



2025

ANNUAL SECURITY REPORT

Joplin Campus

Kansas City University - Joplin Campus

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Introduction

This report is provided in compliance with the Jeanne Clery Campus Safety Act. It provides students and employees of Kansas City University ("University" "KCU") with information on: the University's security arrangements, policies and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the University will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

Policy for Preparing the Annual Report

This report is prepared by the Senior Director of Campus Operations, Jim Herrington in cooperation with local law enforcement authorities and includes information provided by them as well as by the University's campus security authorities and various other elements of the University. Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report's availability. Hard copies of the report may also be obtained at no cost by contacting The Safety and Emergency Management Department Office, 2901 St. John Blvd., Joplin, MO, 64804. The University is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field, and are constantly tested and re-evaluated for their effectiveness.

General Safety and Security Policies

Campus Security Personnel & Relationship with Local Law Enforcement

The Safety and Emergency Management Department is responsible for campus safety at the University.

The Safety and Emergency Management Department provides for the security, safety, crime prevention, and premises access on the Joplin campus of the Kansas City University. KCU Officers are on campus any time the building is open to students, which is 6 a.m.–midnight daily. The Safety and Emergency Management Department's jurisdiction covers all of the institution's property. Officers have the authority to ask persons for identification and to determine whether individuals have lawful business on the University's campus. They also have the authority to issue parking citations. Criminal incidents are investigated with the cooperation of local law enforcement agencies. Criminal arrests made on campus are handled by the Joplin Police Department (JPD) because the KCU's Officers do not themselves have

arrest authority as they are not commissioned law enforcement officers. KCU Officers will, however, provide assistance to JPD as needed.

While the University does not have written agreements with local law enforcement concerning the investigation of alleged criminal offenses, the JPD has jurisdiction over the KCU campus. JPD is responsible for reporting and investigating crimes that occur on or near the campus.

Campus Security Authorities

The University has designated certain officials to serve as campus security authorities. Reports of criminal activity can be made to these officials. They in turn will ensure that the crimes are reported for collection as part of the University's annual report of crime statistics. The campus security authorities to whom the University would prefer that crimes be reported are listed below.

- President and Chief Executive Officer at 816-654-7105
- Senior Director of Campus Operations at 816-654-7916
- Campus Dean, Joplin Campus at 417-208-0630
- Executive Dean, Academic Affairs at 816-654-7422
- Executive Vice-President of Academic and Research Affairs, Provost, and Chief Academic Officer at 816-654-7153
- Senior Vice President for Student Success at 816-654-7158
- Director of Student Affairs, 417-208-0685
- Assistant Vice Provost of Student Services at 417-208-0630
- Title IX Coordinator at 816-654-7000, TitleIX@kansascity.edu.

Reporting a Crime or Emergency

The University encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the University, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged when the victim of a crime elects to, or is unable to, make such a report.

All students, employees and guests are encouraged to promptly report criminal incidents, accidents and other emergencies occurring on campus, on other property owned by the University, or on nearby public property to KCU Safety and Emergency Management by dialing 417-208-0800 or by calling ext. 0800 from a campus phone. KCU Safety and Emergency Management's (SEM) dispatch office is located behind the front desk and next to the cafeteria. A member of the SEM Department is positioned at the front desk reception area which is immediately inside the north doors to the main building. The reception desk is staffed from 6am to midnight. Incidents that occur outside the jurisdiction of KCU Safety and Emergency Management should be reported to the police by calling 911 for emergencies. KCU officers will assist in contacting the proper authorities for emergency and non-emergency incidents. Anonymous reporting of incidents can be made by calling the KCU Safety and Emergency Management Department at 417-208-0800 (Joplin campus). A report can be taken over the telephone.

Students and employees may also report criminal incidents, accidents and other emergencies to designated Campus Security Authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested a University staff member will assist in making the report to the police.

In addition, reports of conduct that may constitute discrimination or harassment may be reported through KCU's intake form linked from KCU's anti-discrimination webpage.

Confidential Reporting

The University will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim or disciplining the perpetrator will know the victim's identity.

Pursuant to the University's Title IX & Sexual Misconduct Policy, when an employee who is not a confidential resource becomes aware of alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), the employee is responsible for reporting that information, including the status of the parties if known, to the Title IX Coordinator. A victim of other types of crimes (e.g., aggravated assault, burglary, etc.) who does not want to pursue action within the University disciplinary system or the criminal justice system is nevertheless encouraged to make a confidential report to a campus security authority. Upon the victim's request, a report of the details of the incident can be filed with the University without revealing the victim's identity. Such a confidential report complies with the victim's wishes, but still helps the University take appropriate steps to ensure the future safety of the victim and others. With such information, the University can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the University.

The University encourages its professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics. The University does not have pastoral counselors.

Security of and Access to Campus Facilities

Students and staff have access to the campus from 6 a.m.–midnight. 7 days a week, excluding holidays, by utilizing their identification/access card. KCU Officers are on-duty 24 hours a day 7 days a week. Visitors to campus may access the building via the front doors (north side of building) between 8 a.m. and 4:30 p.m., Monday through Friday. At the visitor's entrance, a University employee is stationed to assist visitors. All visitors are required to sign in and obtain a visitor's badge or to be escorted by an authorized person. Contractors may sign in and obtain a visitor/contractor badge at the visitor's entrance.

Students and employees are asked to be alert and to not circumvent practices and procedures that are meant to preserve their safety and that of others:

- Do not prop doors open or allow strangers into campus buildings that have been secured
- Do not lend keys or access cards to non-students and do not leave them unattended
- Do not give access codes to anyone who does not belong to the campus community

Keys to the offices, laboratories, and classrooms on campus will be issued to employees only as needed and after receiving the proper authorization. Each department supervisor is responsible for assuring his/her area is secured and locked.

