Texas Lutheran University
2026 Annual
Security & Fire Safety Report
January 1st thru December 31st 2025

Texas Lutheran University Campus
Annual Security and Fire Safety Compliance Report
Published Fall 2026
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This annual campus security and fire safety compliance report includes information on crime reporting policies and procedures, timely warnings and campus safety alerts, security policy statements, crime statistics, crime awareness and prevention programs, emergency response and notification protocols and fire safety information at Texas Lutheran University.

Texas Lutheran University Police Department

1204 W. Court

Emergency Telephone 830-372-8000

Irene Garcia
Chief of Police

Quick Reference:
Resources

Texas Lutheran University Police Department

Police Dispatch	830-372-8000
Non-Emergency	830-372-8199
Anonymous report	tlupolice@tlu.edu

Seguin Police Department

Emergency	9-1-1
Non-Emergency	830-379-2123

Guadalupe County Sheriff's Department

Non-Emergency	830-379-1224

F.B.I. (San Antonio Office)

Office	210-225-6741

Seguin Fire and EMS

Emergency	9-1-1
Non-Emergency	830-379-2123

Guadalupe Regional Medical Center

Main Number	830-379-2411

Rape Crisis Center

Hotline (24-Hour)	210-349-7273

National Domestic Violence Hotline

Hotline	800-799-7233

Kristin Brooks Hope Center (Depression/Suicide Hotline)

Hotline	800-442-4673

National Suicide Prevention Lifeline

Hotline	800-273-8255

Community Services – Community Council of South Central Texas

Main 830-379-3022

Campus Offices

Counseling and Disability Services

Sarah Westerfield 830-372-8009

Campus Ministry/Servant Leadership

Wes Cain Pastor 830-372-8160

Dean of Students

Kyle Wych 830-372-8060

Campus Health Center

Kyle Wych 830-372-6460

Facility Services

Main 830-372-8150

Title IX Coordinator

Bobbi Supac 830-372-8019

Clery Act Information - Crime Awareness, Campus Security and Fire Safety Report

Introduction

The Texas Lutheran University Police Department prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is prepared in cooperation with our main campus, and the Office of Student Life. Each entity provides updated information on their educational efforts and programs to comply with the Act. Campus crime, arrest and referral statistics include those reported to the University Police Department, designated campus officials (including but not limited to directors, deans, department heads, designated Residence Life staff, judicial affairs, advisors to students/student organizations and athletic coaches), as well as reports submitted anonymously. This report includes statistics for the previous three years concerning reported crimes that occurred on the Texas Lutheran University campus. The report also includes institutional policies concerning campus security, fire safety, alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters. Current students and employees are notified by mail of this report's availability, which may be obtained at the University Police Department. In addition to this report, the University Police Department maintains a daily crime and fire log of incidents committed and occurring on campus. It is available for review at the University Police Department Administrative Office during normal business hours.

Crime Reporting Policies and Procedures

University students, faculty and staff should report all crimes and public safety related incidents to the University Police Department in a timely manner. Crimes should be reported to the University Police Department to ensure inclusion in the annual crime statistics and to aid in providing timely notices to the University community, when appropriate. To report a crime or emergency on the Texas Lutheran University campus, call the University Police Department at x8000 or (830) 372-8000. University Police are available at these telephone number 24-hours a day, seven days a week, to answer your call. Reports involving students are forwarded to the Dean of Students for review and potential judicial action. Incidents will be investigated when deemed appropriate, and any additional information obtained via the investigation may also be forwarded to the Dean of Students. When campus pastoral and professional mental health counselors learn that their client is a victim of crime, their practice is to inform their client of methods of reporting the crime, voluntarily and/or confidentially.

Reporting to other Campus Security Authorities (CSA)

The "Clery Act" recognizes certain university officials and offices as Campus Security Authorities (CSA). The Act defines these individuals as an official of an institution who has significant responsibility for student and campus activities including but not limited to student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and duty to act or respond to particular issues on behalf of the institution. While Texas Lutheran University prefers that community members promptly report all crimes and other emergencies directly to Texas Lutheran University Police Department at 830-372-8000, we also understand that some may prefer to report to other individuals or University offices. Texas Lutheran University has officially identified the following offices as places where campus community members can report crimes; however, you may report a crime to any University employee.

- Dean of Students Kyle Wych 830-372-8060
- Title IX Coordinator Bobbi Supac 830-372-8019
- Residence Life Director Joshua Rivera 830-372-8065

Anonymous Reporting Procedures

If you are the victim of a crime and do not want to pursue action within the Texas Lutheran University judicial system or the criminal justice system, you may still want to consider making an anonymous report. With your permission, the Chief of Police of Texas Lutheran University Police Department or his designee can file a report on the details of the incident without revealing your identity. The anonymous report allows the University to maintain compliance with the Department of Education's Code of Federal Regulations, as well as aid in the future safety of yourself and others. With such information, the University can keep an accurate record of the number of incidents involving students, determine whether there is a pattern of crime with regard to a particular location, method, or assailant, and alert the University community to potential danger. Reports filed in this manner are counted and disclosed in the institution's annual crime statistics. To file an anonymous report please contact Chief Garcia or make your report to tlupolice@tlu.edu.

Campus Safety Alerts and Timely Warning Notification

In compliance with the Higher Education Opportunity Act (HEOA) of 2008, if a situation arises, either on or off campus, the Office of University Communications will, without delay and taking into account the safety of the University community, determine the content of the notification and initiate the campus alert system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to, Texas Lutheran University Police Department, the Seguin Police Department, and/or the Seguin Fire Department and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.
In the event an emergency situation occurs at TLU, the university will do its very best to notify the campus community in a timely manner of the nature of the emergency and the actions that should be taken. Following is a summary of the emergency notification procedures in place:

- **e2Campus Text Messaging System**

All students, faculty and staff should subscribe to this free emergency notification system (sign up through the link on the TLU home page www.tlu.edu).

In the event of an emergency situation affecting the TLU campus, university officials will send to all subscribers via their cell phones or computers a message regarding the nature of the emergency and the appropriate response(s) that should be taken. E2CAMPUS WILL BE THE FIRST AND PRIMARY MEANS OF COMMUNICATING WITH THE CAMPUS COMMUNITY IN AN EMERGENCY!

- **Emergency Warning Siren.**

An emergency warning siren is in place on the TLU campus. This siren is part of the county-wide emergency warning siren system and is controlled by the Guadalupe County Emergency Management Office. If a situation develops that threatens the entire Seguin community (e.g., tornado, flood), the County Emergency Management Office will activate the sirens. TLU, through the Guadalupe County Sheriff's Office, also has the ability to activate the siren for an emergency situation that is specific to our campus (e.g., shooter, bomb threat). (NOTE: THE COUNTY TESTS THE EMERGENCY WARNING SIRENS EVERY SATURDAY AT NOON UNLESS THE POTENTIAL FOR SEVERE WEATHER EXISTS.)

If you hear the emergency warning siren, you should access the following sources for information about the nature of the event and appropriate responses:

- e2Campus Text Messaging System (see above)
- KWED Radio – 1580 AM
- TLU email and voice mail
- Texas Lutheran University Web site.
- Texas Lutheran University Television

In addition to these sources, designated Building Emergency Coordinators will disseminate information directly to the occupants of their assigned building.

- **TLU Email, Voice Mail, Web Site and Television**

After initial notification of an emergency via e2Campus and/or the county emergency warning siren, university officials will communicate additional information about the emergency via campus-wide email and voice mail, on the home page of the TLU Web site and on TLU cable television channel.

3-1) In the event of a major emergency or disaster that might generate a high volume of inquiries for information, the university's Information Technology Department will suspend the regular TLU Web site and post a text-only page ("dark page") in order to accommodate the large number of visitors to the site.

Anyone with information warranting a timely warning should report the circumstances to the University Police Department, by phone at (830) 372-8000 (or X8000 from on campus) for emergency services. You may report the circumstances in person at the Information Center (Bubble) in the Alumni Student Center or at the University Police Department.

Other efforts to alert the University community on a timely basis about campus crimes and related issues include:

Annual report - Statistics are compiled on a calendar year basis and are provided to the University community and the general public.

Daily Crime and Fire Log - The University Police Department maintains a daily crime and fire log summarizing incident reports filed by department personnel for review by the University community and the general public.

Access to Campus Facilities and University Housing

Faculty, staff, and students are required to have a Texas Lutheran University ID card in their possession at all times and to present it upon request. Texas Lutheran University ID cards may be obtained at the Beck Center in the Business Office. Most academic and administrative buildings and facilities are locked and unlocked by the University Police Department daily. They are accessible to the University community, guests, and visitors during normal business hours with limited access after normal business hours, on weekends and holidays. Students requesting admittance into a secured building after normal hours must show their TLU ID card and reason for entry. No exceptions will be made for students who do not have these items. Each residence hall is accessible by card access, and exterior entrance doors remain locked 24-hours a day. Students are encouraged not to loan their access card or key to anyone, and guests are not permitted into residence halls after designated visiting hours. Residents should report lost keys and malfunctioning locks to the office of Residence Life.

Security Considerations Used in Maintenance

The University Police Department works closely with the various departments to maintain a safe campus. Maintenance personnel repair locks, doors and windows that have been reported as not operating properly, and grounds personnel maintain trees, shrubbery, and vegetation to ensure that it does not impede lighting, interfere with walkways, or create a safety concern. In addition, emergency telephones (call boxes and elevator phones) are tested regularly. Outdoor emergency telephones are located at various locations throughout the campus and are connected directly to the University Police Department. The campus community is encouraged to report any safety concerns, as well as exterior lighting and emergency telephone malfunctions, to the University Police
Department on extension X8000 or by dialing (830) 372-8000.

Jurisdictional, Enforcement and Arrest Authority of University Police

Texas Lutheran University Police Department is responsible for law enforcement, security, and emergency response on campus. Crimes committed on campus and suspicious incidents that pose a threat to the University community are forwarded to the Investigations Division. Investigations may lead to the arrest of suspects, recovery of lost/stolen property, clearance of suspects of any wrong action, or recommendations and action to improve the safety of the University community. Whereas Section 51.212 (a) of the State of Texas Education Code provides that the governing Board of Trustees of respective private institutions of higher education, including private junior colleges, are authorized to employ and commission campus security personnel for the purpose of enforcing the law of this state on the campuses of private institutions of higher education. Any officer commissioned under the provisions of this section is vested with all the powers, privileges, and immunities of peace officers while on the property under control and jurisdiction of the respective private institution of higher education or otherwise in the performance of his/her assigned duties. Texas Lutheran University Police Officers are certified by the Texas Commission on Law Enforcement Officer Standards and Education as meeting the established training requirements of the State of Texas for Peace Officers. They are armed with firearms and make arrests pursuant to the Texas Code of Criminal Procedure for crimes defined in the Texas Penal Code. They are supported by non-commissioned civilian staff. All officers have also been trained in First Aid and CPR and are authorized to enforce all regulations on the University campus. Officers conduct foot, bicycle and vehicular patrols on all University property and throughout the University Housing community 24 hours a day.

Working Relationships with State and Local Police

The University Police Department maintains close working relationships with the Seguin Police Department, Guadalupe County Sheriff's Office, federal, state, and other law enforcement agencies, and routinely shares investigative information. The University Police Department also works closely with the Seguin Fire Department and EMS.

