

2026 Annual Security and Fire Safety Report

For the years 2023, 2024, 2025



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INTRODUCTION

Lipscomb University (“Lipscomb” or the “University”) is committed to providing and maintaining a safe and secure environment for the entire Lipscomb community. In order to accomplish this mission, the cooperation and assistance of all Lipscomb students, faculty and staff is needed.

This Annual Security Report is published by Lipscomb’s Department of Security (“Lipscomb University Department of Security”) in accordance with the Jeanne Clery Campus Safety Act (the “Clery Act”). By reporting crimes accurately and promptly, members of the Lipscomb community are assisting their fellow community members in making informed decisions on personal safety and property protection. This Annual Security Report presents statistics of crimes reported to Lipscomb University Department of Security and other persons in responsible positions across campus for the previous calendar year.

About Our Campus

Lipscomb University is a Christ-centered community located in the thriving city of Nashville, Tennessee. Lipscomb is one of the few institutions in the nation offering educational pathways from age two through the doctoral level. Founded in 1891, Lipscomb is deeply embedded in the Middle Tennessee community, committed to shaping lives of character, leadership and service. Its rigorous academic programs are paired with life-transforming experiences, all guided by a mission to prepare students for lives of purpose.

The Lipscomb campus is private property. The main campus consists of approximately 65 acres and is located approximately five miles south of downtown Nashville at One University Park Drive, Nashville, Tennessee. Lipscomb’s main campus has a total population of approximately 6,000 students, faculty and staff on a typical business day. Of this number, over 5,000 are undergraduate or graduate students, including more than 1,400 campus residents. Lipscomb employs approximately 1,727 people, including all full and part-time faculty and staff, including adjunct faculty. Access to the Lipscomb campus is generally unrestricted for Lipscomb students, faculty, staff, their guests and others with legitimate reasons to be on campus. Campus residence halls are, however, restricted to occupants and their authorized guests.

In addition to its main location, Lipscomb’s campus also includes leased property located at 147 4th Avenue North, Nashville; Stokes Middle School, 3701 Belmont Boulevard, Nashville; and Cofer’s Chapel, 3915 Franklin Pike, Nashville. It also includes owned property located at Lipscomb Academy Lower School, 4517 Granny White Pike, Nashville; Lipscomb Academy Upper School, 3901 Granny White Pike, Nashville; Lipscomb Academy Athletic Complex, 1027 Caldwell Lane, Nashville; and Longview Mansion, 811 Caldwell Lane, Nashville. Lipscomb previously maintained a campus at Lipscomb University – Austin Center, which included owned property located at 7640 Guadalupe Street, Austin, Texas, and which Lipscomb sold as of August 3, 2023. Lipscomb leases specific space for semester-long study abroad programs in London, England; and Vienna, Austria, and owns space for study abroad programs in Florence, Italy.

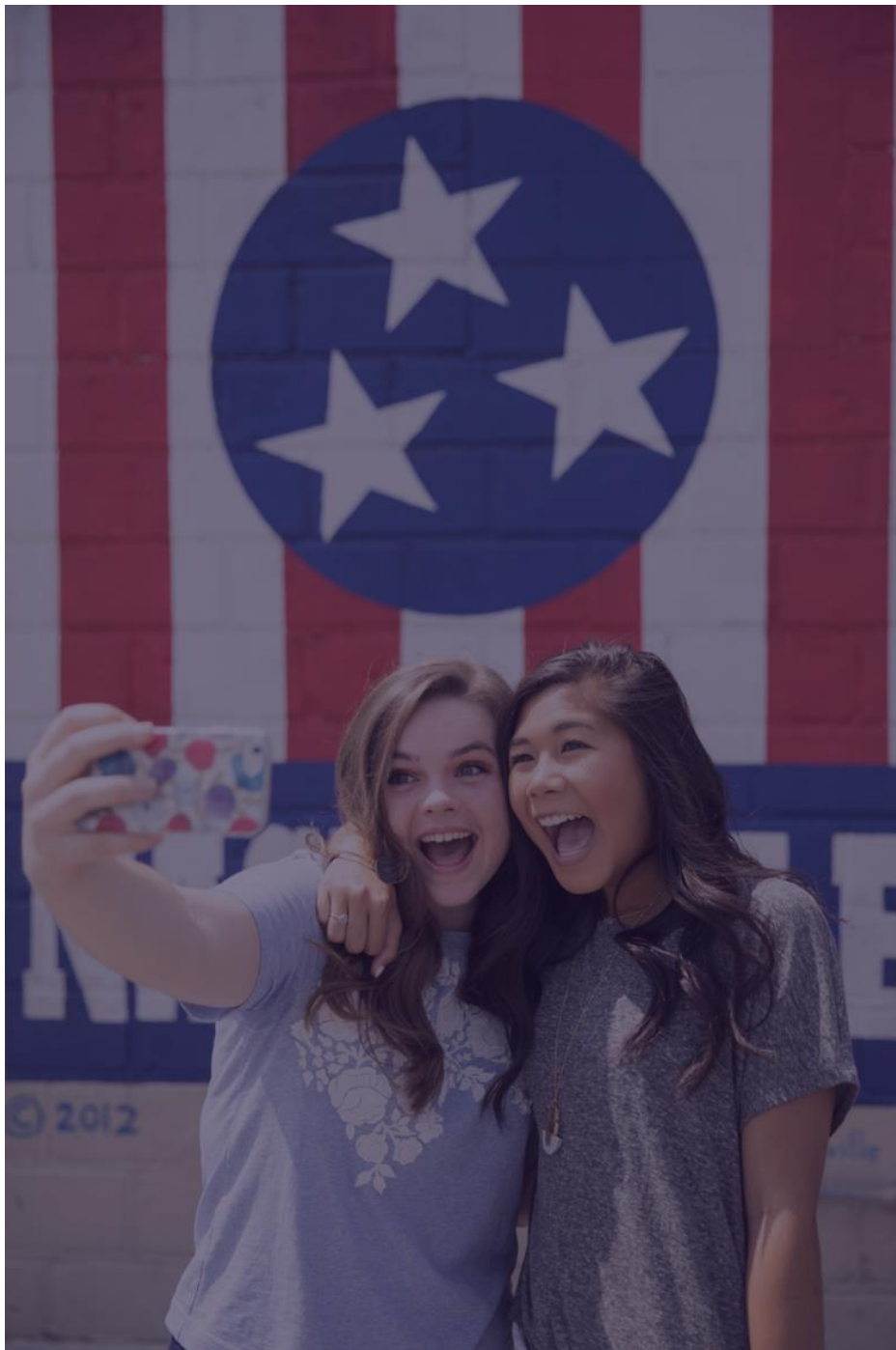
Lipscomb University Department of Security officers routinely patrol campus grounds and buildings on foot and by golf carts or marked vehicles, allowing officers quick and easy access to campus facilities. The campus is well lit at night, and buildings and classrooms are locked according to a daily schedule. Security officers conduct building checks on a regular basis.

Access control systems are utilized in Lipscomb residence halls as well as in various other buildings across campus. Emergency telephones are strategically located throughout the campus. Faculty and staff are asked to wear their Lipscomb identification badges while on campus, and students are asked to have their Lipscomb identification cards readily available to help distinguish members of the Lipscomb community from individuals who may not be authorized to be on campus. Persons determined to have no legitimate reason to be on campus are considered to

INTRODUCTION

be trespassers and are reported to local law enforcement for arrest if they do not leave after being properly requested to do so.

All members of the Lipscomb community are encouraged to report to Lipscomb's Department of Service Operations or the Lipscomb University Department of Security any conditions in Lipscomb facilities or on Lipscomb grounds that, if not addressed, could compromise the security or safety of the Lipscomb community. Needed repairs are prioritized and completed according to the level of risk to people and property.





The Lipscomb University Department of Security strives to create and maintain a safe and secure environment for the entire Lipscomb community. The department's dispatch center is located in the basement of Beaman Library, which is staffed 24 hours a day, seven days a week. Lipscomb security officers are also on duty 24 hours a day, seven days a week, 365 days a year, and are available to respond immediately to emergency situations and/or reports of criminal activities and to provide security throughout the campus. An on-campus extension (7600) is available to the Lipscomb community to report any emergency situation or other security concerns.

Lipscomb University Department of Security staff provide patrol, communications, crime prevention, traffic and parking, and investigative services to support the safety and security needs of the Lipscomb community. The staff is composed of qualified personnel, many of whom have prior law enforcement experience or military backgrounds, as well as skills and experience that support their work as Lipscomb University Department of Security officers. Officers participate in in-service training and regular recertification training in CPR and first aid. All security officers are registered with the state of Tennessee as armed security officers.

The Lipscomb community is encouraged to report all campus crimes to the Lipscomb University Department of Security immediately. Security officers observe and report violations of laws and University policies and coordinate enforcement of those laws and policies with other campus, local, state and federal authorities. The department conducts a preliminary investigation of each reported incident and refers it to the appropriate law enforcement agency, when necessary or mandated. In addition, the department meets regularly with both the Metro Nashville Police Department and other university security departments in the Middle Tennessee area.

The Lipscomb University Department of Security allows victims and/or witnesses to report crimes on a voluntary, confidential basis. However, caller ID on Lipscomb University Department of Security phones prevents reports made by telephone from being completely anonymous. Incidents of harassment or potential self-harm or injury may be reported anonymously through the "Report an Incident" link on the Lipscomb University website (located at the bottom of the homepage), or through the LipscombReady app. Victims or witnesses may also contact Nashville Crime Stoppers at 615-74-CRIME (615-742-7463) to report crimes anonymously. Lipscomb currently does not have a policy addressing individuals who choose not to report a crime or who are unable to do so.

Violations of state or federal criminal law that appropriately fall within reporting requirements and come to the attention of the Lipscomb University Department of Security are reported in a timely manner to the appropriate law enforcement agency for investigation and disposition. Individuals may report incidents directly to the appropriate government agency, but Lipscomb encourages all crimes that occur on campus or that involve students to be reported to the Lipscomb University Department of Security. The department responds to criminal incidents using procedures similar to those employed by urban law enforcement agencies. However, because its personnel serve as security officers and not police officers, Lipscomb University Department of Security officers do not have general legal authority to make arrests, except to the extent that such authority is granted to every private citizen.

The Lipscomb University Department of Security provides a variety of resources related to crime prevention and personal safety. A public crime log is available in the department's office and includes statistical reports about all campus crimes. Security alerts are sent via text message, email, and other communication channels when immediate notification of a crime is necessary.

Sex Offender Registry

In connection with the Campus Sex Crimes Prevention Act, the state of Tennessee has enacted the Tennessee Sexual Offender and Violent Sexual Offender Registration, Verification, and Tracking Act of 2004, which authorizes the Tennessee Bureau of Investigation ("TBI") to release certain sex offender information to the public.

The TBI maintains the Sex Offender Registry, a central information and registration system of sexual offenders located in Tennessee. Information concerning registered sexual offenders can be obtained from the TBI by calling 888-837-4170 between 8:30 a.m. and 4:30 p.m., Central, Monday through Friday (excluding holidays) or by visiting the TBI website at <https://www.tn.gov/tbi/general-information/redirect-tennessee-sex-offender-registry-search/sex-offender-registry-search.html>.

This information is provided to assist members of the Lipscomb community in accessing publicly available information regarding registered sex offenders in Tennessee.





CRIME STATISTICS

The following statistics were compiled from reports of events that occurred on campus from January 1 through December 31 of each year indicated.

Criminal Offenses

Lipscomb University Main Campus (1 University Park Drive, Nashville, Tennessee): Offense	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	1	1	1
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	1	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	2
Stalking	1	5	1

Lipscomb University Spark Downtown Campus (147 4th Avenue, Nashville, Tennessee): Offense	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

CRIME STATISTICS

On-Campus Student Housing Facilities: Offense	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	1	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Lipscomb University Austin Center (7640 Guadalupe Street, Austin, Texas) ¹ : Offense	2023	2024	2025
Murder/Non-negligent manslaughter	0	N/A	N/A
Negligent Manslaughter	0	N/A	N/A
Rape	0	N/A	N/A
Fondling	0	N/A	N/A
Incest	0	N/A	N/A
Statutory Rape	0	N/A	N/A
Robbery	0	N/A	N/A
Aggravated assault	0	N/A	N/A
Burglary	0	N/A	N/A
Motor vehicle theft	0	N/A	N/A
Arson	0	N/A	N/A
Domestic Violence	0	N/A	N/A
Dating Violence	0	N/A	N/A
Stalking	0	N/A	N/A

Non-Campus: Offense	2023	2024	2025
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¹ Lipscomb sold this property as of August 3, 2023.

CRIME STATISTICS

Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Public Property: Offense	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	1	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

CRIME STATISTICS

Arrests

Lipscomb University Main Campus (1 University Park Drive, Nashville, Tennessee): Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Lipscomb University Spark Downtown Campus (147 4th Avenue, Nashville, Tennessee): Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Lipscomb University Austin Center (7640 Guadalupe Street, Austin, Texas) ² : Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	N/A	N/A
Drug abuse violations	0	N/A	N/A
Liquor law violations	0	N/A	N/A

On-Campus Student Housing Facilities: Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Non-Campus: Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Public Property: Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

² Lipscomb sold this property as of August 3, 2023.

Disciplinary Actions

Lipscomb University Main Campus (1 University Park Drive, Nashville, Tennessee): Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	1	0	0
Drug abuse violations	5	6	4
Liquor law violations	25	15	7

Lipscomb University Spark Downtown Campus (147 4th Avenue, Nashville, Tennessee): Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Lipscomb University Austin Center (7640 Guadalupe Street, Austin, Texas) ³ : Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	N/A	N/A
Drug abuse violations	0	N/A	N/A
Liquor law violations	0	N/A	N/A

On-Campus Student Housing Facilities: Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	1	2
Liquor law violations	14	15	6

Non-Campus: Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	3	4	1
Liquor law violations	11	0	1

Public Property: Offense	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

³ Lipscomb sold this property as of August 3, 2023.

Jeanne Clery Act Definitions:

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest:** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Tennessee Incident-Based Reporting Definitions:

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

Violence Against Women Act (VAWA) Definitions:

- **Domestic Violence:** Felony or 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 or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.
- **Dating Violence:** Violence committed by a person: (A) who is or has been in a social a relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the following facts: (i) the length of the relationship; (ii) the type of the relationship; (iii) the frequency of interaction between the persons involved in the relationship.

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

Hate Crimes

A hate crime is defined as a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the purposes of Clery, the categories of bias include the victim’s actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability. Incidents that apply under any of the Clery categories above as well as thefts, assaults, intimidations, or vandalism shall be included. During the calendar years 2023, 2024 and 2025, no hate or bias crimes were reported on the Lipscomb campus, on non-campus buildings or properties, or on public property adjacent to campus.

Unfounded Crimes:

If a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is "unfounded." Only sworn or commissioned law enforcement personnel may unfound a crime.

Unfounded Crimes	2023	2024	2025
Unfounded Crime	0	0	0





Timely Warnings

Lipscomb University provides “**timely warnings**” to faculty, staff and students when crimes occur on or near campus that pose a continuing threat to the Lipscomb community so that individuals may make informed decisions about their personal safety. The decision to issue a timely warning is made on a case-by-case basis given the available information at the time.

Factors for determining whether or not to issue a timely warning include:

- The nature of the crime or incident and whether it is a Clery reportable offense – e.g., murder, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, manslaughter, arson, hazing, domestic violence, dating violence, stalking, or hate crimes.
- Whether or not there is a continuing danger to the community.
- Proximity of the event to campus.
- Disposition of the offender: Identified or unidentified, at-large or contained.
- Risk of compromising an ongoing investigation or law enforcement effort.

Should a timely warning be issued, as much as possible of the following information will be included:

- Date, time, location (general or specific).
- Event description summary.
- Suspect description and/or vehicle description.
- Any special instructions specific to the event.

Timely warnings will be issued as soon as possible after the specific event. If the incident is a report delayed by the victim (more than 24 hours), then the time and date the victim reported the incident will be included in the report. This timely warning will not identify the victim by name or address and in those circumstances a more general description of the location may be used.

In addition to timely warnings, security notices may also be provided to the Lipscomb community if a pattern of repeated offenses that involve theft of or damage to property exists on or near campus. These notices would be intended to increase awareness and safety preparedness.

