



Union University

Annual Security & Fire Safety Report

2024

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I. Safety and Security

Introduction

The campus of Union University is, on the whole, a safe place to live. Although no institution can guarantee the safety of all students at all times, the University is fortunate to have a very knowledgeable Safety and Security staff which values the needs of students, faculty, staff and campus patrons. Students and residents have enjoyed an atmosphere in which members of the community may go safely about their various activities. Union however, like other colleges and universities, is not immune to problems in our society, including crime, which are present in the larger American society. Therefore, the best defense against crime for the University community and its individual members is planned prevention.

Monitoring and Enforcing Policies and Rules

Union University uses a variety of tools to monitor and enforce laws and to share important safety information with the campus and broader community. We utilize trained professional staff to identify concerns and report early to the appropriate authorities, namely the deans of students, the local law enforcement agency, or the Title IX Coordinator (when appropriate). The University utilizes routine building checks, foot and vehicle patrols, crime logs, incident documentation, emergency phone numbers, cameras, and electronic data to effectively address concerns.

Communication and Relationships

The University shares important safety information with the campus and broader community. The primary reason for these notices is so that we as a community can work together to keep everyone informed, healthy, and safe. Sharing information elevates the community's awareness and our responsiveness. Security officers often assist or partner with students in their activities and those trusting relationships establish a foundation for communicating concerns.

Text alerts to the campus community are as specific as the information allows—date, time, and locations—without divulging names. Students, staff/faculty, and the greater Union community can sign up to receive emergency notifications. They register to receive alerts at: <https://www.getrave.com/login.uu>. Those who have signed up to receive alerts can manage their own accounts—they opt in, opt out, and can update their contact information.

Union University Safety and Security Department

Authority to Enforce the Law

The Union University Safety and Security Department (S&S) is staffed by a Director, Operations Supervisor/First Shift Supervisor (Armed), 2nd Shift Supervisor (Armed), 3rd Shift Supervisor (Armed), six full-time officers (unarmed), two part-time officers (unarmed), and a secretary. This is the standard staffing and may vary up or down on occasion. All officers are certified/trained as armed or unarmed by the State of Tennessee, and the armed officers are required to have been Peace Officer Standards and Training (POST) certified or military police trained. S&S officers do not have full arrest authority and only enforce the policies and rules of the University. Union University Safety and Security maintains a great relationship with the local law enforcement agencies. S&S officers work to serve and protect the campus 24 hours a day, 365 days a year. Although S&S does not have jurisdiction over the fraternity and sorority houses located adjacent to the University at the Jackson campus, a contact person is provided by Student Leadership and Engagement to investigate complaints for these locations. In addition, S&S works closely with the Jackson Police Department concerning any reports of criminal activity at the fraternity and sorority houses.

Crime Reporting

The University encourages all serious crimes and emergencies to be reported by immediately calling 911 then 731-394-2922. Non-emergency safety and security matters should be reported by calling 731-394-2922 or by contacting

S&S at security@uu.edu, which is routed to several of the above individuals for their response. Incident reports can be submitted by victims or witnesses on a voluntary, confidential basis for inclusion in crime statistics.

Prompt and accurate reporting of incidents aids in providing a timely response and warning notices to the campus community when appropriate and assists in compiling accurate crime statistics. Students, employees, community members, and visitors are encouraged to report all incidents to S&S and/or appropriate area law enforcement agencies. S&S carries two cell phones on all shifts to respond to any calls.

Reports may also be made to the Dean of Students and others who have significant responsibility for student activities, such as the Director of Residence Life and the Title IX Coordinator. Incident reports are reviewed for further action to determine if a law or policy has been violated and if further investigation is warranted. Incident reports are routed to the appropriate University official if necessary. When incidents are reported to pastoral or counseling personnel, confidentiality is maintained but reporters are informed of their reporting options.

Crime Response

Safety and Security investigates incidents that occur on University property. S&S refers reports of crime to the appropriate law enforcement agency for investigation and informs the appropriate campus department/personnel for their response when necessary.

If a victim of a crime does not want to pursue action within the criminal justice system, they may still make a confidential report by pursuing medical treatment, pursuing counseling services, or making an anonymous report to S&S, the Title IX Office, or the Dean of Students Office. These confidential reports can be counted in the annual disclosure of crime statistics. Crimes are often also violations of University policy and the University may take additional action when such violations occur.

Crime Prevention

The University encourages students and employees to be responsible for their own safety and the security of their property. The high visibility of S&S can be an effective deterrent to criminal activity. Additionally, within each constituency the University offers periodic information, training, or reminders about crime prevention and alerts to increase awareness. Faculty receive guidance and resources on responding to concerns such as legal, safety, or security. Residence Directors and Residence Assistants also receive guidance on crime prevention and alert systems. These efforts are coordinated by Student Life staff including Safety and Security.

Crime prevention is defined as the anticipation, recognition, and appraisal of a crime risk and the initiation of some action to remove or reduce that risk. Below are recommendations that can reduce the risk of being victimized:

- Lock your door whenever you leave your room for any length of time.
- Always lock your vehicle doors.
- Never prop open a residence hall door or leave an unoccupied window open.
- Do not leave valuables or cash in plain view.
- Do not loan your room key or ID card.
- Take all valuables with you when you leave school for extended periods, such as breaks.
- Itemize your possessions on file, recording the description and serial number. Keep a copy of the file in a safe place.
- Never let unauthorized persons into your room, common area or other secure areas. Always ask for identification and report any suspicious activity to Safety and Security.
- Avoid working or studying alone in a campus building. If working late, contact Safety and Security for an escort.

Campus Alert Communication Systems

Assessment The Dean of Students and other key personnel are responsible for issuing prompt campus alert communications upon the confirmation of a significant weather, emergency, or dangerous situation involving an

immediate threat to the health or safety of students or staff occurring on the campus. Messages include the nature of the threat, emergency response (when appropriate), precautionary measures to be taken, the duration of those measures, and expectations for future communications.

Emergency notifications may be triggered by events such as severe weather (e.g., an approaching tornado), natural disasters (e.g., an earthquake), building fire, violent incident, outbreak of communicable disease (e.g., meningitis), or an accident inside a campus building (e.g., a lab explosion). These will be sent by email, text message, UU website, and/or phone.

PA/Intercom Alerts can be utilized at sporting events and in the residential areas to alert students, staff, and visitors of impending danger. Scripted announcements and evacuation plans are available to all who would make these announcements.

UUALerts (by Rave Alert) Text/Email Safety application is an additional communications tool to aid our community in engagement with emergency services and information. This free application allows every student and employee with a mobile device or computer to have access to the University's emergency resources, in addition to emergency protocols. This is a primary method of communicating time-sensitive weather, danger, and emergency information to all subscribed members of the Union community. UUALerts (www.uu.edu/uualerts) is tested on March 1 and October 1 each year by sending out a test alert to those registered. The University also utilizes an application called **Rave Guardian** to further enhance campus safety and security, as well as important lines of communication between students, staff, and faculty.

Timely Warnings are required by federal law for certain crimes and are sent to the campus (students, faculty, and staff) via email. These warnings are given if on-campus incidents present a continuing safety threat, such as a series of robberies taking place in different campus parking lots over several weeks. Other possible incidents include aggravated assault, arson, burglary, motor vehicle theft, sexual offenses, and certain hate crimes. In these cases, the Clery Act directs colleges and universities to inform their students and employees as soon as possible to minimize the possibility of a repeat offense. Including sexual misconduct in our alert protocol is in response to federal laws and expectations.

Response Procedures for Emergency or Dangerous Situations

These procedures were developed to help provide protection for students and employees when a disaster or serious threat to the campus community occurs. Students, employees, and community members are encouraged to report any of the following concerns and to follow its respective protocol, which are taught through training and available online and in print.

Active Shooter/Active Incident

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area. In most cases, there is no pattern or method to the shooter's selection of victims. Most active shooter situations are unpredictable and evolve quickly. Everyone must be prepared to take immediate responsibility for their personal safety and security until law enforcement personnel arrive.

Recent events have also shown that those seeking to do harm to others will employ any means at their disposal to inflict mass casualties. This is known as an "Active Incident." Examples of this type of scenario played out in recent months include knife attacks, bombings, and large vehicles used as weapons.

Response to an Active Shooter/Active Incident:

- **RUN/Evacuate:** If you suspect a potential active shooter/active incident situation, you must quickly determine the most reasonable way to protect your own life. If there is an accessible escape path, attempt to evacuate the premises. Make sure to leave your belongings behind and keep your hands visible. Always have an escape route and plan in mind even if you are just visiting.

- **HIDE:** If evacuation is not possible, you should find a place to hide where the perpetrator is less likely to find you. Block the entry to your hiding place and lock the doors. Use heavy items to barricade yourself if possible. Remain quiet and silence your cell phone or pager.
- **FIGHT/Take Action:** As a last resort, and only when your life is in imminent danger, you should attempt to incapacitate the attacker by acting with physical aggression and/or throwing items at the perpetrator.
Call 911 when it is safe to do so

Alcohol/Drug Overdose

Call 911 and provide the following information:

- Nature of the medical emergency.
- Location of the emergency (e.g., address, building, and/or room number).
- Your name and phone number where you may be reached.
- How many people are involved.
- Focus on what is observable. For example, communicate whether someone is not breathing, turning blue, unconscious, nonresponsive, etc. This information helps make the call a priority.
- Place the person in the recovery position, which means laying the person slightly on their side, their body supported by a bent knee, with their face turned to the side. This will help to keep their airway clear and prevent them from choking on their own vomit if they begin to throw up.