Employee and student identification cards may be used to verify the identity of persons suspected to be in campus facilities without permission.

Security Considerations in the Maintenance of Facilities

KCU is committed to campus safety and security. Exterior lighting and landscaping controls are a critical part of that commitment. Representatives from both the KCU Safety and Emergency Management and the Physical Facilities Department continually conduct inspections to ensure campus lighting and building access is adequate and that landscaping is appropriately controlled. Officers routinely check lighting and locking mechanisms on campus during regular patrols and, if any are inoperable, initiate a repair order, which is acted upon by Facilities, usually within 24 hours. Any community member having concerns about security of facilities is encouraged to contact KCU Safety and Emergency Management at 417-208-0630.

After hours, Facilities staff is available to respond to calls for service regarding unsafe issues for personal safety and property protection. These conditions may also include unsafe steps or handrails, unsafe conditions on parking lots and sidewalks, and unsecured equipment.

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

The University seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes. These programs are discussed below.

Safety and crime prevention tips are provided during both student and employee orientations, as well as information about the University's security procedures and practices. In addition, during the academic year, KCU Safety and Emergency Management reiterate safety tips, updates and reminders of services during bi-monthly student safety meetings. They also send out announcements throughout the year with safety tips to the entire campus community. KCU Safety and Emergency Management present crime prevention tips and educational sessions on personal safety tips, updates and reminders of service during bi-monthly student safety meetings. A common theme of all crime prevention is to encourage students and employees to be aware of their surroundings and how to prevent thefts, robberies and assaults. Students and staff are told to travel in numbers whenever possible and to utilize the services provided by KCU Safety and Emergency Management to ensure their safety, including asking for escort to vehicles or buildings.

In addition, information is disseminated to students and employees through crime prevention campaigns. When time is of the essence, information is released to the University community through security alerts (including timely warnings and emergency notifications) posted electronically and, if necessary, through the RAVE emergency notification system, with the aid of the Alertus platform.

Monitoring Off Campus Locations of Recognized Student Organizations

The University does not have any officially recognized student organizations with off campus locations and therefore does not monitor or record criminal conduct occurring at such locations.

Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense

Upon written request, the University will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

Drug and Alcohol Policy

As a University committed to excellence in the education of highly qualified students in osteopathic medicine, biomedical sciences, bioethics, clinical psychology, and dental medicine, we embrace the tenets of osteopathic medicine and believe that the body is a unit and that the person is a unit of body, mind and spirit. Therefore, in conjunction with the Drug-Free Schools and Communities Act, KCU is committed to maintaining an environment that is free of impairment and conducive to the physical, emotional, psychological and spiritual development of all persons.

Possession, use or sale of alcohol on campus or as any part of the University's activities is prohibited, except in the event of specific business settings as approved by senior leadership. KCU also enforces the underage drinking laws of the state of Missouri.

The University also enforces federal and state drug laws. The possession, sale, manufacture or distribution of illegal drugs is prohibited on campus or as any part of the University's activities. Violators of the University's policies or federal and state laws regarding illegal drugs will be subject to disciplinary action and possibly criminal prosecution.

Federal Drug Laws (updated 07.18.2025)

Denial of Federal Benefits (21 U.S.C. § 862) A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although

the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853) Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841) Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally-defined schedules of controlled substances are published at 21 U.S.C. § 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, “liquid ecstasy”), or flunitrazepam (or, “rohypnol”), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university (**21 U.S.C. § 860**) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844) Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at <https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>.

Drug and Alcohol State Laws

Category	Summary (Missouri Revised Statutes)
Possession of Marijuana	<p>Statutorily, marijuana remains a Schedule I controlled substance. Mo. Rev. Stat. § 195.017(2)(5)(ff). Possession for personal use of 10 grams or less, for a first offense, is a class D misdemeanor with a maximum fine of \$500. §§ 579.015(4), 558.002(1)(5). For a second offense, the charge elevates to a class A misdemeanor with a maximum fine of \$2,000 and up to one year in jail. §§ 579.015(4), 558.002(1)(2), 558.011(1)(6). It is also a class A misdemeanor to possess more than ten grams but thirty-five grams or less of marijuana or synthetic cannabinoid. § 579.015(3). Possessing more than 35 grams is a class D felony with a maximum fine of \$10,000 and up to 7 years in jail. §§ 579.015(2), 558.002(1)(2), 558.011(1)(4). The delivery of 35 grams or less of marijuana constitutes a class E felony, punishable by imprisonment for up to four years and a fine of up to \$10,000. §§ 579.020, 558.002(1)(1), 558.011(1)(5). Notwithstanding the foregoing, and subject to limitations, individuals over the age of twenty-one may purchase, possess, deliver without consideration, and consume up to 3 ounces of dried marijuana. Mo. Const. art. XIV § 2. Medical marijuana for certain conditions is allowed, and up to six ounces may be purchased every 30 days. Mo. Const. art. XIV § 1.</p>
Controlled Substances	<p>Missouri statutes cover a wide range of offenses related to the possession and delivery of controlled substances. Mo. Rev. Stat. §§ 579.015–579.088. Knowing possession of a controlled substance, except thirty-five grams or less of marijuana, is a class D felony, with a term of up to seven years imprisonment and a fine up to \$10,000. §§ 579.015, 558.011. Delivery of a controlled substance other than 35 grams or less of marijuana is a class C felony, resulting in a prison term of not less than 3 years and not more than 10 years, and a fine up to \$10,000. §§ 579.020(2), 558.002, 558.011. If a controlled substance is distributed or delivered within one thousand feet of a park designed for public recreation purposes or on public housing property, or within two thousand feet of the real property comprising a public or private elementary, vocational, or secondary school, or on any school bus, the charge elevates to a class A felony, resulting in imprisonment between 10 to 30 years, or life imprisonment. §§ 579.030, 558.011.</p> <p>The offense of manufacturing or attempting to manufacture any amount of a controlled substance, except thirty-five grams or less of marijuana or synthetic cannabinoid, is a class C felony. § 579.055. Possessing, purchasing, or bringing into the state large quantities of controlled substances, also known as trafficking, can result in severe penalties, which vary depending on the substance and quantity involved. §§ 579.065, 579.068. It is also unlawful to possess drug paraphernalia, which is generally a class D misdemeanor. § 579.074.</p>
Alcohol and Minors	<p>In Missouri, it is illegal for anyone under the age of 21 to possess, purchase, or attempt to purchase any intoxicating liquor; a first violation is a class D misdemeanor carrying a fine not to exceed \$500. Mo. Rev. Stat. §§ 311.325, 558.002. A subsequent violation is a class A misdemeanor, subject to a term of up to one year in jail and a fine not to exceed \$2,000.</p>