Crisis/Emergency Communication Procedures

Lipscomb’s **Office of Risk Management** is the primary source for mass communication of campus emergencies to Lipscomb students, faculty and staff, and Lipscomb’s **Office of Public Relations and Communications** is responsible for coordinating with local media to further spread pertinent messages. Under the direction of the **General Counsel**, the Office of Risk Management partners in all emergency situations with **Lipscomb University Department of Security** as well as the **Office of Student Life** to provide targeted communication as needed to appropriate parties, including parents and families. In the event of an emergency, Lipscomb will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the appropriate notification, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Procedure to Determine Emergency Notification

In the event of an emergency, the University’s Incident Commander (or his/her designee), Chief of Lipscomb University Department of Security (or his/her designee), and/or Associate Vice President of Risk Management will determine a prompt and appropriate course of action. In addition to identifying the nature of the emergency, this team also determines which campus audiences need to be notified and the content of such notification. These

determinations are made on a case-by-case basis depending on the circumstances involved and the severity of the incident. For example, it is generally Lipscomb's policy to activate the Alert System whenever a determined emergency:

- Appears to be an immediate credible threat to the health, safety, or security of Lipscomb students, faculty or staff;
- Results in a disruption of normal campus operations (e.g., fire, criminal activity, tornado warning, or other severe weather); or
- Appears to be an immediate credible threat to the health, safety, or security of Lipscomb students, faculty or staff;
- Attracts significant police or media presence, regardless of time or perceived severity, because such presence inevitably stirs concerns and can contribute to panic.

Alerts are generally used in conjunction with other communication channels for increased effectiveness. Alerts provide basic information and inform subscribers of how to respond to a particular situation. Other communication channels often include more information, as appropriate, with the goal to provide as much detail as possible to protect the health and welfare of the Lipscomb community, while not compromising response efforts or interfering with the responsibilities of the authorities in charge of the situation.

Lipscomb possesses access to a variety of tools to communicate emergency information to the Lipscomb community, and the University's Incident Commander (or his/her designee), General Counsel, Chief of Lipscomb University Department of Security (or his/her designee), and Associate Vice President of Risk Management may implement different responses depending on the circumstances.

Communication Response Options/Process

- **Mobile Device Alerts:** Lipscomb uses its LipscombReady system to quickly notify a mass audience. Lipscomb's mobile device notification system, provided by AppArmor, is frequently promoted to all Lipscomb students, faculty, and staff, particularly during new student orientation and in other communications at the beginning of each semester. Staff members in the Office of Risk Management, Office of Public Relations and Communications, and Lipscomb University Department of Security have the ability to access the LipscombReady system to distribute an appropriate message. Sample messages covering a variety of emergency events — such as tornado warnings, fire or active threat on campus — have been created and added to the system for quick access.
- **Email:** The Office of Public Relations and Communications has the ability to email all students, faculty, and staff in the event of a campus emergency. This communication channel may be used in conjunction with LipscombReady to expand on details and to deliver further timely information as circumstances develop over the course of any emergency situation.
- **Emergency outdoor warning system:** Lipscomb's emergency outdoor warning system — Alertus — is located at the Bennett Campus Center and serves both as an early-warning system and a means of communication in an emergency. Both the Lipscomb University Department of Security and the Office of Risk Management may activate the system as needed. Pre-programmed messages and tones are available, as well as live broadcast capabilities.
- **Campus Telephones and Computers:** Through the Alertus system, emergency messages may be broadcast over landline telephones and computers across campus.
- **Additional communication channels:** Additional communication outlets that can be used as a supplement to texts and emails to inform the campus of emergency situations include:

- Campus announcement on Lipscomb's intranet website – my.Lipscomb;
- Security vehicles equipped with loudspeakers that can target areas of campus;
- Lipscomb social media;
- Alert on home page of website, www.lipscomb.edu;
- Door-to-door verbal communication by Residence Life and Lipscomb University Department of Security staff; and
- Local media outlets.

Together, these multiple communication channels are designed to provide timely, specific information about an emergency to affected areas of the campus as quickly and thoroughly as possible. The variety of methods used helps ensure that the greatest number of individuals receive emergency messages and also allows for targeted messaging when a campuswide notification could compromise efforts to assist victims or otherwise respond to the emergency. Information will be shared throughout the emergency situation as appropriate, and many of these communication channels will also be used to provide updates during the response and follow-up information after the crisis has been resolved.

Testing Procedures

Lipscomb tests its LipscombReady and outdoor warning systems every month. The other communication channels referenced above are in regular use by Lipscomb for other campus messages and, therefore, are tested regularly.

Student Organizations

There are no off-campus student organizations recognized or officially sanctioned by the University. Activities sponsored by student organizations either on- or off-campus are governed by the Code of Conduct, as outlined in the Student Handbook.

Drug-Free Campus Policy

The University has drug and alcohol abuse education programs as required under Section 1213 of The Higher Education Act of 1965, superseded and amended by the Higher Education Opportunity Act of 2008, including:

- Alcohol awareness seminars conducted at least once per year;
- Drug and alcohol educational programs for students who violate Lipscomb's drug or alcohol policies; and
- Employee assistance programs for faculty and staff members.

Lipscomb University is committed to maintaining an alcohol and drug-free campus. While observance of federal and state law is a fundamental requirement for members of the Lipscomb community, Lipscomb has higher expectations than mere compliance based on its Christ-centered mission. Lipscomb believes that each person's body is the temple of God and should be treated as such. Lipscomb is also fully dedicated to providing a safe campus that is alcohol, illegal substance, and tobacco free. The following guidelines outline the University's expectations as set forth in the University's Alcohol and Drug Policy.

Alcohol

- Alcohol possession and/or consumption is prohibited on Campus (as defined in the "Definitions" section below).
- Alcohol possession and/or consumption on or off Campus is prohibited for all Underage Students (as defined in the "Definitions" section below).

CAMPUS POLICIES

- Alcohol possession and/or consumption is prohibited at any Lipscomb-sponsored event, program, activity, or experience, whether short-term or long-term, including, without limitation, global learning programs and travel experiences.
- Providing alcohol to Underage Students or hosting events where underage drinking occurs is prohibited.
- Intoxication is prohibited for all members of the Lipscomb community, regardless of age, on and off Campus at all times.
- No adult member (age 21 or older) of the Lipscomb community, including students, may serve or consume alcohol in the presence of any Lipscomb student in a manner that could reasonably be expected to encourage the student to violate any provision of the Alcohol and Drug Policy.
- No Lipscomb employee may pay for alcohol for any Lipscomb student.
- Any Underage Student suspected of consuming alcohol may be asked to submit to a breathalyzer test, and any Lipscomb student suspected of intoxication may be asked to submit to a breathalyzer test.
- Refusal of or attempts to evade testing will be interpreted as evidence of alcohol use, and will result in disciplinary action.

Drugs

- The purchase, possession, use, or sale of any illegal drugs or controlled substances is prohibited on or off Campus.
- Students and employees must not possess materials on Campus that may be considered drug paraphernalia or materials that celebrate drug culture.
- Use of prescription drugs outside of their prescribed use is illegal and prohibited.
- Students or employees suspected of drug use may be asked to submit to testing.
- Refusal of or attempts to evade testing will be interpreted as evidence of drug use, and may result in disciplinary action.
- Students who are asked to submit to testing for drug use will be responsible for the cost of the test.
- Use of any herb or drug for the purpose of intoxication or hallucination is prohibited.

Tobacco

- Use of tobacco products, electronic cigarettes or vaporizers on Campus is prohibited.
- Tobacco products discovered in residence halls or other Lipscomb buildings will be confiscated and disposed of.

Reason for the Policy

This policy supports Lipscomb's Christ-centered and educational mission and is adopted in compliance with the Higher Education Opportunity Act (including the Drug-Free Schools and Communities Act of 1989, 20 U.S.C. §1011i) and the regulations promulgated thereunder (including 34 C.F.R. 86).

Applicability of the Policy

This policy applies to all Lipscomb University employees and students, whether part-time or full-time, and whether residing on or off Campus.

Definitions

Underage Student – any Lipscomb student who is 21 years old or younger.

Campus – (i) the campus of Lipscomb University and all buildings and facilities located thereon, (ii) the campuses of Lipscomb Academy, including all property not located on the main campuses of Lipscomb Academy that is owned

and used by Lipscomb Academy for athletics, and all buildings and facilities located thereon, and (iii) any property not located on the main campus of Lipscomb University but that is owned, leased, or operated by Lipscomb University and used for its educational programs or activities, whether inside or outside the United States. Notwithstanding the foregoing, Campus shall not include Spark: Lipscomb’s Idea Center.

Procedures

Possible disciplinary for any violation of the Code of Conduct by a student include the following:

Chapel suspension	Dismissal	Reflective analysis
Community service	Dismissal from university housing	Restitution
Completion of assessment(s)	Educational sanction	Restorative conference
Disciplinary probation	Expulsion	Warning
Disciplinary suspension	Loss of privileges	Withholding degree.

Lipscomb upholds local, state and federal laws related to the possession, use and distribution of illicit drugs and alcohol by Lipscomb students and employees on its property or as part of any of its activities. Any violation of the alcohol and drug policy by a Lipscomb employee or student may be subject to Lipscomb’s sanctions as well as criminal sanctions provided by federal, state and local law. Lipscomb may refer violations of any such laws to the Metropolitan Nashville Police Department or other appropriate law enforcement agencies for investigation and potential prosecution.

Criminal Sanctions

In compliance with the federal Drug-Free Schools and Communities Act, the criminal sanctions listed below are provided to help students understand the risks of substance consumption, possession, and distribution. The list may not be exhaustive; students are encouraged to engage in additional research as well as explore information about applicable laws.

The Metropolitan Government of Nashville and Davidson County generally prohibits the following:

- Knowingly having or possessing a hypodermic needle, syringe or any other instrument or implement adapted for the use of any controlled substance that has any quantity, including a trace, of a controlled substance;
- Selling, delivering or giving certain types of glue or cement to anyone under 21 years of age;
- Being under the influence of or in a state of intoxication as the result of inhaling certain types of glue or cement in a public place;
- Any person under the age of 19 being present in an automobile on any public street or highway when alcoholic beverages are being consumed, or being present in certain public parks and being a companion of or otherwise associated with any person who is consuming alcoholic beverages and who is not his or her parent, guardian or other adult who has not obtained written consent from the parent or guardian for the child to be present at such place;
- While in or on a street, alley, sidewalk, parking lot, parking garage or other area generally open to the public (except enclosed structures, premises owned by scientific, religious or educational institutions, or premises specifically permitted or licensed for the on-premises consumption of alcoholic beverages or beer), possessing beer, ale, wine or other alcoholic beverage for the purpose of consumption in a glass, aluminum, or metal container unless the container is commercially sealed; and

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- Any person under the age of 21 having in his or her possession beer for any purposes, except that any person 18 years of age or older may transport, possess, sell or dispense alcoholic beverages, wine or beer in the course of his or her employment.

Each of these offenses is punishable by a fine up to \$500.

The State of Tennessee generally prohibits the following acts and prescribes the corresponding penalties:

- Any person under the age of 21 possessing, consuming or transporting (except in the course of employment) any intoxicating liquor or beer, which is punishable by imprisonment of up to 11 months 29 days and/or a fine of up to \$2,500;
- Purchasing an alcoholic beverage for or at the request of a person under 21 years of age, which is punishable by a fine of between \$25 and \$500;
- Any person under the age of 21 purchasing or attempting to purchase any alcoholic beverage, which is punishable by imprisonment of up to 11 months 29 days and/or a fine of up to \$2,500;
- Any person under 21 years of age knowingly making a false statement or exhibiting false identification to the effect that the person is 21 years old or older to any person engaged in the sale of alcoholic beverages for purchase of purchasing or obtaining alcoholic beverages, which is punishable by a fine of between \$50 and \$200 or imprisonment in the county jail or workhouse for between five and 30 days, if the person is between the age of 18 and 21;
- Persuading, enticing, or sending a person under 21 years of age to any place where alcoholic beverages or beer are sold, to buy or otherwise procure alcoholic beverages or beer in any quantity, which is punishable by imprisonment of up to 11 months 29 days and/or a fine of up to \$2,500, as well as 100 hours of community service and revocation of driving privileges;
- Public intoxication, which is punishable by imprisonment of up to 30 days and/or a fine of up to \$50;
- Consuming or possessing any alcohol beverage on the school plant or grounds of any public school in Tennessee having any of the grades kindergarten through twelve, which is punishable by imprisonment of up to 30 days and/or a fine of up to \$50;
- Driving or being in physical control of any automobile or other motor driven vehicle on any public road or highway of Tennessee, or on any streets or alleys while (a) under the influence of any intoxicant, marijuana, controlled substance, controlled substance analogue, drug that impairs the driver's ability to safely operate a motor vehicle by depriving the driver of the clearness of mind and control, or (b) the alcohol concentration in the person's blood or breath is 0.08% or more, which is punishable as follows:
 - For the first offense, serving not less than 48 consecutive hours nor more than 11 months and 29 days in a county jail or workhouse, but if the blood alcohol concentration was 0.20% or more, serving not less than seven consecutive days nor more than 11 months and 29 days in a county jail or workhouse;
 - For the second offense, serving not less than 45 consecutive days nor more than 11 months and 29 days in a county jail or workhouse, which may also include participation in a substance abuse treatment program;
 - For the third offense, serving not less than 120 consecutive days nor more than 11 months and 29 days in a county jail or workhouse, which may also include participation in a substance abuse treatment program;

- For the fourth offense, imprisonment of not less than 150 consecutive days nor more than six years, as well as a fine of up to \$3,000;
- For the fifth offense, imprisonment of not less than 150 consecutive days nor more than 12 years, as well as a fine of up to \$5,000, which may also include other collateral consequences; and
- For the sixth and subsequent offenses, imprisonment of not less than 150 consecutive days nor more than 15 years, as well as a fine of up to \$10,000, which may also include other collateral consequences;
- Reckless killing another person by the operation of an automobile, airplane, motorboat or other motor vehicle, as a proximate result of the driver's intoxication, which is punishable by imprisonment of between eight and 30 years and a fine of up to \$25,000;
- Recklessly causing serious bodily injury to another person by the operation of a motor vehicle as the proximate result of the person's intoxication, which is punishable by imprisonment of between two and 12 years in prison, the prohibition of driving a vehicle in the state for at least one year and a fine up to \$5,000;
- Consuming any alcoholic beverage or beer or possessing an open container of alcoholic beverage or beer while operating a motor vehicle, which is punishable by a fine of up to \$50;
- Manufacturing, delivering, selling or possessing with the intent to manufacture, deliver or sell a controlled substance, which is punishable by imprisonment of between one and 60 years and a fine of between \$1,000 and \$500,000, depending on the type and quantity of the controlled substance;
- Knowingly possessing or casually exchanging a controlled substances not obtained directly from a valid prescription, which is punishable by imprisonment of up to 11 months 29 days and/or a fine of up to \$2,500, unless the substance is methamphetamine, which is punishable by imprisonment of not less than 30 days, or there is a casual exchange to a minor from an adult at least two years older than the minor, which is punishable by imprisonment of between one and 60 years and a fine of between \$1,000 and \$500,000, depending on the type and quantity of the controlled substance;
- Distributing a small amount of marijuana not in excess of one-half ounce, which is punishable by imprisonment of up to 11 months 29 days and/or a fine of up to \$2,500;
- Intentionally smelling or inhaling the fumes from any glue, paint, gasoline, aerosol, chlorofluorocarbon gas or other substance containing a solvent having the property of releasing toxic vapors or fumes for the purpose of causing a condition of intoxication, inebriation, elation, dizziness, excitement, stupefaction, paralysis, or the dulling of the brain or nervous system, or disturbing or distorting of the audio or visual processes, which is punishable by imprisonment of up to 11 months 29 days and/or a fine of up to \$2,500;
- Using or possessing for the purpose of using any glue containing a solvent having the property of releasing toxic vapors or fumes, which is punishable by imprisonment of up to 11 months 29 days and/or a fine of up to \$2,500;
- Selling, offering to sell, delivering or giving away, to any person any tube or other container of glue, paint, gasoline, aerosol, chlorofluorocarbon gas or any other substance containing a solvent having the property of releasing toxic vapors or fumes, if the person has reasonable cause to suspect that the product will be used for the purpose of smelling or inhaling the fumes, which is punishable by imprisonment of between one and six years and a fine of up to \$3,000;

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- Selling, delivering, distributing or manufacturing for sale or exchange a substance that is represented to be a controlled substance and which is substantially similar in color, shape, size and markings to a Schedule I, II, III, or IV controlled substance, which is punishable by imprisonment of between one and six years and a fine of up to \$3,000;
- Receiving a sale or exchange of a substance that is represented to be a controlled substance and which is substantially similar in color, shape, size and markings to a Schedule I, II, III, or IV controlled substance, which is punishable by imprisonment of up to 11 months 29 days and/or a fine of up to \$2,500;
- Selling, delivering or possessing the seeds of jimsonweed on the premises of any school, grades kindergarten through twelve, which is punishable by imprisonment of up to 11 months 29 days and/or a fine up to \$2,500; and
- Knowingly or intentionally manufacturing or delivering, or possessing with the intent to manufacture or deliver, an anabolic steroid, which is punishable by imprisonment of between two and 12 years and a fine of up to \$50,000.

