report in compliance with the Clery Act.

Some of the departments that are involved in these efforts include the Office of the Dean of Students, Housing and Residence Life, NAU PD, Health Promotion, Human Resources, Title IX Office, and the Equity and Access Office. The Title IX Office provides compliance oversight on the content of training related to sexual misconduct or sexual violence. Additionally, the Sexual Assault and Relationship Violence (SARV) Task Force works to coordinate and evaluate these collective efforts in order to ensure adherence to best practices and efficacy of service delivery. An overview of the University's primary and on-going prevention and awareness programs and campaigns are shown below.

The following programs are available on-line and thus accessible to all NAU students and employees regardless of their campus location:

EVERFI: EVERFI's Sexual Assault Prevention program is required for all new students. The online module addresses healthy relationships, consent, sexual violence, bystander strategies, reporting resources and more. EVERFI also has subsequent courses available to continuing students to continue examining the topics of sexual violence, healthy relationships, bystander intervention strategies, and reporting resources.

360° Stay Safe™: Strategies to Enhance Safety and Security: Provides a series of video lessons for students and employees offering safety strategies that relate to a University environment. Topics include: Protecting your Possessions and Identity; Sexual Assault; Controlling Behavior; Stalking; Every Day Safety; Common-Sense Defense; and Safe Travel. The videos can be viewed by NAU students, faculty, and staff and accessed at any time with a valid NAU computer network login through the [NAU Police Department website](#). These videos are also used in conjunction with guided discussion sessions or as a supplement to community presentations on enhancing personal safety and security.

Online Take a Stand Bystander Intervention Training: This 15 minute introductory video available through the [Health Promotion website](#) familiarizes students with the concept of taking care of one another by utilizing bystander strategies.

Employee Education: All new employees are required to complete an online training program on discrimination and harassment matters, including specific training on Title IX within the first 30 days of employment. In addition, all employees receive regular education on these topics. In 2019, updated education – covering discrimination and harassment education (including gender and gender violence topics), retaliation, and reporting obligations – was required of all individuals with an employment relationship to the university.

Written and Web Information: Employees are reminded of their reporting options and obligations via various

electronic and web based resources. The Title IX webpage contains a variety of resources including a page entitled “Faculty and Staff Resources,” and an annual letter reminds them of appropriate offices to address conflict on campus. Campus resources, such as the Faculty Handbook, have also been updated to include information regarding the Title IX Coordinator. In addition to online resources, the University has a Title IX brochure which describes resources and related processes which can be distributed to impacted individuals. Resource letters are distributed electronically by the Office of the Dean of Students when a report is received. Information on dating and domestic violence is also available on the Health Promotion webpage.

The following programs are available on the Flagstaff Mountain Campus. All students and employees regardless of campus location are welcome to come and participate. Students and employees on our statewide campuses are encouraged to contact their host site for similar or additional programming that may be offered at their specific location.

Take a Stand! Bystander Training: Two-hour bystander training offered by Health Promotion provides students with information about effective bystander strategies to prevent sexual violence.

Relationship Workshops: Healthy relationship workshops are offered through the Health Promotion Office. Workshops explore the key components of healthy relationships, boundary setting, signs of an unhealthy relationship, consent and local resources.

Survivor Support Group: The Survivor Support Group is offered through a collaboration between NAU and North Country Healthcare to provide a confidential support group to survivors of sexual violence.

Orientation: During new student orientation students participate in a theatrical presentation (True Life: I’m a Lumberjack) of sexual assault scenarios. Both parents and students also participate in a processing session following these educational presentations that include local resources, reporting options and University policies. Information cards about the legal definition of consent are distributed to all new students during orientation.

Safe Zone Training: Safe Zone training is offered throughout the year through the Office of Inclusion: Multicultural and LGBTQIA Student Services (IMQ). Safe Zone 101 offers a foundational approach to LGBTQIA+ allyship and Safe Zone 102 focuses on becoming a well-informed and active ally to members of the LGBTQIA+ community. This training was incorporated into training for Resident Assistants and is also available upon request for other interested groups.

Media Campaigns: A variety of media campaigns addressed sexual violence, domestic violence, stalking awareness, and rape myths throughout the year.

Sexual Assault Awareness Activities: National Stalking Awareness, Sexual Assault Awareness, and Domestic Violence Awareness months are all recognized across campus and include a variety of educational strategies.

BYSTANDER INTERVENTION OPTIONS

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking against a person other than such individual. Active bystander intervention plays a critical role in the prevention of sexual assault and harassment and is therefore an important component of University educational efforts. The following information summarizes the content of bystander intervention training:

A bystander is, **“an individual who observes violence or witnesses the conditions that perpetuate violence. They are not directly involved, but have the choice to intervene, speak up, or do something about it.”** We want to create a culture in our community of accountability where bystanders are actively engaged in the prevention of violence, without causing further harm.

In order to achieve this, we have to know how to intervene. Sometimes we witness or hear situations where we want to intervene, but are not sure how to do so. The following is a list of direct and indirect methods of active bystander intervention.