Category	Summary (Missouri Revised Statutes)
	<i>Id.</i> ; § 558.011(6). Anyone between the ages of 17 and 21 who represents that they have attained the age of 21 for the purpose of obtaining intoxicating liquor is guilty of a misdemeanor. § 311.320(1). The use of a fake identification is a misdemeanor and subjects the offender to a \$500 fine. § 311.320(2). Additionally, any person who procures for, sells, gives away or otherwise supplies intoxicating liquor to any person under the age of twenty-one years is guilty of a misdemeanor. § 311.310.
Driving Under the Influence (DUI)	A person is guilty of a DUI if the person operates a vehicle while having a blood alcohol concentration of 0.08 percent or more or while in an intoxicated condition. Mo. Rev. Stat. § 577.012, 577.010. A first offense is generally a class B misdemeanor, punishable by a fine of up to \$1,000 and imprisonment for up to six months. §§ 577.012, 577.010, 558.002, 558.011. If the offender qualifies as a prior offender, the offense constitutes a class A misdemeanor. §§ 577.012, 577.010. Penalties may increase depending on the circumstances of the offense and the presence of prior offenses. <i>Id.</i>

Drug and Alcohol Abuse Prevention Program

KCU has developed a program to prevent the illicit use of drugs or the abuse of alcohol by students and employees., which includes an annual notification to students and employees regarding certain drug/alcohol-related information. The program provides services related to drug use and abuse, including dissemination of informational materials, educational programs, counseling services, referrals and University disciplinary actions. The University conducts a biennial review of this program to evaluate its effectiveness and assess whether sanctions are being consistently enforced. The biennial review can be found at:

<https://cdn.agilitycms.com/kansas-city-university/intranet/compliance/Drug%20Free%20Audit%20-%20FY%202024%20FINAL%20Signed%20Copy.pdf>

The Drug and Alcohol Abuse Prevention Policy can be found in the university policy library or the direct link at the following location:

- Employee Alcohol/Drug Policy: https://cdn.agilitycms.com/kansas-city-university/intranet/policies/Employee%20Handbook%202024_updated%20Sept%202024.pdf
- Student Alcohol/Drug Policy: https://cdn.agilitycms.com/kansas-city-university/intranet/policies/Drug_Alcohol_Policy.pdf
- For more information concerning this policy, email Compliance@kansascity.edu

Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Consistent with applicable laws, the University prohibits dating violence, domestic violence, sexual assault, and stalking. The University's policy used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints, may be found at:

- Title IX Policy: <https://cdn.agilitycms.com/kansas-city-university/intranet/policies/Title%20IX%20Policy%20FINAL.pdf>
- Nondiscrimination and Anti-Harassment Policy: <https://cdn.agilitycms.com/kansas-city-university/intranet/policies/Nondiscrimination%20and%20Anti-Harassment%20Policy.pdf>
- The Student Conduct Policy:
- <https://cdn.agilitycms.com/kansas-city-university/Student%20Handbook%202025-2026.pdf>

The following sections of this report discuss the University's educational programs to promote the awareness of dating violence, domestic violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

Primary Prevention and Awareness Program:

The University conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the University prohibits the offenses of dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

Crime Definitions

Crime Type (Missouri Revised Statutes)	Definitions
Dating Violence	The institution has determined, based on good-faith research, that Missouri law does not define the term dating violence.
Domestic Violence	<p>Missouri's protective order statutes provide the following definitions (Mo. Rev. Stat. § 455.010):</p> <ul style="list-style-type: none"> • “Abuse”, includes but is not limited to the occurrence of any of the following acts, attempts or threats against a person who may be protected pursuant to this chapter, except abuse shall not include abuse inflicted on a child by accidental means by an adult household member or discipline of a child, including spanking, in a reasonable manner. • “Domestic violence” is abuse or stalking committed by a family or household member. • “Family” or “household member”, [includes] spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.