In addition to the state and local statutes, a number of controlled substances are illegal under federal law as defined in Title 21 of the U.S. Code. These statutes and the corresponding penalties can be found at <https://www.law.cornell.edu/uscode/text/21/841>. A violation of any law regarding drugs or alcohol is also a violation of the University's Student Code of Conduct and will be treated as a separate disciplinary matter by the University.

Weapons

It is a violation of university policy to possess, carry, or store a weapon of any kind on campus. In this regard, a weapon includes, but is not limited to, firearms, guns, paintball guns, airsoft guns, pellet guns, BB guns, homemade launchers, tasers, hunting knives, and folding knives with a blade that exceeds 2.5 inches. This restriction also applies to weapons stored in a vehicle, or used for hunting. However, an individual who meets the requirements of Tennessee Code Annotated §39-17-1313 may store a handgun in a vehicle on campus, subject to the terms of Tennessee Code Annotated §39-17-1313 and the Gun-Free School Zones Act. It is also against university policy to carry, possess, or store ammunition and/or explosives of any kind on campus (including fireworks). Individuals who wish to hunt must arrange for off-campus storage of weapons and accessories.

Violation of this policy will not be tolerated and students found in violation of this policy may be immediately suspended. The policy also prohibits the possession of any item that may be reasonably interpreted to be a weapon regardless of the item's function or capabilities. Exceptions to this policy may be made for the purposes of theatrical productions and similar activity overseen by university administrators. Exemptions to this policy include law enforcement officers and specifically approved, trained, and licensed Lipscomb University Department of Security officers.

Use or possession of firearms and/or other lethal weapons and devices — including (but not limited to) bows, crossbows, ammunition or explosives — are prohibited on campus. Under Tennessee law, it is a felony for any person to possess or carry — whether openly or concealed — with the intent to go armed, any firearm, explosive, explosive weapon, Bowie knife, hawkbill knife, ice pick, dagger, slingshot, leaded cane, switchblade knife, blackjack, knuckles or any other weapon of like kind, not being used solely for instructional or school sanctioned ceremonial purposes in any school building, on any campus grounds (including recreational areas and athletic fields), or on any other property owned, used or operated by the university. Any firearm or other weapon to be used for instructional or school-sanctioned ceremonial purposes MUST be approved at least two weeks in advance by the Chief of the Lipscomb University Department of Security. Such approval will be based, at least in part, upon a satisfactory and

reasonable plan for transportation of the items to and from campus, to and from the designated venue, and for control and responsibility of the items while on Lipscomb property.

NO WEAPON OF ANY KIND MAY BE STORED OR KEPT IN ANY DORM ROOM OR VEHICLE ON LIPSCOMB'S CAMPUS. However, an individual who meets the requirements of Tennessee Code Annotated §39-17-1313 may store a handgun in a vehicle on campus, subject to the terms of Tennessee Code Annotated §39-17-1313 and the Gun-Free School Zones Act.

Criminal Records

Students with criminal records of which the University is aware are evaluated on a case-by-case basis. Lipscomb reserves the right to refuse to admit, suspend, or expel any student whose criminal history is deemed by the University to create a threat to the health or safety of the Lipscomb community.

Criminal conviction may render a current faculty or staff member unsuitable for continued employment at the University. The University reserves the right to terminate employment if an individual is convicted of a crime, even if the crime did not occur on University time or premises. If an employee is convicted of a crime, the employee is required to notify his/her immediate supervisor within five days of the conviction. Failure to report a conviction, or being convicted of a crime that makes a person unsuitable for continued employment, may be grounds for termination of employment. Criminal convictions prior to employment at Lipscomb will not necessarily bar employment. Falsification of application materials, however, including failure to disclose convictions or guilty pleas for any violation of the law, whether or not time is served, is grounds for termination of employment at any time after the falsification is discovered.

Student Housing

On-campus housing is available in single-, double- or quad-room occupancy for undergraduate students. Housing assignments are made based on approval from admissions, completed housing application, and receipt of housing deposit. Assignments are then made in the order of the applications received. Requests for assignment changes are based on space availability. Guests in student housing are required to check in according to established procedures. Exterior doors of the residence halls are locked 24 hours per day, except the front lobby doors. Doors leading from each lobby are locked 24 hours per day restricting access to the lobby. Windows have traditional locks, as appropriate. Residence hall rooms have traditional key locks, except the Residential Village, which has key-card access.

Residence hall facilities are staffed with trained professionals and paraprofessionals. Lipscomb University Department of Security responds to proper reports by residents, guests and residence hall staff. Residence hall staff members receive annual training on residence hall security, and additional training on special topics throughout the year. Throughout the semester, meetings are held for residents by the Residence Life staff. Lipscomb University Department of Security routinely provides information to educate and heighten awareness about safety and security concerns. Security alert bulletins are posted as necessary. Between semesters, most traditional residence halls are closed, but apartment housing remains open. Additional information regarding residence life is available from the Office of Housing and Residence Life.

While the University has committed significant resources to provide a safe campus environment, students are reminded that they have an important responsibility in providing for their own security and safety.

- Students should lock their residence hall/apartment door when they leave their room.
- Students should immediately report lost or stolen key(s), fob, or ID card.
- Students should not loan or give their key(s), fob, or ID card to anyone.

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- Exterior doors are not to be propped open. If observed, a student should immediately close the door and report to Residence Hall Staff.
- Windows are not to be used for exit and entry and should remain locked when the room is not occupied. Broken locks or windows should be reported immediately to Residence Hall Staff.
- Tampering with or disabling security devices or smoke detectors may lead to disciplinary action. Activation of a fire alarm in the absence of an actual emergency is a prosecutable offense and will not be tolerated.
- Students should report immediately any observed suspicious activity or safety hazard to Lipscomb University Department of Security and/or Residence Hall Staff. Please provide as much information as possible.

Residence halls are an extension of the university's educational and Christian community. Campus housing is a privilege that provides students with community living. Students residing in university housing are expected to contribute to an environment that is safe, respectful, and conducive to study, rest, and healthy relationships.

Prohibited disruptive conduct in campus housing includes, but is not limited to (subject to the provision of reasonable accommodations, as may be appropriate or required):

- Creating excessive noise or disturbances that interfere with the living or studying environment of other residents;
- Engaging in conduct that threatens the safety, security, or peaceful enjoyment of residential facilities; and
- Repeatedly violating established residence hall quiet hours, open dorm hours, or community standards after notice.

Risk-Reduction Tips

When jogging or walking, especially at night, please remember these tips:

- Travel in a group. The presence of a second person will increase your safety factor. Do not jog alone late at night.
- Travel well-lit paths that you are familiar with. Do not take shortcuts that you are not overly familiar with, especially at night.
- Pay attention to your surroundings. It is best not to listen to headphones while running, but if you choose to do so, please keep the volume at such a level that you can still hear what is happening around you. Texting while walking is distracting and should be kept to an absolute minimum.
- Walk or jog with confidence and purpose.
- Utilize the Bison Safety Walk program.

Whether parking on campus or elsewhere, the following tips can help reduce your risk:

- Never leave valuables visible inside your car. This includes cell phones, CDs, purses, book bags, briefcases, or any other item that a thief may consider to be of value. Remember, a thief does not know what is in a bag, so even if there is nothing of value in it, it may still attract a thief's attention. If you must bring valuable items to school, please lock them in your glove box or your trunk.
- Whenever possible, park in well-lit, high-traffic areas. Increased lighting, visibility, and traffic will increase the likelihood of someone being observed, which will reduce your risk.

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- Have your keys out, ready to enter your vehicle as you approach. This will prevent you from having to dig through your pockets or purse to locate them, thereby decreasing the amount of time you spend outside of your vehicle.
- Be alert as you walk to your vehicle. Observe who is around and what they are doing. If you feel uncomfortable, go back to the building and have someone escort you to your vehicle. On campus, feel free to contact Lipscomb University Department of Security at (615) 966-7600, or ext. 7600 from any campus phone. Security will be glad to have an officer escort you to your vehicle, or from your vehicle to the building.
- Check your surroundings before exiting your vehicle.

For dorm residents, here are some safety tips that might be helpful:

- Always lock your door when you leave the room. Even if you are going to the restroom, to the shower, down the hall to a friend's room, or to check your laundry, an open door allows anyone to enter your room. It only takes a few seconds for someone to steal your valuables from an unlocked room.
- Do not prop exterior dorm doors open. Propping doors open allows anyone to enter the building. By propping doors open, you may be responsible for allowing someone into your building that actually commits a crime against you or other residents. Do not allow people who you do not know to enter with you.
- Report any suspicious activity immediately to your Residence Hall Staff or Lipscomb University Department of Security at ext. 7600 or (615) 966-7600.
- Of particular note, no one should just walk into your room without knocking and you letting them in. If someone walks into your room and claims to have walked in by mistake looking for someone else, report this activity immediately. Other suspicious activities include someone checking your door handle to see if it is locked, or someone randomly knocking on doors claiming to be looking for someone. Report all such incidents immediately.

Other Physical Security Measures

Closed circuit television (CCTV) cameras are in place at various locations around the Lipscomb campus. The Lipscomb University Department of Security works with University departments, along with the Information Technology staff, to determine need, location, installation, and maintenance of CCTV equipment. Recorded images may be used as evidence in criminal and/or University investigations.

Emergency Phones

Over 20 emergency Blue Light phones are located strategically throughout the University. When pressed, the emergency call button connects the caller with the Lipscomb University Department of Security. Each call will receive a priority response from Lipscomb University Department of Security. It is important to remember that emergency Blue Light phones should only be used for actual or perceived emergency situations.

The Lipscomb University Department of Security may also be reached by dialing 7600 from any on campus phone or 615-966-7600 from any phone.

Security Escort

Lipscomb University Department of Security offers a free Bison Walk Safety Escort 24 hours a day, seven days a week for on campus locations. To utilize the Bison Walk service, call 615-966-7600, and give the dispatcher your current location and, if applicable, your vehicle description. You may also utilize the virtual Bison Walk service on the LipscombReady app.

Identification Cards

All students, faculty and staff members at Lipscomb University are issued Lipscomb identification cards. All new faculty and staff must present documentation from the Office of Human Resources before receiving an identification card. Identification cards are used for access to certain buildings, library privileges, admission to athletic and other campus events, and may also be used for on campus meal purchases or in the University Bookstore. Identification cards may be obtained in the Dispatch Center located in the basement of Beaman Library, 24/7. Lost identification cards should be reported immediately to Lipscomb University Department of Security. Faculty and staff are requested to wear their Lipscomb identification badges in a visible way while on campus and students are encouraged to keep their Lipscomb identification cards with them at all times while on campus.

Minors on Campus

Lipscomb University is dedicated to the safety and welfare of minors who visit campus or participate in Lipscomb programs or camps. Every member of the University community is required by law to report known or suspected instances of child brutality, abuse, or neglect, or inappropriate interactions with minors. Members making a report in good faith are protected from criminal and civil liability for making the report. The report may be made to the State of Tennessee Child Abuse Hotline at 877-237-0004, online at <https://apps.tn.gov/carat/> or to any law enforcement agency. Lipscomb University also strongly encourages everyone to also report instances or suspected instances of abuse or neglect involving minors on campus to Lipscomb University Department of Security.

How to Report a Crime

Because Lipscomb University Department of Security is available at all hours, the University encourages members of the Lipscomb community to contact Lipscomb University Department of Security of any suspicious or unusual circumstances occurring on campus, especially those situations that endanger one or more persons. This can be done by calling the Lipscomb University Department of Security at 615-966-7600. Email is not an effective method of reporting crimes in progress to Lipscomb University Department of Security, as email is not continuously monitored throughout the day.

If local law enforcement or an ambulance is needed, Lipscomb University Department of Security can call them on behalf of a member of the Lipscomb community. Anyone may contact the appropriate government agency to report a crime, but it is important to also contact Lipscomb University Department of Security for any suspected crime on campus. Lipscomb University Department of Security will investigate all reported situations and contact the appropriate government law enforcement agency when necessary. All reported incidents are kept on file at Lipscomb University Department of Security, in accordance with applicable law. If any personal item that has been reported lost or stolen is recovered, Lipscomb University Department of Security should be contacted immediately to ensure that the University's crime statistic reports are updated and accurate.

Missing Student Policy

Policy

Lipscomb University is committed to providing students, faculty and staff with a safe and secure environment. We provide appropriate responses when notice is provided that a student is missing.

The University has adopted this policy in compliance with the Higher Education Opportunity Act of 2009, 20 U.S.C. 1092(j), section 488 of the Higher Education Opportunity Act of 2008, and to provide a structure for reporting and responding to the notice of a missing student.

The requirements of this policy apply to all University administrators, faculty, staff, and students.

Policy Elaboration

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At the beginning of each academic year, the University will notify all students of the right to identify an individual to be contacted by the University in the event that the student is missing for more than 24 hours. Students may update their emergency contact information online at my.lipscomb.edu.

In addition, students living on-campus are prompted to provide emergency contact information when they submit their housing application. Additionally, the University will notify the parents/guardians of any student under the age of 18 within 24 hours of the determination that such a student is missing. University officials, administrators, faculty, and staff, are required to notify the Lipscomb University Department of Security if they obtain information that a residential student is or may be missing. Students are urged to report to a member of the Office of Residence Life (for students living on campus) or directly to the Lipscomb University Department of Security if a student living on campus is missing or thought to be missing.

Definition of a Missing Student

A student will be considered missing if a University official receives information that the student failed to show up at events to which the student has committed, the student cannot be located, and no contact has been made by the student.

University Procedures for a Missing Student

Upon notification that a student is or may be missing, the Lipscomb University Department of Security shall respond with reasonable professional judgment to investigate and make a determination as to whether the student is missing. Actions may include, but are not limited to, checking the student's campus dorm room, analyzing class schedule, contacting friends, faculty or other known associates of the student, attempting to locate the student's vehicle and calling the student's cell phone. If the Chief of Security and Safety determines that a student is missing, he or she shall notify any other appropriate law enforcement authority and the Senior Vice President of Student Affairs (or its equivalent or other appropriate officer) within 24 hours of such determination. The Senior Vice President of Student Affairs (or its equivalent or other appropriate officer) shall then notify any other appropriate University office.

If it is determined that a student has been missing for 24 hours, the Senior Vice President of Student Affairs (or its equivalent or other appropriate officer) shall contact the student's emergency contact.

Crime Prevention and Personal Safety

Lipscomb University Department of Security strongly urges the Lipscomb community to examine all the printed material on crime prevention that is circulated frequently around campus. Individuals may also come by the Lipscomb University Department of Security office to pick up information. Lipscomb University Department of Security encourages leaving expensive or irreplaceable items, such as heirlooms, at home. Lipscomb University Department of Security emphasizes to EVERYONE that the first step in crime prevention is to keep all belongings in a secure place, which includes locking and securing residence hall rooms, offices, and vehicles, as well as anything else that can be secured. The Bison Safety Walk, which provides a security escort on campus, is available by calling extension 7600 on campus at ANY time day or night. Lipscomb University Department of Security strongly recommends that everyone make use of this service, especially when walking alone at night.

To obtain more information on the material contained in this report and to find out more about what Lipscomb University Department of Security has to offer, call 615-966-7600.