Direct:

- Say something directly to the person:
 - “Are you okay?”
 - “Can I call you a cab?”
 - “Who did you come here with?
Let’s find your friends.”
- Say something to the perpetrator. Let them know you recognize what is happening, and you won’t stand for it.
 - “Is everything okay here?”
 - “He/she is pretty drunk; you should probably just get their number and call them tomorrow.”
 - “I don’t like what you just did/said.”
 - “What you just said is not cool.”
- Remove the person from the situation
- If you suspect you or a friend has been drugged, call law enforcement immediately and inform someone in charge, like a bouncer, bartender, manager, etc.
- Always make sure you are safe before intervening
- Talk to a campus official in a non-emergency situation

Indirect:

- **If you ever feel uncomfortable or unsafe intervening, then don’t.** However you can enlist others to help you – the bouncer, bartender, other friends or bystanders, etc. **Don’t be afraid to call the police if you feel like anyone is in immediate danger.**
- Distract the perpetrator:
 - “Hey man I think your car is being towed!”
 - “Someone called the cops we need to get out of here!”
- Distract the person:
 - “Hey will you come to the bathroom with me?”
 - “Can you help me find (enter mutual friend’s name).”
 - “I think your friend is looking for you.”
- Have a code word/text with your friends or family if you feel uncomfortable saying something directly

RISK REDUCTION INFORMATION

Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Risk reduction is always a good practice; unfortunately it is not always effective. On average, most assaults are committed by someone the person knows. These assaults are typically happening in closed areas like dorm rooms, apartment buildings, etc. where risk reduction methods may not always be applicable. When discussing risk reduction, it is important to remember that **rapists cause rape**. Risk reduction methods are meant to reduce risk, but cannot prevent the risk altogether. A victim is never at fault for an assault, and should never be blamed for how the assault happened. For this reason, active bystander interventions are the most effective methods for preventing sexual assault and harassment.

The following tips may reduce your risk for many different types of crimes, including sexual violence (taken from Rape, Abuse & Incest National Network, <https://www.rainn.org/>).

- **Stay alert.** When you're moving around on campus or in the surrounding neighborhood, be aware of your surroundings. Consider inviting a friend to join you or asking campus security for an escort. If you're alone, only use headphones in one ear to stay aware of your surroundings.
- **Make a plan.** If you're going to a party, go with people you trust. Agree to watch out for each other and plan to leave together. If your plans change, make sure to touch base with the other people in your group. Don't leave someone stranded in an unfamiliar or unsafe situation.
- **Know your resources.** Who should you contact if you or a friend needs help? Where should you go? Locate resources such as the campus health center, campus police station, and a local sexual assault service provider. Notice where emergency phones are located on campus, and program the campus security number into your cell phone for easy access.
- **Be careful about posting your location.** Many social media sites, like Facebook and Foursquare, use geolocation to publicly share your location. Consider disabling this function and reviewing other social media settings.
- **Make others earn your trust.** A college environment can foster a false sense of security. They may feel like fast friends, but give people time to earn your trust before relying on them.
- **Protect your drink.** Don't leave your drink unattended, and watch out for your friends' drinks if you can. If you go to the bathroom or step outside, take the drink with you or toss it out. Drink from unopened containers or drinks you watched being made and poured. It's not always possible to know if something has been added to someone's drink. In drug-facilitated sexual assault, a perpetrator could use a substance that has no color, taste, or odor.
- **Be secure.** Lock your door and windows when you're asleep and when you leave the room. If people constantly prop open the main door to the dorm or apartment, tell security or a trusted authority figure.

Additional Resources:

Health Promotion webpage: <https://in.nau.edu/campus-health-services/sexual-assault/>

NAU Police Safety webpage: <https://in.nau.edu/police-department/safety/>

Sexual Assault Information from RAINN: <https://www.rainn.org/>

NAU Information and reporting: <https://in.nau.edu/title-ix/reportingoptions/>

Circulo Free App: <https://encirculo.org/>

One Love myPlan App: <https://www.joinonelove.org/get-help/#myplan>

PROCEDURES TO FOLLOW IF AN INCIDENT OCCURS

First and Foremost: Get to Safety and Seek Medical Attention

- If you are in Thatcher and have serious physical injury, go immediately to the [Mount Graham Regional Medical Center](#) at 1600 S. 20th Avenue, Safford, AZ 85546 to be examined. You may seek social services from [Mt. Graham Safe House](#) (1-888-269-9104). Medical care is important for both physical and psychological reasons.

It is also important from the standpoint of evidence to help substantiate your situation. You will be assisted in arranging for any hospital treatment and other medical needs. The cost of the rape examination is paid for by the criminal justice system. Nurses and doctors are required to notify police of a material injury resulting from an illegal act; however, you are not required to talk with the police unless you choose to. You may request that the responding officer contact a victim advocate to respond and talk to you about options and what to expect. Unless there is a reason for you to remain at the hospital, the victim advocate may escort you to the local advocacy center for a forensic examination which are conducted by Sexual Assault Nurse Examiners (SANEs). The SANE will ask you questions about the incident and conduct a thorough a head to toe examination, during which all physical injuries will be documented and biological evidence collected that later may be sent to the crime lab. If someone has been a victim of sexual assault, he/she is not required to make a report to law enforcement in order to get the above described forensic exam.