Automobile Accident

If you are involved in an accident on campus, you should do the following:

- Call Safety and Security and/or campus security authority, who will dispatch police, fire, and/or emergency medical service if necessary.
- Do not move an injured person unless necessary.

Bomb Threat

University personnel or students receiving telephoned threats should get as much information as possible from the caller and call Safety and Security immediately. If possible, get the attention of another staff member or student and have them call Safety and Security while you are still on the line with the caller. Bomb threats received through the mail or other means must be reported immediately. Safety and Security will contact emergency services/assess the threat and advise occupants if it is necessary to evacuate the building to a safe area (at least 500 feet from the building or other buildings and/or automobiles). Stay clear from emergency responders' staging area. If the threat is immediate, call 911.

Civil Disturbance

A civil disturbance is any set of circumstances that in the judgment of the administration cause a disruption of normal University activities and would potentially jeopardize the safety of students, faculty, or staff. Individuals with concerns about potential disturbances should call Safety and Security or the Dean of Students' office. Administration will assess the situation and communicate broadly using any of the aforementioned tools to provide instructions and response.

Criminal Behavior

Call Safety and Security at 731-394-2922 to report suspected criminal behavior or incidents. If considered an emergency, contact your local law enforcement agency for assistance.

Earthquake

The following applies to major earthquakes that cause strong shaking:

- If indoors, drop, cover and hold. Protect yourself from falling objects such as light fixtures, books, and shelves.
- Stay away from windows.
- If possible, get under a desk or table.
- Do not stand in the doorway.
- If outside, move away from structures, power lines, or other possible hazards.
- During the shaking, do not run for exits or attempt to leave the building.
- Do not use elevators.

When the shaking stops:

- Check for injuries to people in your area. Do not attempt to move seriously injured persons unless they are in immediate danger.
- Check the area for safety hazards such as building damage, fires, chemical spills, or gas leaks.
- Exit the building.
- Call 911 and report any serious injuries or other immediate emergencies.
- Once you have exited the building, do not reenter it until the building has been inspected by trained emergency personnel.
- Use the in-house telephone only for emergency matters.

Evacuation Procedures

Building occupants may be notified by the sound of the building fire alarm, by verbal instruction from staff or emergency personnel, or by self-evident hazardous conditions to evacuate the facility. Whenever notification is received, all personnel must evacuate.

- All occupants should exit the building through the nearest safe exit or stairwell. Elevators should never be used in an emergency situation.
- If the nearest exit or exit stairwell is obstructed by smoke, fire, or other hazards, proceed to an alternate exit.
- During stairwell evacuation, remove high heels, and hold on to the handrail. Allow enough room for others to enter the flow of traffic in the stairwells.
- Once outdoors, all occupants should move away from the building or as directed by staff or emergency personnel.
- Individuals accompanying a person with special needs should assist him or her in exiting the building or notify emergency responders as to his or her location. Fire Department personnel, who are trained in emergency rescue, can then enter the building and assist that person in exiting the building.
- Building occupants should not reenter the facility until cleared by Fire and Police Departments.

Fire Emergency

Following are the procedures for responding to a fire at a facility:

- Remove yourself from immediate danger.
- Assist others in leaving the danger as long as it is safe to do so.
- Confine the fire or smoke by closing doors and windows as you leave.
- Activate the nearest fire alarm.
- Call 911 using an off campus or cellular phone. Provide the following information:
 - o Building name.
 - o Floor and room number.

- o Size and type of fire.
- o Your Name and Location.

Never attempt to use a portable fire extinguisher unless:

- o You have been properly trained.
- o You are not alone.
- o A safe escape route is present.
- o If any of these conditions are not present, simply close the door and evacuate.
- Evacuate through the nearest safe exit or exit stairwell.
- Once assembled, help to account for people and report to the emergency personnel if any occupants are unaccounted for and may still be in the building.
- Remember that it is important to keep doors closed. Open doors can allow smoke to enter stairwells and exit hallways, severely jeopardizing safe evacuation and hampering efforts of fire department personnel.

If you hear an alarm:

- Never assume the fire alarm is a false alarm.
- Move to the safest exit or exit stairwell.
- Close doors as you leave the area.
- Exit the building.
- Proceed to the evacuation assembly point.
- Wait for further instructions from Union representatives and/or Jackson Fire and Police Department personnel.
- Do not reenter the building until the building has been inspected by emergency personnel.

If trapped in your office or room:

- Wedge cloth material along the bottom of the door to keep the smoke out.
- Close as many doors as possible between you and the fire.
- Call 911 if possible.
- Break windows only as a last resort.
- If necessary, signal through the window to let safety personnel know your location; otherwise, stay close to the floor.

Hazardous Materials Incident

A hazardous materials incident may be a spill or release of chemicals, radioactive materials, or biological materials that endangers people or the environment. Simple spills that can be managed by the user and do not endanger people or the environment can be cleaned up by an individual who has been trained pursuant to the Chemical Spill Response Plan, the Chemical Hygiene Plan, and/or the Radiation Safety Manual, as applicable, and do not constitute an emergency situation for purposes of this Plan.

Initial Response:

- Assess the situation to identify immediate hazards.
- If it can be done safely, isolate the area, but do not walk into or touch any spilled materials and avoid inhalation of gases/fumes/smoke.
- If the spill occurred inside of a building, evacuate the area.
- Call 911 and provide as much information as possible from the list below about the hazard, making sure to report any person(s) unable to evacuate the area due to illness/injury.
- When reporting a hazardous materials incident, provide the following information about the hazard, if known:
 - o Name and quantity of the material.

- Location and time of the release of the material.
- Any exposures or injuries to persons.
- If any fire or explosion is involved.
- Your name, phone number, and location.
- Present the Material Safety Data Sheet of the hazardous material involved to emergency responders if it is available.
- Follow the General Instructions below.
- Department professionals and S&S will assess and investigate the situation, as appropriate.
- In the event that there are any individuals injured or ill as a result of a hazardous materials incident and unable to evacuate the area, the S&S will either assist in evacuating such individuals, if safe to do so, or contact other University personnel or local emergency responders for assistance in responding to the injured/ill individual(s).
- S&S will notify the Chemical Hygiene Officer, or other appropriate University personnel, as appropriate.
- Depending on the nature and degree of the hazardous materials incident, other support agencies, resource units, or specialized contractors may be brought in for service or assistance.
- Await and follow instructions from S&S or other departmental professionals.

General Instructions:

- Do not walk into or touch any spilled materials.
- Avoid inhalation of all gases, fumes, and smoke; stay up wind. Do not assume gases/vapors are harmless because they lack odor.
- If it can be done safely, isolate the area by closing doors and windows.
- Make no attempt to clean up hazardous materials.
- Evacuate or shelter in place if instructed.
- If safe to do so, assist any person who has been injured or who is overcome from exposure and cannot evacuate or shelter in place without assistance. Administer basic first aid when possible and appropriate. If it is not safe to do so, or if the extent of injury is serious, call 911.
- If instructed to shelter in place:
 - Move to a location that is above ground level, if possible.
 - Close and lock all windows and exterior doors.
 - If possible, turn off all ventilation systems such as air conditioners, heating units, exhaust fans, or air handlers.
 - If there is a danger of explosion, close any shades, blinds, or curtains.
- Await and follow instructions from S&S, departmental professional, other University personnel, or support agencies.

Special Considerations:

- A hazardous materials incident may develop into a fire. If this occurs, see the Fire Response.
- In the event of a threat of hazardous materials such as a bomb threat or suspicious package/mail, see the Bomb Threat section or the Suspicious Packages/Mail section, as appropriate.
- Always follow instructions listed on the chemical's Safety Data Sheet. For chemical burns, flush chemicals off the surface of the skin under cool running water for 20 minutes or more, remove any contaminated clothing or jewelry, and wrap burned area with a clean, dry cloth.
- If lab animals are at risk because of a hazardous materials incident, contact the Biology Department Chair.

Hostage Situation

If you see or hear a hostage situation:

- Immediately remove yourself from any danger.
- Immediately call 911 then S&S at 731-394-2922.
- Be prepared to give the dispatcher the following information:

- o Location and room number of the incident.
- o Number of possible hostage takers.
- o Physical description of hostage takers (if possible).
- o Number of possible hostages.
- o Any weapons the hostage takers may have.
- o Your name.
- o Your location and phone number.

If you are taken hostage:

- Remain calm, be polite, and cooperate with your captors.
- Do not attempt to escape unless there is an extremely good chance of survival. It is safer to be submissive and obey your captors.
- Speak normally. Do not complain. Avoid being belligerent and comply with all orders and instructions.
- Observe the captors and try to memorize their physical traits, voice patterns, clothing, or other details that can help provide a description later.
- Avoid getting into political or ideological discussions with the captors.
- Humanize, when appropriate. Try to communicate with your captors in a way that is human to human, not just captor to captive. Captors are less likely to harm you if they respect you.
- If forced to present the captor's demands to authorities, either in writing or on tape, state clearly that the demands are from your captors. Avoid making a plea on your own behalf.
- Try to stay low to the ground or behind covers from windows or doors if possible.