Encouragement of Prompt Reporting of Crimes or Emergencies

The University community is encouraged to report crimes, emergencies, and safety concerns by calling the Emergency Number: Dial 911
Non-Emergency:
From an on-campus phone: dial X8000
From an off-campus phone: dial (830) 372-8000
Police Department phone: dial (830) 372-8000

When reporting an emergency, please provide your name, location, and a brief description of the emergency. Emergency telephones are strategically placed throughout the campus, can also be used for this purpose.

Emergency Response on Campus

Texas Lutheran University Police Department has the primary responsibility for law enforcement, security and emergency response on campus. The University Police can be contacted 24 hours a day, 365 days a year by dialing X8000 from an on-campus telephone or (830) 372-8000 from an off-campus telephone. In emergencies dial 911

Medical Emergencies

When medical treatment or an ambulance service is required for injuries or health-related situations, you should dial 911 and then contact the University Police at X8000 or (830) 372-8000.

Reporting of Fire

In case of a fire in a campus building or residence hall, you should dial 911 then, if possible, contact the University Police at X8000 or (830) 372-8000. The Seguin Fire Department can be reached directly by dialing 911. If any other assistance is required from Seguin Police Department or the Seguin Fire Department, the University Police Department will contact the appropriate agency. Reports of fire (no matter how minor) or activated fire alarms are documented in an incident report by University Police, and a log of those reports are contained in the daily report log for viewing during normal business hours at the University Residence Life Office. (See attached Fire and Safety Report)

Crime Prevention and Awareness Programs and Literature **-** Crime prevention presentations pertaining to personal safety, sexual assault prevention, alcohol and drug awareness, and burglary and theft prevention are conducted as needed for faculty, staff and students. Specialized crime prevention presentations are available upon request. Crime prevention literature related to personal safety, auto theft prevention, residential security and consumer awareness is available in the University Police Department, and specialized crime prevention literature is available upon request.

Staying Safe and Secure at TLU

Texas Lutheran University seeks to provide a safe and enriching experience for students, employees and others who make use of campus facilities. While the University makes efforts to keep the campus safe, individuals should take steps to ensure their own and others' safety.

Tips for Staying Safe

General Safety:

- Report any suspicious activity or people, safety hazards, unsafe lighting, defective equipment or any other concern to the University Police.
- Be aware of your surroundings, know where you are and know where you are going.
- Avoid walking alone. Let someone know where you are going and when to expect you.
- Plan your walking trips. Choose a well-lit, populated route.

- If you are uncomfortable after dark walking alone, walk with a friend or call for an after dark escort from University Police.

Campus building:

- Most crime is committed in response to an opportunity. The best prevention is to eliminate opportunities for a crime to be committed.
- Avoid working or studying alone in a building at night.
- Avoid stairs in remote sections of buildings.
- Keep purses and bags locked up in a drawer or cabinet instead of underneath or on top of your desk.
- Keep money and other valuables locked away.
- Keep personal belongings in sight or take them with you as you move around the building.
- Never prop doors open, even for a short time.
- Be cautious of removing jewelry to wash hands. These items are easily lost or stolen.

In Residential halls or at home:

- Develop a relationship with your suite mates and neighbors that will encourage checking on one another often
- Always lock your door, even if you intend to be gone only a moment or are just going down the hall
- Lock all doors and windows when you are sleeping or are alone.
- Do not allow strangers to enter your living area.
- Keep emergency numbers stored in your phone.

Financial accounts:

- Utilize a bank account rather than keeping money in your room
- Keep ATM, debit and credit cards in a safe place. Never reveal a PIN number to anyone.
- Never loan your ATM card or your TLU ID to anyone, no matter who they are

Preventing and Responding to Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Texas Lutheran University (TLU) will not tolerate domestic violence, dating violence, sexual assault, stalking, or other forms of sexual misconduct. Offenders may be subject to appropriate campus adjudication processes, disciplinary action, and/or criminal proceedings. Texas Lutheran University utilizes procedures that provide prompt, fair, and impartial investigation and resolution in cases involving domestic violence, dating violence, sexual assault, and stalking. These procedures are carried out by officials who receive specific annual training.

Sexual violence is a form of sexual harassment and services are available to students, faculty, and staff who experience sexual violence, domestic violence, dating violence, and instances of stalking.

In these situations, Texas Lutheran University is committed to providing crisis intervention measures for students, faculty, and staff, as well as appropriate administrative response for the complainant and respondent; referring individuals to criminal authorities; and educating and promoting discussion on interpersonal abuse and violence issues. The University's process does not preclude adjudication under state law.

Texas Lutheran University prohibits retaliation by its officers, employees, students, or agents against a person who exercises his or her rights or responsibilities under any provision federal or state law, including Title IX and the Violence Against Women Reauthorization Act (VAWA), or this policy.

Prevention Efforts

Texas Lutheran University attempts to foster a safe living, learning, and working environments for all members of the campus community. To accomplish this, Texas Lutheran University considers the educational programming that addresses all aspects of domestic violence, dating violence, sexual assault, and stalking (safety precautions and prevention, crisis management, reporting, medical and counseling services, the Texas Lutheran University discipline systems, academic schedules, living arrangement, etc.), the campus response to sexual violence, domestic violence, dating violence, and instances of stalking, and physical surroundings throughout the campus community.

Texas Lutheran University develops educational programs concerning domestic violence, dating violence, sexual assault, and stalking. Involved students, faculty, staff, and community members provide information and promote discussion on interpersonal abuse and violence issues. Texas Lutheran University Police Department supports the educational programs by providing input and personnel to accomplish this task. For additional information about campus educational programs concerning domestic violence, dating violence, sexual assault, and stalking, contact the Title IX coordinator, Residence Life, Human Resources, Dean of Students Office, and Texas Lutheran University Police Department.

First year students are required to participate in Think About It, a Title IX and VAWA education program that combines sexual assault and substance abuse prevention in a comprehensive online training program. Think About It: Part I provides students with a comprehensive foundation in four areas: sex in college, partying smart, sexual violence, and healthy relationships. This course prepares students before they begin their life in college. Think About It: Parts II and Part III follow up with students early in their college life to track how their attitudes and behaviors have shifted. It also reinforces critical lessons from Think about It: Part I about intervening in high-risk situations.

All Faculty and staff have received training on Title IX to include topics in sexual misconduct, domestic and dating violence and stalking. Each faculty and staff member understands their responsibilities and required actions they must take by University Policy. All new employees receive this same training at the time of hire, and all employees must take a Title IX re-enforcement training every two years or as needed.

The University continually reviews and modifies its physical surroundings to enhance security and safety, such as campus lighting, locking procedures, signage, etc. For additional safety information, contact Texas Lutheran University Police Department at 830-372-8000

Being an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 9-1-1 or call 830 379-8000. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

Active Bystander Tactics

Work to create an environment where sexual violence is unacceptable

Treat people with respect.

Speak up when you hear people making statements that blame victims

Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.

Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated. Speak up when someone discusses plans to take advantage of another person

Believe someone who discloses sexual assault, abusive behavior, or experience with stalking

Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Call Campus Police or other authorities.

Create a Distraction.

Risk Reduction tips

With no intent to victim blame and recognizing that only rapists are responsible for rape, the following are some strategies to reduce one's risk of sexual assault or harassment.

• Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.

• Walk with purpose. Even if you don't know where you are going, act like you do.

• Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.

• Try not to load yourself with packages or bags as this can make you appear more vulnerable.

• Make sure your cell phone is with you and charged and that you have cab money.

• Don’t allow yourself to be isolated with someone you don’t trust or someone you don’t know.

• Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.

• When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.

• Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.).

• Don’t leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, get a new one.

• Don’t accept drinks from people you don’t know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don’t drink from punch bowls or other large, common open containers.

• Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.

• If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

If you need to get out of an uncomfortable or scary situation here are some things that you can try:

• Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.

• Be true to yourself. Don’t feel obligated to do anything you don’t want to do. “I don’t want to” is always a good enough reason. Do what feels right to you and what you are comfortable with.

• Have a code word with your friends or family so that if you don’t feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.

• Lie. If you don’t want to hurt the person’s feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

• Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

• If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

How to Report

A guiding principle in the reporting of domestic violence, dating violence, sexual assault, and stalking is to avoid possible re-victimizing of the complainant by forcing the individual into any plan of action. It is recommended that a person who has experienced domestic violence, dating violence, sexual assault, or stalking consider each of the following:

1. Getting to a safe place.

2. Avoiding the destruction of evidence by bathing, douching, changing clothes, or cleaning up in any way. Preserve evidence in a paper bag for possible future action. Also, keep copies of emails, text messages, and voice messages.

3. Pursuing medical treatment. Post-assault medical care can be performed at a local emergency room. Many hospitals have a specialized examiner who can complete an exam for victims of sexual violence. Such an exam can help the victim receive an appropriate medical assessment and treatment and can preserve evidence for possible future action.

4. Pursuing counseling services with appropriate agencies (e.g., University Counseling Center, Employee Assistance Program (EAP), or private providers). Calling someone that is known and trusted, such as a friend or counselor, and discussing with this person the assault can help to evaluate the trauma to sort out next steps.

5. Making a police report. You can initiate a campus and/or criminal complaint. You may obtain assistance from campus authorities in this notification.

6. Making a report to a campus security authority (CSA), Title IX coordinator, deputy Title IX coordinator or other responsible employee under Title IX.

7. Making an anonymous report. An anonymous report to the police notifies them that an act of sexual violence has occurred but gives no names or identification.

Sexual Assault is: As defined, a stranger or acquaintance commits sexual assault through forcible sodomy, forcible sexual penetration, however slight, of another person's mouth, anal or genital opening with any object. These acts must be committed without the victim's consent either by force, threat of force or violence, intimidation or through the use of the victim's mental or physical helplessness of which the accused was aware or should have been aware. Sexual assault is non-consensual acts involving psychological manipulation, physical force, or coercion. It is an act of aggression and violence, and a crime punishable under the laws of the State of Texas by fines and incarceration ranging from two years to life imprisonment.

Texas Lutheran University's definition of sexual assault also includes any touching of an unwilling person's intimate parts (defined as genitalia, groin, breast or breasts, or buttocks or clothing covering them) or forcing an unwilling person to touch another's intimate parts. These acts must be committed either by force, threat, intimidation, or through the use of the victim's mental or physical helplessness of which the accused was aware or should have been aware. As stated in the Texas Penal Code, a sexual assault is without the consent of the other person if: (1) the actor compels the other person to submit or

participate by the use of physical force or violence; (2) the actor compels the other person to submit or participate by threatening to use force or violence against the other person, and the other person believes that the actor has the present ability to execute the threat; (3) the other person has not consented and the actor knows the other person is unconscious or physically unable to resist; (4) the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it; (5) the other person has not consented and the actor has intentionally impaired the other person's power to appraise or control the other person's conduct by administering any substance without the other person's knowledge; (7) the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat; (8) the actor is a public servant who coerces the other person to submit or participate; (9) the actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person's emotional dependency on the actor; or (10) the other person is under the age of 17 and is not the spouse of the actor.

Consent is defined as clearly communicating "Yes" about sexual activity on your own terms. It can be limited to certain acts and revoked at any time by you. No means No.

Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. Dating violence does not include acts covered by the definition of domestic violence.

Domestic Violence includes felony and misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from the person's acts under the domestic or family violence laws of the jurisdiction.

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (i) fear his or her safety or the safety of others; or (ii) suffer substantial emotional distress.

Protective Measures

At times the University may deem it necessary to take steps before or during an investigation to protect the rights and interests of the Complainant and/or the Respondent. Those measures may be designed to reduce or eliminate contact between the Complainant and Respondent so that both parties feel safe in their work or educational environment. Protective measures may also guard against further actual or perceived discrimination or retaliation. Protective measures may include but are not limited to temporary changes in working conditions (such as changes in supervisor, shift, job site, or office location), changes in class schedule, changes in living arrangements, directives to the Complainant and Respondent to avoid

personal contact or refrain from such contact without a third party neutral person present, and in severe cases interim suspension.

