



FIRE AND SECURITY ANNUAL REPORT 2024

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A MESSAGE FROM THE UNIVERSITY PRESIDENT

It is our distinct privilege to welcome you to the campus of the University of Mobile! A Christ-centered academic community that resides among a beautiful 800-acre landscaped campus in the region of the Alabama Gulf Coast.

The beautifully manicured wooded campus demonstrates a sense of peace and serenity that focuses on the development of students through academic rigor and spiritual development in fulfilling one's professional calling in accordance with God's will. The faculty and staff strive to instill these cognitive and spiritual developments through curricula and co-curricular interactions of a safe campus.

The safety of our campus is of utmost importance to us. While no campus today is completely immune from potential events, the University of Mobile in partnership with Synergy Campus Security Services (a subsidiary of Siganl88 Security Service) strives to provide a safe campus that affords the highest level of safety for visitors, students, faculty, staff and administration. This occurs through extensive training of the officers, a single entrance onto the campus requiring check-in at the guard house, the presence of armed officers, visibility of the officers throughout campus and the presence of security on campus at all times.

It is our hope that you will visit the University of Mobile campus in the near future to experience the Christ-centered academic community for yourself. As you come to the campus, I look forward to meeting you and sharing with you the great accomplishments God is achieving through the lives of students and University of Mobile family.

Blessings,
President Charles Smith





The University of Mobile is an institution of liberal arts and sciences and professional programs, intentionally dedicated to Biblically based Christian culture in heritage, faith, and practice. The institution is affiliated with the Alabama Baptist State Convention and is committed to providing educational programs of the highest quality to its students. Its academic emphasis is to establish and maintain a tradition of excellence in undergraduate studies as well as in professional, graduate, continuing education, and specialized degree-granting programs.

Whereas research is encouraged, all educational programs of the University are student-oriented, designed for the intellectual, spiritual, cultural, and personal growth of students in their search for meaningful careers and in their future lives as responsible,

informed members of a global society. As an institution dedicated to Christian faith and practice, the University of Mobile explicitly seeks to integrate the critical pursuit of knowledge with Biblical and spiritual awareness and personal responsibility and to unite academic excellence with dedication to service at the local, state, national, and international levels.

The university is located in Mobile County, Alabama on a beautiful 800+ acre campus. The average class size is 22 students with a student to faculty ratio of 14/1. Total student population size almost 1600. The university houses almost 700 residents on-campus and features a gated entrance that is manned 24 hours a day. The University is bordered by Alabama Highway 158 to the North, Rice Road to the South, College Parkway to the East, and undeveloped wooded area surrounding Chickasabogue Creek to the West.

THE DEPARTMENT OF PUBLIC SAFETY

The University of Mobile Security Service is the first of its kind as of November 4, 2022. The University is located in Prichard, Alabama in Mobile County.

Officers are equipped with Policy and Procedure Manuals, Fire Manuals, daily paperwork, and a clear focus on the goals and objectives of the department.

All Officers undergo necessary certifications and training with Alabama Security Regulatory Board Trainers as well as local Police and Fire Department. Officer Certified in First Aid, CPR and AED operations.



THE JEANNE CLERY ACT

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f)) is the landmark federal law that requires colleges and universities across the United States to disclose information about crime on and around their campuses. The law is tied to an institution's participation in federal student financial aid programs, and it applies to most institutions of higher education both public and private. The Clery Act is enforced by the United States Department of Education.

The law was amended in 1992 to add a requirement that schools afford the victims of campus sexual assault certain basic rights and was amended again in 1998 to expand the reporting requirements. The 1998 amendments also formally named the law in memory of Jeanne Clery. Subsequent amendments in 2000 and 2008 added provisions dealing with registered sex offender notification and campus emergency response. The 2008 amendments also added a provision to protect crime victims, "whistleblowers", and others from retaliation.

The Clery Act requires colleges and universities to:

Publish an Annual Security Report (ASR) by October 1, documenting three calendar years of select campus crime statistics including security policies and procedures and information on the basic rights guaranteed victims of sexual assault. The law requires schools make the report available to all current students and employees, and prospective students and employees must be notified of its existence and given a copy upon request. Schools may comply with this requirement via the internet if required recipients are notified and provided exact information regarding the on-line location of the report. Paper copies of the ASR should be available upon request. All crime statistics must be provided to the U.S. Department of Education.

To have a public crime log. Institutions with a police or security department are required to maintain a public crime log documenting the "nature, date, time, and general location of each crime" and its disposition, if known. Incidents must be entered into the log within two business days. The log should be accessible to the public during normal business hours; remain open for 60 days and, subsequently, made available within two business days upon request.

Disclose crime statistics for incidents that occur on campus, in unobstructed public areas immediately adjacent to or running through the campus.

Clery Act crime reporting is not strictly limited to events that occur on campus or within campus buildings and residences. Institutions must include statistics for crime that occur in any of these geographic areas:

On-campus (anywhere)
On-campus student housing
Public property within campus bounds
Public property immediately adjacent to the campus

Non-campus buildings and property owned or controlled by the organization that are used for educational purposes and frequently used by students but not a part of the core campus, or those owned or controlled by a student organization officially recognized by the institution

Wherever crimes occur, campus police and public safety departments must maintain a daily crime log of all reported crimes that fall within their jurisdiction. This crime log must be made available to the public during daily business hours.

Shapelssue timely warnings about Clery Act crimes which pose a serious or ongoing threat to students and employees. Institutions must provide timely warnings in a manner likely to reach all members of the campus community. This mandate has been part of the Clery Act since its inception in 1990. Timely warnings are limited to those crimes an institution is required to report and include in its ASR. There are differences between what constitutes a timely warning and an emergency notification; however, both systems are in place to safeguard students and campus employees.

Devise an emergency response, notification and testing policy. Institutions are required to inform the campus community about a “significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.” An emergency response expands the definition of timely warning as it includes both Clery Act crimes and other types of emergencies (i.e., a fire or infectious disease outbreak). Colleges and universities with and without on-campus residential facilities must have emergency response and evacuation procedures in place. Institutions are mandated to disclose a summary of these procedures in their ASR. Additionally, compliance requires one test of the emergency response procedures annually and policies for publicizing those procedures in conjunction with the annual test.

Compile and report fire data to the federal government and publish an annual fire safety report. Similar to the ASR and the current crime log, institutions with on-campus housing must report fires that occur in on-campus housing, generate both an annual fire report and maintain a fire log that is accessible to the public.

Enact policies and procedures to handle reports of missing students. This requirement is intended to minimize delays and confusion during the initial stages of a missing student investigation. Institutions must designate one or more positions or organizations to which reports of a student living on campus housing can be files if its believed that student has been missing for 2 hours.

SECURITY AUTHORITY POLICY

University of Mobile's Department of Public Safety has the authority to ask persons for identification and to determine whether individuals have lawful business at the University. Security Officers have the authority to issue parking tickets, which are billed to financial accounts of students, faculty, and staff. Security Officers are not A.P.O.S.T. (Alabama Peace Officer Standards of Training) certified and do not possess arrest powers outside the State of Alabama Citizen Arrest Authority.