In a rescue situation:

- Do not run. Drop to the floor and remain still. If that is not possible, cross your arms, bow your head, and stand still. Make no sudden moves that a rescuer may interpret as hostile or threatening.
- Wait for instructions and obey all instructions you are given.
- Do not be upset, resist, or argue if a rescuer isn't sure whether you are a captor or hostage.
- Even if you are handcuffed and searched, do not resist. Just wait for the confusion to clear.
- You will be taken to a safe area, where proper identification and status will be determined.

Mental Health

If you or someone you are with is having a mental health crisis:

During regular business hours, contact Health and Counseling Services directly at 731-661-5284, or stop by the Health and Counseling Clinic on the F hallway (F62-A) of the Penick Academic Complex (PAC). Outside of normal business hours, please contact Safety and Security at 731-394-2922.

For non-crisis mental health needs, contact health services at 731-661-5284 or stop by the Health and Counseling Clinic on the F hallway (F-62A) in the Penick Academic Complex, or you may request an appointment online here: www.uu.edu/studentlife/counseling-services/appointments/

Sexual Assault

If you or someone that you are with has been sexually assaulted:

Call 911 or go to the Emergency Room at the hospital for emergency care. If you would like to speak to someone or report it on campus, contact:

- 24/7 Campus Safety and Security 731-394-2922
- Title IX Coordinator 731-661-5465 / matkins@uu.edu (Confidential)
- 24/7 Union University Residence Life 731-298-7768
- Union University Counseling Services 731-661-5923 thuelin@uu.edu (Confidential)
- Union University Health Services 731-661-5284 (Confidential)
- Dean of Students 731-661-5090 / bcarrier@uu.edu (Confidential)

Other local resources for the main campus in Jackson include:

- Jackson Police Department 731-425-8400
- WRAP (Wo/Man's Rape Assistance Program) - <http://wraptn.org/> - 731.668.0411

SANE – Jackson Madison County General Hospital has 15 nurses that have completed **Sexual Assault Nurse Examination (SANE)** certification training, which allows them to medically treat and assist in collecting evidence from survivors of sexual assault. These nurses volunteer to be a part of the program and there is always a SANE nurse available. The program includes a special waiting area in the Emergency Room so that victims can have privacy. They are given access to extra clothes, personal hygiene products and most importantly a nurse to talk to. Every victim has a dedicated SANE nurse who can gather evidence in a rape kit and give this kit to police to hold until the victim decides if they want to press charges.

Medical Emergency

- Call 911.

Provide the following information:

- Nature of the medical emergency.
- Location of the emergency (e.g., address, building, and/or room number).
- Your name and phone number where you may be reached.
- How many people are involved.
- Do not move the victim unless necessary.

Severe Weather

In the event of severe weather, Union University will utilize the UUAAlerts text/email system to notify faculty, staff, students, and visitors of impending severe weather.

- In the event of a TORNADO WARNING, the University will immediately notify the campus of the impending threat with instructions to seek immediate shelter.

If you receive a severe weather notification:

- Alert all building occupants of the impending weather.
- Move quickly to a designated tornado shelter or another safe area indoors. This should be an interior hallway, a basement or interior bathroom (interior spaces without windows).
- Close all doors as you leave the area, especially ones leading to exterior rooms.
- Stay away from windows, doors, and exterior walls.
- When moving to lower levels, remember to use the stairwells, as elevators are not for use during emergency situations.
- Do not go outdoors or attempt to outrun the storm.
- Monitor local radio stations for weather updates.
- Call 911 in the event that someone is injured or there is building damage caused by the weather.

If you are outdoors:

- Stay away from possible hazards (power lines, traffic, trees, etc.).
- Go quickly to the inside of a sturdy building.
- Assume a fetal position and cover your head.
- Wait for the weather to subside.

When the danger has passed, the University will send an “all clear” notification.

Security Awareness and Crime Prevention Program Information

Residence Life Staff Training is a critical tool in promoting and maintaining safety and security in residence areas. Significant time is dedicated to training at the beginning of the school year for Residence Directors and Residence Assistants.

Security escorts are available from Safety and Security officers to provide campus patrons with an escort to their vehicles. Requests should be made by calling Safety and Security (731-394-2922). Virtual security escorts can be managed through the Rave Guardian app.

New Student Orientation (Welcome Week), Union's undergraduate orientation program addresses support services available to all new, returning, and transfer students through a series of presentations given by the Vice President for Student Life and other Student Life personnel. Resources and services that are discussed include Union's Safety & Security, Health Clinic, Counseling Services, and Wellness Center, which all address personal safety, health, and wellbeing needs.

The Office of Counseling Services, Residence Life, and the Panhellenic Council hold a Finding You at the U event each spring for all women on campus, addressing a variety of women's issues including personal safety and sexual assault.

Scheduled Safety Training classes are available and are provided by Safety and Security personnel and other outside agencies such as the JPD and the FBI. Past topics have included Active Shooter training, fire safety training, and campus safety best practices.

Residence Areas and Campus Facilities

Access and Security

Members of the University community and invited guests have access to nonresidential facilities for legitimate purposes. Only students, their invited guests, and others authorized by the University may enter student residential buildings. Invited visitors who wish to stay in a residence area must contact Residence Life at 731-298-7768.

Students should remember to keep their room doors locked when they leave their rooms, or when they are asleep. Exterior doors of residence common areas should not be propped open while unoccupied, as this causes a breach in security which endangers residents.

Security factors considered in the maintenance of residence areas and other campus facilities include key systems, landscaping, groundskeeping, and outdoor lighting.

Individual Room Keys - Rooms and exterior doors require different keys. Residential Life issues the keys at the beginning of the academic year and collects the keys at the end of the academic year.

II. University Policies & Response Procedures

Confidential Resources & Limitations on Confidentiality

The University encourages the use of professional support for psychological, medical, and pastoral needs. In Tennessee and at the University, what an individual discusses in sessions with priests or professional counselors is considered privileged and confidential communication. However, there are *limits to the privilege of confidentiality*. These situations include: 1) suspected abuse or neglect of a child, elderly person or disabled person, 2) if an individual becomes a clear and imminent danger to himself or herself, 3) if an individual reports that a student intends to physically injure someone, or 4) when otherwise required by law or court order. With these exceptions, unless an individual specifically signs a release of information authorizing a professional to talk to someone, all communications are kept private, confidential, and privileged.

By law, protected health information may be released without your consent or authorization under the following conditions: 1) child abuse, 2) suspected abuse of a child, 3) health oversight activities (licensing board activities), 4) judicial or administrative proceedings (court order), 5) serious threat to the health or safety of self or others, and 6) workers' compensation claims.

Missing Student Policy

If a member of the Union University community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify Union Safety and Security at 731-394-2922. Upon receiving a missing person's report, it is Union's policy to notify the Jackson Police Department at 731-425-8432.

All students are required to provide emergency contact information prior to enrolling for classes each semester. Union University will notify a student's emergency contact no later than 24 hours after the student is determined to be missing. Additionally, if a student is under 18 years of age and not emancipated, the university is required to notify a custodial parent or guardian within 24 hours of the determination that the student is missing. A student's emergency contact information will be accessible only by authorized campus officials and law enforcement.

A student may be considered to be a "missing person" if the student's absence from campus is contrary to his or her usual pattern of behavior and the University has reasonable belief that unusual circumstances may have caused the absence. Such circumstances may include, but are not limited to, a report or suspicion that the student may be a victim of foul play; the student has expressed suicidal thoughts, may be drug dependent, or in a life-threatening situation; or if the student is overdue returning to campus and is not heard from after giving a specific return time to friends or family.

Drug and Alcohol Policies

STUDENT ALCOHOL AND DRUG TESTING POLICY TO MAINTAIN WELLNESS

All students enrolled in Union University are expected to have the responsibility, accountability, and competence to make positive choices that maintain and improve their physical, mental, and spiritual well-being.

"Or do you not know that your body is the temple of the Holy Spirit who is in you, whom you have from God, and you are not your own? For you were bought at a price, therefore glorify God in your body and in your spirit, which are God's." 1 Corinthians 7:19-20

Union University firmly believes that the use of drugs and other illegal substances can have a negative effect on the performance of the student's intellectual and spiritual development. The potential for alcohol and drug abuse threatens the viability of the student's professional development, the public's confidence in Union's programs and its academic reputation among colleges and universities. Most importantly, alcohol and drug abuse affect individual wellness, which is imperative in maintaining a healthy mind and body to serve within God's kingdom and be productive for His purposes.

In furtherance of these beliefs, Union University has instituted an alcohol and drug testing policy to maintain wellness for students with the following goals:

- To encourage students to develop and engage in healthy, responsible lifestyles.
- To promote the health, academic, and professional progress of each student at Union University.
- To deter drug use and abuse.
- To deter alcohol abuse.
- To provide early detection and treatment of alcohol and drug abuse.
- To reduce the risk and threat of injury to students and the public.

Students enrolled in health-related programs may be required by clinical agencies to demonstrate that they are alcohol and drug free. This policy statement is specifically for those students and its purpose is to delineate the procedures for required clinical testing, and to establish actions to be taken in the event of positive testing.

CONFIDENTIALITY

All alcohol and drug test results, evaluation and counseling reports, and other related information obtained as a result of this policy will be treated as a confidential matter. Access to this information will be limited to those who have a need to know and will be kept separately from a student's academic record.