- If there is no serious physical injury you may contact a center in your area directly for their services without going through a medical provider or law enforcement.
 - Mt. Graham Safe House: 1-888-269-9104
 - Southern Arizona Center Against Sexual Assault: 520-327-7273 or 800-400-1001
- For additional resources throughout the state, please visit <https://www.azag.gov/criminal/victim-services/victim-referral-and-resources>

EVIDENCE PRESERVATION CONSIDERATIONS

If you or someone you know has been hurt by gender violence, it is important to preserve evidence. Preserving evidence may be useful in obtaining a protection order or in proceeding with a criminal investigation should you choose to do so. Victims of gender violence are encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents they may have that would be useful to university hearing boards/investigators or police. After a sexual assault, the victim should try to avoid activities that could potentially damage evidence such as bathing, douching, smoking, changing clothing, or cleaning the bed/linen/area where they were assaulted if the offense occurred within the past 120 hours. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

CONFIDENTIAL REPORTING, RESOURCES, AND SUPPORT

Victims of domestic violence, dating violence, sexual assault, or stalking who wish to report the incident to the University have options regarding law enforcement and campus authorities. Those who wish to seek guidance in a confidential setting are encouraged to contact either Mt. Graham Safe House or Counseling Services. Mt. Graham Safe House has a 24-hour crisis line (1-888-269-9104) and 24-hour contact with on-call counselors is available through Counseling Services (928-523-2261).

Other counseling resources available through the University in Flagstaff to students, faculty, and staff include:

Free counseling service, provided by graduate students through the Practicum Lab 928-523-7135

The University has procedures in place that serve to be sensitive to those who report (students or employees), including providing written notice about their right to file criminal charges, the university processes that are available to them, as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus. Additional assistance including no-contact orders; interim action and housing; academic, transportation, and workplace accommodations will be provided if requested and reasonably available. The University will make such accommodations regardless of whether the victim chooses to report the crime to the Police Department or local law enforcement and regardless of whether the offense is alleged to have occurred on or off campus.

Although the University strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to notify proper law enforcement authorities, including on-campus and local police and victims have the right to decline involvement with the police. The University will assist any victim with notifying law enforcement authorities if the victim so desires. Victims do not have to make an official

report to obtain access to services/resources.

Individuals who wish to report to the University have the following options:

OTHER REPORTING OPTIONS – NON-CONFIDENTIAL

- **Criminal Complaint:** Victims may pursue criminal charges by calling the EAC Police Department at 928-428-8240 or 928-428-8241 (daytime) and 928-965-8240 (after hours). If the incident occurred in another jurisdiction, the University will assist in contacting the correct law enforcement agency. In Arizona, victims of crime have the opportunity to participate in the criminal justice system and are extended certain protections of the law during their involvement in the process as a result of the Victim's Rights Amendment to the Arizona Constitution. For more information on Victim's Rights in Arizona call the Office of the Victims Services at 602-542-1853 or visit the Victim Services website at <https://corrections.az.gov/public-resources/victim-services/victim-rights>.
- **Office of the Dean of Students:** Victims may pursue administrative complaints alone or in conjunction with a criminal complaint by contacting the Office of the Dean of Students at 928-523-5181, at DeanofStudents@nau.edu or by visiting their office at University Union, Building 30, Room 104, PO Box 6015, Flagstaff, AZ.
- **Title IX Coordinator:** Sexual harassment, sexual assault, relationship violence and stalking are forms of sex-based discrimination covered by Title IX and other discrimination laws/policies. Contact the Title IX Office for more information about filing a complaint under the University's Sexual Misconduct Policy. The Title IX Coordinator, Elyce Morris may be contacted at 928-523-5315, Elyce.Morris@nau.edu, or PO Box 4116, Flagstaff, AZ.
- **Bias Education and Support:** Campus Inclusion Team: At NAU, we are committed to creating and maintaining an environment free of discrimination based on race, color, ethnicity, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, and genetic information. The Campus Inclusion Team (CIT) is committed to fostering a campus community that honors diversity, freedom of expression, and inclusiveness through individual support, campus trainings, and resource referrals. CIT does not investigate or adjudicate specific incidents of conduct or advise on disciplinary matters. CIT welcomes open, courageous, and challenging discussions across the full spectrum of human issues and intersections in our campus communities. CIT encourages the exchange of ideas through academic inquiry, civil discourse, and respect for individuals. CIT recognizes the value of free speech and also that some speech may be hurtful and even disparaging. CIT can provide support for students, faculty, and staff impacted by such speech by listening, discussing, and connecting individuals with resources. University community members may report concerns related to diversity and inclusion to CIT; if a reported concern appears to involve a legal or policy violation, the CIT will refer the impacted individuals or communities to the appropriate resource. We encourage anyone who has experienced or witnessed an act of bias to report it and to access available resources. Together, we can work to make NAU a more welcoming community for all. For more information and online reporting options, please visit: <https://in.nau.edu/campus-inclusion-team/> or email the team at campusinclusionteam@nau.edu.
- **Sexual Misconduct Report:** If a student does not wish to pursue any of the options listed above, they may fill out this form to give anonymous information about what happened. In addition, students can make a non-anonymous official report via this form. The form can be found at https://cm.maxient.com/reportingform.php?NorthernAZUniv&layout_id=52.