Criminal incidents are referred to the local police who have jurisdiction on the campus. The Department of Public Safety Office at the University of Mobile maintains a highly professional working relationship with the Mobile County Sheriff's Office, Prichard Police Department, and all other Federal and State Law Enforcement agencies. All crime victims and witnesses are strongly encouraged to immediately report the crime to Campus Security and the appropriate police agency. Prompt reporting will ensure timely warning notices on-campus and timely disclosure of crime statistics.

MEMORANDUM OF UNDERSTANDING

The University of Mobile's Department of Public Safety maintains a close working relationship with the Mobile County Sheriff's Office (MCSO). Campus Security staff occasionally work with other law enforcement agencies, including the FBI, Mobile Police Department, the Saraland Police Department, the Prichard Police Department, and the Alabama State Police.

The officers of UM and MCSO communicate regularly on the scene of incidents that occur in and around the campus area. The Campus Security Investigators work closely with the investigative staff at MCSO when incidents arise that require joint investigative efforts, resources, crime related reports and exchanges of information, as deemed necessary. There is no written memorandum of understanding between the University of Mobile's Department of Public Safety and the Mobile County Sheriff's Office.

REPORTING A CRIME

Contact the University of Mobile's Department of Public Safety at (251)510-4273, or the Sheriff's Office at 9-1-1- (emergencies only). Any suspicious activity or person seen in the parking lots or loitering around vehicles, inside buildings or around the Residential Halls should be reported. In addition, you may report a crime to the following areas:

Campus Security/Gate House	251.510.4273
Campus Operations.....	251.442.2238
Maintenance / Grounds	251.442.2262
Public Relations Office	251.442.2207
Enrollment Services.....	251.442.2222
Residential Life.....	251.442.2990
Counseling Services.....	251.442.2536

For off-campus options you may refer to the University Catalog located online and at MyUM (the secured internal university network). University Security and the Sheriff's Office have a working relationship where each department augments the other within their jurisdictions during mutual investigations, arrest, and prosecutions. University personnel attend meetings with local law enforcement agencies to exchange ideas and problems which may be of concern for the University community.

In the event a situation arises, either on or off campus, that, in the judgment of the Director of Public Safety, constitutes an ongoing or continuing threat, a campus wide "timely warning" will be issued. The warning will be issued through the university alert system to students, faculty, and staff.

Depending on the circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, the Department of Public Safety may also post a notice on the campus-wide electronic bulletin board on the University web site and through the University Alert system, providing the university community with more immediate notification. In such instances, a copy of the notice is posted in each residence hall. The electronic bulletin board is immediately accessible via computer by all faculty, staff and students. Anyone with information warranting a timely warning should report the circumstances to Campus Security, by phone 251.510.4273 or they can dial 33 from a university land-line phone, send an email to DPS@umobile.edu, or in person with any Security Officer available.

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents to the Department of Public Safety in a timely manner.

To report a crime or an emergency on the University of Mobile campus, call Campus Security at extension 2655 or, from outside the University phone system, 251.510.4273 or dial 33 from any campus landline phone.

Officers are available at these respective telephone numbers 24 hours a day to answer your call. In response to a call, Campus Security will take the required action, dispatching an officer or asking the victim to report to the office to file an incident report.

All incident reports are forwarded to Campus Operations for review and potential action by the Office of Student Judicial Services. Security Investigators will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the Office of Student Judicial Services.

If assistance is required from the Mobile County Sheriff's Office or the Prichard Fire Department, Campus Security will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including Security, will offer the victim a wide variety of services.

This publication contains information about on-campus and off campus resources. That information is made available to provide community members with specific information about the resources that are available in the event they become the victim of a crime. The information about "resources" is not provided to infer that those resources are "reporting entities" for the University of Mobile.

Crimes should be reported to the Department of Public Safety to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the community, when appropriate. For example, a crime that was reported only to the Rape Crisis Center would not be included in the University's crime statistics.

OFF CAMPUS CRIME

University of Mobile's Department of Public Safety members do not provide law enforcement service to off-campus residences or recognized organizations nor are activities off-campus recognized by university authority. Criminal activity at recognized residences is monitored and recorded by their local law enforcement agency.

VOLUNTARY / CONFIDENTIAL REPORTING

All reports will be investigated. The University does not have procedures for voluntary, confidential reporting of crime statistics. Violations of state law will be referred to law enforcement agencies and when appropriate, to the University Disciplinary Committee for review. When a potentially dangerous threat to the University community arises, timely reports or warnings will be issued through e-mail announcements, emergency text messages, mass communication phone calls, the posting of flyers, notices on campus TV, in-class announcements, or other appropriate means.

MISSING STUDENT NOTIFICATION

As required by law, University of Mobile has adopted a missing student notification policy for students who reside in on-campus housing. In accordance with this policy, each student who resides in on-campus housing has the option to identify an individual as their emergency contact to be contacted by UM in case of an emergency. Students identify the individual to be notified by providing Personal Emergency Contact Information upon completion of the Residential Life Check-In Document. Students who have not already provided Personal Emergency Contact Information-including those students who live off-campus are strongly encouraged to do so. Except as otherwise permitted or required by law, Personal Emergency Contact Information will be accessible only to authorized campus officials and will not be disclosed to non-campus officials other than law enforcement personnel.

In addition to notifying the emergency contact(s) identified by a student, UM must also notify a custodial parent or guardian of a student who is under 18 years of age and is not an emancipated individual if such student is determined to be missing. UM is also required to notify the appropriate law enforcement agency (or agencies) if any student, regardless of age, is determined to be missing. UM reserves the right to notify additional individuals or authorities in its discretion-including the parents or guardians of students over 18 years of age-if a student is determined to be missing. These notifications are required to be made within 24 hours of the determination that a student is missing.

STUDENT HANDBOOK POLICY

Revised 8.1.17

Drug & Alcohol Policy

The University of Mobile aims to foster an alcohol-and-drug-free environment in which to work, live, learn, and grow. The University of Mobile is therefore, a “dry campus.” The purpose of this policy is to ensure a safe environment that is consistent with the mission of the University as a Christ-centered academic community.

Alcohol

No alcoholic beverages may be brought or consumed on University property, school grounds, or during university related activities or trips even if the student is twenty-one years of age. Any student found consuming, in possession, under the influence of, or in the presence of alcohol will be subject to University disciplinary action. Alcoholic beverages include, but are not limited to Beer, Liquor, Wine, Powdered Alcohol or other beverages with alcohol content. The use, possession or distribution of alcoholic beverages, (or use of any substance with the intent of becoming impaired/intoxicated) by students of the University of Mobile is prohibited and violates this policy as well as the University’s standard of conduct.

1. First offense sanctions include:

Fine of \$100, Educative Sanctions including the completion of a 4 hour Drug and Alcohol Awareness Course at the student’s expense and 3 hours of staff mentoring assigning the student to a staff member for accountability and tasks, assignments or experiences which a student is obligated to complete, 10 hours of Campus Service, and Disciplinary Probation which implies that the individual’s standing within the University is in jeopardy and that further negligent or willful violations will normally result in immediate suspension or expulsion.

