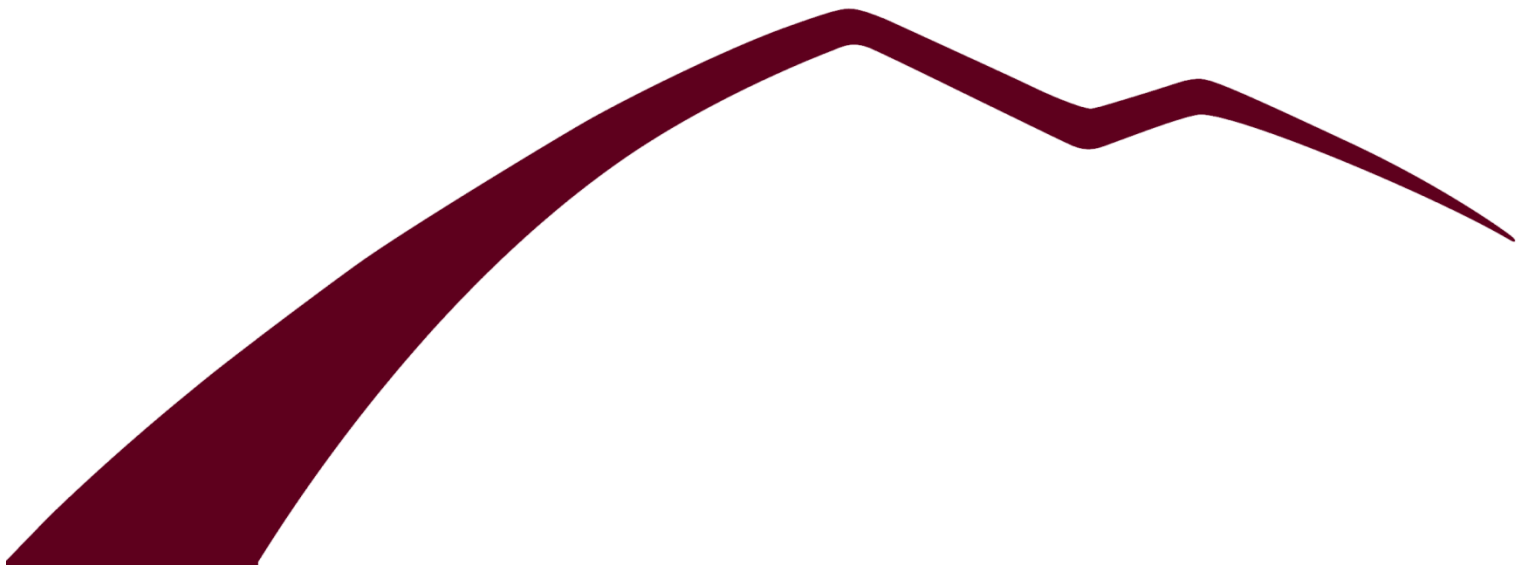


2016 Annual Campus Security and Fire Safety Report

University of Montana

*For Calendar Years 2013-2015
Published September 2016
Amended February 2017*



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From the President



Welcome to the University of Montana. Please take the time to review UM's Annual Campus Security and Fire Safety Report. This report contains campus crime statistics and critical campus safety information such as policies, crime prevention, crime reporting, and resources to aid you in becoming more safety-minded. As members of the University of Montana community, we all share in the responsibility of maintaining a safe campus environment.

The University of Montana strives to be a safe place where knowledge thrives. I encourage you to review the following information to assist you in maintaining safety and security for yourself and others in our campus community. The University of Montana Police Department is the primary department for providing security and law enforcement services for the University of Montana. It relies heavily on the University community to report any suspicious activity, crimes being committed, and crimes in progress that occur on the UM campus. To make these reports, please call the University of Montana Police Department at (406) 243-6131 or 911 for emergencies.

Sincerely,

A handwritten signature in cursive script that reads "Royce C. Engstrom".

Royce C. Engstrom
President, University of Montana

From the University of Montana Chief of Police

Campus Safety is a Team Effort for the University of Montana

The University of Montana uses a community policing model that guides us to intentionally collaborate with campus and community partners in identifying, prioritizing, and addressing issues and solutions. UMPD officers work closely with members of the campus community in education and prevention methods for unsafe behavior. UMPD tailors its response and priorities for our unique campus environment and is constantly assessing effectiveness and reviewing national best practices to better respond to our campus policing needs.