DEFINITIONS

“Alcohol” means any product of distillation of any fermented liquid or any beverage that contains ethyl alcohol (ethanol), including but not limited to beer, wine and distilled spirits, and alcohol used in the manufacture of denatured alcohol, flavoring extracts, syrups, or medicinal, mechanical, scientific, or culinary preparations.

“Assistance program” means an established and approved program capable of providing expert assessment of alcohol or drug abuse; confidential and timely identification of services about alcohol or drug abuse; referrals of students for appropriate diagnosis, treatment, and assistance; and follow-up services for students who participate in the program or require monitoring if returned to their academic program.

“Drug” means any controlled substance identified in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812). Such drugs include, but are not limited to, amphetamines, barbiturates, benzodiazepines, cocaine, methaqualone, opiates (codeine, heroine, morphine, papaverine), phencyclidine (PCP), and cannabinoids (THC, marijuana). In accordance with this policy, “drug” also means any legend drug obtained in violation of any Food and Drug Administration enforced statute or regulation. The abuse and/or dependence upon legally permitted substances such as, tobacco, prescription drugs, etc. is also prohibited.

“Drug paraphernalia” means any equipment, product, or material that is used or intended for use in concealing a drug or for use in injecting, ingesting, inhaling, or otherwise introducing into the human body a drug or controlled substance.

“Drug test” or “test” means any chemical, biological, or physical instrumental analysis, for the purpose of determining the presence or absence of alcohol, drugs, or its metabolites. Tests may be based on breath, saliva, urine, blood, and/or hair samples and are conducted by qualified and licensed personnel.

“Reasonable-suspicion drug testing” means alcohol or drug testing based on a belief that a student is using or has used alcohol or drugs in violation of this policy drawn from specific, objective facts and reasonable inferences drawn from those facts in light of experience. Among other things, the facts and inferences may be based upon:

- Observable phenomena such as direct observation of drug or alcohol use or of the physical symptoms or manifestations of being under the influence of alcohol or a drug.
- Abnormal conduct or erratic behavior or a significant deterioration in performance.
- A report of alcohol or drug use, provided by a reliable and credible source.
- Evidence that an individual has tampered with an alcohol or drug test while in the academic program.

- Evidence that a student has used, possessed, sold, solicited, or transferred drugs or abused alcohol.

“Refusal to test” means:

- Failure to provide adequate urine, hair, swab, or other biological material for prohibited substances testing without a valid medical explanation after he or she has received notice of the requirement for testing.
- Engaging in conduct that obstructs or interferes with the testing process.
- Failure or refusal to execute the required forms provided in conjunction with the receipt of this policy or which are a part of the testing.
- Failure to be readily available for requested testing.
- Failure to report to, and undergo prohibited substances testing as required.
- Alteration or adulteration of a specimen or admission to the collector that you adulterated or substituted a specimen.

“Under the influence” means a condition which alters, impairs, diminishes, or affects the body's sensory, cognitive, or motor function due to alcohol or drug consumption; drug consumption may include extensive use of prescribed medications as well as illegal use of drugs. This also means the detectable presence of substances within the body, regardless of when consumed, having an alcohol test result of 0.04 or greater alcohol concentration, and/or having a positive alcohol or drug test.

“Use of Prescription Stimulants” means the appropriate treatment of Attention-Deficit/Hyperactivity Disorder (ADHD) as evidenced by a recent (within the previous 6 months) psychosocial evaluation by an appropriately licensed/certified psychologist or other relevantly trained physician that includes a clear description of the impact of ADHD, summary of relevant information, diagnosis, history (including the presence of any co-psychological disorders), educational assessment, summary, and recommendations, and the possession of a current, valid prescription for the stimulant. A student’s use of stimulants (as evidenced by a positive drug screen) without a current psychosocial evaluation and prescription will be considered to be abuse of prescription drugs and a “positive” test as noted below.

GENERAL POLICY PROHIBITION

Any of the following actions constitutes a violation of the policy and may subject a student to disciplinary action including immediate termination from the program:

- Consuming or being under the influence of alcohol, smoking, or using smokeless tobacco on University property, at a clinical site, or as a representative of Union University.
- Using, selling, purchasing, transferring, possessing, manufacturing, or storing an illegal drug or drug paraphernalia, or attempting or assisting another to do so, while on University property, in a clinical site, or as a representative of Union University.
- Using any prescription drug without a current, valid prescription, or being under the influence of any prescription drug without a current, valid prescription. A valid prescription is one that is issued by a licensed health care provider authorized to issue such prescription and used for its intended purpose as prescribed before any expiration date. This includes prescription stimulants without a valid, current (within 6 months) psychosocial evaluation.
- Using any drug (over the counter or prescription, regardless of possession of a valid prescription) that has the potential to impair judgment while on University property, a clinical site, or while serving as a representative of Union University.
- Refusal to test.

TYPES OF TESTING

- **Applicant Testing:** All applicants accepted into a health-related academic program may, depending on the program requirements, be required to submit to an initial drug screen upon enrollment. This will be at the student’s expense.

- **Random Testing:** The student may be selected at random for drug and/or alcohol testing at any interval determined by the University. When selected for random testing the student must visit the designated laboratory within twenty-four (24) hours of notification.
- **Reasonable Suspicion Testing:** Union University may ask the student to submit to a drug and/or alcohol test at any time it feels that the student may be under the influence of drugs or alcohol, including, but not limited to, the following circumstances: evidence of drugs or alcohol on or about the employee's person or in the employee's vicinity, unusual conduct on the employee's part that suggests impairment or influence of drugs or alcohol, negative performance patterns, or excessive and unexplained absenteeism or tardiness.
- **Post-Incident Testing:** Any student involved in an on-campus or clinical site incident which injures the student, another student, or a patient under circumstances that suggest possible use or influence of drugs or alcohol in the incident may be asked to submit to a drug and/or alcohol test.
- **Monitoring Testing:** Any student participating in a prescribed treatment program will be required to submit to drug testing as indicated by that treatment plan at the student's expense.

TESTING PROCEDURE/COLLECTION OF SAMPLES

All testing will be performed by designated laboratories certified by either the SAMHSA (Department of Health and Human Services) or other governmental entity. Testing shall be in accordance with industry standards and in accordance with any applicable federal and state laws. The collection procedures shall be designed to ensure the security and integrity of the specimen provided by each student and those procedures shall follow chain-of-custody guidelines.

A Medical Review Officer shall be designated to receive all laboratory results from every type of test and assure that an individual who has tested positive has been afforded an opportunity to justify the test result. If the MRO determines that there is no legitimate explanation for the positive result, such result will then be considered a verified positive test result.

When testing is accomplished by urinalysis testing, it shall be accomplished by split specimen collection. The split specimen will be stored at the initial laboratory until the analysis of the primary specimen is completed. If the primary specimen is negative, the split will be discarded. If the primary specimen is positive, the split will be retained for testing if so requested by the student through the Medical Review Officer. When notified of a positive test result, a student may request a retest of the split specimen within 48 hours of notification. The student will be responsible for the costs associated with the retest.

Tests for breath alcohol concentration will be conducted utilizing a National Highway Traffic Safety Administration (NHTSA)-approved testing device. If the initial test indicates an alcohol concentration of 0.04 or greater, a second test will be performed to confirm the results of the initial test. The confirmatory test will be observed and performed between 15 minutes and no more than 30 minutes from the completion of the original test.

DISCIPLINARY PROCEDURES

First "positive" test - Students receiving a first "positive" test for alcohol or drugs will be suspended for not less than the remainder of the semester and referred for evaluation by an appropriate and approved assistance program. After receiving appropriate recommendations and/or completing treatment, the student will be reinstated to continue with the original cohort or will be reenrolled with a later cohort. The student will be admitted on probationary status and may be ineligible for University funds for not less than one semester. The student will be responsible for complying with all recommendations made by the assistance program. The testing results will be reported to the appropriate state licensing board either by Union University or the approved treatment facility, if applicable. Upon reinstatement or reenrollment, a student is subject to random testing or monitoring testing as indicated in the treatment plan and/or in accordance with this policy. If the duration of the student's suspension is unresolved at the end of the semester, the student will receive an incomplete ("I") for that semester's classes. If the student withdraws from the academic program and University, those incomplete grades will be converted to Fs. If the student is reinstated to continue in the academic program, the incomplete grades will be replaced with permanent grades once

the course requirements are fulfilled. Failure to attend or cooperate with recommendations made will subject the student to being dismissed from the program.

Second “positive” test - Students receiving a second “positive” test will be dismissed from their academic program and the University. All courses that the student is enrolled in will be given a grade of an “F.”

The following are additional disciplinary consequences:

Any violation of this policy that causes injury, illness, or mortality for a patient will result in automatic and immediate dismissal from their academic program and the University.

- A “refusal to test,” as defined by this policy, will be treated as a “positive” test.
- The University reserves the right to suspend any student who has been arrested for criminal offenses related to the manufacture, possession, sale, use, distribution, dispensation, receipt, or transport of any illegal substance pending resolution of the charges to the University’s satisfaction. A verdict of guilty will result in dismissal from their academic program and University. At the conclusion of any matter involving the arrest of a student for the aforementioned criminal offenses, the University reserves the right to discipline the student in accordance with the evidence presented in the matter.

