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services in emergencies. The University has invested significantly in outdoor lighting improvements and continues to review and improve security infrastructure each year. This includes over 550 security cameras and access control devices.

Access to large residence housing buildings is controlled by an electronic access system and many exterior ground-level dorm windows are equipped with security screens. The smaller housing units are controlled by keyed locks.

Many services are available on campus to contribute to safety, including daytime bus services and a night-time shuttle/van service known as Knight Watch. Knight Watch runs during the academic year 7:00 p.m. until 1:00 a.m. Sunday through Thursday, and until 3:00 a.m. on Friday and Saturday, with the exception of semester and holiday breaks. In 2022 approximately 4000 safe rides were provided.

Police and Safety oversees a safety app called LiveSafe. This app is available to all students, faculty and staff. The app contains an emergency call button, the ability to allow students and staff to virtually walk each other to locations, call for the Knight Watch Van, report suspicious activity along with photos and audio recordings and has a campus map, building directory, location of call boxes and A.E.D.s right at the user's fingertips.

If a student is not capable of gaining access to their residence hall, i.e., a lost key, Police and Safety and The Office of Res. Life are available around the clock for unlocks. A replacement or temporary key card will be provided if needed.

Gannon also provides detailed information on campus crime through e-mail networks, brochures, safety presentations, and on our Police and Safety website. Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety-related incidents to the Gannon Police in a timely manner.

Gannon Police and Safety maintains a Daily Crime Log that records all crimes which occur on campus, as well as all crimes in non-campus buildings, on non-campus property, or on certain public properties that are within the patrol jurisdiction of the campus police and reported to the campus Police and Safety. Each Crime Log records incidents by the date they were reported. The log records the nature, date, time, general location, and disposition of each offense. The Daily Crime Log is available at the Police and Safety office and on the Police and Safety website.

Anyone may report a crime or an emergency by calling the Gannon Police at 814.871.7690, by dialing 911 from any campus phone,

concerning campus safety, which may be directed to the Office of Finance and Facilities (814.871.7423). This office is responsible for overseeing police and security operations on campus. General information about safety at Gannon is posted on the Gannon Police and Safety page at

[Home](#)

## **Access to University Facilities**

Except for certain events which are open to the public and advertised as such, the University's facilities and programs are generally intended for the use and benefit of the students and employees of the University. Visitors and guests seeking to utilize University facilities are expected to make prior arrangements with the appropriate University office, and their privilege to these facilities is determined by the University regulations in effect at that time. Visitors and guests to the University's residential facilities must be registered and escorted by their host while in the residence facilities.

During business hours, Gannon University is open to students, parents, employees, contractors, guests and invitees. In keeping with the liberal pursuit of higher education, the campus promotes the freedom of movement within the campus. Since Gannon University is a private institution, University Officials retain the right to limit or exclude the access of any person who causes alarm or a disruption, or violates University policies or procedures or local, state, or federal laws.

The hours that academic buildings are open is determined by the Academic Vice President and the Dean of that building. Non-academic building hours are determined by the various department heads of the building. Facilities will be secured according to schedules developed by the department responsible for the facility.

During non-business hours access to university (non-residential) facilities is either by key or the card access system both of which are controlled by the Police and Safety Office. Card access is only granted to specific individuals by the department chairs or department heads for their authorized building(s). Police and Safety personnel have access to all University buildings. Of course, special events and incidents may necessitate changes or alterations to any posted schedules.

The University makes every effort to ensure that the campus facilities, buildings, and grounds are designed and maintained in such a way as to promote safety and reduce criminal opportunity. Particular attention is paid to this concern in the design of landscaping, grounds keeping and exterior lighting as well as the locations of the emergency call boxes to enhance security.

Gannon Police Officers patrol these buildings and try to conduct a walk-through of most buildings at least twice per shift. These building checks are called in to the dispatcher who logs this activity to ensure this is completed.

Residence halls are locked 24 hours a day unless a special event dictates the need to have the entrance door unlocked at which there would be people monitoring who comes and goes.

Access to electronically controlled residence housing for Gannon University is administered by the Gannon Police and Safety Office, in consultation with the Office of Residence Life.