UMPD is responsible for gathering crime data for publication of this annual report. We carry out that task through collaboration with many other campus partners including the Residence Life Office, the Dean of Students, and the Title IX Coordinator.

Members of the campus community are encouraged to report concerns and all campus crimes to UMPD. Students may also report concerns and crimes to the Dean of Students Office, the Title IX Coordinator, or Residence Life staff.

I encourage all students, faculty, and staff at the University of Montana to be responsible for their own security and the security of others. Our goal is for members of the campus community to work together to contribute to our safe campus environment by taking appropriate action when necessary to prevent crime and acts of violence. We are strongest and safest when we look out for one another and step up to take appropriate actions when needed.

*Marty Ludemann,
Chief, University of Montana Police Department*

From the University of Montana EEO Officer

Accessibility to Information and Non-Discrimination Statement

The University of Montana is committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination based upon race, color, religion, national origin, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, age, political ideas, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation.

If you have questions concerning the University's non-discrimination policies, I may be contacted at the following:

Jessica Weltman, Director of EEO/AA and Title IX Coordinator
Brantley Hall 115
University of Montana
Missoula, MT 59812
406-243-5710

Clery Act Overview and Compliance

In 1998, Congress passed amendments to the Crime Awareness and Campus Security Act of 1990, which had amended the earlier *Higher Education Act of 1965 (HEA)*, renaming the law to the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*, also

known as the *Clery Act*. This law requires colleges and universities receiving federal funds to do several things, including:

- Publish an annual report disclosing campus security policies and programs and three years of selected crime and fire statistics;
- Provide warnings and notifications to the campus community about incidents that pose an immediate, serious, or continuing threat; and
- Create, maintain, and make available a daily crime log.

The purpose of the Clery Act is to provide current and prospective students and employees with accurate and important information about crimes and campus safety so they can make informed decisions.

The 2016 report includes crime and fire statistics that were reported in 2013, 2014, and 2015. Statistics for the 2016 calendar year will appear in next year's report.

In addition to annual crime statistics, this report provides information and university policy statements related to campus security and personal safety in several specific areas. These include how to report crimes and other emergencies, campus and community resources and response, emergency response and evacuation procedures, security of institutional facilities, campus crime prevention and safety awareness programs, sexual assault prevention and response and resources, drug and alcohol abuse prevention and response, and fire safety.

Compliance in this report with any of the provisions of the Clery Act, or the more recent requirements of the Violence Against Women Reauthorization Act of 2013, does not constitute a violation of section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

1. Preparation of the Annual Security Report

The information provided in the annual report reflects a team approach and collaboration among several offices across the campus community including UMPD, the Office of the Dean of Students, the Residence Life Office, the Office of Equal Opportunity and Affirmative Action and Title IX Coordinator, Human Resources, Athletics, Fraternity and Sorority Involvement, and the Office of Legal Counsel. Development of this report also includes collaboration with all three of UM's campuses, including the Mountain Campus in Missoula, Missoula College (both East and West campuses), and Bitterroot College in Hamilton.

In preparing this report, UMPD also coordinates with several other local, state, and federal law enforcement agencies with jurisdictions within or bordering UM Clery geography to gather crime statistics. A complete listing of these agencies is provided on p.12.

2. Disclosure of Crime Statistics and Availability of Report

The University of Montana Police Department (UMPD) publishes the [Annual Campus Security and Fire Safety Report](#) on its website by October 1 of each year in compliance with Clery Act requirements. All UM employees and enrolled students receive an email notification of the availability of the report. The report is available on the UMPD website at <http://www.umt.edu/police/docs/AnnualSecurityFireSafetyReport.pdf>. The statistics provided in this report can also be accessed by visiting the [Department of Education's Security Statistics search site](https://ope.ed.gov/campusafety) (<https://ope.ed.gov/campusafety>).

Notification of the Annual Campus Security and Fire Safety Report is also provided through Human Resources, for prospective employees, and through the UM Admissions Office for prospective students.

Paper copies may be requested at any time by contacting UMPD at (406) 243-6131. Paper copies may also be requested from the Dean of Students at (406) 243-5225 or University Hall 022, Missoula, Montana, 59812.