Crime Type (Missouri Revised Statutes)	Definitions
	<p>In addition, Missouri criminal statutes include various degrees of the crime “Domestic Assault,” as follows:</p> <ul style="list-style-type: none"> • Domestic Assault, First Degree (Mo. Rev. Stat. § 565.072): A person commits the offense of domestic assault in the first degree if he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim, as the term “domestic victim” is defined under section 565.002. <ul style="list-style-type: none"> ◦ Mo Rev. Stat. § 565.002(6) indicates that a “domestic victim” is a household or family member as the term “family” or “household member” is defined in 455.010, including any child who is a member of the household or family. • Domestic Assault in the Second Degree (Mo. Rev. Stat. § 565.073): A person commits the offense of domestic assault in the second degree if the act involves a domestic victim, as the term “domestic victim” is defined under section 565.002, and he or she: (1) Knowingly causes physical injury to such domestic victim by any means, including but not limited to, use of a deadly weapon or dangerous instrument, or by choking or strangulation; or (2) Recklessly causes serious physical injury to such domestic victim; or (3) Recklessly causes physical injury to such domestic victim by means of any deadly weapon. • Domestic Assault, Third Degree (Mo. Rev. Stat. § 565.074): A person commits the offense of domestic assault in the third degree if he or she attempts to cause physical injury or knowingly causes physical pain or illness to a domestic victim, as the term “domestic victim” is defined under section 565.002. • Domestic Assault in the Fourth Degree (Mo. Rev. Stat. § 565.076): A person commits the offense of domestic assault in the fourth degree if the act involves a domestic victim, as the term “domestic victim” is defined under section 565.002, and: (1) The person attempts to cause or recklessly causes physical injury, physical pain, or illness to such domestic victim; (2) With criminal negligence the person causes physical injury to such domestic victim by means of a deadly weapon or dangerous instrument; (3) The person purposely places such domestic victim in apprehension of immediate physical injury by any means; (4) The person recklessly engages in conduct which creates a substantial risk of death or serious physical injury to such domestic victim; (5) The person knowingly causes physical contact with such domestic victim knowing he or she will regard the contact as offensive; or (6) The person knowingly attempts to cause or causes the isolation of such domestic victim by unreasonably and substantially restricting or limiting his or her access to other persons,

Crime Type (Missouri Revised Statutes)	Definitions
	telecommunication devices or transportation for the purpose of isolation.
Stalking	<ul style="list-style-type: none"> • Stalking, First Degree (Mo. Rev. Stat. § 565.225): A person commits the offense of stalking in the first degree if he or she purposely, through his or her course of conduct, disturbs or follows with the intent of disturbing another person and: (1) Makes a threat communicated with the intent to cause the person who is the target of the threat to reasonably fear for his or her safety, the safety of his or her family or household member, or the safety of domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property. The threat shall be against the life of, or a threat to cause physical injury to, or the kidnapping of the person, the person's family or household members, or the person's domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property; or (2) At least one of the acts constituting the course of conduct is in violation of an order of protection and the person has received actual notice of such order; or (3) At least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal; or (4) At any time during the course of conduct, the other person is seventeen years of age or younger and the person disturbing the other person is twenty-one years of age or older; or (5) He or she has previously been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim; or (6) At any time during the course of conduct, the other person is a participant of the address confidentiality program under sections 589.660 to 589.681, and the person disturbing the other person knowingly accesses or attempts to access the address of the other person. • Stalking, Second Degree (Mo. Rev. Stat. § 565.227.1): A person commits the offense of stalking in the second degree if he or she purposely, through his or her course of conduct, disturbs, or follows with the intent to disturb another person. • As used in the definitions of stalking above, the term “disturbs” shall mean to engage in a course of conduct directed at a specific person that serves no legitimate purpose and that would cause a reasonable person under the circumstances to be frightened, intimidated, or emotionally distressed.
Sexual Assault	<p>The institution has determined, based on good-faith research, that Missouri's criminal statutes do not define the term sexual assault.</p> <p>However, Missouri's protective order statutes indicate that “sexual assault” means causing or attempting to cause another to engage involuntarily in</p>

Crime Type (Missouri Revised Statutes)	Definitions
Rape, Fondling, Incest, Statutory Rape	<p>any sexual act by force, threat of force, duress, or without that person's consent. (Mo. Rev. Stat. § 455.010(1)(f)).</p> <p>For purposes of the Clery Act, the term “sexual assault” includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Missouri law are as follows:</p> <ul style="list-style-type: none"> • Rape in the First Degree (Mo. Rev. Stat. § 566.030): A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse. • Rape in the Second Degree (Mo. Rev. Stat. § 566.031): A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent. • Fondling: The institution has determined, based on good-faith research, that Missouri law does not define the term fondling. • Incest (Mo. Rev. Stat. § 568.020): A person commits the offense of incest if he or she marries or purports to marry or engages in sexual intercourse or deviate sexual intercourse with a person he or she knows to be, without regard to legitimacy, his or her: (1) Ancestor or descendant by blood or adoption; or (2) Stepchild, while the marriage creating that relationship exists; or (3) Brother or sister of the whole or half-blood; or (4) Uncle, aunt, nephew or niece of the whole blood. • Statutory Rape, First Degree (Mo. Rev. Stat. § 566.032): A person commits the offense of statutory rape in the first degree if he or she has sexual intercourse with another person who is less than fourteen years of age. • Statutory Rape, Second Degree (Mo. Rev. Stat. § 566.034): A person commits the offense of statutory rape in the second degree if being twenty-one years of age or older, he or she has sexual intercourse with another person who is less than seventeen years of age.
Other “sexual assault” crimes	<p>Other crimes under Missouri law that may be classified as a “sexual assault” include the following:</p> <ul style="list-style-type: none"> • Sodomy in the First Degree (Mo. Rev. Stat. § 566.060): A person commits the offense of sodomy in the first degree if he or she has deviate sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's