2. Second offense sanctions include:

Fine of \$200, Educative Sanctions including the completion of an 8-hour Drug and Alcohol Awareness Course at the student’s expense, 20 hours of Campus Service, and Disciplinary Probation which implies that the individual’s standing within the University is in jeopardy and that further negligent or willful violations will normally result in immediate suspension or expulsion.

3. Third offense sanctions include:

Disciplinary Dismissal permanently removing the student from the University of Mobile. Once a student has been dismissed, he or she is not eligible for readmission. Disciplinary dismissal is permanently recorded on the student’s academic record maintained by the Registrar’s Office.

Drugs

The purchase, possession, use, sale, or distribution of drug paraphernalia or any substance of abuse (including misuse of prescribed medications or use of any substance with the intent of becoming impaired/intoxicated) is prohibited. A substance of abuse

includes but is not limited to any form of marijuana, narcotics, stimulants, hallucinogenic, sports enhancement or “street drug,” and any other controlled substances as defined by law. The University of Mobile does not tolerate the use and possession of illegal drugs.

1. First offense sanctions include:

Fine of \$250, Educative Sanctions including the completion of an 8 hour Drug and Alcohol Awareness Course at the student’s expense 3 hours of staff mentoring assigning the student to a staff member for accountability and tasks, assignments or experiences which a student is obligated to complete, 30 hours of Campus Service, and Disciplinary Probation which implies that the individual’s standing within the University is in jeopardy and that further negligent or willful violations will normally result in immediate suspension or expulsion.

2. Second offense sanctions include:

Disciplinary Suspension separating the student from the University for the remainder of the semester (and/or the following semester if the violation occurs in the last month of the semester). This prohibits attendance at any classes, social events or other functions, and visiting University grounds or buildings unless by written permission. A suspension will be recorded on the student’s transcript until suspension expires. Suspension may be indefinite.

3. Third Offense sanctions include:

Disciplinary Dismissal permanently removing the student from the University of Mobile. Once a student has been dismissed, he or she is not eligible for readmission. Disciplinary dismissal is permanently recorded on the student’s academic record maintained by the Registrar’s Office.

Distribution of drugs will not be tolerated and will be considered a third offense resulting in disciplinary dismissal from the University.

Violation of University drug and alcohol policies may also be crimes under the statutes in the State of Alabama Criminal Code and may be reported to the appropriate law enforcement officials and subject to criminal prosecution.

Violation through Implied Consent:

As it is difficult to accurately determine degrees of culpability, all students present in a room or area at the time of an alcohol or drug violation will generally be held responsible for such violation. The student’s implied participation in the misconduct does not depend on whether the student is actively participating in the behavior, is in possession of the prohibited items, or how long the student has been in the room. The possession of empty alcoholic beverage containers and/or drug paraphernalia on campus will be considered strong evidence that alcohol and drug regulations have been violated. Students are advised in advance to avoid such situations which may put them at risk of disciplinary action. Additionally, an academic department or program, co-curricular

program or student organization may also test for drugs and alcohol and apply additional sanctions; see department, program or organization supervisor for details. All students are subject first to the Student Handbook and then may face additional sanctions from their specific academic department or program, co-curricular program or student organization.

Drug and Alcohol Safe Haven Program

The University strongly encourages that students with drug or alcohol dependency seek immediate counseling and any medical assistance to cease all use of drugs or alcohol. Limited on-campus drug and alcohol counseling is available for University of Mobile students upon request. The Student Success Center is available to provide referrals and assist currently enrolled students in obtaining counseling appropriate to their needs. Any student can voluntarily request substance abuse evaluation and treatment prior to any reasonable suspicion of use or campus incident involving drugs or alcohol without fear of being sanctioned in accordance with the Drug and Alcohol Policy. However, a student is NOT eligible for the Drug and Alcohol Safe Haven Program ("Safe Haven Program"):

- More than 1 time.
- After he or she has received a Notification of Testing.
- After testing positive.
- After being found in possession of any prohibited substance.
- After being arrested, detained or other documented involvement in alcohol-related behaviors such as DUI/DWI, underage drinking, or possession, or drunk or disorderly conduct.

The Safe Haven Program is not a defense to disciplinary action where a violation of the University of Mobile's Drug and Alcohol Policy has already occurred. The University of Mobile Student Success Center and University Counselor will work with the student to prepare a Safe Haven treatment plan, which may include confidential drug testing at the student's expense. The student will be tested for drugs and alcohol upon entry into the Safe Haven Program and such a positive initial test will not result in any administrative sanctions. A student will be permitted to remain in the Safe Haven Program for a reasonable period of time, not to exceed thirty (30) days, as determined by the treatment plan.

The student must comply and cooperate with the established treatment plan and must provide proof of success upon completion of the Safe Haven Program, including submission to a follow-up drug test. If a student is determined to have new drug and/or alcohol use after the initial Safe Haven Program follow-up test or fails to comply or cooperate with the Safe Haven Program treatment plan, the student will be removed from the Safe Haven Program and will be subject to appropriate disciplinary actions as detailed in the University of Mobile's Drug and Alcohol Policy.

Sexual Harassment

The University of Mobile does not tolerate harassment, and the purpose of this policy is to delineate a means to address legitimate complaints of harassment by students at the University of Mobile. "Harassment" means unwelcome advances, requests for favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or education.
- Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting said individual; or Such conduct has the purpose or effect of unreasonably interfering with an
- Individual's academic or work performance or creating an intimidating, hostile or otherwise offensive working or educational environment.

A student may report an alleged violation of this policy to a faculty member or staff member. In each of these cases, the complaint shall be reported within 24 hours to the Vice President of Student Affairs. In the event that the complaint is against the Vice President for Student Affairs, the student shall report the complaint to the Vice President for Academic Affairs.

Harassment

Actions of harassment and/or bullying, as defined by the Community Standards, are strictly prohibited in university housing and throughout campus. This includes, but is not limited to, behavior that attempts to force a roommate to select a different room or move out of a current room. Such actions will be grounds for reassigning the existing occupants. The offending resident may be required to move residential buildings and/or be required to pay additional charges for an unoccupied space. Failure to accept a roommate, create a positive roommate relationship, or meet any of the above criteria may subject the offending resident to disciplinary action. Those who violate the Community Standards inside the residential community may be immediately administratively relocated or removed from the residential community.

Sexual Stewardship

The University of Mobile affirms that all of life, including one's sexuality, must be submitted to the authority of Jesus. Therefore, the university affirms the view of sexuality and marriage that is rooted in the creation order of Genesis and affirmed by Jesus and the totality of the Bible. This means the University of Mobile affirms that sexual relationships are designed by God to be expressed solely within marriage between husband and wife. The university affirms this biblical view because of the relational, procreative, and societal good that biblical marriage provides.

Sexual relations of any kind outside the confines of marriage are inconsistent with the teaching of Scripture, as understood by Christian churches throughout history. Students

who enroll at the university do so willingly and understand that they will be encouraged regularly to follow the teachings of Scripture including the biblical teaching related to marriage and family. All students are expected to conduct themselves in such a manner so as to not undermine the teachings or mission of the University regarding these religious views.