3. Reporting Crimes and Other Emergencies

A. Reporting to University Police

Crime is a reality at the University of Montana, as it is on every college campus. Preventing crime is everyone's responsibility. Unreported crime is a criminal's greatest ally. If you suspect a criminal act has taken place, contact the University of Montana Police Department located in the Facility Services Building located just behind the Washington Grizzly football stadium or:

- For emergencies call 911 or contact University Police at (406) 243-4000
- For non-emergencies call (406) 243-6131
- You may also report a crime online on the [University of Montana Police Department website](http://www.umt.edu/police) at <http://www.umt.edu/police>.

Missoula College students and staff can call University Police for emergency and non-emergency situations. They may also call the Missoula Police Department directly. When it is safe to do so, UMPD should be called to make a report of any crime that has occurred on campus. In cases of emergency, Missoula College students and staff are instructed to call either the emergency number for UMPD (listed above), or 911, which connects to the Missoula

Police Department. If 911 is called, UMPD officers may also respond. Depending on the circumstance, Missoula County law enforcement might also respond.

Bitterroot College students and staff may always call University Police in Missoula for non-emergency situations. When it is safe to do so, UMPD should be called to make a report of any crime that has occurred on campus. In emergencies, students and staff on the Bitterroot Campus are instructed to call 911, which connects to the Hamilton Police Department. In some cases, UMPD officers may also respond.

What to Report: When calling the UMPD to report an incident, please provide the following information:

1. Your name
2. Location of incident
3. Type of incident
4. Description of suspect, vehicles or other pertinent information
5. Return telephone number

Note: *The instructions for the following scenarios pertain to Mountain Campus in Missoula and Missoula College. If you are a student or staff member at the Bitterroot College in Hamilton, call the Hamilton Police Department at 911 for all emergencies.*

If you are a victim or witness of a crime: Report the incident immediately to UMPD. If you can, gather pertinent information such as sex, race, hair color and length, body size, clothing description, scars or other noticeable characteristics, modes of travel, type of vehicle, color and license information, and information about location.

Suspicious persons: If you see anyone acting suspiciously, call 911 or (406) 243-4000. Do not approach the individual yourself. Report the type of suspicious behavior and the location. Relay pertinent information concerning the person including age, sex, dress, vehicle and direction of travel.

Bomb threat: If you receive a bomb threat, it is important to obtain as much information as possible from the caller. Things to ask are: (1) location of bomb, (2) time of explosion, and (3) type of bomb. Make mental notes about the caller's voice and any background noises you may hear. Call the UMPD immediately at the emergency number: (406) 243-4000. Do not panic. University police officers will search the area, notify properly trained personnel, and notify emergency services. University Police, in conjunction with the building supervisor and administration, will determine if evacuation is necessary.

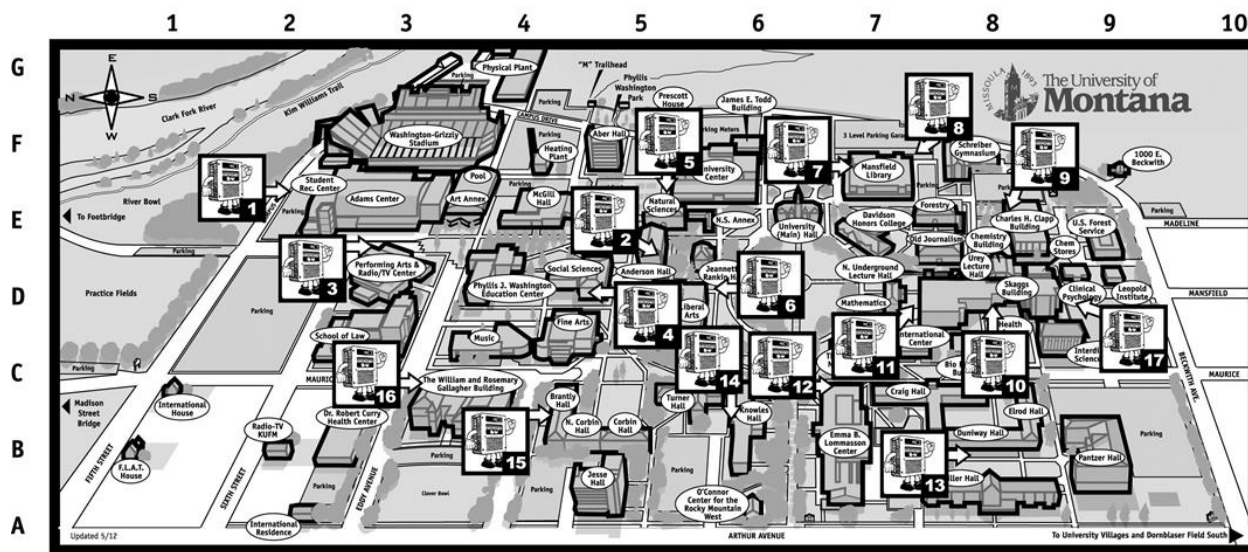
Medical response: In case of a medical emergency, notify UMPD at (406) 243-4000 or call 911. Provide as much information as possible regarding the nature of the injury or illness and the state of the person needing assistance. Officers will arrange for an ambulance if required.