### **Policies, Procedures, and Programs**

In addition to a full array of police and security services, the University has policies, procedures, and programs that are intended to help promote safety on campus. Consistent with federal and state requirements, many of these are included here for general information. Further information regarding a specific policy application is available through the portal in the institutional Policy Manual (IPM) and the Student Handbook.

During Orientation prior to the beginning of the fall semester, students and parents are informed about the Gannon Police and Safety Department and about campus security procedures and crime prevention tips. Security awareness information is offered to all incoming undergraduates, graduate and professional students, and new employees. Undergraduate orientation programming

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety–related incidents to the Gannon Police in a timely manner.

### **Drugs and Alcohol**

The unlawful possession, use, or distribution of illicit drugs and alcohol by students, faculty, or staff on university-owned property or as part of a university activity is generally prohibited. The exception is small amounts of alcohol may be possessed and consumed in identified/approved over twenty-one housing and certain approved University events which are defined in the IPM and Student Handbook.











that may result in issuing a timely warning include the serious incidents and the following Clery Act crimes:

- Murder
- Criminal homicide
- Negligent manslaughter
- Sex offenses
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson

The University will issue a timely warning as soon as it determines there is a serious and ongoing threat to students or employees on campus and/or in the immediate campus community.

## **Emergency Notification Policy**

In addition to the Timely Warning Policy, Gannon University has enacted the Emergency Notification Policy which may include Clery Act Crimes, but also includes other emergency crises which may present a danger to the life and health of those on campus. When these events occur, the emergency notification system will be initiated, text messages will immediately be sent to students and staff. This will also include emails and follow-up messages. For the safety of the community, it is critical that students, staff and faculty follow the directions or instructions provided by the system. Incidents that will involve an Emergency Notification other than Clery Act Crimes can include, but are not limited to the following:

- Severe Weather
- Natural Disasters
- Terrorist Incidents
- Bomb Threats
- Gas Leaks
- Explosions
- Power Outage
- Outbreak of Diseases

Further details, duties and descriptions are also available in the University's Crisis Communication Plan & Emergency Action Plan which is also posted on the University website.

### **Registration**

Students, faculty, and staff will automatically be enrolled in the Emergency Alert System and the student/staff information will be updated each school year. Students and staff enrolled in the system may update their information in the system.

### **Daily Crime Log**

The Police and Safety maintains a log of all criminal incidents reported to the department. The daily crime log includes the date and time the report was received, the date and time the incident occurred, the nature of the offense, the location of the offense and the disposition if available. The Daily Crime Log is available for public inspection at the Police and Safety Business Office during normal business hours.

### **Specific Emergency Alert and Evacuation Information**

In the event of an incident that requires the immediate notification of the campus community, the University has an emergency notification system which provides text, voice, and e-mail messages to all members of the Gannon community. Undergraduate, graduate, and terminal degree candidates are requested to provide personal and emergency phone numbers when they register for classes. An alert is activated if there is an imminent threat to the Gannon Community. Triggers of activation and notification procedures are outlined in the Emergency Operations Plan, which are practiced and reviewed weekly during the emergency communications test.



## **Reporting Criminal Incidents**

Members of the University community are urged to notify the Police and Safety or any Campus Security Official immediately of any criminal activity or other emergency that occurs on campus. Police and Safety personnel will respond quickly and initiate whatever action is necessary to resolve the emergency, including the activation of off-campus police, fire or medical agencies when appropriate. The university has an internal emergency number which is 911. It has been designated and advertised throughout the campus community, in addition to Erie County 911 center. This is not to discourage the University community from contacting another agency, it is only intended to provide a quicker response with a relational attitude.

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2. If it is determined that a student is missing, the University will implement the Missing Student Protocol. An attempt to notify the listed Emergency Contact will be made if a





**Sexual Misconduct** is defined as any activity of a sexual nature that violates another individual's physical and/or emotional well-being or personal space without that person's explicit consent. Sexual misconduct incorporates a range of behaviors including rape, sexual assault (which includes any kind of nonconsensual or)3 (pe)4(c)4 (ignoring)- without that per

Some examples of cyber-stalking may include, but are not limited to:

Repetitive nonconsensual or unsolicited emails.