Important Safety Numbers

- Lipscomb University Department of Security: 615-966-7600 (located in Dispatch in the Beaman Library basement)

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- Emergency: 911
- Metro Nashville Police Department: 615-862-8600
- Crime Stoppers: 615-74-CRIME
- Rape & Sexual Abuse Center Crisis Line: 615-256-8526 or 1-800-879-1999



Alcohol's Effects on the Body

Source: National Institute on Alcohol Abuse and Alcoholism (NIH) <https://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body>

Drinking too much – on a single occasion or over time – can take a serious toll on your health. Here's how alcohol can affect your body:

Brain:

Alcohol interferes with the brain's communication pathways, and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.

Heart:

Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy – Stretching and drooping of heart muscle
- Arrhythmias – Irregular heart beat
- Stroke
- High blood pressure

Liver:

Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

- Steatosis, or fatty liver
- Alcoholic hepatitis
- Fibrosis
- Cirrhosis

Pancreas:

Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

Cancer:

Source: National Cancer Institute

<https://www.cancer.gov/about-cancer/causes-prevention/risk/alcohol/alcohol-fact-sheet>

Based on extensive reviews of research studies, there is a strong scientific consensus of an association between alcohol drinking and several types of cancer. In its Report on Carcinogens, the National Toxicology Program of the US Department of Health and Human Services lists consumption of alcoholic beverages as a known human carcinogen. The research evidence indicates that the more alcohol a person drinks — particularly the more alcohol a person drinks regularly over time — the higher his or her risk of developing an alcohol-associated cancer. Based on data from 2009, an estimated 3.5 percent of all cancer deaths in the United States (about 19,500 deaths) were alcohol related.

Clear patterns have emerged between alcohol consumption and the development of the following types of cancer:

- **Head and neck cancer:** Alcohol consumption is a major risk factor for certain head and neck cancers, particularly cancers of the oral cavity (excluding the lips), pharynx (throat), and larynx (voice box). People

HEALTH RISKS

who consume 50 or more grams of alcohol per day (approximately 3.5 or more drinks per day) have at least a two to three times greater risk of developing these cancers than nondrinkers. Moreover, the risks of these cancers are substantially higher among persons who consume this amount of alcohol and also use tobacco.

- **Esophageal cancer:** Alcohol consumption is a major risk factor for a particular type of esophageal cancer called esophageal squamous cell carcinoma. In addition, people who inherit a deficiency in an enzyme that metabolizes alcohol have been found to have substantially increased risks of alcohol-related esophageal squamous cell carcinoma.
- **Liver cancer:** Alcohol consumption is an independent risk factor for, and a primary cause of, liver cancer (hepatocellular carcinoma). (Chronic infection with hepatitis B virus and hepatitis C virus are the other major causes of liver cancer.)
- **Breast cancer:** More than 100 epidemiologic studies have looked at the association between alcohol consumption and the risk of breast cancer in women. These studies have consistently found an increased risk of breast cancer associated with increasing alcohol intake. A meta-analysis of 53 of these studies (which included a total of 58,000 women with breast cancer) showed that women who drank more than 45 grams of alcohol per day (approximately three drinks) had 1.5 times the risk of developing breast cancer as nondrinkers (a modestly increased risk). The risk of breast cancer was higher across all levels of alcohol intake: for every 10 grams of alcohol consumed per day (slightly less than one drink), researchers observed a small (7 percent) increase in the risk of breast cancer.

The Million Women Study in the United Kingdom (which included more than 28,000 women with breast cancer) provided a more recent, and slightly higher, estimate of breast cancer risk at low to moderate levels of alcohol consumption: every 10 grams of alcohol consumed per day was associated with a 12 percent increase in the risk of breast cancer.

- **Colorectal cancer:** Alcohol consumption is associated with a modestly increased risk of cancers of the colon and rectum. A meta-analysis of 57 cohort and case-control studies that examined the association between alcohol consumption and colorectal cancer risk showed that people who regularly drank 50 or more grams of alcohol per day (approximately 3.5 drinks) had 1.5 times the risk of developing colorectal cancer as nondrinkers or occasional drinkers. For every 10 grams of alcohol consumed per day, there was a small (7 percent) increase in the risk of colorectal cancer.

Immune System:

Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk.

Drugs' Effects on the Body

Source: Drugs of Abuse: A DEA Resource Guide, 2020 Edition, Drug Enforcement Administration, U.S. Department of Justice

https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf

All controlled substances have abuse potential or are immediate precursors to substances with abuse potential. In addition to having abuse potential, most controlled substances are capable of producing dependence, either physical or psychological. In the sections that follow, the effects on the mind and body of various classes of drugs are profiled.

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Narcotics (e.g., Fentanyl; Heroin; Hydromorphone; Methadone; Morphine; Opium; Oxycodone)

Effect on the Mind:

Besides their medical use, narcotics/opioids produce a general sense of well-being by reducing tension, anxiety, and aggression. These effects are helpful in a therapeutic setting but contribute to the drugs' abuse.

Narcotic/opioid use comes with a variety of unwanted effects, including drowsiness, inability to concentrate, and apathy.

Effect on the Body:

Narcotics/opioids are prescribed by doctors to treat pain, suppress cough, cure diarrhea, and put people to sleep. Effects depend heavily on the dose, how it's taken, and previous exposure to the drug. Negative effects include slowed physical activity, constriction of the pupils, flushing of the face and neck, constipation, nausea, vomiting, and slowed breathing. As the dose is increased, both the pain relief and the harmful effects become more pronounced. Some of these preparations are so potent that a single dose can be lethal to an inexperienced user. However, except in cases of extreme intoxication, there is no loss of motor coordination or slurred speech.

Stimulants (e.g., Amphetamines; Cocaine; Khat; Methamphetamine)

Effect on the Mind:

When used as drugs of abuse and not under a doctor's supervision, stimulants are frequently taken to produce a sense of exhilaration, enhance self-esteem, improve mental and physical performance, increase activity, reduce appetite, extend wakefulness for prolonged periods, and "get high." Chronic, high-dose use is frequently associated with agitation, hostility, panic, aggression, and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations, may also occur. Tolerance, in which more and more drug is needed to produce the usual effects, can develop rapidly, and psychological dependence occurs. In fact, the strongest psychological dependence observed occurs with the more potent stimulants, such as amphetamine, methylphenidate, methamphetamine, cocaine, and methcathinone. Abrupt cessation is commonly followed by depression, anxiety, drug craving, and extreme fatigue, known as a "crash."

Effect on the Body:

Stimulants are sometimes referred to as uppers and reverse the effects of fatigue on both mental and physical tasks. Therapeutic levels of stimulants can produce exhilaration, extended wakefulness, and loss of appetite. These effects are greatly intensified when large doses of stimulants are taken. Taking too large a dose at one time or taking large doses over an extended period of time may cause such physical side effects as dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting, and abdominal cramps.

Depressants (e.g., Barbiturates; Benzodiazepines; GHB; Rohypnol)

Effect on the Mind:

Depressants used therapeutically do what they are prescribed for: induce sleep, relieve anxiety and muscle spasms, and prevent seizures. They also cause amnesia (leaving no memory of events that occur while under the influence), reduce reaction time, impair mental functioning and judgment, and cause confusion. Long-term use of depressants produces psychological dependence and tolerance.

HEALTH RISKS

Effect on the Body:

Some depressants can relax the muscles. Unwanted physical effects include slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, and slowed breathing. Prolonged use of depressants can lead to physical dependence even at doses recommended for medical treatment. Unlike barbiturates, large doses of benzodiazepines are rarely fatal unless combined with other drugs or alcohol. But unlike the withdrawal syndrome seen with most other drugs of abuse, withdrawal from depressants can be life threatening.

Hallucinogens (e.g., *Ecstasy/MDMA; Ketamine; LSD; Peyote and Mescaline; Psilocybin*)

Effect on the Mind:

Sensory effects include perceptual distortions that vary with dose, setting, and mood. Psychic effects include distortions of thought associated with time and space. Time may appear to stand still, and forms and colors seem to change and take on new significance. Weeks or even months after some hallucinogens have been taken, the user may develop an uncommon disorder called Hallucinogen Persisting Perception Disorder (HPPD) or experience “flashbacks.” HPPD can include fragmentary recurrences of certain aspects of the drug experience in the absence of actually taking the drug. The occurrence of HPPD is unpredictable, but may be more likely to occur during times of stress and seems to occur more frequently in younger individuals.

Effect on the Body:

Physiological effects include elevated heart rate, increased blood pressure, dilated pupils, and often can induce nausea and vomiting.

Steroids

Effect on the Mind:

Case studies and scientific research indicate that high doses of anabolic steroids may cause mood and behavioral effects. In some individuals, anabolic steroid use can cause dramatic mood swings, increased feelings of hostility, impaired judgment, and increased levels of aggression (often referred to as “roid rage”). When users stop taking steroids, they may experience depression that may be severe enough to lead one to commit suicide. Anabolic steroid use may also cause psychological dependence and addiction.

Effect on the Body:

A wide range of adverse effects is associated with the use or abuse of anabolic steroids. These effects depend on several factors including age, sex, the anabolic steroid used, amount used, and duration of use. In adolescents, anabolic steroid use can stunt the ultimate height that an individual might otherwise achieve. In boys, anabolic steroid use can cause early sexual development, acne, and stunted growth. In adolescent girls and women, anabolic steroid use can induce permanent physical changes, such as deepening of the voice, increased facial and body hair growth, menstrual irregularities, male pattern baldness, and lengthening of the clitoris. In men, anabolic steroid use can cause shrinkage of the testicles, reduced sperm count, enlargement of the male breast tissue, sterility, and an increased risk of prostate cancer. In both men and women, anabolic steroid use can cause high cholesterol levels, which may increase the risk of coronary artery disease, strokes, and heart attacks. Anabolic steroid use can also cause acne and fluid retention. Oral preparations of anabolic steroids, in particular, can damage the liver. Users who inject anabolic steroids run the risk of contracting various infections due to non-sterile injection techniques, sharing of contaminated needles, and the use of steroid preparations manufactured in non-sterile environments. All these factors put users at risk for contracting viral infections such as HIV/AIDS or hepatitis B or C, and bacterial infections at the site of injection.

Users may also develop endocarditis, a bacterial infection that causes a potentially fatal inflammation of the heart lining.

Marijuana/Cannabis

Effect on the Mind:

When marijuana is smoked, the active ingredient THC passes from the lungs and into the bloodstream, which carries the chemical to the organs throughout the body, including the brain. In the brain, THC connects to specific sites called cannabinoid receptors on nerve cells and influences the activity of those cells. Many of these receptors are found in the parts of the brain that influence pleasure, memory, thought, concentration, sensory and time perception, and coordinated movement. The short-term effects of marijuana include problems with memory and learning, distorted perception, difficulty in thinking and problem-solving, and loss of coordination.

The effect of marijuana on perception and coordination are responsible for serious impairments in learning, associative processes, and psychomotor behavior (driving abilities). Long term, regular use can lead to physical dependence and withdrawal following discontinuation, as well as psychological addiction or dependence. Clinical studies show that the physiological, psychological, and behavioral effects of marijuana vary among individuals and present a list of common responses to cannabinoids, as described in the scientific literature:

- Dizziness, nausea, tachycardia, facial flushing, dry mouth, and tremor initially
- Merriment, happiness, and even exhilaration at high doses
- Disinhibition, relaxation, increased sociability, and talkativeness
- Enhanced sensory perception, giving rise to increased appreciation of music, art, and touch
- Heightened imagination leading to a subjective sense of increased creativity
- Time distortions
- Illusions, delusions, and hallucinations are rare except at high doses
- Impaired judgment, reduced coordination, and ataxia, which can impede driving ability or lead to an increase in risk-taking behavior
- Emotional lability, incongruity of affect, dysphoria, disorganized thinking, inability to converse logically, agitation, paranoia, confusion, restlessness, anxiety, drowsiness, and panic attacks may occur, especially in inexperienced users or in those who have taken a large dose
- Increased appetite and short-term memory impairment are common

Effect on the Body:

Short-term physical effects from marijuana use may include sedation, bloodshot eyes, increased heart rate, coughing from lung irritation, increased appetite, and increased blood pressure (although prolonged use may cause a decrease in blood pressure). Marijuana smokers experience serious health problems such as bronchitis, emphysema, and bronchial asthma. Extended use may cause suppression of the immune system. Withdrawal from chronic use of high doses of marijuana causes physical signs including headache, shakiness, sweating, and stomach pains and nausea. Withdrawal symptoms also include behavioral signs such as restlessness, irritability, sleep difficulties, and decreased appetite.

Inhalants

Effect on the Mind:

Inhalant abuse can cause damage to the parts of the brain that control thinking, moving, vision, and hearing. Cognitive abnormalities can range from mild impairment to severe dementia.

HEALTH RISKS

Effect on the Body:

Inhaled chemicals are rapidly absorbed through the lungs into the bloodstream and quickly distributed to the brain and other organs. Nearly all inhalants produce effects similar to anesthetics, which slow down the body's function. Depending on the degree of abuse, the user can experience slight stimulation, feeling of less inhibition, or loss of consciousness.

Within minutes of inhalation, the user experiences intoxication along with other effects similar to those produced by alcohol. These effects may include slurred speech, an inability to coordinate movements, euphoria, and dizziness. After heavy use of inhalants, users may feel drowsy for several hours and experience a lingering headache.

Additional symptoms exhibited by long-term inhalant users include:

- Weight loss, muscle weakness, disorientation, inattentiveness, lack of coordination, irritability, depression, and damage to the nervous system and other organs
- Some of the damaging effects to the body may be at least partially reversible when inhalant abuse is stopped; however, many of the effects from prolonged abuse are irreversible.
- Prolonged sniffing of the highly concentrated chemicals in solvents or aerosol sprays can induce irregular and rapid heart rhythms and lead to heart failure and death within minutes. There is a common link between inhalant use and problems in school – failing grades, chronic absences, and general apathy.

Other signs include:

Paint or stains on body or clothing; spots or sores around the mouth; red or runny eyes or nose; chemical breath odor; drunk, dazed, or dizzy appearance; nausea; loss of appetite; anxiety; excitability; and irritability.

Available Resources for Counseling, Treatment and Rehabilitation:

The following services are available through the University Counseling Center for those students who are struggling with substance abuse problems:

- Assessment.
- Referral for moderate and/or frequent use.
- Individual therapy for mild and/or sporadic use.
- Family and/or relational therapy as an extension of individual therapy.
- Educational prevention programs/groups.

Students may obtain the above services on a confidential basis by calling the University Counseling Center. Below is a list of external resources for treatment options. Lipscomb University does not have a contractual agreement with any of the listed resources:

- Alcoholics Anonymous 615-831-1050.
- Narcotics Anonymous 1-800-677-1462.
- Center for Alcohol & Drug Treatment 1-800-284-2216.
- Cumberland Heights Alcohol & Drug Treatment Center 615-356-2700.
- Tennessee Christian Medical Center 615-865-0300.
- Vanderbilt Addiction Center 615-936-3555.

SEXUAL HARASSMENT AND SEXUAL MISCONDUCT POLICY



SEXUAL HARASSMENT AND SEXUAL MISCONDUCT POLICY

INTRODUCTION

Lipscomb University (the “Institution”) was founded with a commitment to biblical faith and Christian principles and is committed to providing a learning and working environment free from all forms of sex discrimination and conduct considered harassing, coercive or disruptive. Any sex discrimination prohibited by Title IX of the Education Amendments of 1972 (“Title IX”), including Sexual Misconduct (as hereinafter defined), poses a serious threat both to individual members of the Institution Community (as hereinafter defined) and to the broader community collectively.

The Institution will not tolerate Sexual Misconduct and will take all appropriate steps to prevent and correct such behavior. Recognizing that each situation is unique, the Institution will respond promptly and equitably to all allegations of Sexual Misconduct while tailoring each solution to best fit the situation. Considering both the severity of the alleged offense and the threat it poses to the Institution Community, individuals who are found to have violated this policy may face corrective action up to and including dismissal for students and termination for employees.

Responsible Employees (as hereinafter defined) are required to report any Sexual Misconduct to the Title IX Coordinator. Any Responsible Employee who becomes aware of any alleged act of Sexual Misconduct and fails to report promptly such alleged act may be subject to disciplinary action, including termination of employment. Confidential Resources (as hereinafter defined) may not report any alleged acts of Sexual Misconduct to the Title IX Coordinator.