Emergency Telephones: There are 17 green light emergency phones located throughout the Mountain Campus with a direct connection to UMPD. These phones have green lights above them and are labeled "Emergency." Additional green light emergency phones are located at University Villages, Lewis & Clark Village, the South Dornblaser Park-N-Ride, and Missoula College East Campus and West Campus. Additional tan emergency phones are mounted to the outside walls of residence halls and other campus buildings.

No dialing is required with emergency phones. Simply push the button and UMPD dispatch will answer. When these phones are activated, dispatch will send a UMPD officer to that location.

The caller should try to tell the dispatcher the problem and stay on the line unless the caller's safety is in danger. If a caller is unable to communicate with the dispatcher, a University police officer will still respond to the location.

Emergency Telephone locations



The main UM campus has 17 emergency telephones (indicated by arrows). Pressing the call button on any of the emergency phones puts you in immediate contact with the Office of Public Safety and indicates your exact location. The phones glow green at night, and police encourage their use for any emergency. Additional phones not shown on this map are located at the College of Technology East and West; one each at Sisson, Craighead and Toole Villages; at Lewis and Clark Village; and at the South Dornblaser Park-N-Ride.

- | | |
|--|--|
| 1. North end of the Adams Center | 10. Breezeway of the Pharmacy/Psychology (Skaggs) Building |
| 2. West end of the Anderson Hall | 11. Rear of the Math Building |
| 3. Entrance of the Performing Arts Building | 12. East entrance of the Lommasson Center |
| 4. West wall of the Social Sciences Building | 13. Between Duniway and Miller Halls |
| 5. East side of the Natural Sciences Building | 14. West of Turner Hall |
| 6. Southeast corner of the Liberal Arts Building | 15. Main entrance of Brantly Hall |
| 7. Entrance of the Mansfield Library | 16. Northeast corner of the Gallagher Business Building |
| 8. Southeast corner of the Mansfield Library | 17. Southwest corner of Skaggs Building addition |
| 9. North wall of the Science Complex | |

Anonymous Reporting to University Police

UMPD understands that there are times when a crime occurs and the witness would like to remain uninvolved. Anyone may make an anonymous report to UMPD in person, over the phone, or via electronic communication. UMPD provides a [Blind Report Form](http://www.umt.edu/police/Police/Blind%20Report%20Form.php) on their website at <http://www.umt.edu/police/Police/Blind%20Report%20Form.php>.

While UMPD will make every effort to follow up appropriately and effectively in response to an anonymous report, reporters should be aware that the ability of law enforcement to respond may be limited.

For Cases Not Involving Sexual Assault:

In general, when UMPD receives an anonymous report, UMPD will follow-up on a case-by-case basis as appropriate and as indicated by the information provided by the reporting party.

For Cases Involving Sexual Assault:

For cases involving sexual assault or sexual intercourse without consent, UMPD outlines a clear protocol for anonymous reporting in the [University of Montana Police Department Sexual Assault Investigation Policy](http://www.umt.edu/police/docs/Procedures/SAP%205%2013%2015.pdf). The full policy that includes the Blind Reporting Protocol is available on the UMPD website at <http://www.umt.edu/police/docs/Procedures/SAP%205%2013%2015.pdf>.