ALCOHOL/DRUG RELATED CONVICTIONS

Students who are convicted of any alcohol or drug related violation under state or federal law or who plead guilty or nolo contendere (i.e. no contest) to such charges must inform the University in writing within five (5) days of the conviction or plea. Failure to report a conviction will result in disciplinary action, up to and including dismissal from their academic program and University.

COST OF PROCESS

Union University will be responsible for costs associated with the random, reasonable suspicion and post incident screening process. However, students are responsible for costs associated with enrollment and pre-clinical drug testing, participation in approved assistance programs, outpatient and/or inpatient recommended treatment plans, and follow-up. Failure to comply will result in program dismissal.

MISCELLANEOUS

While it is the desire to the University to promote a wellness plan that supports the grace filled community of the University, there are many external factors (e.g. licensing boards and clinical facility requirements) that may prohibit the student’s ability to complete program requirements and may therefore result in program and University dismissal. If this occurs, the University is not liable for any effects this may cause in being unable to foster the student’s completion of the program’s academic requirements.

If a student is allowed to reenroll in the academic program, an individualized plan will be established by the chair, program director, and/or dean in providing an avenue to promote academic success. The student will have the option to abide by the plan or withdraw from the academic program and University. Reinstatement to continue with original cohort may occur if the suspension is cleared promptly within the semester it occurs. Reenrollment to continue with a subsequent cohort may occur if the suspension is cleared after more than one semester.

University Weapons Policy

It is a felony to carry weapons on Union University property. State law prescribes a maximum penalty of six (6) years imprisonment and a fine not to exceed three thousand dollars (\$3,000) for carrying weapons on school property.

39-17-1309. Carrying weapons on school property.

(c) (1) (A) It is an offense for any person to possess or carry, whether openly or concealed, any firearm, not used solely for instructional or school-sanctioned ceremonial purposes, in any public or private school building or bus, on any public or private school campus, grounds, recreation area, athletic field or any other property owned, operated, or while in use by any board of education, school, college or university board of trustees, regents or directors for the administration of any public or private educational institution.

(B) It is not an offense under this subsection (c) for a nonstudent adult to possess a firearm, if the firearm is contained within a private vehicle operated by the adult and is not handled by the adult, or by any other person acting with the expressed or implied consent of the adult, while the vehicle is on school property.

III. Sexual Misconduct Prevention, Policy & Response

POLICY CONCERNING SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING (TITLE IX)

Union University values the intrinsic worth of every individual, and we are committed to providing our faculty, staff, and students with a safe learning and working environment. Our respect for other individuals includes an appreciation of cultural backgrounds different from our own, an understanding of different attitudes and opinions, and an awareness of the consequences of our actions on the broader community. (Luke 12:7 “Why, even the hairs of your head are all numbered. Fear not; you are of more value than many sparrows.”; Galatians 6:1-2 “Brothers, if anyone is caught in any transgression, you who are spiritual should restore him in a spirit of gentleness. Keep watch on yourself, lest you too be tempted. Bear one another's burdens, and so fulfill the law of Christ.” ESV)

Because of our high value on the life and safety of each member of the Union University community and in compliance with Title IX of the Education Amendments of 1972 (“Title IX”), the Jeanne Clery Act (Clery Act), the Campus Sexual Violence Elimination Act (SaVE Act), and the Violence Against Women Reauthorization Act (VAWA), Union University has adopted policies and procedures to specifically prevent and respond to incidents of sexual harassment, including sexual assault, domestic violence, dating violence, and stalking. These guidelines apply to all members of the Union Community (students, faculty, and staff) as well as third party contractors and visitors. Union University will not tolerate sexual harassment, including sexual assault, domestic violence, dating violence, or stalking, as defined in the Title IX policy.

SEXUAL HARASSMENT, SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING DEFINED UNDER TITLE IX

Sexual Harassment as defined under this Policy is conduct on the basis of sex that satisfies one or more of the following:

1. An employee of Union University conditioning the provision of an aid, benefit, or service of Union on an individual’s participation in unwelcome sexual conduct. Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment or education, status in a position of employment or an academic course or program, or participation in any educational program or activity of the College (“quid pro quo” harassment).
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive based on sex that it effectively denies a person equal access to Union's education program or activity by creating a hostile environment.
3. **Sexual Assault** as defined in 20 U.S.C. § 1092(f)(6)(A)(v). Also, sexual assault is a particular type of sexual harassment that includes physical sexual acts perpetrated when consent is not present, where a person is incapable of giving consent (incapacitated), or coercion and/or force is used. This includes non-consensual sexual contact as well as non-consensual sexual intercourse or penetration, which the Policy defines as follows:
 - Non-consensual sexual contact (or attempts to commit the same) is the intentional touching or fondling of a person’s genitals, breasts, thighs, groin, or buttocks, or any other contact of sexual nature (including bodily fluids) when consent is not present or coercion and/or force is used. This includes not only direct contact, but also contact through clothing and /or with an object. It also includes causing or inducing a person, when consent is not present, to similarly touch, fondle, or contact oneself or another.
 - Non-consensual sexual intercourse or penetration (or attempts to commit the same) is any penetration of the sex organs or anus of another person or penetration of the mouth of another with one’s sex organs when consent is not present, or coercion or force is used. This includes penetration or intrusion, however slight, by an object or any part of the body.

As explained further below, sexual assault includes sexual contact, intercourse, and/or penetration while knowing or having reason to know that the individual was incapacitated due to alcohol and/or drug consumption or was otherwise unable to consent. Inducing incapacitation for sexual purposes includes using drugs, alcohol, or other means with the intent to affect or having an actual effect on the ability of an individual to consent or refuse to consent (as “consent” is defined in this Policy) is strictly forbidden.

4. **Dating Violence** as defined in 34 U.S.C. § 12291-(a)(10). Also, dating violence is violence or the threat of violence by a person with whom the individual is or has been in a social relationship of a romantic or intimate nature. Whether such a relationship exists will be gauged by its length, type, and the frequency of interaction.
5. **Domestic Violence** as defined in 34 U.S.C. § 12291-(a)(8). Also, domestic violence is violence committed by the current or former spouse, intimate partner, current or former cohabitant of the individual, by someone with whom the individual shares a child in common, or violence against anyone else protected under the domestic or family violence laws of the jurisdiction in which the violence occurred.
6. **Stalking** as defined in 34 U.S.C. 12291 §-(a)(30). Also, stalking is a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others’ safety, 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. Examples of stalking include, but are not limited to, the following behaviors:
 - Pursuing or following someone or waiting uninvited near a place where a person frequents.
 - Being or remaining in close proximity to a person.
 - Surveillance or other types of unreasonable observation, including staring or peeping.
 - Trespassing or vandalism.
 - Threatening (directly or indirectly) a person.
 - Gathering information about an individual from friends, family, or others.
 - Non-consensual communication, including face-to-face communication, telephone call, voice messages, text messages, emails, written letters, gifts, or any other communication that are undesired.
 - Use of online, electronic, or digital technologies, including posting of pictures online, sending unwanted/unsolicited email or chat requests, posting private or public messages on social media sites, installing spyware on someone’s computer, or using GPS to monitor a person.

UNION UNIVERSITY EDUCATION PROGRAMS AND EFFORTS

Union University is committed to providing every student, faculty, and staff member with educational resources to raise awareness and promote strategies to effectively prevent sexual assault, domestic violence, and stalking before they occur.

- **New Student Orientation (Welcome Week):** Union’s undergraduate orientation program addresses support services available to all new, returning, and transfer students through a series of presentations given by the Vice President for Student Life and other Student Life personnel. Resources and services that are discussed include Union’s Safety & Security, Health Clinic, Counseling Services, and Wellness Center, which all address personal safety, health, and wellbeing needs.
- **Safety Escorts:** Campus Safety & Security provides safety escorts 24 hours a day, 7 days a week for all students, faculty, and staff between any campus locations.
- **Title IX Canvas Course:** All students, faculty, and staff complete a Title IX course via the institution’s online Learning Management System, Canvas.
- **New Employee Orientation & Staff Workshops:** All employees, new and existing, receive training on Sexual Harassment from the Office of Human Resources and Title IX Coordinator.
- The Office of Counseling Services provides **virtual health pamphlets** on a variety of topics including personal relationships, sexual harassment, and sexual assault. Online resources can be accessed at <https://www.uu.edu/studentlife/counseling-services/online-resources.cfm>.

- Residence Life holds workshops for all residents that include information on personal safety and setting appropriate boundaries in relationships.
- The Office of Counseling Services, Residence Life, and the Panhellenic Council hold a **Finding You at the U** event each spring for all women on campus, addressing a variety of women's issues including personal safety and sexual assault.
- The Tennessee **Sex Offender Registry** may be accessed at the link below:
<https://www.tn.gov/tbi/general-information/tennessee-sex-offender-registry.html>
- A **chapel time** is set aside each year that focuses on Title IX related issues including the promotion of healthy relationships between men and women and the prevention of sexual harassment.
- The Title IX Committee creates an educational poster each year that is placed in bathroom stalls across campuses.