The university affirms that every person is created in the image of God and therefore uniquely valuable. Simultaneously, because we live in a fallen world every person experiences alienation from who God created us to be. Some experience this alienation acutely in their sexuality. University of Mobile staff and faculty are committed to loving every student including those struggling with same-sex behavior, same-sex attraction, and/or sexual orientation. This means university staff and faculty will attempt to create an environment where students struggling with these issues feel both safe and cared for. In addition to care and acceptance university staff and faculty will provide accountability and seek ways to communicate truth graciously as modeled by Jesus. The answer for personal alienation is the peace of Christ.

Sexual purity is an essential element of our walk with God. The University of Mobile promotes a lifestyle and campus culture that values sexual purity and the Christian sexual ethic. Student behavior that is inconsistent with University's sexual purity standards and lifestyle are prohibited, even when between consenting adults, as this behavior undermines the religious teachings and mission of the University of Mobile. In regard to behavior, all students are responsible for their actions, sexual and otherwise. At the University of Mobile, staff and faculty are committed to helping students develop toward Christ-like maturity in their daily practices. With this said, sexual behavior contrary to University of Mobile's community standards will be addressed through a disciplinary process in a redemptive manner.

Sexual Assault

The University of Mobile prohibits all forms of sexual abuse and assault which can include but is not limited to sexual coercion, stalking, intimidation, assault, and rape. Sexual assault is a violent crime that can be committed by a person either known or unknown to a person. University of Mobile recognizes the nationwide prevalence of sexual offenses, and it publicly states that such behavior, whether forcible or non-forcible, will not be tolerated in any form. Offenders are subject to criminal prosecution under Alabama law and disciplinary action through the University of Mobile judicial process.

The University may pursue such action whether or not legal proceedings are underway or if authorities choose not to prosecute, and may use information from third party sources, such as law enforcement agencies and the courts, to determine whether University rules have been broken. Conversely, the University makes no attempt to shield members of the community from the law, nor does it intervene in legal proceedings against a member of the community. The University reserves the right, in its

sole discretion, to take action under this policy for off-campus behavior.

Since initial information regarding a sexual assault may come from a variety of campus and community sources, it is necessary that the Dean of Students (or designees) be notified and serve as the administrator charged with coordinating services. Exceptions to this notification process occur when the victim refuses to release information about the incident and/or is protected by the ethical and legal “confidentiality privilege” afforded to the University counseling staff. Victims are assured that any referral will be confidential and is intended to help the victim meet his/her needs during this time of crisis. The victim will also be assured that he/she will be in control of decisions regarding formal charges and nothing “automatic” will take place by nature of being referred to the appropriate personnel listed above. This approach is meant to reduce potential fear and anxiety about being referred to an administrative office and reinforce that this procedure is strictly enacted to assist the victim. The Dean of Students or a designee, will be the university representative in discussions with parents and/or significant others when the victim so requests and in all cases in which a minor (person under 18 years of age) is involved.

Guidelines for a Victim After a Rape/Sexual Assault

- Get to a safe place as soon as you can.
- Try to preserve all physical evidence.
- Get medical attention as soon as possible!
- Contact the police.
- Talk with a University official or counselor.
- Contact someone you trust to be with you.

What happens when a Sexual Offense is Reported?

The appropriate personnel listed previously, once informed about a sexual assault case, will work with the victim either directly or indirectly to link the student with appropriate services. In order to provide a comprehensive approach to the victim’s needs the following departments will serve as the “front line” for sexual assault cases. The following is a listing of specific areas of responsibility and assistance they each have and/or can provide for the victim upon request.

- Health Services will contact a hospital or the Rape Crisis Center Hot-line for medical evaluation and treatment. The campus nurse will make a referral for AIDS counseling and testing, supportive treatment for physical ailments resulting from abuse, pregnancy testing, and testing for sexually transmitted diseases as appropriate.
- Campus Security will establish the date, time and location of the alleged assault. The security officer will conduct the preliminary investigation, including collection and verification of all available facts and circumstances and will contact the local police department based on the victim’s wishes. The Vice President of Student Affairs will also receive an incident report.
- Counseling Services will provide referral resources for psychological assessment. If immediate attention is requested by the victim, he/she will be

referred to the local Rape Crisis Center, otherwise, guidance will be provided the next business day. Meetings with professionals are confidential and can be scheduled by calling 251.442.2639. Office hours are Monday-Friday from 8:00-4:30. Victims will be informed about services and resources that are available on-campus and off-campus.

- Changes in the victim's academic, living and/or employment situations will be made upon request when such changes are reasonably feasible.
- When the alleged offender is a faculty member or non-faculty employee, the offense will be referred to the Vice President for Academic Affairs and the Director of Human Resources.

Discrimination and Harassment Policy

The University of Mobile does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, national origin, sex, pregnancy, parental status, marital status, age, disability, citizenship status, veteran status, genetic information or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Further prohibited by law is discrimination against any employee and/or job applicant who chooses to inquire about, discuss or disclose their own compensation or the compensation of another employee or applicant.

The University of Mobile does not and will not tolerate harassment of employees or students. The term "harassment" includes but is not limited to slurs, jokes, pranks signs and other verbal, graphic or physical conduct, relating to and individual's race, color, national origin, sex, pregnancy, parental status, marital status, age, disability, citizenship status, veteran status, genetic information or any other classification protected by law.

Although statutory and constitutional laws exempt the University from the legal prohibition 68 against discrimination in employment based on religion, this policy prohibits harassing conduct based on an employee's religion

**The Department of Public Safety can be reached at 251.510.4273 or
DPS@umobile.edu, 24 hours a day and 7 days a week including holidays and emergencies.**

What Happens When the Accused Offender is a Student?

The accused will:

- Be informed of and have access to campus resources for medical, counseling, and advisory services.
- Be fully informed of the nature, rules and procedures of the campus judicial process and given timely notice of all alleged violations within the complaint, including the nature of the violation and possible sanctions.
- Granted a hearing on the complaint, including timely notice of the hearing date, and adequate time for preparation.
- Granted a discipline committee comprised of representatives of both genders.
- Granted a decision based solely on evidence presented during the judicial process. Such evidence shall be credible, relevant, based in fact, and without prejudice.
- Given the right to appeal the findings and sanction(s) of the Discipline Committee, as described in the discipline appeal section of the Student Handbook.

DISCLOSURES TO ALLEGED VICTIMS OF CRIMES OF VIOLENCE

The University of Mobile will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, the University of Mobile will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

CAMPUS SECURITY AUTHORITIES (CSA'S)

CSAs are identified by various job titles and descriptions as determined by the committee. Those identified as CSAs are trained to know what their responsibilities are and what the expectations are for performing as a CSA. Annual training usually involves a training video presentation and a short test created by CleryCenter.org.

CRIME PREVENTION / SECURITY AWARENESS PROGRAMS

Crime Prevention Programs and Sexual Assault Prevention Programs are offered on a continual basis. Periodically during the academic year, the University of Mobile present crime prevention awareness sessions on sexual assault (rape and acquaintance rape), active shooter response, theft, and vandalism, as well as educational sessions on personal safety and residence hall security.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

In addition to seminars, information is disseminated to students and employees through crime prevention awareness packets, security alert posters, displays, videos, and articles and advertisements in university common areas and meetings.