TLU's Anti-Harassment and Sexual Misconduct Policies are detailed in the Student Handbook available on https://my.tlu.edu/ICS/icsfs/Student_Handbook_2019-2020.pdf?target=a4360c6f-8c50-4792-9a8d-55a4809bfb65 .

Procedures to Follow if a Sexual Assault Occurs
Self-Care and Safety:

After an assault, the survivor may be in a state of shock. Although the first reaction will be to bathe or shower, DO NOT. Instead, the survivor is advised to wrap in something warm, such as a blanket or coat. Staying warm, instead of cleaning up right away, will accomplish two important things:

1. It will help in recovering from the shock.
2. It is less likely that the evidence will be disturbed or destroyed if the survivor decides to prosecute. It is extremely important that survivors:

DO

- get to a safe place
- Call the police for help
- lock doors and windows
- keep warm
- get medical attention
- write down all they can remember
- take a change of clothing with them to the hospital or sexual assault center. If they must change their clothes, put them in a paper bag to give to the Police (plastic destroys evidence)

DO NOT

- shower or bathe
- brush or comb hair
- douche
- urinate (if possible)
- change clothes
- eat or drink anything
- brush or rinse teeth or smoke
- touch things at the crime scene

What to do:

- **Call Someone:** Survivors are advised to call someone for support immediately. Survivors react to sexual assault in different ways: some are upset, some are angry, and some are very calm and controlled. Whatever the reaction, one may make better decisions by talking to a trusted friend or relative, or someone who is professionally trained to deal with sexual assault. In addition, this person can serve as a vital source of emotional support.
- **Seek Medical Attention:** It is very important that the survivor seek medical attention as soon as possible after a sexual assault. A medical exam is important for two reasons: (1) it ensures that the survivor receives the appropriate medical treatment, and (2) it is essential in the collection of physical evidence if the survivor decides to prosecute.
- **Call Texas Lutheran University Police, Seguin Police, or 911:** The Texas Lutheran University Police Department (TLUPD) is a full-service legislated police agency that serves students, faculty, staff, and visitors within its jurisdiction. Students are encouraged to report any sexual assault, including acquaintance rape, to the University Police and/or Seguin Police, taking care to preserve all relevant evidence. The safety and well-being of sexual offense survivors is the primary concern of the Police. Normally, the Police will conduct a criminal investigation, and report the findings of that investigation to the State's Attorney. University Police officials can also assist sexual assault survivors in notifying other law enforcement authorities, as appropriate.
- Under Texas Law the victim of a sexual assault may choose to use a pseudonym (a fictitious name).
- Under Texas Law the victim of a sexual assault is entitled to the Crime Victims Compensation Act.

The State of Texas registers convicted sex offenders. Information may be accessed at the following link: https://records.txdps.state.tx.us/sexoffender/ .

Information pertaining to any convicted sex offender attending Texas Lutheran University or employed at Texas Lutheran University may be accessed at the Texas Lutheran University Police Department.

Accessing Support Services

If you are seeking health, spiritual, psychological support services or want to ask questions without filing a complaint at this time, contact Counseling Services, or Campus Pastor.

If you consult a medical or mental health provider in a patient context, your name and information that you share will remain confidential and will not be disclosed to any other University office or the police without your permission, unless there is a risk of danger to yourself or another, child and elder abuse or neglect, or if there is a court-ordered subpoena.

In addition, Counseling and Disability Services may provide referral information for:

- medical attention and off-campus support services
- filing a report to the police and/or to the Dean of Students Office
- housing or academic concerns

Contact:

Counseling and Disability Services, Sarah Westerfield 830-372-8009

Campus Pastor, Wes Cain 830-372-8160

University Nurse 830-372-8068

Filing a Complaint

To file a complaint or report an alleged act of sexual misconduct, report the incident to the Bobbi Supac located in Beck phone 830-372-8019 or at bsupac@tlu.edu. Mrs. Supac will invite you to participate in a preliminary conference and provide a written statement describing the incident and the names of any witnesses who can support your statement. The information you provide will help us determine if further action should be pursued.

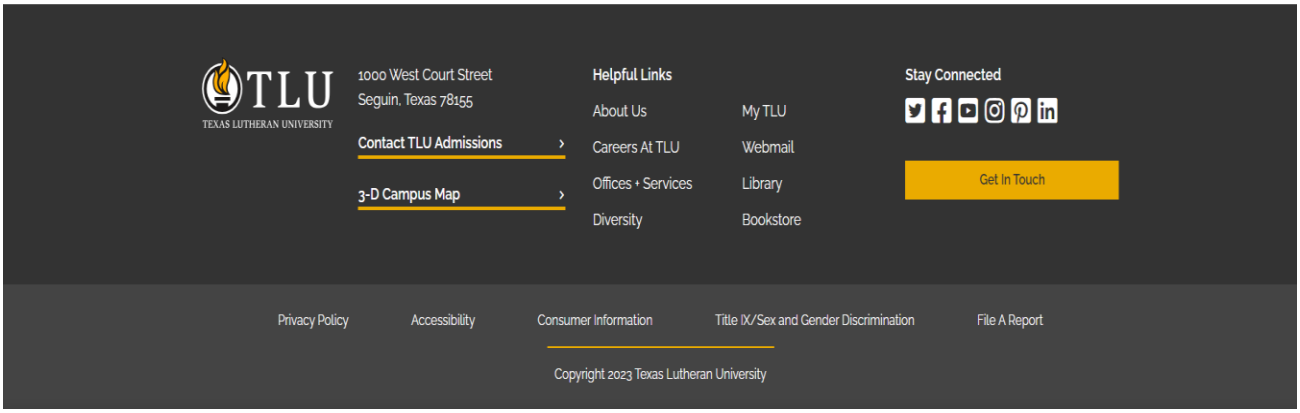
It is the legal duty of TLU to determine what occurred and take appropriate steps to resolve the situation. We will respect your wishes regarding further involvement in our investigation. Please be aware, if you decline to participate, our ability to respond will be limited.

If you discuss an alleged sexual misconduct incident with any university employee other than the counselors at Counseling Services or health providers at Health & Wellness Services, the employee is required to report the incident to the TLU Title IX Coordinator, which will lead to an investigation as described above.

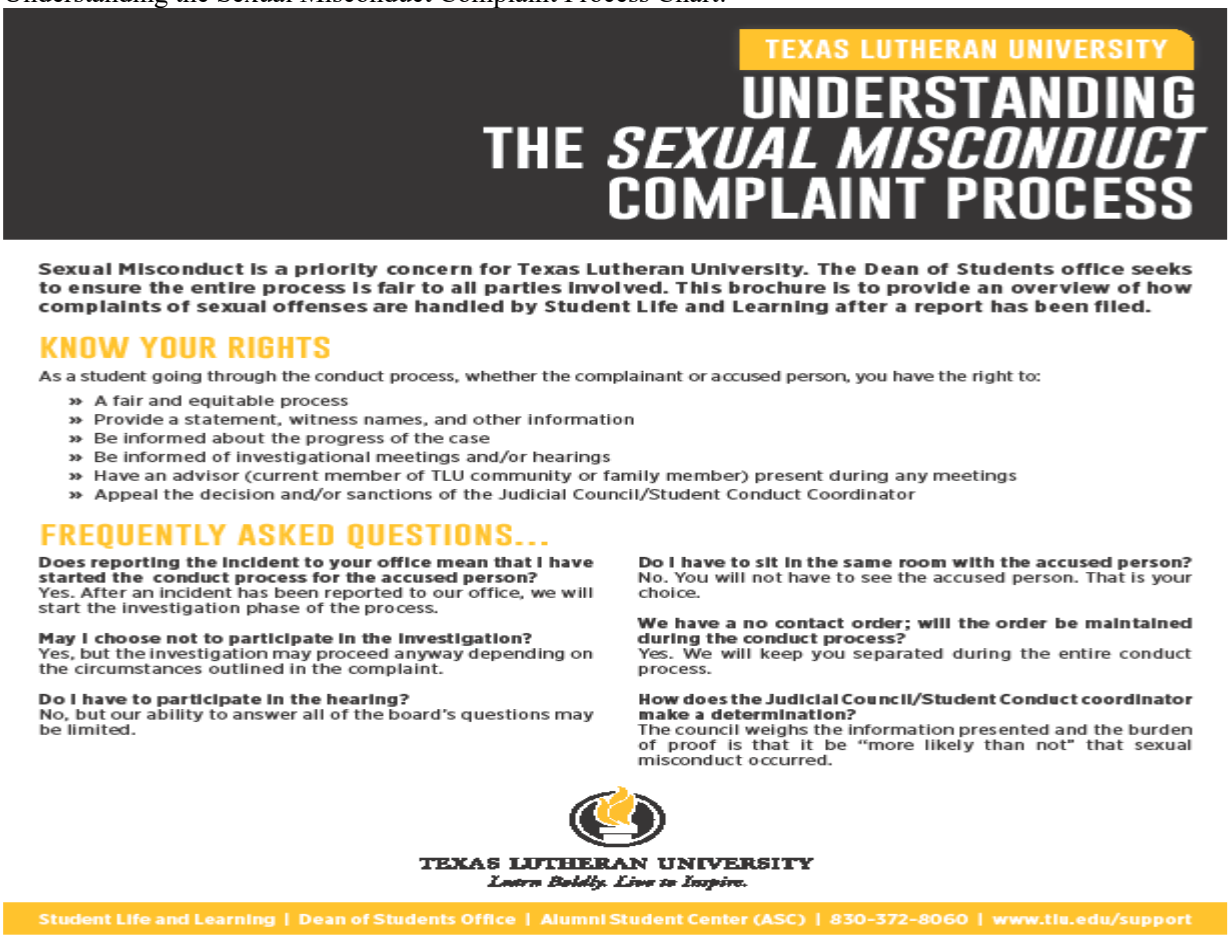
Title IX

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. Sex discrimination includes sexual harassment and sexual assault. For more information about Title IX, Coordinators, Deputy Coordinators/Investigators and full contact information, visit https://www.tlu.edu/life-at-tlu/health-safety/title-ix

At the bottom of the page is a link for more information or to file a Title IX report



Understanding the Sexual Misconduct Complaint Process Chart:



TEXAS LUTHERAN UNIVERSITY

UNDERSTANDING THE *SEXUAL MISCONDUCT* COMPLAINT PROCESS

Sexual Misconduct is a priority concern for Texas Lutheran University. The Dean of Students office seeks to ensure the entire process is fair to all parties involved. This brochure is to provide an overview of how complaints of sexual offenses are handled by Student Life and Learning after a report has been filed.

KNOW YOUR RIGHTS

As a student going through the conduct process, whether the complainant or accused person, you have the right to:

- A fair and equitable process
- Provide a statement, witness names, and other information
- Be informed about the progress of the case
- Be informed of investigational meetings and/or hearings
- Have an advisor (current member of TLU community or family member) present during any meetings
- Appeal the decision and/or sanctions of the Judicial Council/Student Conduct Coordinator

FREQUENTLY ASKED QUESTIONS...

Does reporting the incident to your office mean that I have started the conduct process for the accused person?
Yes. After an incident has been reported to our office, we will start the investigation phase of the process.

May I choose not to participate in the investigation?
Yes, but the investigation may proceed anyway depending on the circumstances outlined in the complaint.