Retaliation or reprisal against any person, including a Complainant, a Respondent or any Third Party (each, as hereinafter defined), for making a report or complaint, testifying, assisting, participating or refusing to participate in any manner in any investigation, proceeding or hearing under this policy is strictly prohibited.

PURPOSE AND SCOPE OF POLICY

This policy is intended to protect and guide members of the Institution Community who have been affected by Sexual Misconduct, whether as a Complainant, a Respondent or a Third Party, and to provide fair and equitable procedures for investigation and resolution of alleged violations.

This policy applies to Sexual Misconduct by or of any member of the Institution Community that occurs in the United States (i) on Institution property, (ii) at an event, location or circumstance that does not take place on Institution property, where the Institution exercised substantial control over both the Respondent and the context in which the Sexual Misconduct occurred, and (iii) off-campus if the off-campus event occurs in a building that is owned or controlled by a student group that is officially recognized by the Institution. The Institution reserves the right to address other conduct that may pose a threat of danger to any member of the Institution Community through its Student Handbook and its Employee Handbook. For purposes of clarification, this policy generally does not govern Sexual Misconduct that occurs on Lipscomb Academy property or involves students and/or employees of Lipscomb Academy. Lipscomb Academy has a separate policy that generally governs such Sexual Misconduct. For Sexual Misconduct allegations that involve a student or employee of Lipscomb Academy and a student or employee of Lipscomb University, the Institution’s Title IX Coordinator will determine which policy applies.

A Complainant or Third Party is encouraged to report Sexual Misconduct regardless of where the incident occurred, or who committed it. Even if the Respondent is not a member of the Institution Community, the alleged Sexual Misconduct did not occur on Institution property, or the alleged Sexual Misconduct occurred outside the United States, the Institution will take prompt action to provide for the safety and well-being of the Complainant and the broader community.

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NOTICE OF NON-DISCRIMINATION

The Institution is a private Christian university open to any qualified student without regard to race, religion, sex, age, color, national or ethnic origin, or disability. The Institution complies with all applicable federal and state nondiscrimination laws, and does not engage in prohibited discrimination on the basis of race, religion, sex, age, color, national or ethnic origin, or disability in the administration of its educational policies, programs and activities, including admissions policies, scholarships and loan programs, employment practices, and athletic and other school administered programs.

The Institution is affiliated with the fellowship of the Church of Christ. The Institution is controlled by a Board of Trustees and is operated within the Christian-oriented aims and ideals and religious tenets of the Church of Christ as taught in Holy Scripture. As a religiously controlled institution of higher education, the Institution is exempt from compliance with some provisions of certain civil rights laws and regulations with respect to discrimination.

The Institution is committed to establishing and maintaining a safe and nondiscriminatory environment for all members of the Institution Community. Sex discrimination is prohibited under Title VII of the Civil Rights Act of 1964 and is also prohibited by Title IX, which provides:

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.

The Institution, as an educational community, will promptly and equitably respond to alleged violations of this policy in order to offer and carry out the level of supportive measures, remedies, and discipline appropriate for the specific facts and circumstances. The Institution will respond to any complaint in a manner that protects the parties' equal access to education. Title IX provides educational processes, remedies and outcomes for sex discrimination and local law enforcement follows criminal processes, remedies and outcomes for sexual assault. While the Institution will enforce this policy using the educational lens of Title IX, Complainants always have the option to avail themselves of, and will be fully supported by the Institution to seek, the services of local law enforcement.

TITLE IX COORDINATOR

The President of the Institution has designated Kathy Hargis to serve as the Title IX Coordinator for the Institution. The Title IX Coordinator will report directly to the President on all matters involving Title IX. The Title IX Coordinator oversees the Institution's centralized review, investigation and resolution of reports of alleged violations of this policy, and oversees the Institution's overall compliance with Title IX. The Title IX Coordinator also is responsible for the implementation of Supportive Measures and for remedies imposed after a finding of responsibility.

The Title IX Coordinator can be contacted in person, by mail, by telephone, and by electronic mail as follows:

Kathy E. Hargis
Title IX Coordinator
Crisman Administration Building
One University Park Drive
Nashville, TN 37204
615-966-5661
hargiske@lipscomb.edu

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Inquiries or complaints concerning the application of Title IX at the Institution may be referred to the Title IX Coordinator or the U.S. Department of Education's Office for Civil Rights:

Assistant Secretary for Civil Rights
U.S. Department of Education
Office for Civil Rights
400 Maryland Avenue, SW
Washington, D.C. 20202-1100

DEFINITIONS

Capitalized terms used in this policy shall have the following definitions:

- **Coercion:** The improper use of pressure to compel another individual to initiate or continue sexual contact or activity against his or her will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats and blackmail. A person's words or conduct are sufficient to constitute Coercion if he or she wrongfully impairs another individual's freedom of will and ability to choose whether or not to engage in sexual contact or activity.
- **Complainant:** Any individual who is allegedly a victim or survivor of activity that could constitute Sexual Misconduct (including, as applicable, such victim's parents for minors under the age 18). At the time of filing a Formal Complaint, a Complainant must be a current student or employee of the Institution, or attempting to become a student or employee of the Institution or otherwise participating or attempting to participate in the educational program or activities of the Institution. A parent or guardian of a person under the age of 18 may file a Formal Complaint on behalf of such person.
- **Confidential Resource:** Any employee of the Institution who has a statutorily-protected or designated duty of confidentiality, including, without limitation, health center medical staff, counselors or therapists in the University Counseling Center and the Marriage and Family Therapy Center, and staff in the Institution's Office of Spiritual Formation.
- **Consent:** For purposes of this policy, Consent is defined as a clear, unambiguous and voluntary agreement between two or more parties. In addition, sexual contact or activity requires Consent as a matter of state and federal law. Consent to engage in any sexual contact or activity must be given knowingly, voluntarily and affirmatively. Consent to engage in any sexual contact or activity must exist from the beginning to the end of each occurrence of sexual activity and for each form of sexual contact, including any contact or activity that occurs in the context of an existing or previous intimate relationship.

Under Tennessee law, and for purposes of this policy, Consent cannot be obtained (i) through Coercion or Force, (ii) from a minor under the age of 18, except where the parties are within four years of age of one another, (iii) from a person who suffers from a mental disease or defect that renders the person incapable of appraising the nature of the person's conduct, (iv) from a person who is rendered temporarily incapable of appraising or controlling the person's conduct because of the influence of alcohol or drugs, or (v) from a person who is unconscious, asleep or otherwise physically or verbally unable to communicate unwillingness to do an act.

- **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 is 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.

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- **Domestic Violence:** Felony or misdemeanor crimes committed by:
 - A current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;
 - A person who is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - A person who shares a child in common with the victim; or
 - Any other person against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the State of Tennessee.
- **Fondling:** The touching of the private body parts of another person (breasts, buttocks, or groin) 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 or her age or because of his or her temporary or permanent mental or physical incapacity.
- **Force:** The use or threat of physical violence or intimidation to overcome an individual's freedom of will to choose whether or not to participate in sexual contact or activity.
- **Formal Complaint:** A document describing an alleged violation of this policy by any member of the Institution Community filed by a Complainant or signed by the Title IX Coordinator requesting that the Institution investigate an alleged violation of this policy.
- **Incest:** Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Institution Community:** Students (and, as applicable, parents of students under the age of 18), faculty, administrators, staff, trustees, and applicants for admission or employment of the Institution.
- **Medical Records:** Records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party.
- **Rape:** 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 Consent of the victim.
- **Respondent:** Any individual (including, as applicable, such individual's parents for minors under age 18) who has been reported to have allegedly violated this policy.
- **Responsible Employee:** Any employee of the Institution who is not classified as a student-worker or Confidential Resource; provided, however, that student workers employed as resident assistants are deemed Responsible Employees.
- **Retaliation:** Acts or attempts to retaliate or seek retribution against a Complainant, Respondent, Third Party, or any individual or group of individuals involved in a complaint, investigation, hearing or resolution of an alleged violation of this policy. Retaliation can take many forms, including threats, intimidation, coercion, or discrimination.
- **Sexual Assault:** An offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation, which includes Rape, Sodomy, Fondling, Incest, and Statutory Rape.
- **Sexual Harassment:** Conduct on the basis of sex that satisfies one or more of the following:
 - An employee of the Institution conditioning the provision of an aid, benefit, or service of the Institution on an individual's participation in unwelcome sexual conduct; or

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- Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the Institution's education program or activity.
- **Sexual Misconduct:** Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, or Stalking.
- **Sodomy:** Oral or anal sexual intercourse with another person, without the Consent of the victim, including instances where the victim is incapable of giving Consent because of his or her age or because of his or her temporary or permanent mental or physical incapacity.
- **Stalking:** A course of conduct directed at a specific individual that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress. For purposes of this definition, "course of conduct" means a pattern of conduct composed of a series of two or more separate noncontiguous acts evidencing a continuity of purpose. Stalking includes cyber-stalking, a form of Stalking in which electronic media such as the Internet, social networks, blogs, cell phones, text messages or other similar devices or forms of contact are used to pursue, harass or make unwelcome contact with another person in an unsolicited fashion.
- **Statutory Rape:** Nonforcible sexual intercourse with a person who is under the statutory age of Consent.
- **Supportive Measures:** Non-disciplinary, non-punitive individualized services that are offered as appropriate, as reasonably available and without fee or charge to a Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. The Institution will employ such measures to restore or preserve equal access to the Institution's education programs and activities without unreasonably burdening the other party. The Institution will also employ such measures as appropriate to protect the safety of all parties, or the Institution's educational environment or to deter Sexual Misconduct.
- **Third Party:** Any person who is not the subject of alleged Sexual Misconduct but who is aware of such an allegation or is a participant in the process, including a witness to the incident or an individual who makes a report on behalf of someone else.

PRIVACY

The Institution is committed to protecting the privacy of any and all individuals involved in an alleged violation of this policy. In any report, investigation or resolution of an alleged violation, every effort will be made to protect the privacy interests of all individuals involved in a manner consistent with the law and with the need for a thorough review of the allegations.

The Institution will make reasonable and appropriate efforts to keep confidential the identity of any individual who has made a report or complaint of sexual discrimination, including any individual who has made a report or filed a Formal Complaint of Sexual Misconduct alleging a violation of this policy, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted or required by applicable law or to carry out the provisions of this policy. Information related to a report or complaint under this policy will only be shared with those Institution employees who need to know in order to assist in the review, investigation or resolution of the matter. Moreover, all Institution employees who are involved in the Title IX response will receive specific training and guidelines about safeguarding confidential information. Where a Formal Complaint is filed alleging a violation of this policy, however, identifying information of the Complainant and Respondent and witnesses will be shared with the parties and their advisors, if any. In addition, Complainants and Respondents are not restricted from discussing the allegations under investigation in a Formal Complaint.

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Those members of the Institution Community who desire complete confidential assistance may do so by speaking with Confidential Resources. Information shared with Confidential Resources will not be shared with others without the Complainant's consent, unless there are circumstances posing imminent risk of harm to self or any member of the Institution Community. Because the content of discussions with Confidential Resources will not be reported to the Title IX Coordinator, such discussions do not serve as notice to the Institution to address any alleged violation of this policy. Information shared with individuals other than Confidential Resources is not legally protected from being disclosed. Nonetheless, the Institution takes requests for privacy and confidentiality seriously, while at the same time fulfilling its responsibility to provide a safe and nondiscriminatory environment for members of the Institution Community.

An alleged violation of this policy that is reported to a Responsible Employee as defined in this policy must be shared with and reported to the Title IX Coordinator promptly.

If a report of alleged misconduct discloses a serious or immediate threat to the Institution Community, the Institution may issue a timely notice (in accordance with the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act")) to protect the health or safety of the members of the Institution Community. The Institution may also share non-identifiable information about reports received in aggregate form, including data about educational outcomes (e.g., sanctions).

All investigations, hearings and resolutions under this policy shall be conducted in compliance with the requirements of the Family Education Rights and Privacy Act ("FERPA"), the Clery Act and Title IX and its implementing regulations. No information shall be released from such investigations, hearings or resolutions, except as required or permitted by law or this policy.

The Institution does not prohibit a Complainant, Respondent, or witness from discussing his or her own experience but encourages such individuals to respect the sensitive nature of allegations of Sexual Misconduct. A person's confidential information (including medical and academic information) obtained during the course of an investigation or proceeding under this policy should not be re-disclosed outside the investigation or proceeding. This restriction does not apply to information learned outside of an investigation or proceeding under this policy.

RETALIATION

Retaliation against any person for submitting a report or complaint, or testifying, assisting, or participating or refusing to participate in any manner in an investigation, proceeding, informal resolution, or hearing under this policy is strictly prohibited. An individual reporting Sexual Misconduct is entitled to protection from any form of Retaliation following a report, even if the report is not later substantiated. Similarly, individuals accused of Sexual Misconduct and those who participate in an investigation or hearing conducted under this policy are entitled to protection from any form of Retaliation. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a proceeding under this policy shall not constitute Retaliation; provided, however, that a determination regarding responsibility alone is not sufficient to conclude that any party made a materially false statement in bad faith. Complaints alleging Retaliation may be filed pursuant to the procedures described in this policy. Any individual who is found to have Retaliated against a person in violation of this policy may face corrective action up to and including dismissal for students and termination for employees. Complaints of Retaliation should be filed immediately with the Title IX Coordinator or the U.S. Department of Education's Office for Civil Rights.

AMNESTY FOR STUDENT CONDUCT VIOLATIONS

The Institution encourages the reporting of any and all alleged Sexual Misconduct. Victims or witnesses of Sexual Misconduct might be hesitant to report Sexual Misconduct to Institution officials if they fear that they (or their

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friends) may be charged with a violation of another Institution policy, such as the Alcohol and Drug Policy. Similarly, bystanders are sometimes hesitant to offer assistance to others for fear that they may get in trouble.

To encourage reporting of Sexual Misconduct, the Institution will provide Complainants, as well as bystanders and witnesses who cooperate with an investigation under this policy or who provide help to victims or likely victims of Sexual Misconduct, with immunity from being charged with violations of any other Institution policy in connection with any conduct related to an alleged violation of this policy, although this immunity does not apply to more serious allegations, such as physical abuse or illicit drug distribution. While violations of other policies cannot be completely overlooked, the Institution may provide referrals to counseling or may require educational assistance or other remedies in such cases. Although the Institution will provide individual Complainants, bystanders and witnesses with such immunity, student organizations may be subject to disciplinary action under other Institution policies in connection with any conduct related to an alleged violation of this policy, if deemed appropriate or necessary for the safety and well-being of the Institution Community.

BYSTANDER INTERVENTION

One of the most effective methods of preventing all types of Sexual Misconduct is bystander intervention, which encourages people to identify situations that might lead to Sexual Misconduct and then safely intervene to prevent its occurrence. The Institution encourages the use of good judgment in regards to bystander intervention, as the safety of each member of the Institution Community is of primary concern. Every member of the Institution Community is encouraged to take safe and reasonable actions to prevent Sexual Misconduct.

This policy does not require individuals to place themselves in jeopardy to stop a crime or other violation of this policy in progress. There are many situations and events that occur prior to Sexual Misconduct that are appropriate for intervention. Bystander intervention encourages people to watch for behaviors and situations that appear to be inappropriate, coercive or harassing. Usually, intervening in a group is safer than intervening individually. Also, choosing a method of intervention that de-escalates the situation is safer than attempting a confrontation. However, there is no single rule that can account for every situation.