Instant messages and messages posted in on-line bulletin boards.

Unsolicited communications about a person, their family, friends, or co-workers that may be deemed threatening.

Observing another individual's nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved  
Non-consensual streaming of images, photography, video, or audio recording of sexual activity or nudity, or distribution of such without the knowledge and consent of all parties involved

Exposing another's genitals in non-consensual circumstances

Knowingly exposing another individual to a sexually transmitted disease or virus without that individual's knowledge

Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

## **DEFINITIONS**

**Advisor** -The role of the advisor is to advise and support the student during the course of the complaint process. The student may bring an advisor of his or her choosing to all meetings relating to the disciplinary proceedings. The advisor may not address the board on behalf of the student, appear in lieu of the student or otherwise represent their advisee during the process.

**Amnesty**- To encourage reporting, an individual who makes a good faith report or provides information regarding sexual misconduct that was directed at them or another person will not be subject to disciplinary action by the University for a conduct or policy violation that is related to and revealed in the sexual misconduct report or investigation, unless the University determines that the violation was serious and/or placed the health or safety of themselves or others at risk.

**Coercion**- The use of emotional manipulation to persuade someone to do something they do not want to do or to refrain from doing something that they want to do.

**Complaint**- A formal allegation of wrongdoing or violation of the sexual misconduct policy that may result in a formal investigation. Filing a complaint does not automatically imply that formal disciplinary charges will occur.

**Complainant:** For the purposes of this policy, the recipient or target of alleged sexual misconduct will be referred to as the complainant. They are also often referred to as the Complainant or survivor in sexual misconduct investigations. It should be noted that an investigation of sexual misconduct may be initiated by the University or someone who is not necessarily the recipient or target of the sexual misconduct.

**Complicity**- Presence during any violation of University Policy in such a way as to condone, support, or encourage the attempted or carried out violation.

**Consent**- Consent is defined as clear permission between individuals. Consent must be positively established. It is never presumed. To consent to something means you confidently agree to participate based on your own free will without any influence or pressure.

Consent is informed, knowing, and voluntary.

Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage in sexual activity.

In the absence of an outward demonstration, consent does not exist.



was in violation of this Policy, where such adverse action is taken because of the person's participation in that protected activity. Retaliation involves intentional adverse action taken by a respondent or allied third party, absent legitimate nondiscriminatory purposes, that harms the individual as reprisal for reporting a violation of the Nondiscrimination and Anti-Harassment policy or participating or otherwise assisting in an investigation of an alleged violation of the policy. Taking intentional adverse action against a respondent is also impermissible.

**Sexual Misconduct Committee (SMC)**

misrepresentations of sexual misconduct (including sexual assault, sexual discrimination and sexual harassment). However, a report made in good faith is not considered false merely because the evidence of the allegation does not ultimately support the allegation of sexual misconduct.

### **Confidentiality**

Complainants of sexual misconduct who are not ready to inform the University may contact the psychologists, counselors and nurses at Gannon University's Counseling and Health Services or priests in the office of Mission and Ministry and the resident campus ministers for confidential support. These campus professionals can legally maintain confidentiality, which means no disclosure unless there is an imminent risk to self or others.

Under a federal law known as the Clery Act, the University is required to maintain statistics of serious crimes reported on or near campus. Confidential resources that are University Employees will submit anonymous statistical information for Clery Act purposes.

#### Confidential Resources

Counseling Services 814-871-7622

Health Services: 814-871-7622

Campus Ministry 814-871-7435

### **Reporting Options**

Anyone who believes that he or she is the Complainant of sexual misconduct or has witnessed an incident of sexual misconduct whether it occurred on or off campus is encouraged to make a report to any of the following resources.