Do I have to participate in the hearing?
No, but our ability to answer all of the board's questions may be limited.

Do I have to sit in the same room with the accused person?
No. You will not have to see the accused person. That is your choice.

We have a no contact order; will the order be maintained during the conduct process?
Yes. We will keep you separated during the entire conduct process.

How does the Judicial Council/Student Conduct coordinator make a determination?
The council weighs the information presented and the burden of proof is that it be "more likely than not" that sexual misconduct occurred.

TEXAS LUTHERAN UNIVERSITY
Learn Boldly. Live to Inspire.

Student Life and Learning | Dean of Students Office | Alumni Student Center (ASC) | 830-372-8060 | www.tlu.edu/support

Title IX Information

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. It reads:
"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."
--Legal Citation: Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX)

Sex discrimination includes sexual harassment and sexual assault.

<u>University Title IX Coordinator</u>

Duties and Responsibilities: Monitoring and oversight of overall Title IX Compliance at the University, including training, education, and prevention; investigations, sanctions, and notifications; victim support

Director Title IX Services

The Director of Title IX and Equity Compliance works with the Vice President for Diversity, Equity, and Inclusion and Title IX Coordinator in leading oversight of TLU's compliance with legal, regulatory, and policy requirements relating to sex and gender discrimination (including Title IX, VAWA, Clery Act, state and local laws) and civil rights discrimination (including Title VI, Title VII, ADA/504, ADEA, state and local laws) for students, faculty, staff, third-party vendors, and visitors. The Director, Title IX Services and Equity Compliance will serve as the Senior Deputy Title IX Coordinator; design and implement appropriate Title IX and sex and gender discrimination, and civil rights discrimination training efforts; coordinate responses, investigations, and resolutions to reports or complaints; coordinate sexual violence prevention and advocacy programming, including awareness months/days; review and revise appropriate policies, procedures, and forms; track all appropriate statistics and compose written reports required by university policy, federal, and state regulations; and maintain all related logs and records**.**

Bobbi Supac
Director of Title IX Services
O. G. Beck Administration Building
1000 W. Court St.
Seguin, Texas 78155
830-372-8019

Deputy Title IX Coordinator for Students/Campus Living

Duties and Responsibilities: Coordinates and monitors investigations when the complainant is a student; ensures provision of appropriate, reasonable remedies to the victim; ensures rights and due process for both complainant and respondent; oversees education/outreach/training for all students; available for consultation to all students and to Staff/Faculty. Title IX regulations require Deputy Coordinators to report incidents whether resolved informally or formally to the University Senior Title IX Coordinator. These reports allow the Title IX Coordinator to identify patterns of frequency in a particular area within the University and to coordinate compliance with federal regulations.

If you have issues or a complaint against a student concerning sexual harassment, sex discrimination, or sexual assault please contact:

Malika Harvey
Student Life and Learning
Alumni Student Center, ASC
1000 West Court Street
Seguin, TX 78155
830-372-8060
mharvey@tlu.edu

Dr. Sycora Wilson
Student Life and Learning
Meadow Center (ASC)
1000 W. Court St.
Seguin, TX 78155
830-372-8060
sawilson@tlu.edu

Andella Janicek
Alumni Student Center, ASC
1000 W. Court St.
Seguin, TX 78155
830-372-8069
ajanicek@tlu.edu

Deputy Title IX Coordinator for Non-faculty Employees and 3rd Parties

Duties and Responsibilities: Coordinates and monitors investigations when the complainant is a non-faculty employees or 3rd Party; ensures provision of appropriate, reasonable remedies to the victim; ensures rights and due process for both complainant and respondent; oversees education, outreach, and training for all non-faculty employees and 3rd Parties; available for consultation to all students, non-faculty employees, Faculty, and 3rd Parties. Title IX regulations require Senior Deputy Coordinators to report incidents whether resolved informally or formally to the University Title IX Coordinator. These reports allow the Title IX Coordinator to identify patterns of frequency in a particular area within the University and to coordinate compliance with federal regulations.

If you have issues or a complaint against a non-faculty employee or 3rd Party concerning sexual harassment, sex discrimination, or sexual assault please contact:

Bobbi Supac
HR Administrator
O.G. Beck Administration Building
1000 West Court Street, Suite 105A
Seguin, TX 78155
830-372-8019

Deputy Title IX Coordinator for Staff

Duties and Responsibilities: Coordinates and monitors investigations when the complainant is a non-faculty employee; ensures provision of appropriate, reasonable remedies to the victim; ensures rights and due process for both complainant and respondent; oversees education, outreach, and training for all non-faculty employees: available for consultation to all students, non-faculty employees, Staff/Faculty. Title IX regulations require Deputy Coordinators to report incidents whether resolved informally or formally to the University Senior Title IX Coordinator. These reports allow the Title IX Coordinator to identify patterns of frequency in a particular area within the University and to coordinate compliance with federal regulations.

If you have issues or a complaint against a non-faculty employee or 3rd Party concerning sexual harassment, sex discrimination, or sexual assault please contact:

Bobbi Supac
HR Administrator

O.G. Beck Administration Building
1000 West Court Street, Suite 105A
Seguin, TX 78155
830-372-8019

External Reporting

Office of the Civil Rights (Dallas Office)

214-661-9600; OCR.Dallas@ed.gov

Individuals with questions or concerns regarding TLU and Title IX, and/or those who wish to file a complaint of non-compliance may contact the University's Title IX Coordinator, Dr. David Ortiz, directly or The United States Department of Education: Office for Civil Rights (800) 421-3481. The U.S. Department of Education's Office for Civil Rights (OCR) is the division of the federal government charged with enforcing compliance with Title IX. Information regarding OCR can be found at: www.ed.gov/about/offices/list/ocr/index.html

Texas Lutheran University On-Campus Investigation and Adjudication

Texas Lutheran University's response to domestic violence, dating violence, sexual assault, or stalking incidents may involve a number of individuals and agencies (e.g., Police Department, Dean of Students, medical and counseling services personnel, and Title IX Administrator). In addition, for cases involving campus community members, there is a timely, campus-based investigation which is private and protects individual rights and process. The complainant is presented with options about how s/he may pursue the complaint.

Title IX complainants, including those reporting violence or concerned about Texas Lutheran University's compliance with Title IX or Department of Education policies, may be directed to the Title IX coordinator Bobbi Supac located in the O.G. Beck Administration Building or the U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202. Complaints may also be directed to any other federal agency.

Students

The Student Handbook describes the procedures followed when a violation of the University policy is reported to an Administrative Hearing Officer (AHO). Reports of violence involving students are generally directed to the Dean of Students Office, which manages investigations. And may act as Administrative Hearing officers when charges are brought.

Special Hearing Provisions for Sexual Misconduct, Discrimination and Other Complaints of a Sensitive Nature

All hearings under these categories will be conducted by a three-member administrative panel drawn from the panel pool. For sexual misconduct, discrimination, and other complaints of a sensitive nature, whether the alleged victim is serving as the complainant or as a witness, alternative testimony options may be provided, such as placing a privacy screen in the hearing room or allowing the alleged victim to testify from another room via audio or audio/video technology. While these options are intended to help make the alleged victim more comfortable, they are not intended to work to the disadvantage of the responding student.

The past sexual history or sexual character of a party will not be admissible by the other parties in hearings unless such information is determined to be highly relevant by the panel chair. All such information sought to be admitted by a party or the university will be presumed irrelevant until a showing of relevance is made, in advance of the hearing, to the chair. Demonstration of pattern, repeated, and/or predatory behavior by the responding student, in the form of previous findings in any legal or campus proceeding, or in the form of previous good faith allegations, will always be relevant to the finding, not just the sanction. The parties will be notified in advance if any such information is deemed relevant and will be introduced in the hearing.

The party bringing any complaint alleging sexual misconduct, other behavior falling with the coverage of Title IX and/or a crime of violence will be notified in writing of the outcome of a hearing, any sanctions assigned, rationale for the decision, and appeal procedures.

Mediation, including referral to the Conflict Resolution Center for the purpose of mediation between the parties, will not be used to resolve sexual violence complaints.

The Student Handbook in section VIII outlines the process and protection of rights of both the complainant (the student who brings the grievance or makes the complaint) and the respondent (the student or individual about whom the grievance or complaint is brought). Both complainant and respondent have certain shared or complementary rights in disciplinary hearings. The rights below apply as addenda to the protocols identified in the Student Handbook.

1. The complainant and the respondent have the right to be assisted by an advisor, including an advisor they choose at their own expense.

2. The complainant and the respondent have the right to access and review any information that will be used in the hearing.

3. The complainant and the respondent will be advised of the date, time, and location of a hearing, when scheduled. Both may attend and participate.

4. The Administrative Hearing Officer may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the complainant, respondent, and/or other witness during the hearing.

5. The Administrative Hearing Officer shall render the decision to the respondent and the complainant simultaneously and in writing within three business days. The Student Handbook provides for the

disclosure to the complainant of the final results of any disciplinary proceeding regarding a complaint of domestic violence, dating violence, sexual assault, or stalking.

6. Decisions may be appealed by both parties in accordance with the Student Handbook**,** as applicable. All parties will be informed in writing of the outcome of any appeal.

The standard of proof that exists for campus disciplinary proceedings is preponderance of evidence, (i.e., more likely than not the event(s) occurred). A student's privacy concerns are weighed against the needs of Texas Lutheran University to respond to certain incidents and crimes. To the greatest extent possible, all reports will remain private. However, information may be shared with appropriate departments and agencies on a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community. By State Law All Texas Lutheran University Police reports are open records.

Possible Sanctions:

One or more of following sanctions may be imposed upon any student for any single violation of the Student Code of Conduct:

1) Warning: An official written notice that the student has violated university policies and/or rules and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at the university.

2) Restitution: Compensation for damage caused to the university or any person's property. This could also include situations such as failure to return a reserved space to proper

4) Community/University Service Requirements: For a student or organization to complete a specific supervised university service.

5) Loss of Privileges: The student will be denied specified privileges for a designated period.

6) Confiscation of Prohibited Property: Items whose presence is in violation of university policy will be confiscated and will become the property of the university. Prohibited items may be returned to the owner at the discretion of the Associate Dean of Students and/or Campus Police.

7) Behavioral Requirement: This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, etc.

8) Educational Program: Requirement to attend, present and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which the student or organization was found responsible. The audience for which the educational program is shared may be restricted.

9) Restriction of Visitation Privileges: May be imposed on a resident or non-resident student. The parameters of the restriction will be specified.

10) University Housing Probation: Official notice that, should further violations of Residence Life or university policies occur during a specified probationary period, the student may immediately be removed from university housing. Regular probationary meetings may also be imposed.

11) University Housing Reassignment: Reassignment to another university housing facility. Residence Life personnel will decide on the reassignment details.

12) University Housing Suspension: Removal from university housing for a specified period after which the student is eligible to return. Conditions for re-admission to university housing may be specified. Under this sanction, a student is required to vacate university housing within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director of Residence Life. This sanction may be enforced with a trespass action, if deemed necessary. Prior to reapplication for university housing, the student must gain permission from the Director of Residence Life (or designee). This sanction may include restrictions on visitation to specified buildings or all university housing during the suspension.

13) University Housing Expulsion: The student's privilege to live in, or visit, any university housing structure is revoked indefinitely. This sanction may be enforced with a trespass action if deemed necessary.