Details of that protocol are as follows:

Blind Reporting Protocol

(from UMPD Sexual Assault Investigation Policy referenced above, p. 12)

Officers will speak with a victim anonymously in person, over the phone, or via electronic communication about sexual assault or sexual intercourse without consent reports.

Officers will:

1. Show understanding, patience, and respect for the victim's dignity and attempt to establish trust and rapport.
2. Inform the victim that an officer of the same sex will be provided if desirable and available.
3. Be supportive and provide information about the investigative process.
4. Provide information on University, local, and national resources available to victims.
5. Inform the victim how to contact outside law enforcement agencies in the event the crime occurred in another jurisdiction. Assist the victim in making this contact and document officer's name and department.
6. Be considerate of the victim's choice to remain anonymous and be available for re-contact should the need arise.
7. Complete a brief narrative report and utilize the Adult Sex Crime Supplemental Report Form indicating that a sexual assault or sexual intercourse without consent was reported within the University of Montana's jurisdiction for Clery Act compliance. List the victim as Jane or John Doe in the name screen.

Within 24 hours of the receipt of a report of sexual assault, UMPD will provide the UMPD/Title IX Case Manager with the following information, to the extent such information is known to UMPD: the nature of the incident, the date, time, and location of the incident, the name of the perpetrator, and the names of any known witnesses to the incident. The victim's name shall be listed as Jane Doe or John Doe, depending on the gender of the victim.

UMPD Response to Reported Crime

UMPD will respond to reports of crime against persons and all property owned, controlled, leased, or operated by the University of Montana. On a 24-hour basis, dispatchers can instantly dispatch University Police, Missoula fire and emergency medical services, and if needed will request assistance from the Missoula Police Department (MPD) and/or Missoula County Sheriff's Office (MCSO).

All reports of criminal activity occurring within the UMPD jurisdiction will be investigated and, if the investigation confirms a violation of the state criminal code, the matter will be referred to the Missoula County Attorney or Missoula City Attorney for prosecution. Reports of criminal activity received by UMPD occurring outside its jurisdiction will be referred to the appropriate city or county law enforcement agency.

A log of daily crime reports is maintained and available for review by the campus community and the public at large. The crime log is available through UMPD.

Off-Campus Criminal Activity

When a UM student on the Mountain Campus or the Missoula College is involved in an off-campus crime, UMPD may assist with the investigation in cooperation with local, state, and federal law enforcement. The Missoula Police Department routinely collaborates with University Police on serious incidents occurring on-campus or in the immediate neighborhoods surrounding the Mountain Campus or Missoula College campuses. Many students live in the surrounding neighborhoods. While the Missoula Police Department has jurisdiction for all off-campus areas in Missoula, UMPD officers can and do respond to student-related incidents that occur in close proximity to the campus. UMPD officers have direct radio communication with Missoula police and fire authorities to facilitate rapid response in an emergency situation.

B. Limited Voluntary, Confidential Reporting

If you are a victim of a crime and do not want to pursue administrative action through a University process such as through the Title IX Coordinator, the Dean of Students, or the off-campus criminal justice system, you may still want to consider reporting the crime to UMPD. Because criminal reports are public records under state law, UMPD cannot hold the fact that a crime has been reported in confidence. However, UMPD will not reveal a victim's identity without a victim's permission. The purpose of the confidential report is to comply with a victim's desire to keep the matter confidential, while taking 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 students, determine if there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

C. Reporting to Other Campus Security Authorities

UM has designated staff members in the following positions as Campus Security Authorities. Crimes reported to anyone in any of these positions are included in the University's annual disclosure of crime statistics. All crimes that are reported to one of these Campus Security Authorities are counted for the purpose of the crime statistics presented in this report, regardless of the final disposition or outcome of the case:

Table 1: UM Campus Security Authorities & Contact Information

UM Campus Security Authorities & Contact Information			
Office	Official	Campus Address	Phone Number
Campus Police Department	Marty Ludemann, Police Chief	Physical Plant, Building 32	406-2432-6131
President's Office	Royce C. Engstrom, President	University Hall, Room 109	406-243-2311
Vice President for Enrollment Management and Student Affairs	Thomas Crady, Vice President	University Hall, Room 022	406-243-5225
Vice President for Administration and Finance	Michael Reid, Vice President	University Hall, Room 129	406-243-4606