RESOURCES

The Institution is committed to treating all members of the Institution Community with Christian love, respect and empathy. Any individual affected by Sexual Misconduct, whether as a Complainant, Respondent or Third Party, will have equal access to support services through the Institution. The Institution recognizes that deciding whether or not to make a report or choosing how to proceed can be a difficult decision. The Institution encourages any individual who has questions or concerns to seek support of Institution and community resources. These resources can provide guidance in making decisions, information about available resources and assistance to either party in the event that a report or resolution under this policy is pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

Confidential Resources

There are various Confidential Resources available within the Institution Community. These Confidential Resources will not disclose shared information without the individual's Consent unless there is imminent risk of harm to self or any member of the Institution Community. The Confidential Resources can be contacted as follows:

Lipscomb University Counseling Resources

615-966-1781

Lipscomb University Health Center Resources

615-966-6304

Lipscomb University Spiritual Formation Resources

615-966-6280

Lipscomb Family Therapy Center

615-966-5300

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Outside Community Resources

External community resources, such as the following, can also assist individuals who have been affected by Sexual Misconduct:

Metro Police Department Dispatch Center

200 James Robertson Parkway
Nashville, Tennessee 37201
615-862-7400

Nashville General Hospital at Meharry

1818 Albion Street
Nashville, Tennessee 37208
615-341-4000

National Domestic Violence Hotline

800-799-SAFE (7233)

Tennessee Coalition to End Domestic & Sexual Violence

2 International Plaza Drive, Suite 425
Nashville, Tennessee 37217
800-289-9018

Sexual Assault Center

101 French Landing Drive
Nashville, Tennessee 37228
615-259-9055
www.sacenter.org
Crisis & Support Line 800-879-1999

CONFLICTS OF INTEREST

No person shall serve as Title IX Coordinator, investigator, hearing officer, appellate officer, or person to convene an informal resolution process who has a bias or conflict of interest for or against Complainants or Respondents generally or an individual Complainant or Respondent. Before assigning an investigator, hearing officer, appellate officer, or person to convene an informal resolution process for any matter under this policy, the Title IX Coordinator and/or his or her designees shall determine whether such person has a relationship with either the Complainants or the Respondents that would create a conflict of interest or bias. If such a conflict of interest or bias exists, the Title IX Coordinator and/or his or her designees shall assign a different qualified person who does not have such a conflict of interest or bias.

TRAINING

The Institution will provide training for the Title IX Coordinator, investigators, hearing officers, appellate officers and any person who convenes an informal resolution process on:

- The definition of Sexual Misconduct under this policy;
- The scope of the Institution's education program or activity;
- How to conduct an investigation and grievance process as applicable (i.e., investigators will be trained on investigations, hearing officers will be trained on hearing processes, appellate officers will be trained on appellate processes and those convening informal resolution processes will be trained on informal resolution processes); and
- How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

The Title IX Coordinator and/or his or her designee will also provide training for hearing officers on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about a Complainant's sexual predisposition or prior sexual behavior are not relevant. The Title IX

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Coordinator and/or his or her designee will also provide training to investigators on issues of relevance so they are equipped to create investigative reports that fairly summarize the relevant evidence. Materials used to train the Title IX Coordinator, investigators, hearing officers, appellate officers and any person who convenes an informal resolution process shall be maintained by the Title IX Coordinator for seven (7) years and shall also be posted on the Institution's website.

REPORTING

The Institution is committed to providing a variety of welcoming and accessible ways for members of the Institution Community to report instances of alleged Sexual Misconduct. The Institution will take action if a Responsible Employee has notice of Sexual Misconduct in an education program or activity of the Institution against a person in the United States. Any person may report or file a complaint of sex discrimination or report or file a Formal Complaint of Sexual Misconduct (whether or not the person reporting is the person alleged to be the victim of the conduct that could constitute sex discrimination or Sexual Misconduct) to the Title IX Coordinator (including during non-business hours). All Responsible Employees must promptly share any report of Sexual Misconduct with the Title IX Coordinator. The Institution cannot take appropriate action unless an incident is reported. All reports must be shared with the Title IX Coordinator promptly. Any Responsible Employee who becomes aware of any alleged act of Sexual Misconduct and fails to report promptly such alleged act to the Title IX Coordinator may be subject to disciplinary action, including termination of employment.

All individuals are strongly encouraged to report alleged incidents of Sexual Misconduct immediately to the Institution's Office of Security and Safety and/or to local law enforcement. The Institution's Office of Security and Safety personnel will assist and advise regarding the importance of preserving evidence for the proof of a criminal offense and advise to whom the alleged offense should be reported. Each Complainant has the sole discretion, however, to decide whether or not to file a police report or to pursue civil action against the alleged perpetrator. All individuals will have access to Institution and community resources regardless of whether or not they decide to report an incident to local law enforcement. Except where the Complainant is younger than 13 years old, the Institution will generally respect a Complainant's choice to report or not report an incident to local law enforcement, unless the Institution determines that there is an overriding issue with respect to the safety or welfare of the Institution Community.

False Reports

Any Complainant or Third Party who knowingly makes materially false charges alleging a violation of this policy in bad faith may be subject to appropriate disciplinary action.

Anonymous Reporting

Any individual may make an anonymous report concerning an alleged violation of this policy at any time to the Title IX Coordinator through the contact information provided above, or the anonymous reporting resource identified in this paragraph. Such a report should identify an alleged victim, if possible, so that the Title IX Coordinator may offer the alleged victim Supportive Measures and discuss options for filing a Formal Complaint. If an alleged victim is not identified, the reporter should disclose his or her name and any requested action. Depending on the extent of information available about the incident or the individuals involved, however, the Institution's ability to respond to an anonymous report may be limited. The Institution's anonymous reporting resource can be found by clicking "Report an Incident" at the bottom of the Institution's website, www.lipscomb.edu.

When any alleged violation of this policy is reported anonymously, the Title IX Coordinator will receive the anonymous report and will determine any appropriate steps, including Supportive Measures, filing a Formal

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Complaint and, in consultation with the Executive Director of Security and Safety (or equivalent position), comply with all reporting obligations under the Clery Act.

Reporting Incidents Involving Minors or Suspected Child Abuse

Under Tennessee law, all persons must report any suspected case of child abuse or neglect. Any person who knowingly fails to make a report of suspected child abuse commits a crime and may be subject to a fine not to exceed \$2,500.

All Institution employees must immediately report any suspected child abuse or neglect to the Tennessee Department of Children's Services ("DCS"). The source of abuse does not need to be known in order to make a report.

Any individual must make a direct report regarding suspected child abuse or neglect as follows:

- If a child is in immediate danger, call 911
- If a child is not in immediate danger, call DCS at 877-237-0004 or report online at <https://apps.tn.gov/carat/>

RESOLUTION OF ALLEGED VIOLATIONS

Reports

Upon receipt of a report of an alleged violation of this policy, the Title IX Coordinator and/or his or her designee(s) will promptly contact the Complainant to discuss the availability of Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and explain to the Complainant the process for filing a Formal Complaint.

In communicating with the Complainant about Supportive Measures, the Title IX Coordinator and/or his or her designee(s) may also make a prompt assessment of any imminent risk of harm to the Complainant(s) or to the Institution Community to determine any steps that may be necessary to address those risks. These steps may include removal of a Respondent from the Institution's educational programs or activities on an emergency basis if the Institution undertakes an individualized safety and risk analysis and determines that an imminent and serious threat to the health or safety of any student or other individual arising from the allegations of Sexual Misconduct justifies removal. The Institution will provide written notice to any Respondent who is subject to emergency removal. A student Respondent who is subject to emergency removal may challenge that removal by providing the Title IX

Coordinator with a written opposition to such emergency removal within five (5) days of notification of removal. The Title IX Coordinator will identify a senior administrator to decide any such challenge. The senior administrator need not meet with the student Respondent and may decide the challenge based on the written record. The senior administrator's decision will be final. The Institution may place a non-student employee Respondent on administrative leave during the pendency of a Formal Complaint.

At the time a report is made, a Complainant need not decide whether to file a Formal Complaint under this policy. Choosing to make a report and deciding how to proceed after making the report can be a process that unfolds over time. To the extent possible, the Institution will respect an individual's autonomy in making these important decisions and will provide support to assist each individual in making an appropriate determination regarding how to proceed. Supportive Measures are available to any Complainant whether or not a Formal Complaint is ever filed.

The Title IX Coordinator may, however, proceed with the filing of a Formal Complaint in the absence of a Complainant filing a Formal Complaint where the Title IX Coordinator determines that proceeding with a Formal Complaint is necessary to appropriately respond to a report of Sexual Misconduct. The Title IX Coordinator will

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consider a variety of factors in making this determination, such as whether there are multiple allegations of misconduct against an individual, the reasons why the Complainant does not want the Institution to investigate, the risk posed to any individual or the Institution Community by not proceeding, the nature of the allegations, and the ability of the Institution to successfully proceed with a hearing in the absence of cooperation by the Complainant.

Supportive Measures, Remedies and Accommodations

Upon receipt of a report or complaint, the Title IX Coordinator and/or his or her designee will promptly contact the Complainant to discuss the availability of Supportive Measures. The Title IX Coordinator and/or his or her designee will consider the Complainant's wishes with regard to Supportive Measures and will promptly impose reasonable and appropriate Supportive Measures designed to restore or preserve the Complainant's equal access to the Institution's education programs and activities. The Institution will also employ such measures as appropriate to protect the safety of all parties, the Institution's educational environment, or to deter Sexual Misconduct. The Title IX Coordinator and/or his or her designee shall document the reasons why any determination not to provide Supportive Measures was not clearly unreasonable in light of the known circumstances, including, but not limited to, a circumstance where the Complainant does not request Supportive Measures. The Title IX Coordinator will maintain records of any Supportive Measures taken in response to a report or Formal Complaint of Sexual Misconduct for seven (7) years.

A Complainant or Respondent may request Supportive Measures, or the Institution may choose to implement Supportive Measures at its discretion to ensure the safety of all parties and/or the broader Institution Community. Supportive Measures may be implemented regardless of whether a Formal Complaint is filed. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

All individuals are encouraged to report concerns about failure of any person to abide by any restrictions imposed as a Supportive Measure. The Institution will take prompt and responsive action to enforce any previously implemented Supportive Measure. The Title IX Coordinator may implement Supportive Measures at any time after receipt of an alleged violation of this policy. The Institution will maintain the confidentiality of any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the Institution to provide the Supportive Measure. Supportive Measures that may be provided to a Complainant or Respondent include:

- Access to counseling services and assistance in setting up initial appointments, both on or off campus;
- Imposition of a campus no-contact order or mutual restrictions on contact between the parties;
- Extension of deadlines or other course-related adjustments, including rescheduling of exams and assignments;
- Providing alternative course completion options;
- A change in class schedule or transferring sections, including the ability to drop a course without penalty;
- A change in work schedule or job assignment;
- A change in a student's Institution-owned residence;
- Assistance from Institution staff in completing residence relocation;
- Relocation of office space;
- Limiting an individual or organization's access to certain Institution facilities or activities pending resolution of the matter;
- A voluntary leave of absence;
- Providing an escort to ensure safe movement between classes, buildings or activities;
- Providing medical services through health center resources;
- Providing academic support services;

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- Increasing security and monitoring of certain areas of the campus; and
- Any other remedy that can be tailored to the involved individuals to achieve the goal of this policy without unreasonably burdening the other party.

Optional, Informal Resolution

Any time after filing a Formal Complaint but prior to the commencement of a grievance hearing, either the Complainant or Respondent may request a meeting seeking optional informal resolution. If such a meeting is requested by a party, the Title IX Coordinator will provide both parties a written notice disclosing: the allegations; a copy of this policy which details the requirements of this optional, informal resolution process, including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations; that prior to reaching a resolution any party has the right to withdraw from the optional informal resolution process and resume the grievance process with respect to the Formal Complaint; and any consequences that may result from participating in the optional informal resolution process, including the records that will be maintained or could be shared. If both parties provide written consent to proceeding with optional informal resolution, the Title IX Coordinator shall proceed with facilitating optional informal resolution. Optional informal resolution is not available where a student Complainant alleges Sexual Misconduct by an employee of the Institution.

The Title IX Coordinator and/or his or her designee shall appoint an appropriate administrator to serve as the informal resolution facilitator and convene an informal resolution meeting. The Title IX Coordinator, in his or her discretion, may serve as the informal resolution facilitator. An outside third party may be designated by the Title IX Coordinator, as appropriate, to convene such a meeting.

The purpose of an informal resolution meeting will be for the Complainant or Respondent to request a proposed course of action in order to resolve the matter in a manner consistent with biblical principles of dispute resolution. Any such informal resolution meeting shall only be held if both the Complainant and the Respondent voluntarily agree in writing to participate. At no time will either party be required to confront or meet with the other party. In cases involving Sexual Assault, such a meeting shall not occur unless the Title IX Coordinator deems the matter to be appropriate for informal resolution, in addition to both parties agreeing to the meeting. Participation in an informal resolution meeting is voluntary, and any party may request to end the process at any time. If either party asks to end the optional informal resolution process, the Institution shall proceed with the Formal Complaint. If the Title IX Coordinator acted as the informal resolution facilitator for a matter that returns to the Formal Complaint process, the Title IX Coordinator shall not serve as the investigator on that matter or otherwise supervise the investigation.

The outcome under optional, informal resolution may include disciplinary sanctions to which both parties and the Institution agree, up to and including expulsion for a student and termination of employment for an employee. If the parties reach agreement through informal resolution to terms agreeable to both parties, the Title IX Coordinator shall document that the Formal Complaint was resolved through optional informal resolution and include any other terms agreed to by the parties. If disciplinary measures or continuing Supportive Measures are included in a resolution agreement, the Institution must also approve those terms. The written resolution agreement shall be signed by both parties. Once an informal resolution agreement has been signed by both parties, neither party may resume or commence a Formal Complaint arising from the same factual circumstances.

The Title IX Coordinator will maintain records of any informal resolution meeting for seven (7) years. Records from an optional informal resolution process that is started but ended by either party prior to reaching an informal resolution agreement may not be used by either party in a later grievance hearing under this policy. Neither party may call the Title IX Coordinator or the administrator or third party who facilitated the informal resolution process

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to provide testimony as to what was disclosed or what occurred during the optional, informal resolution process at a grievance hearing under this policy.

Formal Complaint

Any Complainant may submit a Formal Complaint requesting that the Institution investigate an allegation of Sexual Misconduct with the Title IX Coordinator by mail, email or by clicking “Report an Incident” at the bottom of the Institution’s website, www.lipscomb.edu, and submitting a report. If for any reason the Complainant is not able to submit a Formal Complaint in writing, the Title IX Coordinator and/or his or her designee(s) may prepare the Formal Complaint based on verbal conversations with the Complainant, and the Complainant shall review such Formal Complaint, and when accurate and complete, sign a copy of such Formal Complaint. The Title IX Coordinator may also file a Formal Complaint regarding allegations of Sexual Misconduct against any member of the Institution Community. The Formal Complaint should include the names(s) of the individual(s) involved, the date(s), time(s) and location(s) of the event(s) and a detailed description of the actions constituting the alleged violation. The Formal Complaint should also provide the names, addresses and phone numbers of any witnesses or potential witnesses. All Formal Complaints should be signed and dated. Where the Title IX Coordinator files a Formal Complaint, he or she is not a Complainant or otherwise a party.

After the Title IX Coordinator files a Formal Complaint or receives a Formal Complaint, the Title IX Coordinator and/or his or her designee(s) shall provide a written notice to the parties who are identified in the Formal Complaint that includes:

- Notice of the Institution’s grievance process, including any informal resolution process, by providing a copy of this policy;
- The allegations of Sexual Misconduct as known at the time, including, if known, the identities of the parties, the Sexual Misconduct alleged and the date, time and location of the incident;
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
- Notice that the parties may have an advisor of their choice accompany them to all proceedings and meetings that are part of the process, in accordance with the terms of this policy; and
- Notice that parties may be disciplined for knowingly making false statements or knowingly submitting false charges alleging a violation of this policy.

The Title IX Coordinator may consolidate, for purposes of investigation and determination, Formal Complaints made against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations arise out of the same facts or circumstances.

Dismissal of a Formal Complaint

If the Institution determines at any time that the conduct alleged in a Formal Complaint would not constitute Sexual Misconduct as defined in this policy even if proved, did not occur in the Institution’s education program or activity, or did not occur against a person in the United States, the Institution shall dismiss the Formal Complaint (“Mandatory Dismissal”). The Title IX Coordinator may dismiss a Formal Complaint at any time (“Discretionary Dismissal”) if:

- A Complainant notifies the Title IX Coordinator in writing that he or she would like to withdraw the Formal Complaint or any allegations in the Formal Complaint;
- The Respondent is no longer enrolled or employed by the Institution; or

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- Specific circumstances prevent the Institution from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations herein.

In the case of a Discretionary Dismissal, before dismissing the Formal Complaint, the Title IX Coordinator shall consider whether a dismissal of the Formal Complaint is consistent with the Institution's obligations under Title IX to respond to allegations of Sexual Misconduct in a way that is not clearly unreasonable.