14) Disciplinary Probation: The student is put on official notice that, should further violations of university policies occur during a specified probationary period, the student may face suspension or expulsion. Probation may be imposed for at least one semester and not more than one calendar year with the student being returned to good standing at the end of the time period if no further violations occur. During probation the student is not able to represent the university in any honorary capacity, hold an elected office, or participate in intercollegiate athletics. If such positions are held when the probationary period begins, the appropriate faculty/staff advisors, coaches, and/or sponsors will be notified. Probationary meetings may also be imposed.

15) Trespass Action: A "No Trespass" order issued by the TLU Police Department forbidding a person from entering any TLU-owned building or property on campus or off without prior arrangements with the TLU Police. Violation of this order may result in arrest and possible further disciplinary action.

16) Eligibility Restriction: The student is deemed "not in good standing" with the university for a specified period of time. Specific limitations or exceptions may be granted by the Associate Dean of Students (or designee) and terms of this conduct sanction may include, but are not limited to, the following:

a) Ineligibility to hold any office in any student organization recognized by the university or hold an elected or appointed office at the university; or

b) Ineligibility to represent the university to anyone outside the university community in any way including participating in the study abroad program, attending conferences, or representing the university at an official function, event or intercollegiate competition as a player, manager or student coach, etc.

17) Disciplinary Suspension: Separation of the student from the university for one semester or up to one calendar year after which the student is eligible to return. Conditions for readmission may be specified.

Disciplinary suspension indicates that a student is no longer enrolled at the university, that the student did not withdraw voluntarily, and that the student is not permitted on campus. The student is prohibited from registering or attending any TLU classes for credit or non-credit, from participating in or taking leadership in any campus organization, or from participating in any activities of the university. This sanction may be enforced with a trespass action as necessary.

18) Expulsion: Permanent separation from the university. The student is banned from university property and the student's presence at any university-sponsored activity or event is prohibited. This action may be enforced with a trespass action as necessary.

19) Revocation of Admission and/or Degree – Admission to or a degree awarded from the university may be revoked for fraud, misrepresentation, or other violation of university standards in obtaining the degree, or for other serious violation committed by a student prior to graduation.

20) Withholding Degree - The university may withhold awarding a degree otherwise earned until the completion of the process set forth in the Student Code of Conduct, including the completion of all sanctions imposed, if any.

21) Other Sanctions: Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the Associate Dean of Students (or designee).

If a faculty or staff member is involved as the complainant or respondent:

1. All incidents are to be reported to the Title IX coordinator as follows:

Faculty and Staff issues report to Bobbi Supac, ***bsupac@tlu.edu*** 830-372-8019

2. Based on the initial report of the incident, the Title IX coordinator, with assistance from TLUPD, Human Resources and/or Dean of Students Office, will implement any temporary safety measures immediately.

3. The Title IX coordinator will then assign a Title IX investigator or investigators to investigate the incident.

4. The Title IX investigator(s) will investigate the incident and submit a final written report to the Title IX coordinator Bobbi Supac located in the Beck Center phone 830-372-8019 or bsupac@tlu.edu.

5. If it is determined that discipline or dismissal of a faculty or staff member is warranted, the following policies and procedures will be followed:

A. Faculty – ***Faculty Handbook;***

B. Staff – Employee Guidelines and our Sexual Harassment Policy;

6. Both the complainant and respondent will be notified in writing of the final results of the investigation and any resulting actions.

The standard of proof that exists for campus disciplinary proceedings is preponderance of evidence, (i.e., more likely than not the event(s) occurred). If a complainant requests that his or her name not be revealed

to the respondent or asks Texas Lutheran University not to investigate or seek action against the respondent, Texas Lutheran University will be limited in its ability to respond fully to the incident.

Interim Arrangements and Post-Hearing Interventions

Texas Lutheran University actively provides services for all parties in domestic violence, dating violence, sexual assault, and stalking cases. Texas Lutheran University continues a coordinated response system that attends to the complainant's and respondents' physical and emotional well-being as well as the safety of the community.

Administrative Services to Assist a Student Complainant or Respondent

The Dean of Students Office (DOS) will assist students, including collaborating with Texas Lutheran University Police Department and other departments to provide:

1. Referral to a counselor at the University Counseling Center (UCC), or referrals to outside provider(s). (Rape Crisis Center, Women's Shelter, etc.)

2. Escort services. (TLUPD)

3. Assistance in petitioning for a protective order. Texas Lutheran University honors all protective orders issued by the courts, no-contact orders, restraining orders, or similar orders issued by Texas Court System

4. Withdrawal from the University. (DOS)

5. An on-campus investigation and, if appropriate, initiate on-campus disciplinary procedures.

6. Other referrals as necessary.

Administrative Services to Assist Faculty or Staff Complainant or Respondent

The Title IX coordinator will assist faculty and staff, including collaborating with TLUPD and other departments to provide:

1. Referral to the Employee Assistance Program.

2. Escort services. (TLUPD)

3. Assistance in petitioning for a protective order. Texas Lutheran University honors all protective orders issued by the courts, no-contact orders, restraining orders, or similar orders issued by Texas Court System

4. Conduct an on-campus investigation and, if appropriate, initiate disciplinary/dismissal procedures. (Title IX Coordinator and/or Human Resources)

5. Other referrals as necessary.

Interim Conditions and Post-Hearing Interventions Applying to Complainants and Respondents

1. The complainant and/or respondent may have parking re-assigned.

2. The complainant and/or respondent may have on-campus residence changed.

3. The complainant and/or respondent may have his/her academic schedule altered and/or arrangements with instructors to assist in offsetting potential academic problems will be coordinated. This service is not applicable for a respondent who has been temporarily or immediately removed from campus and/or classes.

4. The respondent may be directed not to have contact, by any means, with a complainant.

5. The complainant may be directed not to have contact, by any means, with a respondent.

6. Any individual who is alleged to have committed a violent act, including domestic violence, dating violence, sexual assault, or stalking upon a member of the campus community, may be banned from campus and campus activities.

7. Other conditions as deemed appropriate.

Register Sex Offender

In accordance with the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeane Clery Act and the Family Educational Rights and Privacy Act of 1974, Texas Lutheran University Police Department is providing a link to the Texas Department of Public Safety Sex Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a state, concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice of each institution of higher education in that state at which the person is employed, carries a vocation or is a student. In the State of Texas, convicted sex offenders must register with the Sex Offender and Crimes Against Minors Registry maintained by the Texas Department of Public Safety.

The Sex Offender Registration Program is available via the internet at www.statutes.legis.state.tx.us/?link=PE, Code of Criminal Procedure, Sex Offender Registry Program, reference Article 62.153. Registry information provided under this section shall be used for the purposes of the administration of criminal justice, screening of current or prospective employees, volunteers or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited. The Texas Department of Public Safety is responsible for maintaining this registry. See DPS website at https://records.txdps.state.tx.us/DPS_WEB/SorNew/index.aspx.

Victim Assistance

Victim assistance is available through the following Agencies:

Texas Lutheran University Police Department	(830) 372-8000
25tdh Judicial District Attorney's Office	(830) 303-1922
Office of the Attorney General/Crime Victims' Compensation	1-800-983-9933

Texas Lutheran University's Policy on Alcohol and Other Drugs

The abuse of alcohol and drugs by members of the University community is incompatible with the goals of an academic institution. In accordance with Texas State Law, Texas Lutheran University does not permit the purchase, possession, or consumption of alcohol by persons under 21 years of age. Alcohol must be served by either Sodexo or third-party vendor, which must be licensed and pre-approved by the University. Respect is the foundation upon which the University bases its Alcohol Policy as outlined in the following areas:

Respect for oneself - Those who are of legal age and choose to drink must never do so in a manner that puts them at personal risk.

Respect for others - Intoxication is inappropriate behavior and it does not excuse an individual of personal responsibility. Anyone choosing to drink must not drink to a level where the rights and well-being of others might be endangered.
Respect for property - Research indicates that most campus vandalism and destruction is directly related to alcohol consumption. Each individual will be held responsible for any damage done while under the influence.

Alcohol Policy for all Texas Lutheran University Student Housing

Alcohol: No one under the age of 21 may possess or consume alcoholic beverages in accordance with Texas State law and university policy.

All residence halls, except Knutson Hall and any TLU apartment where at least one resident is under 21, is alcohol free.

The display of alcoholic beverage containers/packaging such as cans, bottles, bottle caps, cartons, packaging labels, etc. are not permitted.

Students older than 21 may possess and consume alcohol in the privacy of their apartments or Knutson Hall room as long as all students residing in the apartment or Knutson Hall room are 21 years or older.

The maximum number for a party within an apartment is 20. The student host is responsible for all of their guests, including those who are under 21 years of age. Hosting a party involving the illegal use of alcohol or making alcohol available to minors is a violation of Texas State law and university policy. The student host will be held responsible for any and all violations of TLU policies by his/her guest(s).

Drinking games or other behaviors designed for the purpose of rapid and/or excessive consumption of alcohol are prohibited.

See Section IV of the Student Code of Conduct for further information.

Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of

alcohol also increases the incidence of a variety of aggressive acts. Moderate to high doses of alcohol cause marked impairments in higher mental function, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects described. Repeated use of alcohol can lead to dependence. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome.

Parental Notification

In accordance with a 1998 amendment to FERPA, UND school officials have the discretion to notify parents or guardians of students who, at the time of disclosure, are under the age of 21, and have violated any federal, state, or local laws, or violated any rule or policy of the institution governing the use or possession of alcohol or controlled substance. Attempt at parental notification will be made:

1. After the finding of a second alcohol offense and any subsequent alcohol offense; or after the finding of a first alcohol offense if the violation is more serious, such as but not limited to, driving under the influence of alcohol or in conjunction with another violation, especially one involving violence or property damage;

2. For any drug offense; or

3. During a medical emergency involving a student.

Exceptions to parental notification may be made based on circumstances as determined by school officials with legitimate educational interest.

Other Drugs
State law, as well as University policies, prohibits the medically unsupervised use, possession, sale, manufacture or distribution of any narcotics or controlled substances.

Tobacco (Nicotine)
Some 30 percent of cancer deaths (130,000 per year) are linked to smoking. Chronic obstructive lung diseases such as emphysema are 10 times more likely to occur among smokers than non-smokers. Smoking during pregnancy also poses serious risks such as spontaneous abortion, pre-term birth, low birth weights, and fetal and infant deaths.

Designer Drugs
To circumvent legal restrictions, underground chemists modify the molecular structure of certain illegal drugs to produce designer drugs. Many of the so-called designer drugs are related to amphetamines (MDMA, X, Fentanyl). These substances can produce a severe neurochemical change to the brain. Narcotic type drugs (China white) can cause Parkinson's disease-like symptoms (uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage). Amphetamine and methamphetamine type substances cause nausea, blurred vision, chills or sweating and faintness. Psychological effects include anxiety, depression, and paranoia. Designer phencyclidine causes illusions, hallucinations, and impaired perception.

Narcotics
Narcotics initially produce feelings of euphoria followed by drowsiness, nausea, and vomiting. Users may experience constricted pupils, watery eyes and itching. An overdose may produce slow and

shallow breathing, clammy skin, convulsions, coma, and possible death. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms.

Cocaine
The use of cocaine can cause death by cardiac arrest or respiratory failure. Immediate effects include dilated pupils, elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can cause a stuffy or runny nose, while chronic use can ulcerate the mucous membrane of the nose. Cocaine can produce psychological dependency: a feeling that the user cannot function without the drug. Crack or freebase rock is extremely addictive, and physical effects include dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucinations, paranoia, and seizures.