COURT ORDERS, NO CONTACT ORDERS AND ACCESS RESTRICTIONS

Northern Arizona University complies with Arizona law in recognizing a valid protection order that is related to sexual assault, dating violence, stalking, domestic or family violence and that is issued by a court in another state, a court of a United States territory, or a tribal court for the purpose of preventing violent or threatening acts or harassment against, contact or communication with, or physical proximity to another person for as long as the order is effective in the issuing jurisdiction. Victims who have obtained an Order of Protection are encouraged to provide a copy to NAU Police Department and the Title IX Office or the Office of the Dean of Students as appropriate.

In most instances, the University cannot apply for an order of protection or injunction prohibiting harassment on behalf of a victim. The victim is required to file a petition for an Order of Protection or Injunction against Harassment with a Justice of the Peace, Municipal or Superior Court Judge. In the event a victim is either temporarily or permanently unable to request the order or injunction, a third party may request the order or

injunction on behalf of the victim. The victim may also seek assistance from the Graham County Victim Witness Office at <https://www.graham.az.gov/176/Victim-Witness>. For direction on applying for Orders of Protection and Injunctions against Harassment, please contact the Eastern Arizona College police or the below listed courts.

Thatcher/Safford Area:

- [GVC Municipal Court](#), 702 S. 8th Ave, Safford, AZ, 928-432-4090
- [Graham County Superior Court](#), 800 Main St, Safford, AZ, 928-428-3310
- [Justice of the Peace #1](#), 800 W. Main St, Safford, AZ, 928-428-1210

Flagstaff:

- [Flagstaff Municipal Court](#), 101 W. Cherry Avenue, Flagstaff, AZ, 928-213-3000
- [Coconino County Superior Court](#), 200 N. San Francisco Street, Flagstaff, AZ, 928-679-7600
- [Flagstaff Justice Court](#), 200 N. San Francisco Street, Flagstaff, AZ, 928-679-7650

In addition, the Arizona Protective Order Initiation and Notification Tool (AZPOINT) at <https://azpoint.azcourts.gov/> allows the victim (or eligible third party) to fill out their forms online for an Order of Protection before going to the courthouse. AZPOINT is made available to the public by the Arizona Judicial Branch, in partnership with the Arizona Criminal Justice Commission.

In the case of Injunctions Against Workplace Harassment, which are used to help prevent violence in the workplace, an employer, or authorized agent of an employer, may file a petition for the injunction.

A Mutual No Contact Order or Denial of Access may be requested from the Title IX Office. Students may also work with the Title IX Office to receive supportive measures and/or permanent remedies including; assistance with changing academic, living arrangements, transportation, and working situations, if requested and reasonably available. Anyone wishing to request assistance with supportive measures involving an employee or other member of the university community should contact the Title IX Coordinator.

Further, the institution will maintain as confidential, any accommodations or protective measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. Students may edit their FERPA/Directory Restrictions in their LOUIE Student Service. Instructions are provided in the following link: <https://in.nau.edu/ferpa/ferpa-faq/>

OTHER CONSIDERATIONS IN REPORTING

A victim who does not wish to file an administrative complaint through one of the University processes or pursue action within the criminal justice system may still file a report with the EAC PD. Without these reports, crime trends and other issues of concern may not be identified. As such, prompt and accurate reporting of all criminal incidents to the EAC PD is strongly encouraged when the victim of crime elects to or is unable to make such a report. It should be noted that Arizona Revised Statutes allow for victimless prosecution in certain instances. All information available to the University may be used to comply with our obligations to take steps to maximize the safety of campus for all individuals and comply with other laws and regulations.

Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution. With such information, the college can keep an accurate record of the number of incidents involving students, and possibly determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the college community to potential danger. Because police reports are public record under state law reports of crime cannot be held in confidence. There is also a CSA Crime Report Form for Campus Security Authorities through the NAU Police Department website: <https://in.nau.edu/police-department/campus-security/>

NAU does have an anonymous reporting process for victims of dating violence, domestic violence, sexual assault,

or stalking. If a victim does not wish to file a police report or report the incident through the Office of the Dean of Students or the Title IX Office, they may fill out this Sexual Misconduct Report to give information about what happened: https://cm.maxient.com/reportingform.php?NorthernAZUniv&layout_id=52. The purpose of the anonymous sexual assault report is to assess the danger the incident may present to the community at large as well as document it for inclusion in the annual crime statistics. No names are used, nor is any information included that might identify the victim. If a victim chooses to go this route, it is the victim's choice how much information is shared and all efforts are made to maintain the victim's anonymity. Support options and resources are listed <https://in.nau.edu/title-ix/>. For more information visit <https://in.nau.edu/title-ix/resources/>.