RIGHTS OF THE VICTIM

Union University encourages and affirms the rights of any Union University community member who believes that he or she has experienced sexual harassment or assault to report and seek assistance from the appropriate on-campus resource (as outlined in the next section) or off-campus authority by coming forward promptly with concerns or complaints. Union University also encourages the victim of sexual assault to report the incident to the Title IX Coordinator, the Vice President for Student Life (Deputy Title IX Coordinator), and/or the Associate Vice President for Human Resources (Deputy Title IX Coordinator) to consider campus corrective action if the perpetrator is another student or Union University employee. The Title IX reporting site and more information concerning the programs of Union University regarding sexual harassment and assault can be found at <https://www.uu.edu/studentlife/accountability/title-ix/>. Union University is committed to the safe, sensitive, confidential, and fair handling of sexual harassment situations. There will be no retaliation of any kind against individuals who report situations involving sexual assault.

LOCAL RESOURCES (at the main campus in Jackson)

- 24/7 Campus Safety and Security 731-394-2922
- 24/7 Union University Residence Life 731-298-7768
- Union University Counseling Services 731-661-5923
- Union University Health Services 731-661-5284
- Jackson Police Department 731-425-8400
- Wo/Man's Rape Assistance Program (WRAP) - <http://wraptn.org/> - 731-668-0411

INFORMATION AND PREVENTION TIPS ON SEXUAL ASSAULT AND VIOLENCE AGAINST WOMEN

- <http://www.womenshealth.gov>
- <https://www.cdc.gov/violenceprevention/sexualviolence/index.html>

BYSTANDER INTERVENTION

The National Sexual Violence Resource Center (NSVRC, 2018) defines a bystander as a person who “intervenes before, during, or after a situation when they see or hear behaviors that threaten, harass, or otherwise encourage sexual violence.” Behaviors that constitute sexual violence fall on a continuum and can take place anywhere.

For more information on bystander intervention tips and strategies, please see the NSVRC Tip Sheet at the link below:

- https://www.nsvrc.org/sites/default/files/2018-02/publications_nsvrc_tip-sheet_bystander-intervention-tips-and-strategies_1.pdf

SEXUAL HARASSMENT COMPLAINT PROCEDURE

1. Any **student, faculty, or staff** with a complaint of violation of the Title IX policy involving another member of the campus community should submit a Title IX incident report (online at www.uu.edu/titleix) or make initial contact with one of the following:
 - Union University's Title IX Coordinator: Dr. Michele Atkins, matkins@uu.edu
 - Vice President for Student Life (Title IX Deputy Coordinator): Dr. Bryan Carrier, bcarrier@uu.edu
 - Associate Vice President for Human Resources (Title IX Deputy Coordinator): Dr. John Carbonell, jcarbonell@uu.edu
2. Any student, faculty, or staff may present an oral or written report (incident report form) of the facts as they know them regarding the alleged violation which will be referred to Union University's Title IX Coordinator, the Vice President for Student Life, and the Associate Vice President for Human Resources.
3. After receiving a report of an allegation of violation of the Title IX policy, the Title IX Coordinator will gather information about the reported conduct and respond to any immediate health or safety concerns raised by the report. The Title IX Coordinator will assess the Complainant's safety and well-being, offer Union's immediate support and assistance, and assess the nature and circumstances of the report to determine whether the reported conduct raises a potential policy violation, whether the reported conduct is within the scope of this policy, and the appropriate manner of resolution under this policy.
4. When the Title IX Coordinator initiates an investigation, imposes interim protective measures, or takes any other action that affects a Respondent, the Title IX Coordinator will notify the Respondent, offer supportive measures equivalent to those offered and provided to the Complainant without charge, and provide written information on available resources and options, as applicable to the specific situation presented.
5. A formal complaint is a written physical or electronic document signed by an alleged victim (Complainant) of sexual harassment (as defined by this Policy) or the Title IX Coordinator or Deputy Title IX Coordinator alleging sexual harassment against a Respondent and specifically requesting an investigation of the sexual harassment. Upon receipt of a formal complaint, Union will prepare a written notice of the filing of a formal complaint and provide the notice to the Complainant and Respondent.
6. If, after conducting an individualized safety and risk analysis, Union determines there is an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifying physical removal of Respondent, Union is authorized to make an emergency removal of a Respondent from Union's education program or activity. However, Union will provide the Respondent with notice and an opportunity to challenge the decision immediately following the removal. Likewise, Union may place a faculty or staff Respondent on administrative leave during the pendency of a grievance process.
7. Once a formal complaint is filed, Union University's Title IX Coordinator, or designee, will offer the parties an Informal Resolution Process. The Informal Resolution Process is not available when a student alleges prohibited conduct by a member of the Faculty or Staff. Union will provide a written notice disclosing the allegations, the requirements of the Informal Resolution Process, including the circumstances under which successful completion of the Informal Resolution Process precludes the parties from resuming a formal complaint arising from the same allegations, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or shared.
8. Following submission of a formal complaint, the Title IX Coordinator, in consultation with the Deputy Coordinators, will appoint an appropriate investigative team from a standing pool of trained investigators ("the Investigative Team"). The Investigative Team, with oversight from the Title IX Coordinator, will initiate an investigation of the allegations contained in the filed formal complaint. If, in the discretion of the Title IX Coordinator and Deputy Coordinators, circumstances warrant, an external investigator may be retained.
9. The burden of proof applicable to this grievance process is "preponderance of the evidence" meaning that the evidence demonstrates that it is more likely than not that the Respondent violated this Policy or Title IX. Union has the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility.
10. The Investigative Team will conduct a fair and impartial investigation. The Team will provide the Complainant and Respondent an equal opportunity to submit facts and expert witnesses and other inculpatory and exculpatory evidence for consideration.
11. At the completion of its investigation, the Investigative Team will prepare an investigative report that fairly summarizes relevant evidence. The Investigative Team will send the report to the Complainant and Respondent, and the party's Advisor, if applicable, for their review and written response. In addition, the Investigative Team will send its report to the Title IX Coordinator.

12. Once the Title IX Coordinator receives the investigative report, the Coordinator will, in consultation with the Deputy Coordinators, appoint a decision making team from a standing pool of trained decision makers (“Decision Making Team”) and set a hearing date in a reasonable amount of time in consideration of the complexity of the Formal Complaint.
13. After the hearing, the Decision Making Team will submit its written decision to the Title IX Coordinator who in turn will immediately provide the written decision to the Complainant and Respondent simultaneously via electronic communication and by United States Postal Service at the Complainant’s and Respondent’s last known e-mail and physical addresses. If a Respondent is found to be in violation of the Title IX policy, he or she may receive sanctions, corrective actions, or remedies that range from a written warning to expulsion from the University (student) or termination of employment (employee).
14. Either the Complainant or Respondent can appeal a determination regarding responsibility made by the Decision Making Team or Union’s dismissal of a Formal Complaint of any allegations individually dismissed. The President of Union University decides all appeals. In the event the President is the Respondent or has a conflict of interest or bias, the Provost/Vice President for Academic Affairs will stand in the place of the President regarding the appeal process. The President is the final decision making authority in the appeal process.
15. For additional information about Title IX policy and grievance proceedings, please consult the Union University Title IX Policy. For additional information on student conduct proceedings, please consult the Union University Campus Life Handbook. For more information about employee conduct, please consult the Union University Employee Handbook or the Faculty Handbook.

IV. Fire Safety Report

The Campus Fire Safety Right-to-Know Act serves to increase fire safety awareness and provide prospective and current students and employees with information regarding University policies and fire statistics.

Procedures for Fire Emergencies

If you discover a fire on campus, you should do the following:

- **Report the information immediately. Pull the fire alarm, call 911 then call 731-394-2922 to report fire concerns to Safety and Security.**
- For small fires, utilize the fire extinguisher by standing 8 feet away from the fire, pulling the pin, squeezing the trigger handle, and sweeping the base of the fire, if trained to do so.
- Warn everyone and evacuate the building immediately. Follow the fire evacuation plans.
- Count heads. Verify that everyone is out of the building. Do not reenter the building.
- Stay clear. Get at least 500 feet away from the building.
- Stay in a safe area. Until the building is declared safe by the proper authorities, remain out of the building.
- Keep access roads open. S&S will ensure that key access roads are open for emergency vehicles.
- If you or your clothes are on fire, STOP, DROP, AND ROLL, wherever you are.

Fireworks

Union Community Values prohibit the possession of fireworks on campus.

Smoking, and any tobacco use in all forms is prohibited on the campus of Union University.

Each resident can help keep the residence complexes safe and secure by following some simple precautions.

- **Candles** - Any candle, incense, or open flame is prohibited because of fire potential.
- **Electrical Appliances** - Appliances should be no more than 1000 watts, must be U.L. approved, and properly maintained. Toaster ovens, hot-plates, sunlamps, and halogen lamps are prohibited because of fire potential.
- **Electrical Cords and Outlets** - Do not use multi-plug covers, cords, or other splitters to increase the number of appliances. An acceptable solution is a multi-plug “power strip” with an internal fuse.
- **Fire / Tornado** - Fire/Tornado/Emergency regulations are posted in each apartment. Removal of these is against city fire codes and will result in a \$25 fine. Fire extinguishers are in each apartment. They are to be discharged only in an emergency. If the fire alarm or tornado warning and “all call” is sounded, residents must follow the emergency procedures posted in the apartment living room. If you need assistance call your R.A. or Director. A siren will be followed by verbal instructions (i.e., evacuate, shelter in place, proceed to 1st floor bathroom, etc.).
- **Grills** - Fire regulations state that while in use, grills must be at least 25 feet from any building. Only the grassy area in the middle of Heritage may be used for cooking out.
- **Personal Property Insurance** - Union University does not provide insurance coverage for individual students. Therefore, students should obtain personal property insurance, through agents of their choice, for all items belonging to the student in his or her room.
- **Smoking** - Use of tobacco (in any form) is prohibited in all the Residence Complexes. Union University is a smoke-free campus.