When time is of the essence, information is released to the university community through security alerts posted prominently throughout campus, through computer memos sent over the university's electronic mail system and a voice mail broadcasting system. The university also utilizes an emergency notification system which provides mass email, text and recorded announcements to all members of the university community. Each employee and student is automatically enrolled in the emergency alert system upon their joining the University of Mobile.

TIMELY WARNINGS

In the event a situation arises, either on or off campus, that, in the judgment of the Director of Public Safety, constitutes an ongoing or continuing threat, a campus wide "timely warning" will be issued. The warning will be issued through the college e-mail system to students, faculty, and staff, as well as the UM Emergency Alert System which sends immediate texts, voicemails, and emails to all current students and staff as well as others (family, contract workers, etc) who are signed up on the system. The system is only accessible to send emergency notifications by the Executive Counsel for the University of Mobile, the University President, and a select few campus administrators.

Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, the Department of Public Safety may also post a notice on the campus-wide electronic bulletin board on the University web site at: umobile.edu, or the digital monitors in the more popular areas, providing the university community with more immediate notification. In such instances, a copy of the notice is posted in each residence hall, the Residential Life office, and in the Weaver Hall Administration Building. The electronic bulletin board is immediately accessible via computer by all faculty, staff and students. Anyone with information warranting a timely warning should report the circumstances to Campus Security, by phone 251.510.4273 or in person with any Security Officer available.

The University of Mobile has an emergency alert system that will notify students in the event of any University emergency, weather warnings, school closing, power outages, etc. An alert notification account will be automatically set up for students currently enrolled or employed by UM. Account options may be set to receive UM emergency communications via text message, email or recorded voice messages. There is a link to the emergency notification account on MyUM. To enter emergency notification options students must first log into MyUM. The alerts will also be posted @umcampuslife Twitter account. Parents, spouses or family members can sign up for notifications by visiting www.getrave.com/login/umobile.

EMERGENCY PROCEDURES FOR RESIDENTIAL STUDENTS

The following procedures should be used in the event of emergencies:

TORNADOES - In case of tornado, the students should assemble as follows: Ingram, Arendall, Bedsole, Faulkner, Samford, and the Timbers – In hallways (1st floors of residence halls) in sitting position with head down. Avery Woods – In their respective bathrooms in sitting position with head down. The Parks – In a sitting position with head down in the Gymnasium or Ram Hall.

HURRICANES - Hurricane season in coastal Alabama is June 1 through November 30. The University is located approximately fifteen miles inland from Mobile Bay on high ground (87 feet above sea level) and is therefore out of the storm surge danger area. To ensure the safety of students and property, the University has developed an Emergency Management Plan, which will be implemented at the direction of the President of the University or his appointed representative. University personnel monitor the development of each tropical storm and use this Management Plan. Please use the information in this section as a guideline for what to do if a storm threatens the area.

HURRICANE PREPAREDNESS - At the time of a hurricane warning, the University recommends that students evacuate by going home or to the home of a friend or relative. The Vice President of Student Affairs will keep students informed of the hurricane's location and potential danger and will make an announcement concerning when to evacuate. Students evacuating should prepare their rooms according to the directions provided by the Residential Life staff, inform them of their evacuation plan and depart campus. Students should call their parents BEFORE getting on the road. When the storm has passed, local students should tune in to local television and radio stations and await official notification that it is safe to return. Students who have gone out of town may call the University's switchboard or visit www.umobile.edu for information regarding re-openings.

During a hurricane, university residents may experience loss of electrical power, heavy rain and high winds. Once it is determined that power loss will occur, the university will move all students remaining on campus to one facility. Residential students who choose to remain on campus will be housed in this facility for the duration of the storm and up to 3 days after the storm. University staff members will remain with students during the storm, and basic food service will be provided. Students should bring personal items including prescription medications, snacks, bedding, entertainment and a flashlight. The Vice President of Student Affairs or the Director of Residential Life will oversee safety of all resident students who have been given permission to remain on campus. Students remaining on campus will report to Ram Hall at the announcement by the Vice President of Student Affairs.

INSTRUCTIONS FOR SECURING ROOM:

- Move all furniture away from windows and unplug all electrical equipment.
- Take all valuables (jewelry, electronic equipment, etc.) with you when you leave. Water may enter your room, from rain driven by high winds.
- Place all papers, books, and loose or small objects in dresser drawers or on closet shelves.
- Close all windows.
- Close and lock the door to your room.
- If your car must remain in a residence hall parking lot, make sure the emergency brake is set and the transmission is in Park.

FIRE PROCEDURES FOR ON CAMPUS HOUSING - If you notice a fire, call 911, pull the fire alarm, report it to a staff member, and notify security 251.510.4273 (cell). All residence halls are equipped with smoke detectors and fire alarms. All other housing areas are equipped with smoke detectors. Once each semester, a fire alarm drill may be held. Students are required to evacuate the buildings according to the route posted in your hall during a fire or fire drill.

FIRE HAZARDS - The following items are prohibited because they are serious potential fire hazards.

- Open flames such as candles and incense
- Appliances with exposed heating elements
- Use or possession of fireworks
- Smoking in on campus housing/buildings

IN CASE OF FIRE:

- Stay calm.
- Close windows.
- Feel door.
- If cool, depart from the room closing the door behind you, using route posted in your room.
- If door is hot or if hall is too smoky to use, stay in your room. Keep door closed. Stuff towels in cracks around the door, air conditioning outlets, etc. Open bottom of window, get face near opening to breathe, wave towel, sheet, blanket, etc. from window to attract attention.
- Walk – don't run – to the exit.
- Do not return to building until a staff member tells you to reenter.

NOTE: UM is not responsible for loss of personal property due to fire, water damage, or theft. Students are advised to consult with parents regarding their homeowners' insurance policy, and are encouraged to consider renter's insurance.

HEALTH EMERGENCIES – After emergencies are reported to 911 it is important to also notify Campus Security. Campus Security can and will respond to emergencies and will also assist emergency responders with finding the location of emergencies when arriving on campus. All medical emergencies should also be reported immediately to the Director of Student Life.

- Call 911
- Campus Security: 251.510.4273
- Student Life On-Call: 251.442.2990
- Resident Assistant or Campus Nurse
- If the student is conscious and has a preferred local physician, this preference should be honored.
- After contacting 911 and campus security all serious accidents or illnesses should be reported to at least one of the following offices:

Director of Student Life: 251.442.2269

Vice President of Student Life: 251.442.2429

If they occur during the night, contact, as appropriate:

Campus Security: 251.510.4273

Student Life on Call: 251.442.2990

PARENTS – If you need to call the University, please use the following numbers.

Main Switchboard: 251.675.5990

Enrollment Services & Student Life Office: 251.442.2225

Athletics: 251.442.2278

Student Life: 251.442.2990

STUDENT CODE OF CONDUCT

College Citizenship

All who work, study, and learn at the University of Mobile do so voluntarily. When a student applies for admission to the University of Mobile, that student agrees to respect and abide by the college's principles of conduct and community standards as well as federal, state, and local laws, and to comply with those standards and laws in the interest of orderly community living.