If you are a victim of sexual assault, it is important for you have access to services such as medical attention and counseling regardless of your decision to report the incident. When you talk to a counselor, the information you provide will remain confidential and the counseling relationship provides a safe space for you to talk about the incident and how it has affected your life. There are, however, a few exceptions to confidentiality. If you are under the age of 18, the counselor is mandated to report certain offenses such as a sexual assault. If you are seen as a potential harm to yourself or another person, the counselor must also break confidentiality. These factors are considered on a case-by-case basis. NAU Counselors are encouraged, when they deem appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual crime statistics.

RESOURCES FOR VICTIMS

The University is committed to providing support and assistance to victims as well taking active measures to help assure the physical and emotional well-being of victims. A number of resources are available to assist victims of sexual misconduct. **On-campus counseling is available at Eastern Arizona College (928-428-8253).**

Local area resources:

- [Mt. Graham Safe House](#)
Safford, AZ
1-888-269-9104 (24-hour Helpline)
Resource listing for: advocacy/emergency housing/transitional housing/local transportation/lay legal services/self help groups/court escort
- [Southern Arizona Center Against Sexual Assault](#)
Tucson, AZ
520-327-7273 or 800-400-1001 (24/7 Crisis Line)
Resource listing for: medical forensic exams/crisis intervention/advocacy/referral services/immigration cases/therapy groups

On-Campus/Flagstaff Mountain Campus:

- [Campus Health Medical Services](#) provides a wide array of medical services and resources to the University community. 928-523-2131
- [Counseling Services](#) provides counseling to students of the University community whose lives have been disrupted by criminal activities or other incidents that affect their progress at this University. 24-hour contact with on-call counselors is available at 928-523-2261.
- [Employee Assistance and Wellness Office \(EAW\)](#) assists employees and their adult family members with personal and professional issues in a comfortable, accessible office. 928-523-1552
- [The Office of the Dean of Students](#) is responsible for ensuring that the conduct of each student attending the University contributes to an environment conducive to the University's academic objectives. The Office of the Dean of Students may take disciplinary action ranging from a warning to expulsion. The Office of the Dean of Students may also collaborate with the Title IX Office to provide supportive measures to students. 928-523-5181
- [The Equity and Access Office \(EAO\)](#) is responsible for overseeing the Nondiscrimination and Anti-Harassment Policy which prohibits discrimination and harassment that is based upon a legally or policy protected status. 928-523-3312

- The [Title IX Office](#) is responsible for NAU's institutional compliance efforts for Title IX, which includes sexual harassment, sexual assault, relationship violence and stalking. The Title IX Office also is responsible for offering supportive measures and overseeing their effective implementation. Title IX Coordinator, Elyce C. Morris, is a campus official invested with independent authority to address and correct discrimination, harassment, and behaviors that constitute sexual misconduct. 928-523-5315
- [Human Resources](#) plays an important role on campus and is involved in many ways in the health and management of our employees. 928-523-2223
- [Student Legal Counsel Office](#) assists NAU students with issues of a legal nature and can provide advice and referrals to outside attorneys. 928-522-4866
- [Disability Resources Office](#) leads collaborations with students, faculty, staff, and the campus community to cultivate a universally designed environment, and facilitates the removal of existing barriers for the full inclusion of people with disabilities. 928-523-8773
- [Center for International Education](#) (Visa and Immigration issues) 928-523-2409

Flagstaff area resources:

- [\(NACASA\) Northern Arizona Care and Services After Assault](#) is a safe place for adult and adolescent victims of sexual assault and domestic violence strangulation to go for help and to explore their options after an assault. Examinations are performed by Forensic Nurse Examiners who are specially trained to provide care immediately following an assault. NACASA is available 24 hours a day through their non-reporting crisis hotline at 928-527-1900. Their services may also be coordinated through local law enforcement.
- [Victim/Witness Services of Coconino County](#) is a nonprofit organization of staff and volunteer advocates who work as a team with agencies, individuals, and law enforcement personnel to provide immediate community intervention, social services, and referral resources. They continue to support victims and their families who are involved in the criminal justice process by offering victim compensation, victim advocacy, and community education. Victim/Witness Services provides information and referrals. M-TH, 8-5 and F, 8-4, 928-856-7676.

State and Federal:

- [Native Americans for Community Action \(NACA\)](#); Website has links to statewide resources.
- [AZ Department of Health Services](#) - Behavioral Health Services; Links to Regional Behavioral Health Authorities in Arizona and links to Tribal Regional Behavioral Health Authorities in Arizona
- [Arizona Child & Family Advocacy Network](#)
- [Rape, Abuse and Incest National Network \(RAINN\)](#); 1-800-656-HOPE
- [U.S. Department of Justice, Office on Violence Against Women](#)
- [Southwest Behavioral Health](#)

ADMINISTRATIVE COMPLAINTS AND UNIVERSITY DISCIPLINARY PROCEDURES IN CASES OF ALLEGED DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING

Northern Arizona University prohibits discrimination based on sex or gender and addresses allegations of violations of its Sexual Misconduct and other policies in various manners. Please see below an overview of the processes and consult the following policies for details: [Sexual Misconduct Policy](#), [Nondiscrimination and Anti-harassment Policy](#) and [Student Code of Conduct](#).