Fentanyl
Fentanyl is a synthetic opioid that is up to 50 times stronger than heroin and 100 times stronger than morphine. There are two types of fentanyl: pharmaceutical fentanyl and illegally made fentanyl. Both are considered synthetic opioids. Users may experience slow, shallow, erratic breathing or may completely stop breathing, be extremely lethargy, difficult to arouse or unconscious, have small pupils, weak pulse, vomiting, they may make gurgling sounds when breathing, look lifeless, pale, their skin feels cold and clammy, and have blue lips and fingernails.

Other Stimulants
Stimulants can cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. Users may experience sweating, headache, blurred vision, dizziness, sleeplessness, and anxiety. Extremely high doses can cause a rapid or irregular heartbeat, tremors, loss of coordination and even physical collapse. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucinations, delusions, and paranoia.

Marijuana (Cannabis)
Use of cannabis may impair or reduce short-term memory and comprehension, alter one's sense of time and reduce ability to perform tasks requiring concentration and coordination, such as driving a car. Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana can also produce paranoia and psychosis and is damaging to the lungs and pulmonary system. Marijuana smoke contains more cancer-causing agents than tobacco smoke.

Anabolic Steroids
Steroid users subject themselves to more than 70 possible side effects, ranging in severity from liver cancer to acne, and including psychological as well as physical reactions. The liver, cardiovascular, and reproductive systems are most seriously affected by steroid use. In males, use can cause sterility and impotence. In females, irreversible masculine traits can develop along with sterility. Psychological effects include very aggressive behavior known as "roid rage" and depression.

Hallucinogens
LSD, mescaline, and psilocybin cause hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate, and blood pressure, loss of appetite, sleeplessness, and tremors. Sensations and feelings may change rapidly. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur

even after use has ceased. Users of PCP report persistent memory problems and speech difficulties, depression, anxiety, and often violent behavior patterns.

Depressants
The effects of depressants are in many ways similar to the effects of alcohol. Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause slurred speech, staggering gait, and altered perception. Large doses can cause respiratory depression, coma, and death. The combination of depressants can multiply the effects of the drugs, thereby multiplying the risks. The use of depressants can cause both physical and psychological dependence.

Rhohypnol (Rophies, Roofies, Rope)
This drug is in the same category of drugs as Valium, a benzodiazepine, but is more potent than Valium. Initially, it causes a sense of relaxation and reduction of anxiety. At higher doses, light-headedness, dizziness, lack of coordination, and slurred speech occur. The drug affects memory and, in higher doses or if mixed with other drugs or alcohol, can result in amnesia for the time period the user is under the influence. Because of this amnesia effect, Rhohypnol has been given intentionally to others to facilitate sexual assault and other crimes. Combining this drug with other sedating drugs, including alcohol, will increase the intensity of all effects of the drug and, in sufficient doses, can cause respiratory arrest and death. Dependency can occur.

Gamma-Hydroxybutyrate (GHB)
GHB (Slang or Street Names: Grievous Bodily Harm, G, Liquid Ecstasy) can be produced in clear liquid, white powder, tablet, and capsule forms, and is often used in combination with alcohol. GHB has been increasingly involved in poisonings, overdoses, “date rapes,” and fatalities. The drug is used predominantly by adolescents and young adults. GHB is usually abused either for its intoxicating/sedative/euphoriant properties or for its growth hormone-releasing effects, which can build muscles. This drug is a central nervous system depressant that can relax or sedate the body. At higher doses it can slow breathing and heart rate to dangerous levels. Overdose of GHB can occur rather quickly, and the signs are similar to those of other sedatives: drowsiness, nausea, vomiting, headaches, loss of consciousness, loss of reflexes, impaired breathing, and ultimately death. GHB is cleared from the body relatively quickly, so it is sometimes difficult to detect in emergency rooms and other treatment facilities.

Alcohol and Drug Abuse Awareness and Education

Texas Lutheran University is a drug-free school. The Drug Free School and Communities Act of 1989 requires institutions of higher education to adopt and implement programs to prevent the unlawful possession, use or distribution of illicit drugs and alcohol. The University sponsors alcohol and drug abuse education and awareness programs each semester. Programs, campaigns, and printed literature are presented during peak times when there may be a potential for alcohol and drug abuse, such as holidays, winter, and spring breaks, social and leisure activities, and seasonal city events. Other alcohol and drug abuse awareness programs are held in conjunction with student organizations and Residence Life.

Alcohol and Drug Abuse Resources

The following are alcohol and drug abuse resources that are available both on and off campus.

On Campus

Dean of Students	(830) 372-8060
Campus Ministry	(830) 372-8160
Counselor	(830) 372-8009

Off Campus

Information concerning off campus resources can be obtained by visiting or calling the Texas Lutheran University Counselor's Office.

Penalties for Drug and Alcohol Violations

Offense	Minimum Punishment	Maximum Punishment
Manufacture or delivery of controlled substances (drugs)	Confinement in a jail for a term of not more than two years or less than 180 days, and a fine not to exceed $10,000	Confinement in TDCJ for life or for a term of not more than 99 years or less than 15 years, and a fine not to exceed $250,000
Possession of controlled substances (drugs)	Confinement in jail for a term of not more than 180 days, and a fine not to exceed $10,000	Confinement in TDCJ for life or for a term of not more than 99 years or less than 15 years, and a fine not to exceed $250,000
Delivery of marijuana	Confinement in jail for a term of not more than 180 days, and a fine not to exceed $2,000	Confinement in TDCJ for life or for a term of not more than 99 years or less than 5 years, and a fine not to exceed $100,000
Possession of marijuana	Confinement in jail for a term of not more than 180 days, and a fine not to exceed $2,000	Confinement in TDCJ for life or for a term of not more than 99 years or less than 5 years, and a fine not to exceed $50,000
Driving while intoxicated (includes intoxication from drugs, alcohol* or both)	Confinement in jail for a term of not less than 72 hours, and a fine of not more than $2,000 or both	Confinement in TDCJ for a term of not more than 10 years or less than 2 years and a fine not to exceed $10,000
Public intoxication		Class C misdemeanor – maximum fine of $500
Purchase of alcohol by a minor Consumption of alcohol by a minor Possession of alcohol by a minor Misrepresentation of age by a minor	Fine of not less than $25 nor more than $500	Class C misdemeanor – mandatory license suspension, mandatory community service, mandatory alcohol awareness class and/or fine not to exceed $500

Sale of alcohol to a minor		Class A misdemeanor – $4,000 fine and/or maximum of one year in jail
Furnishing alcohol to a minor		Class B misdemeanor – $0 to $2,000 fine and/or 180 days in jail

* Blood Alcohol Concentration (.08 BAC)

II. Federal Law

Offense	Minimum Punishment	Maximum Punishment
Manufacture, distribution or dispensing drugs (includes marijuana)	A term of imprisonment not more than 3 years, and a minimum fine of $250,000	A term of life imprisonment without release (no eligibility for parole) and a fine not to exceed $8,000,000 (for an individual) or $20,000,000 (if other than an individual)
Possession of drugs (including marijuana)	The minimum penalty is imprisonment for up to one year and fine not less than $1000 or both.	Imprisonment for not more than 20 years or not less than 5 years, a fine of not less than $5,000 plus cost of investigation and prosecution
Distribution of Drugs to a person under 21 years of age	The minimum penalty is double the federal penalty for distribution of drugs	The maximum penalty is triple the federal penalty for distribution of drugs.

Missing Person Protocol

The purpose of this policy is to establish procedures for the Texas Lutheran University's response to reports of missing students, as required by the Higher Education Opportunity Act of 2008.

This policy applies to students who reside in campus housing, including off – campus apartment units leased by Texas Lutheran University for student residents.

For the purpose of this policy, a student may be considered to be a "missing person" if the person's absence is contrary to his/her usual pattern of behavior and unusual circumstance may have caused the absence. Such circumstances could include, but not be limited to, a report of suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, is drug dependent, is in a life-threatening situation, or has been with persons who may endanger the student's welfare.

I. Procedures for designation of emergency contact information

A. Students age 18 and above and emancipated minors

Students will be given the opportunity during each semester registration process at Texas Lutheran University to designate an individual or individuals to be contacted by Texas Lutheran University no more than 24 hours after the time that the student is determined to be missing in accordance with the procedures set forth below. A designation will remain in effect until changed or revoked by the student.

B. Students under the age of 18

In the event a student who is not emancipated is determined to be missing pursuant to the procedures set forth below, Texas Lutheran University is required to notify a custodial parent or guardian no more than 24 hours after the student is determined to be missing in accordance with the procedures set forth below.

II. Official notification procedure for missing persons

A. Any individual on campus who has information that a residential student may be a missing person must notified Texas Lutheran University Police Department at X8000 as soon as possible. The Texas Lutheran University Police Department at the time of the report will immediately notify the office of the Dean of Students and provide the Dean's office with the name and student I.D. number of the missing student. Both the Texas Lutheran University Police Department and the Office of the Dean of Students will work as a team in all missing person cases involving students and staff of Texas Lutheran University.

Note: In order to avoid jurisdictional conflicts when an off campus and/or commuter student is believed to be missing, the reporting person should immediately notify local law enforcement authorities. Texas Lutheran University Police Department will assist local law enforcement with the investigations as requested.

B. Texas Lutheran University Police Department will gather all essential information about the residential student from the reporting person and from the student' acquaintances (description, clothes last worn, where student might be, who the student might be with, vehicle description, information about physical and emotional well-being of the student, an up to date photograph, class schedule, etc.) Appropriate campus staff will be notified to aid in the search for the student.

C. If the above actions are unsuccessful in locating the student or it is apparent immediately that the student is a missing person (e.g., witnessed abduction), Texas Lutheran University Police Department enter the person as a missing person in TCIC and NCIC. Texas Lutheran University Police Department will coordinate with Seguin Police Department or Guadalupe County Sheriff's Department in an effort to locate the student and conduct a joint investigation with said agencies.

D. No later than 24 hours after determining that a residential student is missing, the Dean of Students will notify the emergency contact (for students 18 and over) or the parent/guardian (for students under the age of 18) that the student is believed to be missing.

III Campus communications about missing students

A. In cases involving missing persons, law enforcement personnel are best situated to provide information to the media that is designed to elicit public assistance in the search for a missing person. Therefore, all communication regarding the missing students will be handled by Texas Lutheran University Police Department with the assistance of the Office of University Relation and the Dean of Students. All inquiries to Texas Lutheran University regarding a missing student shall be referred to Texas Lutheran University Chief of Police or his designee.

Prior to providing the community with any information about a missing student, Texas Lutheran University officials shall consult with the Texas Lutheran University Police Department to ensure that communications do not hinder the current investigation.

Texas Lutheran University Campus Crime Statistics

This data includes offenses that were reported to the Texas Lutheran University Police Department and was compiled using the Uniform Crime Reporting procedures in accordance with provisions of the Jeanne Clery Disclosure of Campus Crime Statistics Act.

Crime statistics for the geographic areas surrounding the Texas Lutheran University campus are available at Seguin Police Department. Sex offender registration information is available at: www.txdps.state.tx.us

The following are definitions and terms used in Uniform Crime Reports:

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

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

Assault, Non-aggravated: Assaults and attempted assaults where no weapon is used and that do not result in serious or aggravated injury to the victim.

Burglary (Breaking or Entering): The unlawful entry into a building or other structure with the intent to commit a felony or theft. Forced entry is not a required element of the offense; it may be accomplished via an unlocked door or window, so long as the entry is unlawful (constituting a trespass). Included are attempts to commit burglary where force is employed or where a perpetrator frightened off while entering an unlocked door or climbing through an open window.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) The type of relationship; and (iii) The frequency of interaction between the persons involved in the relationship. Dating violence does not include acts covered by the definition of domestic violence.