Campus Police and Safety 814-871-7000 Available 24 hrs., 7 days

On-Duty Resident Director 814-871-7000 Available 24 hrs., 7 days

Commuter Life Staff 814-871-5882

Academic Program Directors Various University Numbers

Coaches Various University Numbers

Joe Primiano Title IX Coordinator 814-871-7224 or email: [titleix@gannon.edu](mailto:titleix@gannon.edu) or [primiano001@gannon.edu](mailto:primiano001@gannon.edu) located in Beyer Hall Suite 306Q

All reports of sexual misconduct will be handled in confidence to the extent allowed by law. The information reported will be shared only with those University employees who will assist in aiding the Complainant while conducting the investigation and/or the resolution of the complaint. The University will respect the privacy of all parties involved in a report of sexual misconduct.

There are times when the University may not be able to honor a Complainant's request in order to provide a safe, non-discriminatory environment for all students.

When weighing a Complainant's request for confidentiality or that no investigation or discipline be pursued, the Title IX Coordinator will consider a range of factors, including the following:

The increased risk that the alleged respondent will commit additional acts of sexual or other violence, such as:

- whether there have been other sexual violence complaints about the same alleged respondent;
- whether the alleged respondent has a history of arrests or records from a prior school indicating a history of violence;
- whether the alleged respondent threatened further sexual violence or other violence against the Complainant or others;
- whether the sexual violence was committed by multiple respondents;
- whether the sexual violence was perpetrated with a weapon;
- whether the Complainant is a minor;
- whether the University possesses other means to obtain relevant evidence of the sexual violence (e.g., security cameras or personnel, physical evidence);
- whether the Complainant's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors may lead the University to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, the University will likely respect the Complainant's request for confidentiality.

If the University (Title IX Coordinator) determines that it cannot maintain a Complainant's confidentiality, the University (Title IX Coordinator) will inform the Complainant prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the University's response.

The University will remain ever mindful of the Complainant's well-being, and will take ongoing steps to protect the Complainant from retaliation or harm and work with the Complainant to create a safety plan. A safety plan is tailored for the individual depending on the nature of the circumstances. Retaliation against the Complainant, whether by students or University employees, will not be tolerated.

In order to facilitate reporting, the investigative team will grant amnesty to the Complainant and may choose to grant amnesty to witnesses for behavior that otherwise would be considered a violation of University policy (for example consuming alcohol underage or illegal drugs).

### **External Reporting Options**

SafeNet 814-455-1774 (24-hr. Crisis Hotline- 814-454-8161)-Relationship Violence

Erie Crime Victim Center 814-455-9414 (Crisis or Sexual Violence Advocate 1- 800-352-7273)

Erie Police Department: 814-879-1125 or 911

UPMC Hamot: 814-877-6000

UPMC Crisis Network: 1-888-796-8226







d. All available information relevant to the complaint will be reviewed, including but not limited to emails, videos, text messages, social media, etc.

4. The complainant and respondent will meet separately with the Investigative Team to review the Investigative Report. The complainant and respondent will review the report and may:

Request that additional information be added to the report.

Ask questions or request clarification.

Recommend additional witnesses for interview.

The goals of the hearing are: a) to allow both the complainant and the respondent the opportunity to present their experiences, discuss the investigative summary, and to ask questions pertinent to the incident(s) in question; b) to have the matter considered and decided by an impartial panel;

- 4) The Investigative Team presents the Investigative Summary. The hearing panel may ask clarifying questions and identify areas of agreement and dispute.
- 5) The complainant and respondent will be invited to present a brief statement of the facts to the hearing panel, if they so choose. (impact statements are not permitted at this time)
- 6) Members of the hearing panel may ask questions of the complainant and respondent.
- 7) The complainant and respondent may ask questions of each other through the chair of the hearing committee. The chair will determine if a question is relevant and appropriate.
- 8) The Chair will ask for the members of the hearing panel to determine whether any additional clarification or information is needed from the complainant, respondent, investigator or witnesses.
- 9) The hearing panel will go into closed session to determine whether a violation of policy was committed.
- 10) The decision of the hearing panel that a violation occurred or did not occur will be reached by a majority vote utilizing the preponderance of evidence standard (“more likely than not”).
- 11) If the respondent is found to have violated the sexual misconduct policy the Title IX Coordinator or his or her designee shall impose a sanction. The sanction will be based on consideration of the specific facts of the case itself and relevant factors such as prior disciplinary history.
- 12) The Title IX Coordinator will direct the investigative team to meet separately with each party to deliver the outcome of the hearing, explain any sanctions, and inform the students of the appeal process. Both parties will also receive the outcome in writing.