One may file a complaint at the University whether or not one files criminal charges. Based on the facts of each situation, the University will decide which policy and procedure applies and notify parties of which process shall apply. In some instances, more than one policy and procedure may apply concurrently. The preponderance of the evidence standard, i.e., "more likely than not to have occurred" will be used during any institutional disciplinary proceeding arising from an allegation.

The University disciplinary proceedings will include a prompt, fair, and impartial process from the initial

investigation to the final result. Investigators and hearing board members will be trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and taught how to conduct an investigation and hearing process that protects the safety of the victims and promotes accountability. The complainant and respondent will have the same opportunities to have others present during any University disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice.

The University will simultaneously notify, in writing, both the complainant and respondent of the result of any institutional disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking; the University's procedures for the complainant and respondent to appeal the result of the disciplinary proceeding, if such procedures are available; any change to the result; and when such results become final.

Upon request, the University will disclose the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of any crime of violence or a non-forcible sex offense to the alleged victim or next of kin, if the victim is deceased.

Sexual Harassment in the United States and on campus or university-controlled or owned property or in a program or activity of the university. Sexual harassment that occurs in these locations and meets the following definitions is categorized as Title IX Sexual Harassment:

Conduct on the basis of sex that satisfies one or more of the following: (1) An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or (3) "Sexual assault," "dating violence," "domestic violence," or "stalking" as defined in the University's [Sexual Misconduct Policy](#).

Title IX Sexual Harassment is addressed under the Sexual Misconduct Policy and the Sexual Misconduct in Violation of Title IX Procedure. The University may provide immediate steps and interim measures to ensure the safety and well-being of the complainant or respondent, such as counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. Under this process, where a finding of responsibility occurs, the University may impose a range of sanctions, including but not limited to suspension, termination, and expulsion. The process takes up to 140 days, except in circumstances where the facts warrant an extension of time.

Sexual misconduct governed by the Sexual Misconduct Policy applies to affiliates, faculty, staff and students.

Sexual Misconduct in all programs or activities of the university. Sexual misconduct that occurs at any location in a University program or activity including dating violence, domestic violence, sexual assault, stalking, discrimination based on sex and sexual harassment as defined in the [Nondiscrimination and Anti-harassment Policy](#). The University may take interim actions designed to support and protect individuals and the University community even in the absence of a formal complaint or while the complaint is being processed. Under this process, where a finding of responsibility occurs, the University may impose a range of sanctions, including but not limited to termination for employees (including student employees), and suspension, expulsion, or degree revocation for students. Affiliates, volunteers and other individuals violating this policy may be subject to a severing of their connection to the University, trespass from campus or any related privileges. The process takes up to 90 days, except in circumstances where the facts warrant an extension of time.

Allegations made under the Nondiscrimination and Anti-harassment process may apply to affiliates, faculty, employees and students.

Other Misconduct in all programs or activities of the university. Other misconduct involving students may be addressed under the [Student Code of Conduct](#). Throughout the conduct process, a student may be assisted by an advisor selected by the student, who may be a faculty or a staff member, student, or attorney, but who is not otherwise a party or witness in the case. Under this process, where a finding of responsibility occurs, the University may impose a range of sanctions, including but not limited to suspension, expulsion, or degree revocation. The

process takes up to 60 days, except in circumstances where the facts warrant an extension of time.

Reporting. One may report allegations of sexual misconduct to:

titleix@nau.edu

equityandaccess@nau.edu

Sexual Misconduct Report: https://cm.maxient.com/reportingform.php?NorthernAZUniv&layout_id=52

REPORTING OBLIGATIONS OF UNIVERSITY EMPLOYEES

University Campus Security Authorities can meet their Clery obligation to report the crime statistic while maintaining the confidentiality of the victim by utilizing the CSA Crime Report Form located on the NAU Police Department's web page. This form is submitted to the NAU Police Department for inclusion in the year's Clery statistics; however it does not include any personally identifiable information. A victim's personally identifying information is not included in any Clery Act reporting and public disclosures such as the Daily Crime Log, Annual Security Report or Timely Warnings.

Additionally, some university employees may have a duty to report as outlined in A.R.S. 13-3620 relating to minors or under the university Nondiscrimination and Anti-harassment Policy.

SEX OFFENDER REGISTRATION

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, with or without compensation, volunteer services or is a student.

The Arizona Department of Public Safety maintains the official website for sex offender information for the state of Arizona. The purpose of the Arizona sex offender information website is to provide information to the public concerning the location of sex offenders within Arizona and can be accessed at

<https://www.azdps.gov/services/public/offender>.

WEAPONS POLICY

Northern Arizona University prohibits the use, possession, display, or storage of any weapon on all property and facilities owned, leased, or otherwise under the university's control, and at all university activities or events except as provided for in ARS 12-781.

All University students and employees are required to immediately report violations or suspected violations of this policy to a University official or the NAU PD by calling 928-523-3611. In the event of an immediate threat to life or property, call 911.