*There were no evacuation (fire) drills conducted for the residence complexes for 2024.

Fire Safety Systems in Residential Facilities						
Residence Complex	Street Address	Fire Alarm Monitoring Done by Tier 1	Sprinkler System	Smoke Detection	Fire Extinguisher Devices (Serviced by State Systems)	Evacuation Plans & Placards
Ayers						
Ayers 1 201-214	190 Walker Rd.	X		X	X	X
Ayers 2 215-226	204 Walker Rd.	X		X	X	X
Ayers 3 227-240	212 Walker Rd.	X		X	X	X
Ayers 4 241-252	206 Walker Rd.	X		X	X	X
Bowld Student Commons	118 Bulldog Dr.	X		X	X	X
Grace						
Grace 1 501-514	160 Walker Rd.	X		X	X	X
Grace 2 515-524	174 Walker Rd.	X		X	X	X
Grace 3 525-538	182 Walker Rd.	X		X	X	X
Heritage						
Craig 1-8	12 U.U. St.	X		X	X	X
Dehoney 9-14	6 U.U. St.	X		X	X	X
Dodd 15-22	14 U.U. St.	X		X	X	X
Grey 23-32	34 U.U. St.	X		X	X	X
Jarman 33-42	50 U.U. St.	X		X	X	X
Lee 43-52	58 U.U. St.	X		X	X	X
McAfee Commons	32 U.U. St.	X		X	X	X
Paschall 53-62	48 U.U. St.	X		X	X	X
Pollard 63-72	68 U.U. St.	X		X	X	X
Rogers 73-82	80 U.U. St.	X		X	X	X
Sullivan 83-92	79 U.U. St.	X		X	X	X
Wright 93-102	59 U.U. St.	X		X	X	X
Hope						
Hope 1 601-612	33 Dement Dr.	X	X	X	X	X
Hope 2 613-626	49 Dement Dr.	X	X	X	X	X
Hope 3 627-638	67 Dement Dr.	X	X	X	X	X
Hurt						
Hurt 1 301-314	188 Walker Rd.	X		X	X	X
Hurt 2 315-326	200 Walker Rd.	X		X	X	X
Hurt 3 327-340	210 Walker Rd.	X		X	X	X
Hurt 4 341-352	202 Walker Rd.	X		X	X	X
Warmath						
Warmath 1-8	8 Mary J. Craig Dr.	X		X	X	X
Warmath 9-16	30 Mary J. Craig Dr.	X		X	X	X
Warmath 17-24	42 Mary J. Craig Dr.	X		X	X	X
Warmath 25-32	58 Mary J. Craig Dr.	X		X	X	X
Watters						
Watters 1 401-414	158 Walker Rd.	X		X	X	X
Watters 2 415-424	170 Walker Rd.	X		X	X	X
Watters 3 425-438	180 Walker Rd.	X		X	X	X
Watters 4 439-448	172 Walker Rd.	X		X	X	X

Reports of Fires in On-Campus Student Housing

To report a non-emergency fire that has already been extinguished in on-campus student housing, call S&S at 731-394-2922. These are fires about which you are unsure whether the Safety and Security is already aware. When calling, please provide as much information as possible about the location, date, time and cause of the fire.

Note: The University is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. On-campus student housing facilities are located at the main campus in Jackson, Tennessee only.

Statistics and Related Information Regarding Fires in Residential Facilities for 2024						
Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Jarman 035	1	1	Excess vegetable oil caught on fire in oven while food was cooking	0	0	\$33.00

V. Crime Report

The Safety and Security Department keeps crime statistics in accordance with and as required by Tennessee state law, the Student Right-to-know, and the Crime Awareness and Campus Security Act of 1990 as amended by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998. Crime data is also collected from University officials and local police agencies. All this information is used to compile this annual report. Statistics are also reviewed by multiple University officials for accuracy. Each column represents a full calendar year—January through December. Definitions of offenses can be found in the final section. The following are all relevant statistics related to crimes whose disclosure is required for compliance with the Clery Act. Statistics are listed for 2022, 2023, and 2024. ***Please note that the satellite campuses do not have on-campus student housing facilities and statistics will not be reported for this category for campuses at Germantown, Hendersonville, and Memphis, Tennessee.**

For the main campus in Jackson, Tennessee, the following locations are represented for crime statistics:

***A campus map is located at uu.edu/Jackson**

Jackson Campus - 1050 Union University Drive, Jackson, TN 38305			
Building	Street Address	On-Campus	Non-Campus
Barefoot Student Union Building (SUB)	111 Walker Road		
Blasingame Academic Complex (BAC)	101 Lanese Dockery Drive		
Bowld Student Commons	118 Bulldog Drive		
Carl Grant Events Center	10 Grant Center Drive		
Facilities Management	120 Hope Road		
Fesmire Field House	93 Joyce Barefoot Drive		
Fesmire Press Box	95 Joyce Barefoot Drive		
Hammons Hall	50 Lanese Dockery Drive		
Jennings Hall	48 James W. Ayers Drive		
Luther Hall	618 Country Club Lane		
Dr. R.G. Lee Birthplace Cabin			
Miller Tower	1050 Union University Drive		
Penick Academic Complex (PAC)	205 Joyce Barefoot Drive		
Photo House	52 Faith Drive		
Providence Hall	12 James W. Ayers Drive		
School of Adult and Professional Studies	50 Lanese Dockery Drive		
Smith Memorial Soccer Complex	124 Joyce Barefoot Drive		
The Logos and Modero Coffee	143 Walker Road		
Welcome House	245 Walker Road		
White Hall	15 Faith Drive		
Walking Trails	Pleasant Plains Ext.		
Fraternity/Sorority Row:			
Alpha Tau Omega (ATO)	79 Mary J. Craig Drive		
Chi Omega	9 Mary J. Craig Drive		
Kappa Delta (KD)	25 Mary J. Craig Drive		
Lamda Chi Alpha (LXA)	51 Mary J. Craig Drive		
Sigma Alpha Epsilon (SAE)	65 Mary J. Craig Drive		
Zeta Tau Alpha (ZTA)	17 Mary J. Craig Drive		

Building	Street Address	On-Campus Student Housing Facilities
Residence Complexes:		
Ayers Residence Complex		
Ayers 1 201-214	190 Walker Road	
Ayers 2 215-226	204 Walker Road	
Ayers 3 227-240	212 Walker Road	
Ayers 4 241-252	206 Walker Road	
Grace Residence Complex		
Grace 1 501-514	160 Walker Road	
Grace 2 515-524	174 Walker Road	
Grace 3 525-538	182 Walker Road	
Heritage Residence Complex		
Craig 1-8	12 U.U. Street	
Dehoney 9-14	6 U.U. Street	
Dodd 15-22	14 U.U. Street	
Grey 23-32	34 U.U. Street	
Jarman 33-42	50 U.U. Street	
Lee 43-52	58 U.U. Street	
McAfee Commons	32 U.U. Street	
Paschall 53-62	48 U.U. Street	
Pollard 63-72	68 U.U. Street	
Rogers 73-82	80 U.U. Street	
Sullivan 83-92	79 U.U. Street	
Wright 93-102	59 U.U. Street	
Hope Residence Complex		
Hope 1 601-612	33 Dement Drive	
Hope 2 613-626	49 Dement Drive	
Hope 3 627-638	67 Dement Drive	
Hurt Residence Complex		
Hurt 1 301-314	188 Walker Road	
Hurt 2 315-326	200 Walker Road	
Hurt 3 327-340	210 Walker Road	
Hurt 4 341-352	202 Walker Road	
Warmath Residence Complex		
Warmath 1-8	8 Mary J. Craig Drive	
Warmath 9-16	30 Mary J. Craig Drive	
Warmath 17-24	42 Mary J. Craig Drive	
Warmath 25-32	58 Mary J. Craig Drive	
Watters Residence Complex		
Watters 1 401-414	158 Walker Road	
Watters 2 415-424	170 Walker Road	
Watters 3 425-438	180 Walker Road	
Watters 4 439-448	172 Walker Road	

Streets Bordering Campus	Public Property
Country Club Lane	
Pleasant Plains Ext.	
Walker Road	

Main Campus - Jackson, TN					
ARRESTS AND DISCIPLINARY REFERRALS					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	1	1	0	0
ARRESTS: LIQUOR LAW VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	2022	20	20	0	0
	2023	25	25	0	0
	2024	9	9	0	0

Main Campus - Jackson, TN					
CRIMINAL OFFENSES					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
RAPE	2022	1	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
FONDLING	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
INCEST	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ROBBERY	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0
	2023	1	0	0	0
	2024	0	0	0	0
BURGLARY	2022	10	3	0	0
	2023	5	2	1	0
	2024	5	1	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ARSON	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Main Campus - Jackson, TN									
HATE CRIMES - ON-CAMPUS									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

Main Campus - Jackson, TN									
HATE CRIMES - ON-CAMPUS STUDENT HOUSING FACILITIES									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