### **Impact Statements**

Within two business days of a finding of responsibility by the Sexual Misconduct Hearing Panel, both the complainant and the respondent may submit an impact statement before sanctions are

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The student(s) must submit the written petition for appeal to the Title IX Coordinator or his or her designee specifying one or more of the above grounds. A request on any of these grounds must clearly explain, in detail, the basis for the appeal and should include any available documentation. The appeal is limited to an inquiry of the issue or issues raised in the complaint.

The Investigators will notify the party who did not request the appeal in writing and that party will have three University business days from the date of notification to review and submit a response to the appeal.

The Title IX Coordinator will act on the petition for appeal in one of three ways:

1. Decide that the appeal is without merit; dismiss it; and uphold the finding; or
2. Decide that appeal has merit and either:
  - a) Modify the finding of the committee; or
  - b) Set aside the finding of the committee altogether and instruct the Committee to correct the procedural error and or consider the new evidence and submit a new finding. If necessary, refer the Committee's new finding to the Title IX Coordinator for sanctioning.
  - c) Modify the sanction.

The decision of the AVPSDE will be final and not subject to appeal.

### **Support and Resources:**

There are several University offices available to assist members of the Gannon community who have experienced harm on or off campus including the Gannon Police and Safety, University Health and Counseling Services and the Division of Student Development and Engagement.

### **Day-time Campus Resources (Mon. to Fri. 8 a.m. to 4 p.m.)**

University Police 814-871-7690 (24-Hours)  
Counseling Services 814-871-7622  
Health Services: 814-871-7622  
Campus Ministry 814-871-7435

### **24-Hour Resources outside of the University system:**

SafeNet 814-455-1774 (24-hr. Crisis Hotline: 814-454-8161)-Relationship Violence  
Erie Crime Victim Center 814-455-9414 (Crisis or Sexual Violence Advocate 1- 800-352-7279)  
Gannon University @ EQS... [941 (i)-2 0 Td(C)- (s)-1 (i)-2 (ne)4 (:)-2 ( 8 (e)4 ( ) 8779.28 0 Td(454)Tj(









## ARRESTS AND DISCIPLINARY REFERRALS

OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

DISCIPLINARY REFERRALS:  
WEAPONS: CARRYING, POSSESSING, ETC.

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**CRIMINAL OFFENSES **RUSKIN CAMPUS****

\*There was no student housing on campus at this time on the Ruskin Campus\*

OFFENSE	YEAR	GOEGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NON-CAMPUS PROPERTY	PUBLIC PROPERTY

**ARRESTS AND DISCIPLINARY REFERRALS **RUSKIN CAMPUS****

\*There was no student housing on campus at this time on the Ruskin Campus\*

OFFENSE	YEAR	GEOGRAPHIC LOCATION			
		ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0		

## **Hate Crimes**

There were no reported Hate Crimes for either the Ruskin or Eris Campus for the years 2021, 2022 or 2023.

## **Unfounded Crimes**

There were no

## **Annual Fire Safety Report**

The Higher Education Opportunity Act became law in August 2008 and requires all United States academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire related on- campus statistics. The following public disclosure report details all information required by this law as it relates to Gannon University for the year 2019.

### **Resident Housing Facilities Fire/Evacuation Drills**

Fire/evacuation drills are held for each large residence hall facility twice per Fall and Spring Semester and are mandatory supervised evacuations for fire. The drill is conducted by Residence Life Office in conjunction with Police and Safety with one drill during the day and one during nighttime hours each semester..

Evacuation route maps are posted in the halls at strategic lo2 (on r)3 (out)-2 (e)4 )( a)(c)4 (h s)-11 oTw 12 (t)-2

The following electrical devices are not permitted in student housing.



## **On-Campus Student Housing Facility Fire Safety Systems**

**Name of Residence Hall**

**And/or**