Many UM student community standards are based upon Biblical precepts or absolutes as represented in the University Statement of Christian Affirmation (as published in the University of Mobile catalog); while some expectations are simply held to be prudent in nature. These standards reflect a desire on behalf of the University to assist students in conducting themselves in a manner which reflects evidence of Christian principles and high moral character. Students are expected to: 1) show respect for authorities, private property, self, and the rights of others, 2) to exercise stewardship over their resources, abilities, as well as their mind, body & soul, and 3) to care for others as they do for themselves.

As members of the University community, students enjoy the rights and bear the responsibility of full citizenship. This citizenship is based on a shared commitment to integrity, respect, stewardship, and safety & security. As citizens, students are subject to sanction or revocation of citizenship when their actions infringe on the rights of others, compromise their own self-worth, or the integrity of the University community and its commitment to Christian values, and/or when safety and security are threatened or violated.

Each student is expected to adhere to the rules, regulations, and standards set forth in the student handbook, University catalog, any addendums, or other related publications. Observations, reports, associations or any information posted to the internet can be used to evaluate a student's conduct. Students are responsible for their own behavior and for developing and upholding their commitment to the mission and goals of the University of Mobile. In addition to their own behavior, students may be held responsible for the influence they have on fellow students and the behavior of their guests.

The University reserves the right to review actions taken by civil authorities regarding any student or student organization. University disciplinary proceedings may be instituted against a student charged with violation of a law and may, at the sole discretion of the University, be carried out prior to, concurrently, or following civil or criminal proceedings. Violations occurring during non-enrolled periods may be considered by the University in determining whether a student will be eligible to continue his/her enrollment in the University and if so, under what conditions.

Students are strongly encouraged to go to one another in brotherly love and speak the truth. However, if a student is fearful or uncomfortable approaching the offending student, he or she should report the suspected violation to the Dean of Students or the Vice President of Student Affairs.

Students are responsible for displaying conduct and behavior that reflect favorably on them, the University, and the community. Accordingly, the University reserves the right to take disciplinary action in response to behavior off campus that violates University standards and policies or adversely affects the University community and/or the pursuit of its objectives. The University also reserves the right to take disciplinary actions for violations of University standards by graduates awaiting degrees and students who withdraw from school while a disciplinary matter is pending.

Students who are actively struggling with issues and behaviors that violate community standards or University policies are encouraged to seek support and help. They will be required to participate in an accountability contract and/or seek professional assistance rather than proceed through the judicial process. Students who request help will be asked to abstain from behaviors that violate University policies. If violations continue while engaged in the accountability contract or professional assistance, the student will be subject to disciplinary action. Student leaders that seek support may have reasonable and applicable expectations and boundaries set while they seek assistance.

The violations listed in this handbook are not comprehensive in nature. The University faculty and administration reserve the right to confront and/or address other behaviors that are viewed by the University as dangerous, destructive, or inconsistent with the University of Mobile mission and related statements of philosophy.

THE JUDICIAL PROCESS

The guidelines for behavior outlined in this handbook, the University catalog, and any other student related publications outline the judicial process. The Dean of Students and his or her designees with assistance from the Vice President of Enrollment and Student Life and the Faculty Disciplinary Committee will be responsible for conducting investigations, gathering evidence, and enforcing all University rules and regulations related to student behavior. The Dean of Students (or designees) is responsible for administering the judicial process as it relates to any allegations or complaints involving University students. The Dean of Students (or designees) may contact parents before or after the judicial process is complete if the student is under the age of 18 or if safety or health concerns exist. Additionally, parents may be notified if a student under the age of 21 violates the alcohol or drug policies. For certain offenses, the authority to conduct a hearing and recommend sanctions may be delegated to Faculty Discipline Committee or other appropriate University of Mobile officials. When disciplinary action is necessary in response to behavior not specifically listed in this handbook, The Dean of Students (or designees) is responsible for interpreting the spirit of this handbook and the University's

philosophy. Residential Life Staff typically administer sanctions for the first offense of a residential policy. Penalties imposed must bear a reasonable relationship to the violation. Students attending the University who receive sanctions related to their conduct may become immediately ineligible for all or a portion of UM funded scholarships or grants. If a student subject to conduct proceedings indicates they have a mental/behavioral disorder, that student will be required to complete a psychological assessment with the University counselor. A student accused of a violation of University regulations has the following rights listed below.

Student Rights

- The student may have a person of choice from the University community to advise or assist in any hearings.
- Neither legal counsel nor parents may represent students or attend disciplinary hearings. However, students may request notes from the hearing or may request a post-hearing meeting with parents and University officials conducting the hearing to discuss the proceedings and the outcome. In cases involving harassment or sexual assault, parents may request an exception to this policy. The Dean of Students (or designees) may grant exceptions to this policy under certain circumstances at his/her discretion.
- The student can request a written statement of charges.
- The student can offer personal testimony and witnesses on his/her own behalf.
- The student may exercise his or her right to appeal sanctioning decisions as outlined in the handbook.

Appeals

The Student Disciplinary Sanction Appeal Request Form must be submitted to the Dean of Students (or designees) and will be reviewed by the appropriate member of the judicial process. An appeal must be presented in writing within 24 hours of the original sanctioning decision, unless otherwise designated in the sanction notification.

Appeals may be submitted in person during office hours in the Office of Enrollment Services and Student Life, via email or fax. It is the student's responsibility to ensure that the form was received.

Upon receipt of a student appeal, the Dean of Students (or designee) will forward the written appeal along with any other appropriate information to the judicial body that will review the request for appeal. The Dean of Students (or designees) will notify the student in writing of the decision. If the appeal cannot be considered within one week of the appeal request, the Dean of Students (or designee) will notify the student in writing.

Decisions of the Discipline Committee may be appealed to the President of the University within 24 hours of the Discipline Committee decision. A decision of the President is not subject to further appeal.

COMMUNITY STANDARDS

Any student who commits, aids or attempts to commit any of the following acts of misconduct may face disciplinary action through the University's judicial system.

INTEGRITY:

- Cheating, plagiarism, or other forms of academic dishonesty.
- Violation of the visitation policy as outlined in the Residential Living Policies and Procedures above.
- Tampering with the election of any University recognized student organization.
- Living off campus while not meeting the off-campus eligibility requirements.
- Illegal downloads: movies, music, software, etc.
- Theft
- Violation of federal, state, or local law on University premises or at a University sponsored or supervised activity.
- Forgery, alteration, or the unauthorized possession or use of University documents, records or instruments of identification.
- Dressing inappropriately. Students are expected to be neatly, modestly, and appropriately dressed at all times. Clothing with obscene pictures or messages and clothing with advertisements for products not in keeping with the University's philosophy are not appropriate. Shirts and shoes are required in all University buildings and at all University sponsored or approved functions. Responsibility for dress is placed upon each student. Faculty and staff members may determine whether a given mode of dress disrupts the learning environment.
- Unauthorized and/or inappropriate use of computers is prohibited. Such use includes, but is not limited to, damaging or altering records or programs; furnishing false information; invading the privacy of another user by using files, programs, or data without permission; engaging in disruptive and annoying behavior; and any unauthorized use of computer hardware, software, accounts, passwords, or keywords.
- It is considered a misuse of computers to view, obtain, or send pornographic material.
- Any incident that, in the judgment of the University administration, reflects negatively on the image of the University will be considered a violation of community standards.