Crime Type (Missouri Revised Statutes)	Definitions
	<p>knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.</p> <ul style="list-style-type: none"> • Sodomy in the Second Degree (Mo. Rev. Stat. § 566.061): A person commits the offense of sodomy in the second degree if he or she has deviate sexual intercourse with another person knowing that he or she does so without that person's consent. • Statutory Sodomy, First Degree (Mo. Rev. Stat. § 566.062): A person commits the offense of statutory sodomy in the first degree if he or she has deviate sexual intercourse with another person who is less than fourteen (14) years of age. • Statutory Sodomy, Second Degree (Mo. Rev. Stat. § 566.064): A person commits the offense of statutory sodomy in the second degree if being twenty-one years of age or older, he or she has deviate sexual intercourse with another person who is less than seventeen years of age. • Child Molestation, First Degree (Mo. Rev. Stat. § 566.067): A person commits the offense of child molestation in the first degree if he or she subjects another person who is less than fourteen (14) years of age to sexual contact and the offense is an aggravated sexual offense. • Child Molestation, Second Degree (Mo. Rev. Stat. § 566.068): A person commits the offense of child molestation in the second degree if he or she: (1) Subjects a child who is less than twelve years of age to sexual contact; or (2) Being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact and the offense is an aggravated sexual offense. • Child Molestation, Third Degree (Mo. Rev. Stat. § 566.069): A person commits the offense of child molestation in the third degree if he or she subjects a child who is less than fourteen years of age to sexual contact. • Child Molestation, Fourth Degree (Mo. Rev. Stat. § 566.071): A person commits the offense of child molestation in the fourth degree if, being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact. • Sexual Misconduct Involving a Child (Mo. Rev. Stat. § 566.083): A person commits the offense of sexual misconduct involving a child if such person: (1) Knowingly exposes his or her genitals to a child less than fifteen years of age under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm to the child; (2) Knowingly exposes his or her genitals to a child less than fifteen years of age for the purpose of arousing or gratifying the sexual desire of any person, including the child; (3) Knowingly coerces or induces a child less than fifteen years of age to expose the child's genitals for the purpose of arousing or gratifying the sexual desire of any person, including the child; or

Crime Type (Missouri Revised Statutes)	Definitions
	<p>(4) Knowingly coerces or induces a child who is known by such person to be less than fifteen years of age to expose the breasts of a female child through the internet or other electronic means for the purpose of arousing or gratifying the sexual desire of any person, including the child.</p> <ul style="list-style-type: none"> • Sexual Misconduct, First Degree (Mo. Rev. Stat. § 566.093): A person commits the offense of sexual misconduct in the first degree if such person: (1) Exposes his or her genitals under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm; (2) Has sexual contact in the presence of a third person or persons under circumstances in which he or she knows that such conduct is likely to cause affront or alarm; or (3) Has sexual intercourse or deviate sexual intercourse in a public place in the presence of a third person. • Second Degree Sexual Misconduct (Mo. Rev. Stat. § 566.095): A person commits the offense of sexual misconduct in the second degree if he or she solicits or requests another person to engage in sexual conduct under circumstances in which he or she knows that such request or solicitation is likely to cause affront or alarm. • Sexual Abuse in the First Degree (Mo. Rev. Stat. § 566.100): A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. • Sexual Abuse, Second Degree (Mo. Rev. Stat. § 566.101): A person commits the offense of sexual abuse in the second degree if he or she purposely subjects another person to sexual contact without that person's consent.
Consent (as it relates to sexual activity) (Mo. Rev. Stat. § 556.061(14))	<p>Consent or lack of consent may be expressed or implied. Assent does not constitute consent if: (a) It is given by a person who lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or (b) It is given by a person who by reason of youth, mental disease or defect, intoxication, a drug-induced state, or any other reason is manifestly unable or known by the actor to be unable to make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense; or (c) It is induced by force, duress or deception.</p>

University Definition of Consent

- The University uses the following definition of consent in its Title IX Policy for the purpose of determining one element in considering whether sexual harassment (including sexual assault) has occurred:
- “Consent” means a clear, knowing, voluntary, and affirmative agreement to engage in specific sexual activity. Consent must be communicated through mutually understandable words and/or actions that indicate a willingness to participate in the

mutually agreed-upon sexual activity. Consent cannot be obtained through force, coercion, manipulation, intimidation, or threats. Consent cannot be assumed based on prior sexual activity, relationship status, or manner of dress. A verbal “no” or non-verbal resistance always indicates a lack of Consent, even if the person does not appear assertive. Silence, in and of itself, may not be interpreted as Consent. Consent may be withdrawn at any time, and once withdrawn, further sexual activity is deemed nonconsensual. Power differentials (e.g., between a supervisor and employee or faculty and student) can compromise the voluntariness of Consent. An individual who is Incapacitated cannot Consent to sexual activity, and being Incapacitated (e.g., by drugs or alcohol) does not diminish one’s responsibility to obtain Consent. Under Missouri law, Consent cannot be given by someone under 17 years of age (for Respondents 21+ years old). Individuals under 14 years of age are considered incapable of Consent under any circumstances.

Risk Reduction

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Make your limits known.
- You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor “NO” clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor. Be direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
- Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating “rape drug” like Rohypnol or GHB.

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:

- Remember that you owe sexual respect to the other person.
- Don’t make assumptions about the other person’s consent or about how far they are willing to go.
- Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
- If your partner expresses a withdrawal of consent, stop immediately.
- Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions.
- Consider “mixed messages” a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.
- Don’t take advantage of someone who is really drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, don’t be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person.

- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

It is also important to be aware of the warning signs of an abusive person. Some examples include: past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; “playful” use of force during sex; Jekyll-and-Hyde personality.

Bystander Intervention

In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

- Look out for those around you.
- Realize that it is important to intervene to help others.
- Treat everyone respectfully. Do not be hostile or an antagonist.
- Be confident when intervening.
- Recruit help from others if necessary.
- Be honest and direct.
- Keep yourself safe.
- If things get out of hand, don’t hesitate to contact the police.

Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

Ongoing Prevention and Awareness Campaign:

The University also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault and stalking.

PPAP and OPAC Programming Methods:

The University’s PPAP is for all incoming students and new employees. For students this training occurs during their first week of orientation and is conducted by the Safety and Emergency Management Department and the Title IX Coordinator. For employees this training is conducted during their Human Resources orientation. Title IX training is repeated on an annual basis. Among other items this training covers relevant definitions, procedures a victim should follow, procedures the University will follow when an offense is reported, resources and accommodations available to victims, confidentiality and sanctions. The

training also provides information on risk reduction so that individuals can recognize warning signs of abusive behavior and know how to avoid potential attacks. The training also addresses safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk that another individual may become a victim.