In addition to sanctions that may be imposed under applicable law, violations of this policy by NAU students are subject to disciplinary action under the Student Code of Conduct up to and including suspension and expulsion. Violations by employees are subject to disciplinary action under applicable ABOR and NAU employee conduct policies up to and including termination of employment. Violations of this policy by visitors, guests, or members of the general public may result in ejection from University property, arrest, and/or confiscation of a prohibited weapon or other dangerous item. The complete policy and its limited exceptions can be found at

<https://nau.edu/university-policy-library/weapons/>.

CRIME STATISTICS

Crime statistics are gathered in accordance with the guidelines established under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. In addition to publishing this Annual Security Report, the NAU PD submits the annual crime statistics published in this report to the U.S. Department of Education.

Under limited circumstances, NAU may remove a reported crime from its crime statistics. This may only be done when a sworn or commissioned law enforcement personnel has fully investigated the reported crime and, based on the results of this full investigation and evidence, had made a formal determination that the crime report is false or baseless and has been determined "Unfounded." The crime statistics are provided on the following pages after the Clery Act crime definitions.

The campus crime, arrest, and referral statistics contained in this report include reports made to the NAU / EAC PD, reports made to campus security authorities (CSAs), and reports made to local law enforcement agencies. It should be noted that not all local law enforcement agencies queried either responded to the request for statistics and/or were able to provide statistics for NAU's Clery reportable geography.

The following are Arizona definitions (Violence Against Women Act - VAWA) crimes- include dating violence, domestic violence, sexual assault and stalking:

Domestic Violence (Ariz. Rev. Stat. § 13.3601): means any act that is a dangerous crime against children or one of the following offenses as prescribed in state law: negligent homicide, manslaughter, second degree murder, first degree murder, endangerment, threatening or intimidation, assault, aggravated assault, custodial interference, unlawful imprisonment, kidnapping, sexual assault, unlawful distribution of pictures depicting nudity or specific sexual acts, criminal trespass in the third degree, criminal trespass in the second degree, criminal trespass in the first degree, criminal damage, interference with judicial proceeding, disorderly conduct, intentional cruelty to animals, intentional interference or prevention of person making an emergency phone call, or use of electronic communication to terrify, intimidate, threaten or harass, harassment, aggravated harassment, stalking, surreptitious photographing, aggravated domestic violence, or child or vulnerable adult abuse, if any of the following applies:

- The relationship between the victim and the defendant is one of marriage or former or of persons residing or having resided in the same household.
- The victim and the defendant have a child in common.
- The victim or the defendant is pregnant by the other party.
- The victim is related to the defendant or the defendant's spouse by blood or court order as a parent, grandparent, child, grandchild, brother or sister, or by marriage as a parent-in-law, grandparent-in-law, stepparent, step-grandparent, stepchild, step-grandchild, brother-in-law, or sister-in-law.
- The victim is a child who resides or has resided in the same household as the defendant and is related by blood to a former spouse or the defendant or to a person who resides or who has resided in the same household as the defendant.
- The relationship between the victim and the defendant is currently or was previously a romantic or sexual relationship. The following factors may be considered in determining whether the relationship between the victim and the defendant is currently or was previously a romantic or sexual relationship: (a) The type of relationship; (b) The length of the relationship; (c) The frequency of the interaction between the victim and the defendant; (d) If the relationship has terminated, the length of time since the termination.

Dating Violence: Arizona law does not define the term dating violence.

Stalking (Ariz. Rev. Stat. § 13-2923): A person commits stalking if the person intentionally or knowingly engages in a course of conduct that is directed toward another person and if that conduct causes the victim to:

- Suffer emotional distress or reasonably fear that either: (a) The victim's property will be damaged or

destroyed; or (b) Any of the following will be physically injured: (i) The victim; (ii) The victim's family member, domestic animal or livestock; (iii) A person with whom the victim has or has previously had a romantic or sexual relationship; (iv) A person who regularly resides in the victim's household or has resided in the victim's household within the six months before the last conduct occurred.

- Reasonably fear death or the death of any of the following: (a) The victim's family member, domestic animal or livestock; (b) A person with whom the victim has or has previously had a romantic or sexual relationship; (c) A person who regularly resides in the victim's household or has resided in the victim's household within the six months before the last conduct occurred.

Sexual assault (Ariz. Rev. Stat. § 13-1406): A person commits sexual assault by intentionally or knowingly engaging in sexual intercourse or oral sexual contact with any person without consent of such person.

Violent sexual assault (Ariz. Rev. Stat. § 13-1423): A person is guilty of violent sexual assault if the offense involved the discharge, use, or threatening exhibition of a deadly weapon or dangerous instrument or involved the intentional or knowing infliction of serious physical injury and the person has a historical prior felony conviction for a sexual offense under this chapter or any offense committed outside this state that if committed in this state would constitute a sexual offense under this chapter.

For purposes of the Clery Act, the term "sexual assault" includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Arizona law are as follows:

Rape: Arizona law does not define the term rape.

Fondling: Arizona law does not define the term fondling.