UM Campus Security Authorities & Contact Information			
Office	Official	Campus Address	Phone Number
Vice President for Research and Creative Scholarship	Scott L. Whittenburg, Vice President	University Hall, Room 116	406-243-6670
Dean of Students	Rhondie Voorhees, Dean	University Hall, Room 022	406-243-6413
EEO/AA Director and Title IX Officer	Jessica Weltman, Director	Brantly Hall, Room 115	406-243 - 5710
Provost	Beverly Edmond , Interim Provost	University Hall, Room 126	406-243-4689
Residence Life Office	Sandy Schoonover, Director	Turner Hall, Room 101	406-243-2611
Department of Intercollegiate Athletics	Kent Haslam, Director	Adams Center, Room 205	406-243-5348
Office of Academic Enrichment	Marja Unkuri-Chaudhry, Director for Study Abroad and Student Exchanges	Davidson Honors College, Room 002	406-243-2296
Faculty Advisors for ASUM Student Groups	Phoebe Hunter, ASUM Operations	University Center, Room 105	406-243-2120
Office of Student Success	Brian French, Director	Lommasson Center, Room 283	406-243-2565
University Center Administration	Liz Roosa Millar, Director	University Center, Room 232	406-243-5082
Missoula College	Shannon O'Brien, Dean	Missoula College, AD 21	406-243-7851
Bitterroot College	Victoria Clark, Director	Bitterroot College	406-375-0100

Reports to Campus Security Authorities

Students, employees and visitors are encouraged to report crimes to UMPD. Students may also contact a Campus Security Authority for appropriate assistance in reporting crimes. Campus Security Authorities who receive reports of sexual misconduct are required to report the information to the campus Title IX Coordinator.

The Title IX Coordinator will provide the fact of the report to UMPD for statistical purposes. For all other crime reports, Campus Security Authorities will inform UMPD and other University officials, as appropriate, such as the Dean of Students, to initiate any applicable investigative or other procedures.

The responsibilities of Campus Security Authorities are separate from UM's policy requiring mandatory employee reporting of sexual misconduct, which is described on page 31 of this report.

D. Professional Counselors and Other Confidential Employees

There are four primary categories of employees at UM who are "confidential employees." This means that these employees provide completely confidential support services to clients:

- Professional counselors through the Counseling Center at the Curry Health Center
- Medical professionals at the Curry Health Center
- Counselors in the Curry Health Center Student Advocacy Resource Center (SARC)
- Counselors at the Clinical Psychology Center

All of these counselors and medical professionals are confidential sources. None of these professionals report crimes to UMPD, confidentially, for the purpose of providing statistics for inclusion the Annual Campus Security Report. As a matter of practice and training, but not policy, UM encourages professional counselors to discuss with those they are counseling the voluntary, confidential, and other reporting options available to them, as appropriate and in the context of the therapeutic, counseling, or advocacy relationship.

The Counselor Education Department in the Phyllis J. Washington College of Education and Human Sciences offers a class on intimate relationships in which graduate student counselors provide optional counseling to undergraduate students under the supervision of professional counselors. Counselors in this context are also considered confidential employees. They do not provide statistics to UMPD for inclusion in the Annual Campus Security Report, but they may discuss reporting options with victims as applicable to the case.

The University of Montana does not employ pastoral counselors.

4. About the University of Montana Police Department (UMPD)

A. Overview of UMPD and Jurisdiction

The University of Montana Police Department (UMPD) is responsible for law enforcement on University of Montana campus and serves a community of approximately 13,000 students and 2,000 employees who work and study at UM. UMPD officers are vested with full law enforcement powers and responsibilities within the UMPD jurisdiction, identical to the Missoula Police Department (MPD) and the Missoula County Sheriff's Department (MCSD). The authority for UMPD is derived from Montana Code Annotated, Section 20-25-321.

UMPD provides continuous year-round security and law enforcement protection to the University community. The department operates 24 hours a day and provides services seven days a week with access to municipal fire and emergency medical services. UMPD officers patrol the campus on a 24-hour basis.

UMPD staffs Detectives, a Bicycle Patrol, K9 Officers, and a Community Liaison Officer for residence halls, described in Section 9.B. of this report. Residence Halls and Villages are also assigned an Area Officer to work closely with resident students and staff.