Domestic Violence: Includes felony and misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence 25 laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from the person's acts under the domestic or family violence laws of the jurisdiction.

Drug Abuse Violations: Violations of laws prohibiting the possession, production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use.

Hate Crimes: Any of the offenses listed and other crimes involving bodily injury to any person in which the victim is intentionally selected because of the actual or perceived race, gender, religion, national origin, sexual orientation, gender identity, ethnicity, or disability of the victim.

Larceny/Theft: The unlawful taking, carrying, leading or riding away of property from the possession of constructive possession of another. Examples of offenses in this classification include pocket picking and purse snatching (where no more force is employed than necessary to take the property).

Liquor Law Violations: Violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages (does not include "driving under the influence" or drunkenness). Motor Vehicle Theft: Theft or attempted theft of a motor vehicle.
Murder and non-negligent manslaughter: The willful (non-negligent) killing of one human being by another.

Murder and Negligent manslaughter: The killing of another person through gross negligence.

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

Sex Offenses: Sex offenses are defined as any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent
.
• Rape is the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victim or perpetrator.

• Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
• Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

• Statutory rape is sexual intercourse with a person who is under the statutory age of consent.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (i) fear for his or her safety or the safety of others; or (ii) suffer substantial emotional distress.

Weapons Possession: Violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Definitions of Geography

As specified in the Clery Act, the following property descriptions are used to identify the location of crimes on and around TLU's campus.

On-Campus Buildings or Property

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and

2. Any building or property that is within or reasonably contiguous to the area identified in the above paragraph, that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).

Non-Campus Buildings or Property

1. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

2. Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Buildings or Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

Texas Lutheran University's crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

Preparation and Disclosure of Crime Statistics

Texas Lutheran University is responsible for preparing and disclosing crime statistics in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), 20 U.S.C. Section 1092. This federal mandate requires the disclosure of certain crime statistics so current and potential families, students, and employees can be knowledgeable about the safety of college campuses.

The chief of police at Texas Lutheran University is responsible for collecting and reporting the annual crime statistics from the local police agencies and campus security authorities. This

information is included in TLU's Annual Security and Fire Safety Report (ASFSR). By October 1 of each year, notification of the new ASFSR is emailed to current students and employees. A hard copy of the report is available upon request at the Texas Lutheran University Police Department (TLUPD), and the bubble located in the ASC. The crime statistics are also submitted to the U.S. Department of Education on an annual basis.

Texas Lutheran University Police Department collects its own statistics, and accepts supplemental numbers from other campus security authorities (CSA) in their subordinate reporting roles. The Dean of Students (DOS) Office provide statistics to TLUPD. A working relationship between TLUPD and specific departments that routinely provide services at non-campus locations has been established. TLUPD then annually requests statistical information from the appropriate law enforcement agencies for non-campus operations. Clery reporting covers the preceding calendar year, January 1 to December 31.

Texas Lutheran University Police Department protocols specify that aggravated assault, arson, negligent manslaughter, burglary, motor vehicle theft, murder/non-negligent manslaughter, robbery, and any case classified as a hate crime under the Clery Act are reported to UPD, either by having a CSA or the student contact TLUPD. In cases of sexual assault, domestic violence, dating violence, and stalking, the victim or witness may report to TLUPD, the Title IX coordinator, or file as an anonymous report (a statistical notation absent any names). Anonymous reports are reviewed at the end of the year for reporting purposes.

All relevant crime data are compiled by the chief of police and are included in Texas Lutheran University's submission to the Department of Education annually by October 15.

The chief of police, assisted by Gabriel Barrientez Director of Campus Living, produces the Annual Security and Fire Safety Report which contains policies, procedures and crime data as required by the Clery Act.

Police Report determined to be Unfounded

It is Texas Lutheran University Police Department responsibility to take and document all reports of criminal activity that occurs within our jurisdiction. Each report will be investigated and appropriate action will be taken by the department. If a case is investigated by Texas Lutheran University Police Department and it is determine beyond a reasonable doubt that the report is false by a sworn peace officer the case will be classified as Unfounded and report will be closed and cleared. Texas Lutheran University Police Department will report all unfounded cases on our Annual Safety report. There were no unfounded cases to report this year.

Texas Lutheran University

Crime Statistics

NUMBER OF REPORTED OFFENSES

Crime Category	On-Campus			Non-Campus			Residence Hall			Public Property		
	23	24	25	23	24	25	23	24	25	23	24	25
Murder/Non Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses: Forcible Rape	0	0	6	1	0	6	1	2	6	0	0	6
Fondling	1	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses: Non-Forcible Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary: Building or Habitation	1	1	1	0	0	0	0	0	1	0	0	1
Motor Vehicle Theft	0	0	1	0	0	0	0	0	0	1	0	1
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	1	0	1	0	0	0	0	1	0	0	0
Dating Violence	0	6	1	1	0	1	0	6	0	2	0	2
Stalking	5	5	6	0	0	0	0	0	1	3	0	5

Hate Crimes (by offense)	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes (by prejudice)												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0

ARRESTS AND JUDICIAL REFERRALS FOR SELECTED OFFENSES

	Liquor Law Violations			**Drug Law Violations**			**Illegal Weapons Possession**		
	23	**24**	**25**	**23**	**24**	**25**	**23**	**24**	**25**
Arrests									
On-Campus	0	21	18	0	11	8	1	2	3
Non-Campus Building or Property	0	0	0	0	0	0	0	0	0
Residence Hall	0	0	18	0	11	8	1	2	3
Public Property	0	0	0	0	0	0	0	0	0
Campus Disciplinary									
On-Campus	13	21	18	8	11	9	1	2	3
Non-campus Building or property	0	0	0	0	0	0	0	0	0
Residence Hall	13	21	18	8	11	9	1	2	3
Public Property	0	0	0	0	0	0	0	0	0

VIOLENCE AGAINST	DOMESTIC			DATING			STALKING		
WOMEN ACT	23	24	25	23	24	25	23	24	25
ON-CAMPUS	0	0	5	1	2	2	0	2	5
NON-CAMPUS	0	1	1	0	1	6	0	0	0
RESIDENCE HALL	0	0	0	0	0	0	0	0	5
PUBLIC PROPERTY	0	0	0	0	0	0	0	0	0

Fire safety procedures
At
Texas Lutheran University

2025

Joshua Rivera
Director of Residence Life

A. Campus Fire and Safety

Fire Safety Information Number of fires reported on campus

Fire Safety Information												
Building	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Baldus Residence Hall	0	0	0	0	0	1	0	1	0	0	0	0
Clifton Residence Hall	0	0	0	0	0	0	0	1	0	0	0	0
Hahn Residence Hall	0	0	0	0	0	0	0	0	n/a	n/a	n/a	n/a
Knutson Residence Hall	0	0	0	0	0	0	0	0	0	0	0	0
Kraushaar Residence Hall	0	0	0	0	0	0	0	0	n/a	n/a	n/a	n/a
Trinity Residence Hall	0	0	0	0	0	0	0	0	0	0	0	0
Seguin Residence Hall	0	0	0	0	0	0	0	0	0	0	1	0
Centennial Hall	0		0	0	0	0	0	0	0	0	0	0
Bogisch Apartments	0	0	0	0	0	0	0	0	0	0	0	0
Brandes Apartments	0	0	0	0	0	0	0	0	0	0	0	0
Glazener Apartments	0	0	0	0	0	0	0	0	0	0	0	0
Kramer Apartments	0	0	0	0	0	0	0	0	0	0	0	0
Lange Apartments	0	0	0	0	0	0	0	0	0	0	0	0
Linne Apartments	0	0	0	0	0	0	0	0	0	0	0	0
Renger Aparments	0	0	0	0	0	0	0	0	0	0	0	0
Steger Apartments	0	0	0	0	0	0	0	0	0	0	0	0
Strunk Apartments	0	0	0	0	0	0	0	0	0	0	0	0
		0	0									
Totals	0	0	0	0	0	1	0	2	0	0	1	0
Fires	0											
Seguin Kitchen											8/28 2015	No damages no injuries
Baldus				10/30 /2020		9/23/ 2018						
Clifton						9/2/ 2018						

B. Fire Safety Systems by Building:

Fire Information and Sprinkler		
Building	**Fire System**	**Sprinkler System**
Baldus	Fire Control Instruments	Reliable Sprinkler
Centennial	Fire Control Instruments	Tyko
Clifton	Fire Control Instruments	Reliable Sprinkler
Hahn	Fire Control Instruments	Does not have any
Knutson	Fire Control Instruments	Tyko
Kraushaar	Fire Control Instruments	Does not have any
Seguin	Silent Knight	Central Sprinkler
Trinity	Fire Control Instruments	Reliable Sprinkler
Apartments	Individual smoke detectors in each apartment	Does not have any

C. Number of Regular Mandatory Fire Drills:

Each semester one drill is performed per residence hall. These drills are completed within 30 days of the semester beginning. The Seguin Fire/EMS Department, TLU Police Department and the TLU Maintenance Department help with the drills.

D. Fire Safety Policies:

See appendix of manuals (Resident Assistant, Student Handbook)

E. Educational Programs

- Opening Hall meetings, fire safety is discussed with residents
- Each fall semester the Residence Life Staff meets with the Seguin Fire/EMS Department to be instructed on the correct use of fire extinguishers. The fire department also does controlled fires for the staff to practice extinguishing the fires with fire extinguishers.

F. Plans for Fire Safety Improvements:

- Central fire system for the apartment buildings
- Semester fire drills in the apartment buildings

Appendix of Manuals

Resident Assistant Manual:

Fire Evacuation
It is the responsibility of staff to respond to fire alarms in the residence halls. If alarm sounds, staff should contact Campus Police (911 or 0 on campus phone) first. In addition, staff should contact the Area Coordinator on-call and then the AC on-call will contact the AC for the building. The building *must be evacuated*. Staff should begin evacuating the building, instructing all residents to exit the building and remain at least 100 feet away from the building. If there is an actual fire, the Area Coordinator on-call, AC of the building, and Campus Police will attempt to control the fire with fire extinguishers if at all possible, while at the same time contacting the fire department. If this is not possible, they will ensure that the building has been completely evacuated and await assistance from the fire department. Once the building has been evacuated, students should remain outside the building until they have received permission to reenter by an Area Coordinator. AC on-call will call the Director of Residence Life in case of an actual fire. All other calls will be made to Office of Residence Life phone and message left immediately after situation is taken care of. The AC on-call will also provide a written report to the Director by 8am the following day providing a more detailed report. This report is the same as an incident report.

Fire Emergency Procedures
The threat of fire and the resulting danger of smoke inhalation and asphyxiation are always present in residence halls. *It is necessary that RAs understand the fire evacuation procedures for their hall and that they communicate this process to all residents as soon as they arrive in the hall, such as during first floor/hall/area meetings.*

General Staff Procedures

- **Investigate**
  If you see or smell smoke, go find the source. If someone tells you that there is a fire, believe that person until you are certain that there is not a fire.

- **Notify Others**
  Pull the fire alarm. Let the people in the vicinity know that their lives are in possible danger so that they may escape. Have other staff members start evacuation procedures. Do not try to control the fire before you notify the people in the building. Knock and yell as you are evacuating the building.

- **Report to Authorities**
  Call University Police. Tell them who you are, which hall/apartment, the nature and extent of the fire. Give them an exact location of the fire. University Police will summon the fire department. Designate someone to wait for the University Police/Fire Department. Also, contact the Area Coordinator on call.