Examples of programming provided in the Ongoing Prevention and Awareness Campaign include:

- Self-defense classes co-sponsored with a student group
- Bi-monthly student safety meeting
- Educational programs sponsored by the Safety and Emergency Management Department to promote the awareness of dating violence, domestic violence, sexual assault and stalking.
- These trainings are open to audiences that include students and employees.

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking:

If you are a victim of a sexual assault, domestic violence, dating violence, or stalking, go to a safe place and call 911 or the Safety and Emergency Management Department at 417-208-0800 or contact another University campus security authority. You may also contact the University's Title IX Coordinator at TitleIX@kansascity.edu. You may also report through KCU's online intake form, linked on its antidiscrimination webpage: <https://www.kansascity.edu/Antidiscrimination>.

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe or wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at Freeman Emergency West, 1102 West 32nd Street, Joplin, Missouri, 417-347-6656; Mercy Hospital Joplin, 100 Mercy Way, Joplin, MO 64804, Phone: (417) 556-2300.

Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

- KCU Safety and Emergency Management Department, 417-208-0800
- Joplin Police Department, 417-623-3131 or 911, 303 E 3rd Street Joplin, MO 64801
- To make a police report, a victim should contact the local police agency listed above either by phone or in-person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of the victim's ability.

Information about Legal Protection Orders

In Missouri, victims may obtain an Adult Order of Protection, which provides protective relief for victims of domestic violence, stalking, or sexual assault. Information about Adult Orders of Protection may be found at: <http://www.courts.mo.gov/page.jsp?id=533>.

A protection order may be obtained by filing a petition with the court. Courts can issue two types of orders: (1) Ex Parte Orders, which act as a temporary emergency order to protect a victim, for up to 15 days, until a court hearing, and (2) Full Orders of Protection, which may be issued for up to one year. Additional information about the orders may be found at: <http://www.courts.mo.gov/file.jsp?id=69655>

- A Petition for Order of Protection should be filed for in The Jasper County Courthouse. The address is: 302 South Main St., Room 304, Carthage, MO, 64836. The phone number is 816-881-3971.
- Information about obtaining an Order of Protection in Jackson County can be found here: <https://jaspercountycourts.org/>
- A victim should be prepared to present documentation and/or other forms of evidence when filing for an order of protection.

When a protection order is granted, it is enforceable statewide. If you have obtained a protection order and need it to be enforced in your area, you should contact the local police department.

KCU will also enforce any temporary restraining order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court. Any student or employee who has a protection order or no contact order should notify the Title IX Coordinator and provide a copy of the restraining order so that it may be kept on file with the institution and can be enforced on campus, if necessary. Upon learning of any orders, the institution will take all reasonable and legal action to implement the order.

KCU does not issue legal orders of protection. However, as a matter of institutional policy, KCU may impose a no-contact order between individuals in appropriate circumstances. KCU may also issue a “no trespass warning” if information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community. A person found to be in violation of a No Trespass Warning may be arrested and criminally charged.

Available Victim Services:

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the University and in the surrounding community. Those services include:

University Resources

- Health Services- Student health services are not provided or contracted by the University. Students may seek health care wherever and with whomever they choose.
- The Office of Counseling Services provides immediate support for students on-campus through psychotherapy, proactive support programs to assist students with the extra stresses associated with medical school and graduate study, and provides additional information and support through the University’s orientation
- At the Joplin Campus the counseling services are offered by Dr. Brandi Norman, Caitlin Overfelt and Debra Swearengen. Brandi Norman can be reached at (417) 208-0731 or at bnorman@kansascity.edu. Caitlin Overfelt can be reached at (417) 208-0743 or at coverfelt@kansascity.edu. Debra Swearengen can be reached at (417) 208-0740 or at dswearengen@kansascity.edu
- Kansas City University is partnered with TimelyCare to deliver a virtual health and well-being platform for students, residents and fellows. TimelyCare provides 24/7 access to virtual care from anywhere in the United States at no cost. Students, residents and fellows are eligible for 12 scheduled counseling sessions annually. Visit timelycare.com/KCU or download the TimelyCare app from your app store and register with your (S____@kansascity.edu) school email address to get started.
 - Free and confidential mental health counseling (up to six sessions per year, per issue)
 - Legal assistance
 - Financial assistance
 - Referrals for childcare, eldercare, and more
 - Life coaching
 - Medical advocacy
 - Personal assistance
- Employee Assistance Program. Benefit Contact Information: Cigna, PO Box 182223, Chattanooga, TN 37422-7223 or Laura Burton, Human Resources Specialist, 417-208-0675, LBurton@kansascity.edu.
- Student Financial Aid – Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, he/she should understand there may be financial aid implications in taking such leave. This should be discussed with financial aid

personnel, and the Title IX Coordinator can assist in facilitating this conversation if desired. The University's financial aid website can be found at: <http://kansascity.edu/admissions/financial-aid>

State/Local Resources

- Mercy Behavioral Health, 5615 W 32nd Street, Joplin, Mo 64804, 417-625-2354
- Victim Advocacy Support- The Metropolitan Organization to Counter Sexual Assault (MOCSA) is available to all students and provides a variety of support services, including but not limited to a 24-hour Crisis Line.
 - 24-hour Crisis Line in Kansas: (913) 642-0233
 - 24-hour Crisis Line in Missouri: (816) 531-0233
- Legal Aid of Western Missouri, Joplin Office, 1027 Main St. Joplin Mo. 64801, 417-782-1650, <https://lawmo.org/>

National Resources

- National Domestic Violence Hotline: 1-800-799-7233
- National Sexual Assault Hotline: 1-800-656-4673
- Rape, Abuse and Incest National Network (RAINN):
<https://www.rainn.org/>
- US Dept. of Justice Office on Violence Against Women:
<https://www.justice.gov/ovw>
- National Coalition Against Domestic Violence:
<http://www.ncadv.org/>
- National Sexual Violence Resource Center:
<http://www.nsvrc.org/>
- U.S. Citizenship and Immigration Services:
<https://www.uscis.gov/>
- Immigration Advocates Network:
<https://www.immigrationadvocates.org/>

Accommodations and Protective Measures:

The University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available the University is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Requests for accommodations or protective measures should be made to the Title IX Coordinator, titleix@kansascity.edu. The Title IX Coordinator is responsible for deciding what, if any, accommodations or protective measures will be implemented.