UMPD Jurisdiction and the Mutual Aid Agreement: UMPD's jurisdiction extends one mile beyond the University campus for University-related activities. UMPD maintains Memorandums of Understanding (MOU) with two other law enforcement agencies: the Missoula Police Department (MPD) and the Missoula County Sheriff's Department (MCSD). These agreements with these two agencies are known as the "Mutual Aid Agreement." Under these MOUs, UM Police may request assistance for aid from these agencies during a response or investigation. Per these MOUs, UM Police Officers may take enforcement action outside the jurisdiction of UMPD in emergency situations. UMPD and these agencies also routinely share information to assist in investigations and crime prevention.

In addition to the Mutual Aid Agreement with the Missoula Police Department and the Missoula County Sheriff's Office, UMPD also maintains a cooperative relationship with the Montana Highway Patrol (MHP).

Officers prepare and submit incident and crime reports statistics to the Montana Board of Crime Control (National Incident Based Reporting Standards). They routinely share information on arrests and serious crimes with the Missoula Police Department and Missoula County Sheriff's Department.

Dispatch and Parking: UMPD's dispatch center is continuously staffed with trained and certified dispatchers who answer calls for service, dispatch officers and other emergency personnel to incidents, and monitor burglary and fire alarms. The department also employs students who carry out a variety of roles, including administrative support and parking services.

Training: All UM police officers receive training and state certification at the Montana Law Enforcement Academy and subscribe to the Montana Public Safety Officer Standards and Training (POST). They complete additional in-service and regional training in firearms, defensive tactics, legal updates, evidence gathering, traffic investigations, Sexual Assault First Responder Training, and a variety of crime investigation and crime prevention techniques. All University Police 911 dispatchers are trained and certified by the state.

Special Event Team Members: UMPD also employs non-sworn Special Event Team (SET) members to provide additional security at athletic and entertainment events. SET members are trained annually by UMPD. The training entails venue security, UM policies, de-escalation techniques, and enforcement communication. SET members work in collaboration with UMPD to assist in the enforcement of university rules and regulations and the safeguarding of the campus community. SET members do not have arrest powers. SET members have citizen's arrest powers but do not typically exercise these powers. UMPD has the primary authority and jurisdiction on all criminal matters on campus.

Crime Prevention Unit: UMPD takes a proactive role on campus by promoting safety and crime prevention through outreach programs and services. The Crime Prevention Unit offers a variety of programs and services to the campus community. These include GrizWalk, which is a student escort service, and the Community Relations Officer assigned to the residence halls. Crime prevention and safety resources are described further in Section 9.B.

UMPD is located in Building 32 (Physical Plant), directly east of the Washington-Grizzly Stadium.

B. Working Relationships with Local, State, and Federal Law Enforcement Agencies

As described above, the University of Montana Police Department maintains a Memorandum of Understanding, the "Mutual Aid Agreement" with the Missoula Police Department (MPD) and the Missoula County Sheriff's Office (MCSO). UMPD also maintains a cooperative relationship with the Montana Highway Patrol (MHP). Under the Mutual Aid Agreement, UMPD may request assistance for aid from any of these agencies during the response or investigation of a call for service. UMPD does enforce vehicle and traffic laws within the boundaries of the campus or on streets and alleys contiguous to campus. UMPD assumes first jurisdiction and responsibility for all felony crimes other than crimes against persons or felony drug crimes. UMPD assumes first jurisdiction on all misdemeanors occurring on University property, property occupied by registered student organizations and events sponsored by the University, and will provide

mutual aid and support to the Missoula Police Department on request as available. UMPD and these agencies routinely share information to assist in investigations and crime prevention.

In addition to working with the Missoula Police Department, the Missoula County Sheriff's Office, and the Montana Highway Patrol, UMPD works with several other local, state, and federal law enforcement agencies on incidents that occur on other UM properties not contiguous with the Mountain Campus. These properties include the Missoula College campuses, Bitterroot College in Hamilton, and several other research facilities and land parcels. Additional law enforcement agencies include the U.S. Forest Service Law Enforcement (USFS), the Hamilton Police Department (HPD), the Lake County Sheriff's Office (LCSO), and the Ravalli County Sheriff's Office (RCSO).