- **Extinguish if possible**
  Fight the fire with an extinguisher if it is small enough to be contained. Place yourself between the fire and the exit because you might not be able to extinguish the fire. Let the people in the vicinity know to start evacuating. Do not put yourself in harm's way.

- **Exit the building**
  Leave the building through the nearest exit if you cannot control the fire. Do not go back into the building for people or things. Trained firefighters with proper equipment will be there quickly to minimize damage to life and property.

- **Wait at your designated assembly area**
  - Go to your designated area and assemble your residents into an orderly group at least 100 feet from the building.
  - Knutson goes to area between Hahn and Kraushaar
  - Centennial goes across sidewalk toward South Apartments
  - Seguin Hall goes to the Nursing Building to east.
  - Baldus, Clifton and Trinity goes to Chapel lawn
  - Linne, Renger and Strunk goes to the soccer field
  - Brandes, Kramer, Lange, Steger goes to the area across the parking lot toward Seguin Hall
  - Bogisch will evacuate to across the street to the Fritz House
  - Glazener will evacuate across the street to the grass by the Fine Arts Building

  - All students and staff must evacuate the building.

  - Call roll to see who is present. See if anyone needs first aid. Assist with crowd control as needed. The Area Coordinator will tell you when it is safe to go back in.

  - **After the Fire**

  Help secure the area where the fire took place. Even if the fire is out, do not try to clean up the area. University Police and the Fire Department will need to investigate the damages.

Student Handbook:

Fire Safety: Due to the extreme dangers presented by fire hazards in student rooms, the university will continually monitor all living areas through Residence Life staff visits and formal, announced inspections
by representatives of the Residence Life staff. Each semester one drill is performed per residence hall. These drills are completed within 30 days of the semester beginning.

Fire extinguishers, smoke and heat detectors, fire alarm bells, and pull stations are critical to life safety and should never be damaged, vandalized, or misused. State and Federal laws require stiff penalties for the abuse of these items. All hall occupants (residents and guests) must immediately evacuate the building when the fire alarms sound. Students should report immediately to the designated gathering point for the housing area and report to the Residence Life staff on site.

Burning any substance and/or setting fires in the housing areas, including igniting flyers, decorations, or other posted materials, is not permitted under any circumstances. Violations of fire safety regulations will result in disciplinary sanctions, including fines.

Evacuation: If you are in the building when an alarm goes off, please contact Campus Police at 372-8000 or 911. All people must clear the building and be at least 100 feet away. Each residential building or group of buildings has a designated area to report to so Residence Life staff can take roll.

- Knutson Hall goes to area between Hahn and Kraushaar Halls
- Centennial Hall goes across the sidewalk toward South Apartments
- Seguin Hall goes to the basketball hoop on Court Street side of the building
- Baldus, Clifton, and Trinity Halls go to the Chapel lawn
- Linne, Renger, and Strunk Apartments go to the soccer field
- Brandes, Kramer, Lange, and Steger Apartments go to the area across the parking lot toward Seguin Hall
- Bogisch Apartment will evacuate across the street to the Fritz House
- Glazener Apartment will evacuate across the street to the grass by the Fine Arts Building

Fire Alarms: All hall occupants (residents and guests) must immediately evacuate the building when the fire alarms sound. Students should report immediately to the designated gathering point for the housing area and report to the Residence Life staff on site. The setting of false fire alarms and/or the improper and unauthorized use of fire safety equipment (fire extinguishers, smoke detectors, exit signs, etc.) compromises the safety of all residents and is prohibited. Burning any substance and/or setting fires in the housing areas, including igniting flyers, decorations, or other posted materials, is not permitted under any circumstances. Violations of fire safety regulations will result in disciplinary sanctions, including fines.

Fire Exits: Fire exits may be used only in cases of emergency. Use of fire exits at any other time will result in disciplinary action, including fines.

Fire Equipment, Alarms and Extinguishers: Tampering with fire protection equipment and systems is a felony punishable by fine and/or imprisonment. Violators may also face prosecution, suspension, and/or expulsion from the university. The cost of re-charging discharged extinguishers and replacing damaged equipment may be split among all residents if the individual(s) involved in discharging or damaging them are not identified. Residents found to be disabling smoke detectors will be subject to fines and disciplinary sanctions.

Prohibited Cooking Devices:

- Electric Skillets, Broilers, Toaster ovens and anything with an open flame or exposed heating coil
- Cooking is not allowed in residence hall or suite rooms, or in areas other than the kitchens of apartments or the community kitchens in designated residence halls.

Prohibited Room Heating Devices

Room heating devices not issued by the Residence Life or Facilities Maintenance is prohibited in all housing areas. This includes all space heaters.

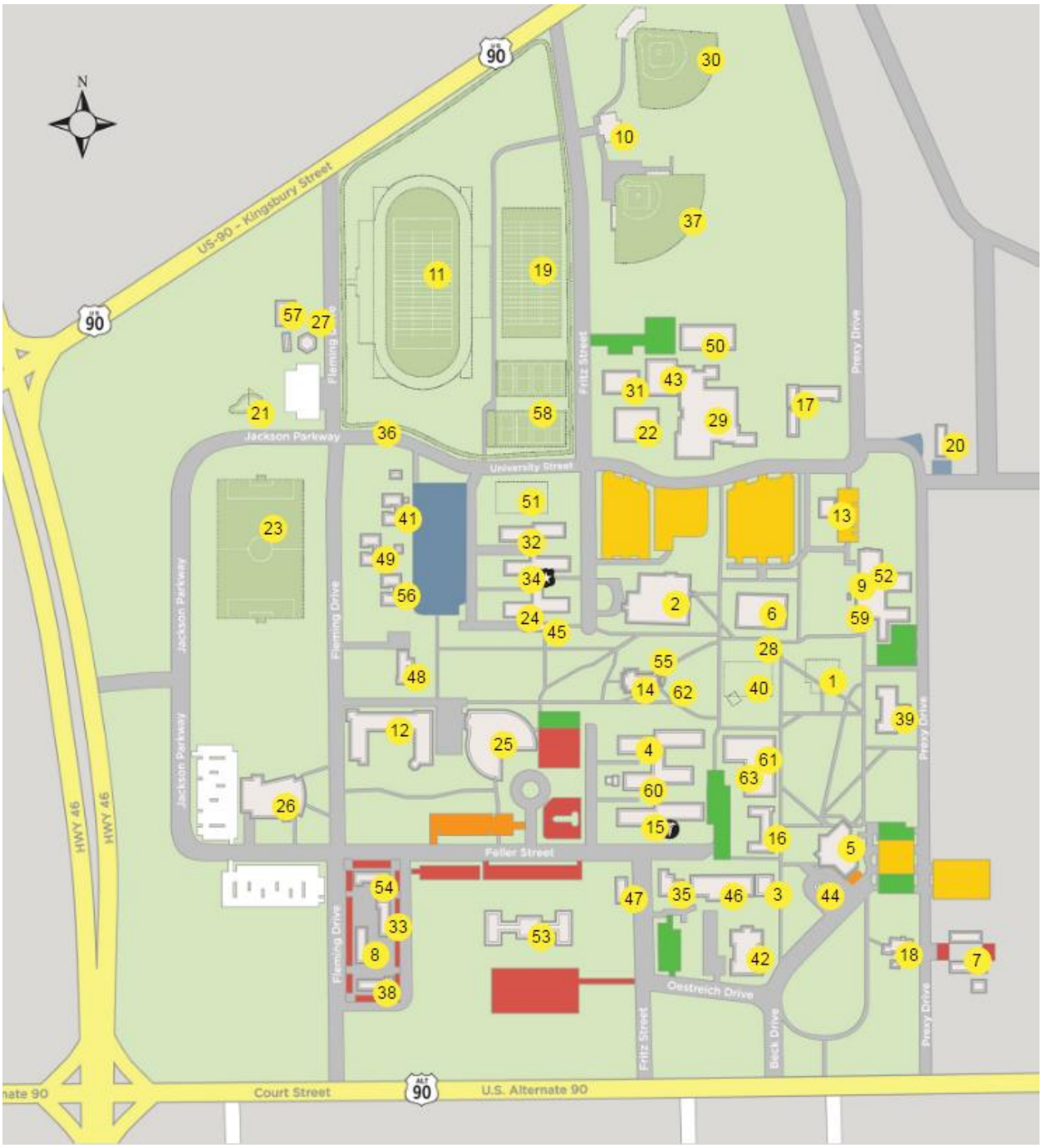
RESIDENCE LIFE

Prohibited Decorations

- Oil lamps, candles, and incense are expressly prohibited in all residence areas.
- No more than 30% of the wall surface may be covered with posters.
- Large flags, fish netting, tapestries, or large cloth hangings are not permitted on walls.
- Do not attach anything to the ceiling light fixture or ceiling mounted sprinklers and/or smoke detectors.

Other Prohibitions

- No flammable liquids such as paint thinner, oil-based paint, dry cleaning fluid, etc. shall be stored in any resident rooms or areas not specifically approved for such storage.
- No motorcycle, moped, or gasoline engine shall be permitted within any residence building.
- Fireworks and sparklers are prohibited in all residence halls, apartments, or suites.
- Barbecue grills are not allowed in or on apartment facilities (including balconies and patios). However, there are some built-in barbeque pits around campus for public use.
- Extension cords (only surge protectors are permitted).
- Halogen lamps
- Incense
- Candles with wicks are strictly prohibited in residence halls and apartments. Removing the wick is permitted. The use of Scentsy products is permitted.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HWY 46
Jackson Parkway
University Street
Fleming Drive
Fritz Street
Prexy Drive
Feller Street
Oestreich Drive
Beck Drive
Court Street
U.S. Alternate 90
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1. Alumni Park
2. Alumni Student Center
3. AT&T Science Facility
4. Baldus Hall
5. Beck Center
6. Blumberg Memorial Library
7. Bogisch Apartments
8. Brandes Hall
9. Brandes Plaza
10. Bulldog Concessions & Restrooms
11. Bulldog Stadium
12. Centennial Hall
13. Central Plant
14. Chapel of the Abiding Presence
15. Clifton Hall
16. Emma Frey Hall
17. Facility Services
18. Fritz Homestead
19. George Kieffer Football Practice Field
20. Glazener Apartments
21. Golf Practice Area
22. Grossman Fitness Center
23. Gustafson Soccer Field
24. Hahn Hall
25. Hein Dining Hall
26. Jackson Auditorium
27. Jackson Park
28. Joe K. Menn Plaza
29. Jones Physical Education Complex
30. Katt-Isbel Baseball Field
31. Kieffer Kinesiology Lab
32. Knutson Hall
33. Kramer Hall
34. Kraushaar Hall
35. Krost Center
36. Krost Fitness Trail
37. Kruse Stadium/Morck Softball Field
38. Lange Hall
39. Langner Hall
40. Library Lawn Stage
41. Linne Hall
42. Lutheran Ministry Center
43. Mabee Aquatic Center
44. Martin Luther Sculpture
45. Moline Center for Servant Leadership
46. Moody Science Hall
47. Nursing
48. President's Residence
49. Renger Hall
50. Rinn Field House
51. Sandlot Volleyball Courts
52. Schuech Fine Arts Center
53. Seguin Hall
54. Steger Hall
55. Streng Chapel Plaza
56. Strunk Hall
57. Student Activity Center at Jackson Park
58. Tennis Courts
59. Three Graces Sculpture
60. Trinity Hall
61. Tschoepe Hall
62. Water of Life Fountain
63. Weeber Plaza