If the Institution dismisses a Formal Complaint, it will promptly send written notice of the dismissal and reasons for the dismissal to the parties simultaneously, with notice that the parties may appeal the Institution's dismissal of the Formal Complaint or of allegations within the Formal Complaint. A Mandatory Dismissal does not preclude a Complainant from filing an amended Formal Complaint that includes additional factual details that clarify that the conduct alleged would constitute Sexual Misconduct as defined in this policy or that the conduct did occur in the Institution's program or activity.

Investigation

The Title IX Coordinator will oversee an investigation of all Formal Complaints alleging a violation of this policy. Any such investigation will be designed to provide a fair and reliable gathering of the facts. The burden of gathering evidence sufficient to reach a determination regarding responsibility rests at all times with the Institution, and not with the Complainant or the Respondent. All individuals in the investigation, including the Complainant, the Respondent and any Third-Party witnesses, will be treated with appropriate sensitivity and respect.

The Institution will inform all Complainants of their right to pursue criminal charges. If the Complainant seeks criminal charges, local law enforcement may also conduct an investigation. In the event that law enforcement is involved and upon their request, the Institution may agree to defer its investigation under this policy until after the initial stages of any criminal investigation. The Institution will nevertheless communicate with the Complainant and Respondent (as appropriate) regarding their rights under this policy, procedural options and the implementation of Supportive Measures to assure the safety and well-being of the Complainant and the Institution Community. The Institution will promptly resume its investigation under this policy as soon as practicable after law enforcement has completed its initial investigation.

The Title IX Coordinator will oversee the investigation, and designate one or more individual(s) to conduct the investigation. The Title IX Coordinator, in his or her discretion, may serve as the investigator. The Institution may engage the assistance of an external investigator to conduct or assist with the investigation, if deemed necessary and appropriate by the Title IX Coordinator. The investigator(s) will keep the Title IX Coordinator informed of the progress of the investigation during the entire process. The Title IX Coordinator may notify appropriate senior administrator(s), including the President of the Institution, that a report has been received and an investigation has begun.

The investigator(s) will provide the parties with written notice of the date, time, location, and participants for all investigative interviews or other meetings with the parties, with sufficient time for the party to prepare to participate. Two (2) days advance notice shall generally be deemed sufficient time to prepare for an investigative interview or meeting. Absent an emergency removal by the Institution, or other exigent circumstances, an initial investigative interview with either Complainant or Respondent shall not be held earlier than two (2) days after the Complainant and Respondent have received the Formal Complaint and accompanying materials.

The investigator(s) will conduct the investigation based on the specific allegations. The investigator(s) will coordinate the gathering of information from the Complainant, the Respondent and any other individuals who may have information relevant to the investigation. The Complainant and Respondent will have an equal opportunity to meet with the investigator(s), to submit evidence, to provide testimony and to identify witnesses who may have

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relevant information. The investigator(s) will also coordinate the gathering of any available physical or medical evidence, including documents, communications between the parties involved, and other electronic records, as appropriate. The investigator(s) have broad discretion in determining whether a proposed witness or documentary evidence would be relevant or helpful in making any determination under this policy. The investigator(s), however, shall not access, consider, disclose, or otherwise use a party's Medical Records unless the Institution receives that party's voluntary, written consent to do so for a proceeding under this policy. Use of alcohol or drugs by the Complainant at the time of the incident will be considered for purposes of determining Consent or memory only and will not form the basis for independent proceedings or discipline. The prior sexual behavior or sexual predisposition of the Complainant are not relevant and shall not be considered unless offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if it concerns specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent. The prior sexual behavior or sexual predisposition of the Respondent may be considered only if it establishes a pattern of complaints or behavior.

Prior to completing the investigation, the investigator(s) may meet again with the Complainant and/or Respondent separately to give an overview of the steps taken during the investigation, to ask the Complainant and the Respondent for names of any additional person(s) with whom the investigator(s) should speak, and to request any additional information relevant to the investigation. After completing the investigation, and prior to completing the investigative report, the investigator(s) will provide to each party, and to each party's respective advisor, all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, in an electronic or hard copy format, including all interview memoranda, and all other documentary or other evidence directly related to the allegations raised in the Formal Complaint, regardless of whether the investigator intends to rely on such evidence in the investigative report. The format in which the evidence is provided will be determined in the discretion of the Title IX Coordinator, and data security safeguards may be used when issuing such evidence. The parties shall have ten (10) calendar days to submit a written response to the evidence, which the investigator(s) shall consider prior to completion of the investigative report. The parties and their advisors may review the evidence solely for the purposes of this process and may not photograph or disseminate the evidence. The investigator(s) will review any responses to the evidence provided by the parties to determine whether any additional investigation is needed. If additional evidence, including additional witness testimony, is gathered by the investigator(s) after the evidence has been shared with the parties, the investigator(s) will promptly share such additional evidence with the parties.

Investigative Report

After considering the parties' written comments, if any, on the evidence, the investigator(s) will complete an investigative report that:

- Identifies the allegations potentially constituting a violation of this policy;
- Describes the procedural steps taken from the receipt of the Formal Complaint through the date of the draft report, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held, if any; and
- Fairly summarizes the relevant evidence.

The content of such report may be modified subject to the limitations of FERPA and other applicable privacy laws or legal privileges, and non-party names and sensitive information may be redacted from the investigate reports. The Title IX Coordinator will review all draft investigative reports prior to their submission to the parties and may request that the investigator(s) revise the report, or gather additional evidence.

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The investigative report will be shared with the parties and their respective advisors, if any, in an electronic or hard copy format for their review and written response at least ten (10) days prior to the grievance hearing detailed below. The format in which the investigative report is provided will be determined in the discretion of the Title IX Coordinator, and data security safeguards may be used when issuing such report.

Advisors

Both the Complainant and Respondent are entitled to one advisor of their choosing to guide and accompany them throughout the process under this policy. The advisor may be a friend, mentor, family member, attorney, or any other supporter a party chooses to advise the party and who is both willing and available. An individual who may or will be called as a witness may not serve as an advisor.

Each party is entitled to be accompanied by his or her advisor in all meetings, interviews and hearings at which the party is entitled to be present, including intake, interviews, and meetings. Advisors may help their advisees prepare for each meeting, and are expected to advise ethically, with integrity, and in good faith. The Institution cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney, but the other party does not, or cannot afford an attorney, the Institution is not obligated to provide an attorney for the other party.

Each advisor is subject to the terms of this policy and all other applicable Institutional policies, whether or not the advisor is an attorney. Except as detailed below during the grievance hearing, advisors may not present any information on behalf of their advisees in a meeting or interview, and should request or wait for a break in the meeting or hearing if they have a question for Institution officials. Advisors may confer quietly with their advisees as necessary, as long as they do not disrupt the process. For longer or more involved discussions, the parties and their advisors should ask for breaks or step out of meetings or hearings to allow for private conversation.

Advisors must refrain from interference with the Institution's investigation and resolution. Any advisor who steps out of the advisor role under this policy in any meeting or hearing under the resolution process will be warned at least one time. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the advisor may be asked to leave the meeting. When an advisor is removed from a meeting, other than a grievance hearing as detailed below, that meeting will typically continue without the advisor present. Subsequently, the Title IX Coordinator will determine, in the Title IX Coordinator's sole discretion, whether the advisor may be reinstated, or whether the party may obtain or request a different advisor.

If a party does not have an advisor present for a grievance hearing, the Institution will provide an advisor of the Institution's choice for the party. Where the Institution provides an advisor for a party, the role and responsibility of the advisor is limited to posing cross-examination questions to the other party and witnesses at the grievance hearing. The Institution-provided advisor will only pose such cross-examination questions as are provided to the advisor by the party the advisor is advising. The advisor provided by the Institution may, or may not, be an attorney, even if the other party has an attorney as an advisor at the hearing.

Advisors must maintain the privacy of any records or information shared with them by the Institution. These records and information may not be shared with third parties, disclosed publicly, or used for any purpose other than assisting the Complainant or Respondent with proceedings concerning a Formal Complaint under this policy. The Institution may seek to discontinue or restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by the Institution's privacy expectations.

All advisors must adjust their schedule to allow them to attend interviews, meetings or hearings when scheduled. The Institution does not typically change scheduled meetings to accommodate an advisor's inability to attend. The Institution might, however, make provisions to allow an advisor who cannot attend in person to attend a meeting by telephone, video, or virtual meeting technologies, as may be convenient and available.

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Both parties must advise the Title IX Coordinators of the identity of their advisor at least two (2) business days before the date of their first meeting or interview under this policy. The parties must provide subsequent timely notice to the Title IX Coordinator if they change advisors at any time. In addition, parties must inform the Title IX Coordinator at least seven (7) days before any grievance hearing as to whether they will be accompanied by an advisor and the identity of such advisor.

Interviews conducted as part of an investigation under this policy may be recorded by the Institution. Recordings not expressly authorized by the Institution are prohibited.

Grievance Hearing

Scheduling of Hearing and Appointment of Hearing Officer

The Title IX Coordinator or his or her designee shall schedule a grievance hearing to be held no sooner than ten (10) days after the parties receive the investigative report. At least ten (10) days prior to the hearing, the Title IX Coordinator and/or his or her designee shall inform the parties and their advisors, if any, of the scheduled date and time of the hearing and where the hearing will be conducted. All hearings will be conducted live and in private. The only people who may attend the hearing shall be the Complainant and any advisor, the Respondent and any advisor, the hearing officer, any witnesses (each of whom shall attend only for the duration of their personal testimony), the Title IX Coordinator, any officials or employees from the Institution at the discretion of the Title IX Coordinator, and any interpreters necessary for participants or witnesses to provide testimony and/or participate. Hearings may be conducted with the parties in the same physical location or in different physical locations with technology that allows the participants simultaneously to see and hear each other. If the hearing is scheduled for the parties to be in the same physical location, either party may request that the hearing occur with the parties located in separate rooms with technology enabling the hearing officer and parties to simultaneously see and hear the party or the witness answering questions. A party shall make any such request in writing to the Title IX Coordinator or his or her designee within two (2) days of receiving notice that the hearing is scheduled to be in-person with the parties in the same room.

Upon scheduling the hearing, the Title IX Coordinator and/or his or her designee will appoint a hearing officer to conduct the hearing. The hearing officer will be a senior administrator of the Institution, or may be, in the discretion of the Title IX Coordinator and/or his or her designee, a third party specially appointed for this purpose. The Title IX Coordinator and/or his or her designee shall provide the hearing officer, as much in advance of the hearing as possible, with the evidence directly related to the allegations that has been shared with the parties by the investigator(s); any written responses provided by the parties to the evidence; the final investigative report, and any written responses provided by the parties to the final investigative report.

The Title IX Coordinator and/or his or her designee shall provide the parties with the name of the hearing officer in advance of the hearing. The parties shall have two (2) calendar days after receiving such notice to object to the hearing officer on the basis that the party believes that the hearing officer has a conflict of interest or bias. If either party objects to the hearing officer, the Title IX Officer and/or his or her designee shall determine whether to appoint a different hearing officer. If a replacement hearing officer is appointed, the parties shall have two (2) calendar days after receiving notice of any replacement hearing officer to object on the basis that the replacement hearing officer has a conflict of interest or bias. If a replacement hearing officer is appointed, the hearing date may be postponed at the discretion of the Institution.

Identification of Witnesses for the Hearing

No later than five (5) days prior to the hearing, the Title IX Coordinator and/or his or her designee will inform the parties of the names of witnesses who the Institution has invited to attend the hearing. If a party wishes to invite

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any additional witness to the hearing, the party may do so if that witness has been interviewed by the investigator(s) and the party believes that the witness has information that is relevant to the matter. No later than three (3) days prior to the hearing, the party shall inform the Title IX Coordinator and/or his or her designee of the name of any such witness and the Title IX Coordinator and/or his or her designee shall inform the other party of the identity of any such additional witness and will invite any such additional witness to the hearing using contact information provided by the party who wishes to invite such witness.

Pre-Hearing Meeting

The hearing officer may, in his or her discretion, convene a pre-hearing meeting(s) with the parties and/or their advisors. The pre-hearing meeting(s) may be conducted as separate meetings with each party and advisor, a meeting with all parties and their advisors, in person, remotely, or as a written-only exchange. The hearing officer may determine the format and scope of any pre-hearing meeting(s).

Conducting the Hearing

At the hearing, the parties will be limited to evidence and witnesses that have been provided to the investigator(s) prior to preparation of the investigative report. The Institution will make all such evidence subject to the parties' inspection and review available at the hearing so each party has an equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination. The rules of evidence applicable to court proceedings do not apply to the hearing. Information that is relevant will be considered by the hearing officer; information that is irrelevant will be excluded by the hearing officer. Evidence is relevant if it (1) makes a fact that is of consequence in determining the matter more or less likely than it would be without the evidence; or (2) it reflects on the credibility of a testifying party or witness in a material way. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent. The hearing officer may deem a cross-examination question or evidence irrelevant if it is duplicative or redundant.

The hearing will proceed as follows: reading of the charges; Respondent's statement denying or admitting responsibility; any opening comments from the Complainant; any opening comments from the Respondent; questioning of the Complainant; questioning of the Respondent; questioning of any other witnesses; any closing statement by the Complainant; and any closing statement by the Respondent.

All parties, advisors, and the hearing officer should be familiar with statements of parties and witnesses included in the investigative file. The purpose of questioning at the hearing shall be to ask questions that will clarify the party or witnesses' statement from the investigative file and that will help the hearing officer determine the credibility of the parties and witnesses so as to reach an accurate determination. In questioning of the parties and other witnesses, the hearing officer shall first pose any relevant clarifying questions that the hearing officer may have based on the hearing officer's review of the statement of that party or witness taken by the investigator(s). After the hearing officer has completed questioning of a party, then the advisor for the other party may ask relevant cross-examination questions of the testifying party. In questioning witnesses, the advisor for the complainant shall conduct any cross-examination before the advisor for the respondent conducts cross-examination. Before the testifying party or any testifying witness answers any cross-examination question posed by a party's advisor, the hearing officer will first determine whether the question is relevant and will provide an explanation for any decision to exclude a question as irrelevant. The hearing officer may instruct a testifying party or witness not to answer any question that the hearing officer deems irrelevant. Neither party shall be allowed to challenge the determinations of relevancy made by the hearing officer during the hearing.

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Advisors may cross-examine the other party and witnesses but shall not otherwise participate in the hearing aside from quietly advising a party. Opening and closing statements, if any, shall be delivered personally by the Complainant and the Respondent. The hearing officer may set reasonable time limits for testimony and opening and closing statements that are equally applied to both parties.

At the hearing and in particular in conducting cross-examination, advisors shall treat all parties, witnesses, advisors and the hearing officer with respect and ask questions in a respectful, non-adversarial manner. The hearing officer may dismiss an advisor who refuses to conduct cross-examination in a respectful, non-adversarial manner after providing the advisor with one warning. If a party's advisor is dismissed from the hearing by the hearing officer, the hearing may be postponed to allow the party to obtain another advisor, or, at the hearing officer's discretion, the hearing may proceed after a brief recess to allow the Institution to provide the party with an alternate advisor. Whether to appoint an alternate advisor and whom to appoint are solely within the discretion of the Institution.

The Institution will create an audio or audiovisual recording, or a transcript, of the live hearing and make it available to the parties for inspection and review. The Title IX Coordinator will maintain any audio or audiovisual recording or transcript for seven (7) years.

In determining responsibility, the hearing officer will not rely on any statement of a party or a witness who does not submit to cross-examination at the hearing; provided, however, that the hearing officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions. A hearing may proceed in the absence of either party or any witness. If either party is absent from the hearing, that party's advisor may attend the hearing and pose cross-examination questions of the other party and of witnesses. If a party is absent from the hearing and no advisor for the party attends the hearing, the Institution will provide an advisor for that party. The advisor's role in that circumstance will be limited to posing any cross-examination questions for the other party or for witnesses that the absent party has provided to the Title IX Coordinator or the hearing officer in advance of the hearing.

Written Determination Regarding Responsibility

After the hearing, the hearing officer will issue a written determination regarding responsibility, using a preponderance of the evidence standard (i.e., whether it is more likely than not that Sexual Misconduct occurred).