RESPECT:

- Conduct, which is disorderly, lewd, or indecent; breach of peace; or aiding, abetting, or procuring another person to breach the peace on University premises or at functions sponsored by, or participated in by, the University of Mobile.

- Posting and/or submitting personal information or photographic images of yourself or others for display on the internet that may be considered contrary to the philosophy of the University of Mobile.
- Harassment: The intentional infringement upon the rights of any member of the community, including the persistent interruption of a reasonable level of peace and quiet.
- Use of cellphones or other electronic devices or computing facilities to obtain or send obscene or abusive messages.

STEWARDSHIP:

- Damage to or littering on public grounds.
- The unauthorized use or the abuse, destruction, or theft of property of the University or any of its members, guests, or neighbors. This regulation includes the unauthorized
- Appropriation or “borrowing” of common property for personal use. It also includes unauthorized use, abuse, destruction, or theft of property in University care of custody.
- Based on the University’s religious beliefs and foundations, sexual misconduct includes, but is not limited to, the promotion, advocacy, practice, or acts of sexual abuse; sexual assault; sexual harassment; incest; adultery; rape; fornication; the possession of pornographic material; sex outside of a heterosexual marriage; promotion, advocacy or on-going practice of a gay, lesbian, bisexual, or transgender lifestyle; same-sex dating behaviors; or public advocacy of sex outside of marriage.

SAFETY AND SECURITY:

- Use, possession, distribution, being under the influence or in the presence of alcoholic beverages on-campus or at a University sponsored/sanctioned event or evidence of underage drinking on or off campus.
- Knowingly furnishing false information to a University officer or member of any hearing board acting in performance of their duties, or the failure to provide University personnel with adequate identification upon request.
- Failure to comply with directions of a University official or law enforcement officers.
- Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a group or organization.
- Operating a vehicle in violation of traffic rules or as to endanger people or property.
- Ejecting any objects from the windows, roofs, or balconies of University buildings.
- Climbing on top of the roofs of buildings or in other unauthorized areas.

- Unintentional discharge or misuse of personal defense devices. The owner is responsible for maintaining control and assuring proper usage of these devices.
- Physical abuse, verbal abuse, threats, intimidation, coercion and/or other conduct which threatens or endangers the health, safety, or security of any person.
- Illegal or unauthorized possession or use of fireworks, explosives, knives, razors, metal knuckles, hatchets, foils, stun guns, Tasers®, blackjacks, nunchucks, bows and arrows, other weapons, or dangerous chemicals on University premises.
- Use, possession or distribution of narcotics or controlled substances except as expressly permitted by law. (Also see drug and alcohol policy in the handbook)
- Tampering with fire extinguishers, fire alarm boxes, or smoke or heat detectors anywhere on University property or making a false report concerning a fire, bomb, or other emergency.
- Firearms are strictly prohibited on University premises. This includes, but is not limited to paintball guns, air soft guns, BB/pellet guns, cross bows, compound bows and any other projectile launching device deemed dangerous by University officials.
- Vagrancy on campus, to include unauthorized use of university buildings/property for temporary or long-term housing, and use of campus facilities for primary hygiene needs.

DISCIPLINARY SANCTIONS FOR MISCONDUCT

Violation of University policies, including the University of Mobile Community Standards, may result in the imposition of one or more of the sanctions listed below. A sanction is a disciplinary action that requires the student to meet certain expectations and/or complete specific requirements within a stated time frame. Sanctions that may be imposed are not limited to those listed.

Sanctions affecting the conduct of students are based on general principles of fair treatment. Sanctions will take into account the intent of the accused, the effect of the conduct on the victim and/or University community, the student's disciplinary history, whether sanctions such as education and community service are likely to change the student's conduct, and the student's needs and prospects for improvement. While attempting to be consistent in its disciplinary decisions, the University also seeks to be fair and sensitive to the facts and circumstances of each individual case. Some sanctions may need to be more punitive due to the seriousness of the offense.

One or More of the Sanctions Listed Below May Be Imposed
for Student Conduct Violations:

- **Reprimand:** An informal warning that continuation or repetition of inappropriate behavior may result in a more severe sanction.
- **Disciplinary Warning:** An official written notification that a student's behavior is in violation of University regulations or standards, with clarification of expected

behavior in the future. Further misconduct may be treated with more serious sanctions.

- **Referral for Counseling:** Students may be referred for counseling, either on-campus or to an appropriate professional agency, at the expense of the student. Progress reports are to be provided as requested by the Dean of Students.
- **Campus Service:** When deemed appropriate, the University official may require the performance of a specified number of campus service hours either on or off campus.
- **Fines or Restitution Fines:** ranging from \$25.00-\$500.00 may be levied for policy violations. Fines or restitution are payable to the University by the date specified by the University official. When deemed appropriate, the University official may require restitution for damages done or other payment for expenses incurred as a result of the student's actions.
- **Educative Sanctions:** Tasks, assignments or experiences which a student is obligated to complete. Examples are letters of apology; research on an issue related to the offense; attending a workshop, accountability sessions, lectures or other meetings. Failure to comply may result in further sanctions such as suspension, denial of the privilege to re-enroll, or dismissal.
- **Disciplinary Probation:** Disciplinary probation implies that the individual's standing within the University is in jeopardy and that further negligent or willful violations will normally result in immediate suspension or expulsion.
- **Disciplinary Probation with Restriction:** In addition to Disciplinary Probation listed above, Disciplinary Probation with restriction involves the imposition of specified restrictions and/or prohibits the student from participation in designated activities for a stated period of time. The extent of the restrictions and the length of the period of restriction is determined by the magnitude of the offense. A record of the loss of privilege will be maintained by the Dean of Students. Additional infractions of the University rules and regulations during a period of restriction may lead to probation, suspension, or dismissal.
- **Disciplinary Suspension:** Separates the student from the University for a specified period of time, prohibits attendance at any classes, social events or other functions, and visiting University grounds or buildings unless by written permission. A suspension will be recorded on the student's transcript until suspension expires. Suspensions may be indefinite.
- **Suspension from Residential Housing:** Under certain circumstances it may be permissible to remove a student from residential housing on a permanent basis or on an intermediate suspension prior to a judicial hearing. An intermediate suspension is not to exceed 5 business days. Reasons would be an existing or perceived threat to safety or well-being of individual members of the campus community or the campus community in general.
- **Revocation of institutional gift aid:** In certain circumstances, particularly those that jeopardize the integrity or reputation of the University, all or a portion of a student's UM institutional aid may be revoked.

- Denial of Privilege to Re-enroll: This sanction places the student on indefinite disciplinary probation, may allow for the completion of the current semester but prohibits enrollment for subsequent semesters without permission from the Dean of Students.
- Disciplinary Dismissal: Any student who receives disciplinary dismissal will be permanently excluded from the University of Mobile. Once a student has been dismissed, he or she is not eligible for readmission. Disciplinary dismissal is permanently recorded on the student's academic record maintained by the Registrar's Office.