Main Campus - Jackson, TN									
HATE CRIMES - NON-CAMPUS									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

Main Campus - Jackson, TN									
HATE CRIMES - PUBLIC PROPERTY									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER /	2022	0	0	0	0	0	0	0	0
NON-NEGLIGENT	2023	0	0	0	0	0	0	0	0
MANSLAUGHTER	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
RAPE	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
FONDLING	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
INCEST	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
STATUTORY RAPE	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
ROBBERY	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED	2022	0	0	0	0	0	0	0	0
ASSAULT	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
BURGLARY	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR	2022	0	0	0	0	0	0	0	0
VEHICLE THEFT	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
ARSON	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
LARCENY-THEFT	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
INTIMIDATION	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION /	2022	0	0	0	0	0	0	0	0
DAMAGE /	2023	0	0	0	0	0	0	0	0
VANDALISM	2024	0	0	0	0	0	0	0	0

Main Campus - Jackson, TN					
VAWA OFFENSES					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
DOMESTIC VIOLENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	1	0	0	0
DATING VIOLENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
STALKING	2022	2	1	0	0
	2023	12	0	0	0
	2024	2	1	0	0

UNFOUNDED CRIMES - Main Campus - Jackson, TN			
	2022	2023	2024
TOTAL UNFOUNDED CRIMES	0	0	1

*For CLERY reporting, the determination that a crime is unfounded must be made by sworn or commissioned law enforcement personnel.

For the satellite campus in Germantown, Tennessee, the following locations are represented for crime statistics:

*A campus map is located at uu.edu/Germantown

Germantown Campus - 2745 Hacks Cross Road, Germantown, TN 38138					
Building	Street Address	Separate Campus	On-Campus	Non-Campus	Public Property
Germantown Campus Building	2745 Hacks Cross Road				
Hacks Cross Road					
CD Smith Road					

Satellite Campus - Germantown, TN					
ARRESTS AND DISCIPLINARY REFERRALS					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS:	2022	0	0	0	0
WEAPONS: CARRYING, POSSESSING, ETC.	2023	0	0	0	0
	2024	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS:	2022	0	0	0	0
DRUG ABUSE VIOLATIONS	2023	0	0	0	0
	2024	0	0	0	0
ARRESTS: LIQUOR LAW VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS:	2022	0	0	0	0
LIQUOR LAW VIOLATIONS	2023	0	0	0	0
	2024	0	0	0	0

Satellite Campus - Germantown, TN					
CRIMINAL OFFENSES					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
RAPE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
FONDLING	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
INCEST	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ROBBERY	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
BURGLARY	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ARSON	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Satellite Campus - Germantown, TN									
HATE CRIMES - ON-CAMPUS									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

Satellite Campus - Germantown, TN									
HATE CRIMES - NON-CAMPUS									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

Satellite Campus - Germantown, TN									
HATE CRIMES - PUBLIC PROPERTY									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

SATELLITE CAMPUS - Germantown, TN					
VAWA OFFENSES					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
DOMESTIC VIOLENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DATING VIOLENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
STALKING	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

UNFOUNDED CRIMES - Satellite Campus - Germantown, TN			
	2022	2023	2024
TOTAL UNFOUNDED CRIMES	0	0	1

*For CLERY reporting, the determination that a crime is unfounded must be made by sworn or commissioned law enforcement personnel.

For the satellite campus in Hendersonville, Tennessee, the following locations are represented for crime statistics:

*A campus map is located at uu.edu/Hendersonville

Hendersonville Campus - 205 Indian Lake Blvd., Hendersonville, TN 37075					
Building	Street Address	Separate Campus	On-Campus	Non-Campus	Public Property
Hendersonville Campus Building	205 Indian Lake Blvd.				
Indian Lake Blvd.					

Satellite Campus - Hendersonville, TN					
ARRESTS AND DISCIPLINARY REFERRALS					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS:	2022	0	0	0	0
WEAPONS: CARRYING, POSSESSING, ETC.	2023	0	0	0	0
	2024	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS:	2022	0	0	0	0
DRUG ABUSE VIOLATIONS	2023	0	0	0	0
	2024	0	0	0	0
ARRESTS: LIQUOR LAW VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS:	2022	0	0	0	0
LIQUOR LAW VIOLATIONS	2023	0	0	0	0
	2024	0	0	0	0

Satellite Campus - Hendersonville, TN					
CRIMINAL OFFENSES					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
RAPE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
FONDLING	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
INCEST	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ROBBERY	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
BURGLARY	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ARSON	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Satellite Campus - Hendersonville, TN									
HATE CRIMES - ON-CAMPUS									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

Satellite Campus - Hendersonville, TN

HATE CRIMES - NON-CAMPUS

OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

Satellite Campus - Hendersonville, TN

HATE CRIMES - PUBLIC PROPERTY

OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

SATELLITE CAMPUS - Hendersonville, TN					
VAWA OFFENSES					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
DOMESTIC VIOLENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DATING VIOLENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
STALKING	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

UNFOUNDED CRIMES - Satellite Campus - Hendersonville, TN			
	2022	2023	2024
TOTAL UNFOUNDED CRIMES	0	0	1

*For CLERY reporting, the determination that a crime is unfounded must be made by sworn or commissioned law enforcement personnel.

For the satellite campus of Memphis College of Urban and Theological Studies (MCUTS) in Memphis, Tennessee, the following locations are represented for crime statistics:

*A campus map is located at uu.edu/mcuts/map/

Memphis Campus (MCUTS) - 2181 Union Avenue, Memphis, TN 38104					
Building	Street Address	Separate Campus	On-Campus	Non-Campus	Public Property
Union Avenue Baptist Church Building	2181 Union Avenue				
Union Avenue					
S Cox Street					
Summitt Street					
Courtland Place					

Satellite Campus - Memphis, TN					
ARRESTS AND DISCIPLINARY REFERRALS					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS:	2022	0	0	0	0
WEAPONS: CARRYING,	2023	0	0	0	0
POSSESSING, ETC.	2024	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS:	2022	0	0	0	0
DRUG ABUSE VIOLATIONS	2023	0	0	0	0
	2024	0	0	0	0
ARRESTS: LIQUOR LAW VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS:	2022	0	0	0	0
LIQUOR LAW VIOLATIONS	2023	0	0	0	0
	2024	0	0	0	0

Satellite Campus - Memphis, TN					
CRIMINAL OFFENSES					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
RAPE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
FONDLING	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
INCEST	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ROBBERY	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
BURGLARY	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ARSON	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Satellite Campus - Memphis, TN									
HATE CRIMES - ON-CAMPUS									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

Satellite Campus - Memphis, TN									
HATE CRIMES - NON-CAMPUS									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

Satellite Campus - Memphis, TN									
HATE CRIMES - PUBLIC PROPERTY									
OFFENSE	YEAR	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	GENDER IDENTITY	DISABILITY	ETHNICITY	NATIONAL ORIGIN
MURDER / NON-NEGLIGENT MANSLAUGHTER	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
FONDLING	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INCEST	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ROBBERY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
BURGLARY	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
ARSON	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
LARCENY-THEFT	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
INTIMIDATION	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
DESTRUCTION / DAMAGE / VANDALISM	2022	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0

SATELLITE CAMPUS - Memphis, TN					
VAWA OFFENSES					
OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY
DOMESTIC VIOLENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DATING VIOLENCE	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
STALKING	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

UNFOUNDED CRIMES - Satellite Campus - Memphis, TN			
	2022	2023	2024
TOTAL UNFOUNDED CRIMES	0	0	1

*For CLERY reporting, the determination that a crime is unfounded must be made by sworn or commissioned law enforcement personnel.

Reference: Crimes Defined

Jeanne Clery Act Definitions		Tennessee Incident Based Reporting Definitions	
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.	Rape	Carnal knowledge of a person, 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 or physical incapacity
		Sodomy	Oral or anal sexual intercourse with another person, 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 or physical incapacity.
		Sexual Assault with an Object	Use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, 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 or physical incapacity.
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.	Fondling	Touching of the private body parts of another person for the purpose of sexual gratification or any other reason, without the consent of the victim because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
Incest	Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.	Incest	Consensual sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
Statutory Rape	Nonforcible sexual intercourse with a person who is under the age of consent.	Statutory Rape	Consensual sexual intercourse with a person who is under the statutory age of consent.

Additional Clery Terms	Any incident meeting these definitions is considered a crime for the purposes of Clery Act reporting even if no Tennessee law was violated.
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 violence laws of the jurisdiction in which the crime of violence occurred, or; By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction 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. For the purpose 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.
Course of Conduct	Two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.
Substantial Emotional Distress	Significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Reference: Defining Locations

Crime statistics within this report are listed under four location types, which are as follows:

On-campus: Any building or property owned or controlled by the University and used by the University in direct support of or in a manner related to the institution's educational purposes, including residence halls, classrooms, offices, dining facilities, athletic facilities, etc. On-campus includes all crimes reported in residence halls.

Non-Campus: Any building or property owned or controlled by a student organization recognized by the institution and any building or property owned or controlled by an institution of higher education 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 that is within the same reasonably contiguous geographic area of the institution such as a sidewalk, street, thoroughfare or parking area and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution's educational purpose.

Residence Hall: All residence halls or other residential facilities for students on campus.