When determining the reasonableness of such a request, the University may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations

- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The University will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the University's ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the University in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the University will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

Procedures for Disciplinary Action:

Allegations of domestic violence, dating violence, sexual assault or stalking are primarily processed through the University's Title IX Policy. These allegations, depending on the circumstances, may also be addressed under KCU's Nondiscrimination and Anti-Harassment Policy.

These procedures include prompt, fair and impartial investigation and resolution process. The proceedings will be completed within reasonably prompt timeframes, including extensions for good cause, with written notice to the parties of the delay and reason for the delay. These procedures are conducted in a manner that is consistent with policy and transparent to the parties; they include timely notice of meetings at which the parties may be present; and they provide timely and equal access to the parties and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings. The proceedings, moreover, will be conducted by officials who do not have a conflict of interest or bias for or against any party.

The processes for allegations of domestic violence, dating violence, sexual assault, and stalking are further summarized below.

Privacy. KCU will protect the privacy of victims and other necessary parties related to dating violence, domestic violence, sexual assault, and stalking. Privacy will be respected insofar as it does not interfere with the KCU's legal obligation to investigate such allegations, to take corrective action, or as otherwise provided by law. KCU will complete publicly available recordkeeping as required by the Clery Act without including identifying information concerning the victim. The university will also maintain privacy regarding any accommodations or supportive measures provided to the victim to the extent that providing such privacy will not impair the ability of KCU to provide the accommodations or supportive measure

Reports. Anyone may report incidents of dating violence, domestic violence, sexual assault, or stalking to the contact information listed immediately below (see "Complaints"). When a student or employee reports to KCU that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking—whether on campus or off-campus—

KCU will provide (1) a written explanation of the student's or employee's rights and options and (2) options for supportive measures such as changes to academic, living, transportation, and working situations, or protective measures.

Complaints. Formal complaints may be submitted to the Title IX Coordinator in any of the following ways:

- a) in person at the Administration Building, CFO Admin Suite, 1750 Independence Avenue, Kansas City, Missouri, 64106;
- b) by mail to the Kansas City University, Attn: Title IX Coordinator, 1750 Independence Avenue, Kansas City, MO 64106;
- c) by telephone at 816-654-7118;
- d) by electronic mail at TitleIX@kansascity.edu;
- e) online at https://kcusurvey.qualtrics.com/jfe/form/SV_6L7JxB06N94KAom;
- f) by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

Referrals. If the Title IX Coordinator determines that the allegations fall outside of the jurisdictional scope of Title IX (e.g., alleged incident occurred outside of United States or outside of KCU education programs or activities), then the matter will be processed under KCU's Nondiscrimination and Anti-Harassment Policy, which honors the same procedural principles described in this section.

Investigations. A neutral, trained investigator will be assigned to gather evidence relevant to the allegations. Each party will be given an opportunity to communicate with the investigator, present relevant evidence and testimony, suggest additional witnesses, and respond to relevant evidence. The investigator will draft a written report of their factual findings.

Presence of Advisors. The parties will have the same opportunities to have others present during any institutional disciplinary proceeding including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. KCU will not limit the choice of advisor or presence for either party in any meeting or disciplinary proceeding; however, KCU may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.

Informal resolution. KCU may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication. Each party must voluntarily provide written consent before informal resolution may begin. If a resolution is reached and the Title IX Coordinator agrees it is not clearly unreasonable under the circumstances, the terms will be put in writing and presented to the parties for their signature. Once signed by all parties and the Title IX Coordinator, the resolution is final and the allegations are considered resolved, with no further investigation, adjudication, remediation, or sanction—except as otherwise provided in the resolution or in cases of fraud, misrepresentation, misconduct, or manifest injustice.

Hearing. The Title IX Policy provides for a live hearing where the parties have the opportunity to ask questions of the other party and witnesses through an advisor, and to submit relevant evidence, and make a closing argument directly to the hearing officer. Following the hearing, the hearing officer makes a determination regarding the allegations and sanctions, if applicable.

The Nondiscrimination and Anti-Harassment Policy does not provide for a hearing, but rather a decision is made and sanctions recommended by the investigating officer. A Deciding Administrator determines the appropriate sanctions.

Standard of evidence. KCU uses a “preponderance of the evidence” standard to determine whether an accused party is responsible for alleged dating violence, domestic violence, sexual assault, or stalking.

Possible sanctions. Sanctions may include the following:

- a) Employees—Possible sanctions against employees include verbal counseling, mandatory training, written warning, probation, reassignment, transfer, demotion, reduction in pay, suspension without pay, and termination of employment.
- b) Students—Possible sanctions against students include fines, restitution, suspension, warning, mandatory training, probation, dismissal, withholding diploma, revocation of certificate or degree, and notation on the student’s transcript consistent with the Family Educational Rights and Privacy Act.
- c) Vendors/Contractors/Visitors/Volunteers—Possible sanctions against vendors or visitors to campus who are neither students nor employees of the University include banning the individuals from all or part(s) of the University and ending business relationships with the vendors and contractors.