STUDENT APPEALS AND GRIEVANCES

Any student who believes that he or she has been treated unfairly under these guidelines should first address the matter with the staff member responsible. If the problem is not resolved, the student may meet with the Dean of Students (or designees). If the complaint is still not resolved, the student may then appeal to the President in writing.

POLICY STATEMENT ADDRESSING SECURITY AND ACCESS

During business hours, the university (excluding certain housing facilities) will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours access to all university facilities is by key or card access, if issued, or by admittance via the Department of Public Safety, housing staff, or certain faculty. In the case of periods of extended closing, the university will admit only those with prior written approval to all facilities.

Residence halls are secured 24 hours a day. Some facilities may have individual hours, which may vary at different times of the year. Examples are the Gym, the Library, and the Fine Arts Building. In these cases, the facilities will be secured according to schedules developed by the department responsible for the facility.

Emergencies may necessitate changes or alterations to any posted schedules. Areas that are revealed as problematic have security surveys conducted of them. Administrators from Enrollment Services, Plant Services, Residence Life, Public Safety, and other concerned areas review these results. These surveys examine security issues such as landscaping, locks, alarms, lighting, and communications. Additionally, during the academic year, the Directors of Facilities Management, Housing, Residence Life, Campus Safety, and Maintenance meet to discuss issues of pressing concern.

The university also utilizes over 60 Closed Circuit Television Cameras to monitor high traffic buildings and locations. The access to the video monitors is controlled by the Department of Public Safety and the Vice President of Campus Operations.

HOW UNIVERSITY CRIME STATISTICS ARE PREPARED

The Department of Public Safety prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on our web site at umobile.edu . You will also be able to connect to our site via the University of Mobile home page at umobile.edu.

This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and alternate sites, Student Life, Counseling Services, and the Dean of Students. Each entity provides updated information on their educational efforts and programs to comply with the Clery Act on a consistent basis.

Copies of the report may also be obtained at the Department of Public Safety located at Weaver Hall or by calling (251)442-2493. All prospective employees may obtain a copy from the University's website (umobile.edu) or by calling 251.442.2209, and the web site address will be attached to employment applications.

CAMPUS CRIME STATISTICS

"On Campus Crimes" include offenses committed in academic buildings and residence halls within the campus property boundaries.

"Non-Campus Crimes" include offenses committed in academic buildings and classrooms not located on the campus property. The University of Mobile doesn't own/operate any buildings or property not on the main campus.

"Public Property Crimes" include offenses committed on the public streets surrounding the campus property. Our reporting for public property includes crimes occurring on College Parkway and Rice roads. There are no sidewalks bordering campus nor public roadways through campus. The 60 Day Crime Log is located at the front gate. The Annual Crime Report is available online at umobile.edu.

On Campus Crimes <i>Including Residence Halls</i>	2021	2022	2023
Murder/ Homicide	0	0	0
Sexual Assault/ Rape	0	0	0
Aggravated Assault	0	0	0

On Campus Crimes <i>Including Residence Halls</i>	2021	2022	2023
Robbery	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0

Non-Campus Crimes	2021	2022	2023
Murder/Homicide	0	0	0
Sexual Assault/Rape	0	0	0
Aggravated Assault	0	0	0
Robbery	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0

Public Property Crimes	2021	2022	2023
Murder/Homicide	0	0	0
Sexual Assault/Rape	0	0	0
Aggravated Assault	0	0	0
Robbery	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0

Hate Crimes: There were no reportable Crimes committed based on bias for the last 3 years.

Arrests:

On Campus Crimes <i>Including Residence Halls</i>	2021	2022	2023
Weapons: Carrying, Possessing, Etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Non-Campus Crimes	2021	2022	2023
Weapons: Carrying, Possessing, Etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Public Property Crimes	2021	2022	2023
Weapons: Carrying, Possessing, Etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

DISCIPLINARY REFERRALS: Students or employees referred to the University's Disciplinary Committee (UDC) or the Disciplinary Officer.

On Campus Crimes <i>Including Residence Halls</i>	2021	2022	2023
Weapons: Carrying, Possessing, Etc.	0	0	0
Drug Abuse Violations	6	6	1
Liquor Law Violations	6	3	5

Non-Campus Crimes	2021	2022	2023
Weapons: Carrying, Possessing, Etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Public Property Crimes	2021	2022	2023
Weapons: Carrying, Possessing, Etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

DOMESTIC / DATING VIOLENCE: Crimes of violence or threats of violence between current or former spouses, intimate partners, those who share a child in common, cohabitating with, or those involved in a current or former romantic relationship. This can also include any acts committed against an adult or youth victim who is protected under family violence laws. This is a new reporting crime venue for 2014.

2021	Sexual Assault	Assault	Harassment	Stalking	Vandalism
On Campus	0	0	0	0	0
Non-Campus	0	0	0	0	0
Public Property	0	0	0	0	0

2022	Sexual Assault	Assault	Harassment	Stalking	Vandalism
On Campus	0	0	0	0	0
Non-Campus	0	0	0	0	0
Public Property	0	0	0	0	0

2023	Sexual Assault	Assault	Harassment	Stalking	Vandalism
On Campus	0	0	0	0	0
Non-Campus	0	0	0	0	0
Public Property	0	0	0	0	0

FIRES: These reports do not include Fire Drills, Fire Alarms, or False Alarms. Only active fires or fires needing assistance from the Prichard Fire Department are counted. The Department of Public Safety conducted fire drills in 12 of the academic buildings on campus, as well as 12 fire drills in the dormitory buildings on property.

Location	2021			2022			2023		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Arendal	0	0	0	1	0	0		0	0
Bedsole	0	0	0	0	0	0	0	0	0
Ingram	0	0	0	0	0	0	0	0	0
Faulkner	0	0	0	0	0	0	0	0	0
Samford	0	0	0	0	0	0	0	0	0
Foley	0	0	0	0	0	0	0	0	0
Avery 1	0	0	0	0	0	0	0	0	0
Avery 2	0	0	0	0	0	0	0	0	0
Avery 3	0	0	0	0	0	0	0	0	0
Avery 4	0	0	0	0	0	0	0	0	0
Avery 5	0	0	0	0	0	0	0	0	0

Avery 6	0	0	0	0	0	0	0	0	0
Avery 7	0	0	0	0	0	0	0	0	0
Avery 8	0	0	0	0	0	0	0	0	0
Avery 9	0	0	0	0	0	0	0	0	0
Modular 1	0	0	0	0	0	0	0	0	0
Modular 2	0	0	0	0	0	0	0	0	0
Modular 3	0	0	0	0	0	0	0	0	0
Modular 4	0	0	0	0	0	0	0	0	0
Modular 5	0	0	0	0	0	0	0	0	0
Modular 6	0	0	0	0	0	0	0	0	0
Modular 7	0	0	0	0	0	0	0	0	0
Modular 8	0	0	0	0	0	0	0	0	0
Modular 9	0	0	0	0	0	0	0	0	0
Modular 10	0	0	0	0	0	0	0	0	0
Modular 11	0	0	0	0	0	0	0	0	0
Modular 12	0	0	0	0	0	0	0	0	0
Modular 13	0	0	0	0	0	0	0	0	0
Modular 14	0	0	0	0	0	0	0	0	0
Modular 15	0	0	0	0	0	0	0	0	0

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