The hearing officer will make an objective evaluation of all relevant evidence presented, including both inculpatory and exculpatory evidence, with the exception noted above of party and witness statements where the party or witness has not submitted to cross-examination. The hearing officer may not base credibility determinations on a person's status as a Complainant, Respondent, or witness. The written determination will include:

- Identification of the allegations potentially constituting a violation of this policy;
- A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Institution's policy to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
- Any disciplinary sanctions the Institution imposes on the Respondent;

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- Whether remedies designed to restore or preserve equal access to the Institution's education program or activity will be provided to the Complainant; and
- The procedures and permissible bases for appeal.

The written determination will be provided to the parties simultaneously. The Title IX Coordinator is responsible for effective implementation of any remedies that may be imposed after a finding of responsibility.

Disciplinary Action

In the event the hearing officer determines that the Respondent is responsible for an act of Sexual Misconduct or other violation under this policy, he or she may impose any appropriate sanction that he or she determines to be fair in consultation with the Title IX Coordinator and any other appropriate Institution officials. The disciplinary sanctions for a student Respondent may include, without limitation:

- Community service;
- Disciplinary probation;
- Disciplinary suspension;
- Expulsion;
- Dismissal;
- Dismissal from university housing;
- Educational sanction;
- Loss of privileges;
- No contact order or no trespass order;
- Reflective analysis;
- Warning; and
- Withholding degree.

For a description of some of these sanctions, see the applicable student handbook of the Institution.

The disciplinary sanctions for an employee Respondent may include, without limitation:

- Educational sanction;
- Loss of privileges;
- No contact order;
- Campus restrictions;
- Written warning;
- Probation;
- Documentation in the employee's personnel file;
- Suspension from employment (with or without pay); or
- Termination of employment in accordance with the terms of the applicable handbook of the Institution.

The designated senior administrator(s) will oversee the application of any disciplinary action.

Appeal Rights

Any appeal of a final determination hereunder shall stay the imposition of disciplinary action under this policy, but only during the pendency of the appeal. If the disposition of the appeal does not alter the recommended sanction, disciplinary action pursuant to this policy shall proceed.

The Complainant and/or Respondent may appeal a dismissal of a Formal Complaint or a final determination by submitting a written objection to the Title IX Coordinator within five (5) calendar days of receipt of the notice of dismissal or final determination. Any grounds for appeal shall be based solely on:

- The emergence of new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or
- A claim that some procedural aspect of this policy was not properly followed and that irregularity affected the outcome of the matter; or
- The Title IX Coordinator, investigator(s) or hearing officer had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

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The Title IX Coordinator has sole authority to determine if any appeal is timely submitted. If the Title IX Coordinator determines that an appeal is not timely submitted, then the Title IX Coordinator may dismiss the appeal and notify the appealing party of such dismissal.

If the Title IX Coordinator determines that an appeal is timely submitted, the Title IX Coordinator will designate the appropriate senior administrator of the Institution to consider the appeal. Such senior administrator shall not be the same person as the investigator(s), the Title IX Coordinator, or the hearing officer who determined responsibility or dismissal. The Title IX Coordinator shall provide the appeal to the other party, who shall have five (5) calendar days to provide a written statement in response to the appeal. The senior administrator will consider the objections presented in the appeal and the written response to the appeal, review and evaluate the final determination report, if applicable, and reach his or her conclusion. The senior administrator will issue a written decision related to the appeal to the Complainant and Respondent and provide it to them simultaneously within thirty (30) days of receiving all written responses. All documentation regarding an appeal will be communicated with and forwarded to the Title IX Coordinator. The determination regarding responsibility becomes final either on the date that the Institution provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Records

The Title IX Coordinator will maintain for a period of seven (7) years records of each investigation of Sexual Misconduct, including any determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, any remedies provided to the Complainant designed to restore or preserve equal access to the Institution's education program or activity, and any appeal and the result therefrom.

Timelines and Extensions

When a Formal Complaint is filed, the Institution shall endeavor to complete the grievance process, from the filing of a Formal Complaint, through a written determination by the hearing officer, within 140 calendar days. The Institution shall endeavor to render a decision on any appeal within 30 calendar days of receiving all written submissions by the parties. The Institution shall endeavor to complete an informal resolution process within 90 calendar days. If parties begin an informal resolution process that is stopped at the request of a party or concludes without resolution, requiring the Formal Complaint process to start again, the investigator(s) will provide the parties with a new time period for completion of the grievance process, which shall be less than 140 calendar days from the stoppage or conclusion of the informal resolution process.

The Institution may impose a temporary delay of the grievance process or extend these time frames for good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action. Good cause may include, but is not limited to, considerations such as the absence or illness of a party, a party's advisor or witness, concurrent law enforcement activity, the late identification of additional witnesses or evidence, or the need for language assistance or accommodation of disabilities.

* * *

This Amended and Restated Sexual Harassment and Sexual Misconduct Policy was adopted as of August 14, 2020 and further amended and restated as of January 1, 2025. The policies and procedures set forth in this Amended and Restated Sexual Harassment and Sexual Misconduct Policy are subject to amendment at any time by Lipscomb University without prior notice. Members of the Institution Community are encouraged to check the Institution's website for updated versions of this policy. If any applicable government regulations change in a way that impacts this policy, this policy will be interpreted and construed in a manner to comply with such government regulations then in effect.

Additional Useful Information (Not a Part of the Sexual Harassment and Sexual Misconduct Policy)

Preparing for a Sexual Assault Forensic Exam

If possible, try to avoid activities that could potentially damage evidence such as:

- Bathing
- Showering
- Using the restroom
- Changing clothes
- Combing hair
- Cleaning up the area

If you have done any of these activities, you can still have an exam performed. Please bring a spare change of clothes with you to the hospital or health facility where you're going to have the exam.

In most cases, DNA evidence needs to be collected within 72 hours in order to be analyzed by a crime lab—but a sexual assault forensic exam can reveal other forms of evidence beyond this time frame that can be useful if you decide to report. Place your belongings, including the clothes you were wearing, in a paper bag to safely preserve evidence. Lipscomb Security has paper bags for evidence preservation available. If you have questions about the timeframe, you can call the National Sexual Assault Hotline at 800.656.HOPE (4673) or talk to your local sexual assault service provider.

Preventive Training

While Lipscomb offers many training opportunities throughout the year covering a range of topics, particular emphasis is placed upon sexual assault prevention and bystander intervention. Specific programs offered include:

- Training session during New Student Orientation.
- Training session on bystander intervention for all athletes.
- Other educational outreach programs during the academic year.



Hazing is illegal, and should promptly be reported. For purposes of this report and in accordance with the Stop Campus Hazing Act, “hazing” is defined as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in Lipscomb University or the student organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

This definition applies in any circumstance, regardless of the location, intent, or consent of participants. Hazing does not include customary athletic events or similar contests or competitions, and is limited to those actions taken and situations created in connection with initiation into, affiliation with, or the maintenance of membership in a student organization. For purposes of hazing, a “student organization” means an organization at Lipscomb University (such as a club, society, association, varsity athletic team, club sports team, social club, band, or student government) in which two or more of the members are students enrolled at Lipscomb University, whether or not the organization is established or recognized by Lipscomb University.

If, after thoughtful consideration, there are any questions about whether an activity constitutes hazing, call 615-966-HAZE (4293).

By contrast, examples of constructive orientation activities for a student organization may include, without limitation:

- Defining and committing to several significant or ambitious projects or goals to accomplish;
- Holding study sessions that are not limited to the study of the student organization’s materials;
- Community service projects;
- Educating about the student organization’s history, ideals, procedures, and responsibilities;
- Team-building exercises;

- Participating in campus-wide activities or programs; and
- Holding meetings to get to know others in the student organization.

Reporting

Any person who has witnessed, experienced, or is aware of conduct that constitutes hazing is required to immediately report the alleged conduct to the Office of Student Engagement or Lipscomb University Department of Security. Students, faculty, administrators, coaches, staff, alumni, and volunteers have a duty to report hazing.

Any person who believes that another person is in serious physical danger shall immediately call 911 to obtain immediate medical assistance. Individuals may report hazing by contacting any of the following:

- Call 615-966-HAZE (4293) or email stophazing@lipscomb.edu; or
- Department of Security at 615-966-7600.

All reports of hazing should include a detailed description of the events that transpired, the names of any individuals involved, and a description of any actions taken by the organization. Upon receiving the report, the Student Development Office will coordinate with the Director of Student Accountability and Community Standards to investigate the allegations.

Lipscomb University is committed to reviewing all credible reports of hazing. Anonymous reports are accepted, although the university's ability to investigate anonymous reports may be limited.

Retaliating against an individual who made a report of hazing is strictly prohibited and subject to disciplinary action. Retaliation includes, without limitation, intimidating, threatening, coercing, or discriminating against any individual because the individual made a report of or cooperated in an investigation related to hazing.

Amnesty

To encourage reporting of hazing, Lipscomb University will provide individuals who voluntarily report hazing, as well as bystanders and witnesses who cooperate with an investigation of hazing or who provide help to victims or likely victims of hazing, with immunity from being charged with violations of any other university policy, although this immunity does not apply to more serious allegations, such as physical abuse or illicit drug distribution. While violations of other policies cannot be completely overlooked, the university may provide referrals to counseling or may require educational assistance or other remedies in such cases.

Investigation

A hazing allegation involving students or student organizations will be investigated and resolved in accordance with the procedures, processes, and guidelines set forth in the section of the Student Handbook entitled "Disciplinary Procedures and Actions"; provided, however, that any hazing allegation that constitutes a possible violation of the Sexual Harassment and Sexual Misconduct Policy will be addressed under that policy. The university may determine if interim measures are needed to protect the safety and/or well-being of individuals in connection with hazing allegations.

Both student organizations and individuals within student organizations may be subject to disciplinary action related to hazing for actions stemming out of the same event or incident. The extent to which the form of hazing presents a significant threat to health and safety, including, without limitation, physical abuse that causes or could cause bodily harm, or deprivation of sleep, food, or water, will be considered in determining the appropriate sanction(s) for hazing. Egregious acts of hazing will likely result in suspension or expulsion upon the first occurrence of such behavior.

Prevention and Awareness

HAZING

All students seeking membership in a recognized student organization as well as all advisors of recognized student organizations must complete anti-hazing training provided by the Office of Student Engagement. If a student fails to complete the training, the student will not be able to join a recognized student organization.

Lipscomb University will provide research-informed, campus-wide prevention programs designed to reach students, staff, and faculty, that includes:

- How to report incidents of hazing;
- The process used to investigate incidents of hazing;
- Information on applicable law related to hazing; and
- Primary prevention strategies intended to stop hazing before it occurs, which may include:
 - Skill building for bystander intervention;
 - Information about ethical leadership; and
 - The promotion of strategies for building group cohesion without hazing.

The following statistics were compiled from reports of events that occurred from January 1 through December 31 of each year indicated:

Crime Classification	Year	On-Campus Housing	On-Campus Total	Public Property	Non-Campus
Hazing	2025	0	0	1	0



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Fire Statistics:

Housing Facility	Fire Drills			Fires			Injuries			Deaths		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Elam Hall	2	2	2	0	0	0	0	0	0	0	0	0
Fanning Hall	2	2	2	0	0	0	0	0	0	0	0	0
High Rise	2	2	2	0	0	0	0	0	0	0	0	0
Johnson Hall	2	2	2	0	0	0	0	0	0	0	0	0
Sewell Hall	2	2	2	0	0	0	0	0	0	0	0	0
Village Building A	2	2	2	0	0	0	0	0	0	0	0	0
Village Building B	2	2	2	0	0	0	0	0	0	0	0	0
Village Building C	2	2	2	0	0	0	0	0	0	0	0	0
Village Building D	2	2	2	0	0	0	0	0	0	0	0	0
Bison Hall	2	2	2	0	0	0	0	0	0	0	0	0

Housing Facility	Cause of Fire			Value of Property Damage Caused by Fire		
	2023	2024	2025	2023	2024	2025
Elam Hall	N/A	N/A	N/A	N/A	N/A	N/A
Fanning Hall	N/A	N/A	N/A	N/A	N/A	N/A
High Rise	N/A	N/A	N/A	N/A	N/A	N/A
Johnson Hall	N/A	N/A	N/A	N/A	N/A	N/A
Sewell Hall	N/A	N/A	N/A	N/A	N/A	N/A
Village Building A	N/A	N/A	N/A	N/A	N/A	N/A
Village Building B	N/A	N/A	N/A	N/A	N/A	N/A
Village Building C	N/A	N/A	N/A	N/A	N/A	N/A
Village Building D	N/A	N/A	N/A	N/A	N/A	N/A
Bison Hall	N/A	N/A	N/A	N/A	N/A	N/A

To obtain a copy of the University's daily fire log, contact Lipscomb University Department of Security at 615-966-7600 or security@lipscomb.edu.

Housing Facility Fire Safety Policies and Information

Open Flames

In keeping with the fire code, open flame candles and/or burning incense are prohibited in the residence halls at any time. Violation of this will result in a \$50 fine and confiscation of prohibited items. Candles used as a scent must have the wick cut to the wax so it may not be lit.

Electrical Appliances and Safety

Refrigerators purchased or rented for use in residence hall rooms are not to be larger than 4.5 cubic feet in capacity. Students are not permitted to use open-coiled appliances, electric skillets or ovens, George Foreman grills, halogen light bulbs, instapots, deep fryers, air fryers, or electric heaters in their residence hall rooms. Microwave ovens (700 watts or less) and coffeemakers are acceptable.

Electrical Extension Cords

The use of extension cords is discouraged in the residence halls. Power strips with a fuse or a circuit breaker are recommended if there are not enough outlets. If extension cords are used, they must bear the UL label and be of

adequate size for the intended use. No electrical cords (either extension or light cords) may be routed through doorways with doors or under throw rugs or loose carpeting.

Smoking

Smoking is not permitted on Lipscomb's campus.

Fire Drills

Fire drills are conducted at least twice per year for all residence halls.

Building Evacuations

All building evacuations will occur when an alarm sounds and/or upon notification by the Department of Security or Emergency Building Coordinator. When a building evacuation alarm is activated during an emergency, leave through the nearest marked exit, and alert others to do the same. Do not use the elevator in cases of fire and/or earthquake. Use the stairway.

Once outside, proceed to a clear area that is at least 500 feet away from the affected building(s). Keep streets, fire lanes, hydrant areas, and walkways clear for emergency vehicles and personnel. When safe to do so, assemble at the predesignated locations.

The area assembly points are:

- South - Soccer Field/Parking Lot
- East - Intramural Field/Parking Lot (Granny White side)
- North - Crestview Avenue/Rosemont
- West - Soccer Field/Parking Lot or Crestview Ave.

IMPORTANT: After any evacuation, proceed to your designated area assembly point and report to your Building Coordinator. Do not return to an evacuated building unless told to do so by a member of the Crisis Management Team or an Emergency Building Coordinator.

Fire Safety Systems

- Elam Hall is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.
- Fanning Hall is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.
- High Rise is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.
- Johnson Hall is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.
- Sewell Hall is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.
- Village Building A is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.

FIRE SAFETY

- Village Building B is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.
- Village Building C is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.
- Village Building D is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.
- Bison Hall is equipped with smoke detectors in each dorm room, smoke detectors in designated common areas, sprinklers, fire extinguishers and marked emergency exit signs.

If You Are Trapped in a Building During a Fire

- If you cannot get out of the building, go to the refuge area in the stairwell.
- If there is a fire in the hallway, stay in your room, close the doors, dial 615-966-7600 and stand close to the window to signal for help.
- Put something in the window to alert emergency responders to your location.
- If smoke is entering the room through the cracks in the door, stuff wet clothes in the cracks.
- Stay close to the floor to avoid smoke inhalation, but continue to shout and peek out through the window to alert emergency responders.

Reporting a Fire

Call Lipscomb University Department of Security at 615-966-7600. Lipscomb University Department of Security can reset the alarm in the event of a false alarm or lead the Fire Department to the fire's location.

Lipscomb University Department of Security will notify the appropriate members of the Emergency Management Team. Residence Life staff will notify the applicable Resident Hall Director.

Fire Safety Education

Floor meetings in residence halls review emergency evacuation procedures, safety policy review, and health and safety inspections.

Resident Assistants and Resident Hall Directors attend training sessions regularly on emergency procedures, including fire safety and response.