Incest (Ariz. Rev. Stat. § 13-3608): Persons who are 18 or more years of age and are within the degrees of consanguinity within which marriages are declared by law to be incestuous and void, who knowingly intermarry with each other, or who knowingly commit fornication or adultery with each other are guilty of a class 4 felony.

Statutory Rape: Arizona law does not define the term statutory rape.

Other crimes under Arizona law that may be classified as a "sexual assault" include the following:

Sexual abuse (Ariz. Rev. Stat. § 13-1404): A person commits sexual abuse by intentionally or knowingly engaging in sexual contact with any person who is 15 or more years of age without consent of that person or with any person who is under 15 years of age if the sexual contact involves only the female breast. It is not a defense to a prosecution for a violation of this section that the other person consented if the other person was 15, 16, or 17 years of age and the defendant was in a position of trust.

Sexual conduct with a minor (Ariz. Rev. Stat. § 13-1405): A person commits sexual conduct with a minor by intentionally or knowingly engaging in sexual intercourse or oral sexual contact with any person who is under 18 years of age.

Molestation of a child (Ariz. Rev. Stat. § 13-1410): A person commits molestation of a child by intentionally or knowingly engaging in or causing a person to engage in sexual contact, except sexual contact with the female breast, with a child who is under 15 years of age.

Consent (as it relates to sexual activity) (Ariz. Rev. Stat. § 13-1401(7)): "Without consent" includes any of the following: (a) The victim is coerced by the immediate use or threatened use of force against a person or property; (b) The victim is incapable of consent by reason of mental disorder, mental defect, drugs, alcohol, sleep or any other similar impairment of cognition and such condition is known or should have reasonably been known to the defendant. For the purposes of this subdivision, "mental defect" means the victim is unable to comprehend the distinctively sexual nature of the conduct or is incapable of understanding or exercising the right to refuse to engage in the conduct with another; (c) The victim is intentionally deceived as to the nature of the act; (d) The victim is intentionally deceived to erroneously believe that the person is the victim's spouse.

CLERY CRIME DEFINITIONS

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

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

Sexual Assault (Sexual Offenses): Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

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

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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

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

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: The unlawful entry of a structure to commit a felony or a theft.

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

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

Domestic Violence: A felony or misdemeanor crime of violence committed:

- by a current or former spouse or intimate partner of the victim;
- by a person with whom the victim shares a child in common;
- by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
- by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

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

- fear for the person's safety or the safety of others; or
- suffer substantial emotional distress.

For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly,

indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Arrests and Disciplinary Referrals for Violations of Weapons, Drugs and Liquor Laws

An **arrest** for Clery Act definition, is when a person is processed by arrest, citation, or summons.

Referred for disciplinary action is the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

Weapon 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.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

CLERY GEOGRAPHIC CATEGORIES

On-Campus: 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 any building or property that is within or reasonably contiguous, 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 other retail vendor).

Note: Statistics for on-campus student housing facilities are recorded and included in both the On-Campus category and the On-Campus Student Housing Facility category.

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.

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

Public 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.

HATE CRIMES

Northern Arizona University is also required to disclose statistics for Hate Crimes. A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Bias is an expressed negative opinion or attitude toward a group of persons based on actual or perceived race, gender, religion, national origin, sexual orientation, gender identity, ethnicity, or disability. Before an incident can be classified as a Hate Crime, sufficient objective facts must be present to lead a reasonable and prudent person to conclude that the offender's actions were motivated, in whole or in part, by bias.

For Clery purposes, Hate Crimes include any of the following offenses that are motivated by bias: Murder and Non-negligent Manslaughter, Sexual Assault, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, and Arson (previously defined under "Clery Crime Definitions") and Larceny-Theft, Destruction/Damage/Vandalism of Property, Intimidation, and Simple Assault (defined below).

Larceny-Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

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.

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.

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

Reported Hate Crimes:

2018: No Reported Hate Crimes

2019: No Reported Hate Crimes

2020: No Reported Hate Crimes

NAU – Thatcher: Eastern Arizona College

***This campus does not have any on-campus student housing facilities or any non-campus buildings or property.**

	On-Campus	Public Property	Non-Campus
Murder and Non-Negligent Manslaughter			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Manslaughter by Negligence			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Rape			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Fondling			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Incest			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Statutory Rape			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Robbery			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Aggravated Assault			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Burglary			
2018	0	0	0
2019	0	0	0
2020	0	0	0

	On-Campus	Public Property	Non-Campus
Motor Vehicle Theft			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Arson			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Arrests: Weapons Violations			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Disciplinary Referrals: Weapons Violations			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Arrests: Drug Law Violations			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Disciplinary Referrals: Drug Law Violations			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Arrests: Liquor Law Violations			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Disciplinary Referrals: Liquor Law Violations			
2018	0	0	0
2019	0	0	0
2020	0	0	0

VAWA Violence Against Women Act	On-Campus	Public Property	Non-Campus
Dating Violence			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Domestic Violence			
2018	0	0	0
2019	0	0	0
2020	0	0	0
Stalking			
2018	0	0	0
2019	0	0	0
2020	0	0	0

Total Unfounded Crimes	
2018	0
2019	0
2020	0