Notifications. Parties will be notified of any decision resolving the complaint simultaneously and in writing. Such notification will include the procedures for appeal, as applicable, and the date on which the decision becomes final. The parties will also be notified if there’s any change to the decision.

Training. Title IX Coordinators, Investigators, hearing officers, appeals officers, and any person who facilitates an informal resolution process must receive training on the definition of Sexual Harassment (including dating violence, domestic violence, sexual assault, and stalking) the scope of the University’s Education Programs or Activities, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Hearing officers, moreover, must receive training 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 the Complainant’s sexual predisposition or prior sexual behavior are not relevant. Investigators must receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Sex Offender Registration Program:

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the University of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the Director of Campus Operations, Jim Herrington at 816-

654-7616, jherrington@kansascity.edu. State registry of sex offender information may be accessed at the following link:

<https://www.mshp.dps.missouri.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.html>

Timely Warnings & Emergency Response

Timely Warnings

In the event of criminal activity occurring either on campus or off campus that in the judgment of the Safety and Emergency Management Department constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

Anyone with information warranting a timely warning should immediately report the circumstances to:

- Safety and Emergency Management Department, Kansas City, 816-654-7911
- Safety and Emergency Management Department, Joplin, 417-208-0800

The University has communicated with local law enforcement asking them to notify the University if it receives reports or information warranting a timely warning.

Emergency Response

The University has an Emergency Preparedness Plan and a Crisis Management Plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. Such situations include, but are not limited to: tornadoes, bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. The University has communicated with local police requesting their cooperation in informing the University about situations reported to them that may warrant an emergency response.

Students, staff and visitors are encouraged to notify the Safety and Emergency Management Department at 417-208-0800 of any emergency or potentially dangerous situation.

Members of the Safety and Emergency Management Department will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating the institution’s response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other University departments may be involved in the confirmation process.

Once the emergency is confirmed and based on its nature, the members of the Safety and Emergency Management Department will consult with other appropriate University officials to determine the appropriate segment or segments of the University community to be

notified and will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

The members of the Safety and Emergency Management Department in collaboration with other appropriate personnel, will determine who should be notified, and will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The Manager of the Safety and Emergency Management Department will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

If deemed necessary, the Manager of the Safety and Emergency Management Department or their designee may notify local law enforcement of the emergency if they are not already aware of it and local media outlets in order that the larger community outside the campus will be aware of the emergency.

Methods for Issuing Timely Warnings and Emergency Notifications

The method(s) listed below may be utilized when the University issues a timely warning or emergency notification to the campus community.

Method	Sign-Up Instructions
KCU Safety Application	Free download from the Apple App Store and Google Play Store
RAVE Alertus	This is done automatically during student registration
Blue Phone Speakers	There is no signup for this
RAVE Alert System Email	Automatically done during student registration/employee hiring process
RAVE Alert System Text Message	Automatically done during student registration/employee hiring process

Testing & Documentation

The University tests its emergency response and evacuation procedures at least once a year. The tests may be announced or unannounced. Also, at various times the Safety and Emergency Management Department will meet to train and test and evaluate the University's Emergency Preparedness Plan and the Crisis Management Plan.

The Manager of Safety and Emergency Management maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection with at least one such test, the University will distribute to its students and employees information to remind them of the University's emergency response and evacuation procedures.

Stop Campus Hazing Policy and Programming

KCU prohibits hazing, which means intentionally, knowingly or recklessly endangering the mental or physical health or safety of a person, on or off campus, individually or in concert with others, for the purpose of initiation, affiliation, admission or continued membership in a student organization.

Endangering means causing or creating a risk above the reasonable risk encountered in the course of participation in KCU's or the student organization's lawful activities (such as the physical preparation necessary for participation in an athletic team).

Student organization, for purposes of hazing, means an organization at KCU (such as a club, society, association, club sports team, band or student government) in which two or more of the members are students enrolled at KCU, whether or not the organization is established or recognized by KCU.

Consent of the victim does not excuse any act of hazing.

Anyone may report any violation, or suspected violation, of KCU's anti-hazing policy by reporting incidents to KCU Student Success at studentconduct@kansascity.edu or KCU Safety and Emergency Management Department at 816-654-7911. Additionally, if you are a victim of hazing, go to a safe place and call the local police at 911.

When a report of hazing is received, KCU Student Services will make a determination regarding whether an investigation must occur. If so, an investigator will be assigned to gather information and conduct interviews, as appropriate. The investigator will report any findings to the appropriate administrator. The institution strives to complete the investigation within 30 days.

Depending on whether the allegations involve students or employees, the investigation will proceed for further consideration and action under the KCU Student Conduct Policy (for students) or Employee Handbook (for employees)

Hazing Prevention and Awareness Program

The institution provides prevention and awareness programming related to hazing through annual online training provided to all students, live training to student organization leaders, and live training during new employee onboarding. The community is reminded that hazing is prohibited and is provided information regarding how to file a report. How reports of hazing are investigated and information regarding local, state and tribal laws on hazing.

In addition, KCU provides research-informed programming for students and employees designed to stop hazing before it occurs.

Crime	On Campus			Non Campus			Public Property		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Burglary	0	2	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0	0
Arrest - Liquor Law Violation	0	0	0	0	0	0	0	0	0
Arrest - Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

* The University does not have on-campus student housing facilities.

Hate crimes:

2024: No hate crimes reported.

2023: No hate crimes reported.

2022: No hate crimes reported.

Crimes unfounded by the University:

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

2022: 0 unfounded crimes.

Statistics for unfounded crimes provided by law enforcement agencies:

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

2022: 0 unfounded crimes.

Data from law enforcement agencies:

- The data above reflects statistics provided from law enforcement agencies related to crimes that occurred on the University's Clery Geography.



1750 Independence Avenue
Kansas City, Missouri 64106

2901 St. Johns Boulevard
Joplin, Missouri 64804

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