UMPD solicits crime statistics from all of these agencies for the purposes of preparing this report. For more information, see Section 11, page 66, "Annual Disclosure of Crime Statistics."

Table 2: UM Properties and Law Enforcement Jurisdiction

UM Campuses/Property	Law Enforcement Agencies (apart from UMPD) with Jurisdiction within or Bordering UM Property
UM Mountain Campus – Missoula	MPD, MHP, USFS
Fraternities and Sororities (Privately Owned)	MPD
Missoula College East	MPD
Missoula College West	MPD, MCSO
Bitterroot College	HPD
Boone and Crocket Club (Leased Offices)	MPD
Jacob's Island	MPD
Kim Williams Trail	MPD, MCSO, USFS
MonTEC	MPD
Dornblaser Park and Ride	MPD
President's Home	MPD
University-Owned Houses	MPD
spectrUM Discovery Area (Leased Space)	MPD
Fort Missoula	MCSO
Lubrecht Experimental Forest	MCSO
Bandy Experimental Ranch	MCSO
Montana Island Lodge	MCSO
Flathead Lake Biological Station	LCSO
Daly Mansion	RCSO

C. Crimes Involving Student Organizations at Off-Campus Locations

Fraternities and Sororities

UM has four residential sororities, three residential fraternities, and one commuter fraternity located off campus that are considered "noncampus" property for purposes of the Annual Security Report. The University of Montana Police Department and the Missoula Police Department share concurrent jurisdiction of the residential fraternities and sororities. When a crime is reported at a fraternity or sorority house, the Missoula 911 dispatch center will alert both the University of Montana Police Department and the Missoula Police Department. The two

agencies have a formal Mutual Aid Agreement to provide each other with patrol and backup assistance.

Through cooperation with the Missoula Police Department, UMPD monitors and records crimes that occur in these locations.

Student Organizations Located in University-Owned Houses on South 5th Street East and South 6th Street East

Several student organizations also utilize space in houses on South 5th Street East and South 6th Street East near the Mountain Campus. All of these homes are owned by the University. The organizations occupying these houses include the Muslim Student Association (MSA), UM Flat (two locations), the Black Student Union, and the International House.

If a crime is reported, UMPD responds to these locations. Under the Mutual Aid Agreement, the Missoula Police Department might also respond and/or provide patrol and backup assistance as needed.

UMPD monitors and records crimes that occur in these locations with cooperation as applicable from the Missoula Police Department.

5. Timely Warning Reports – Crime Alerts

The University may send out two types of alerts that satisfy Clery Act requirements to keep the campus informed about safety and security threats: “emergency notifications” and “timely warnings.”

“Emergency notifications” are used to immediately notify the campus community upon the reliable report of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. UM’S process for emergency notifications, as well as for emergency evacuations and response, can be found in the next section.

“Timely warnings” are used to inform the campus community, in a timely manner, about serious or continuing threats to the campus community. The intent of a timely warning is to inform students and employees about crimes on or near campus, enable the campus community to protect themselves, provide prevention and safety tips, and aid in the prevention of similar crimes.

Timely warning notices, called UM Alerts are typically distributed following Clery-reportable crimes: criminal homicide, sexual assault, robbery, aggravated assault, and burglary; and they may be distributed for motor vehicle theft, arson, and hate crimes. However, this list is not inclusive and warnings may be issued for any serious and continuing threat to people, property, or campus safety. Each incident is considered and evaluated on a case-by-case basis, depending on the facts of the case and the information known by UMPD. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to other campus community members and a timely warning notice would not be distributed. The UMPD Chief or designee reviews all reports to determine if there is a serious or continuous threat to the campus community, and if the distribution of a timely warning notice is warranted. UM is not required to issue timely warning notices for crimes reported to a professional or pastoral counselor.

In instances where information was not provided to UMPD in a timely manner (for example, incidents that occurred in the past at which point the intent and the spirit of the warning are no longer viable) or if the threat has been appropriately mitigated (an arrest has been made), UMPD will not issue a timely warning notice. If new information surfaces in such cases, UMPD will reevaluate the incident and may issue a timely warning notice.

Timely warning notices are distributed for Clery-reportable locations and areas. Very generally, Clery-reportable locations and areas include the Mountain campus, Missoula College campuses, Bitterroot College, other locations owned or controlled by UM, and public property that is within the same reasonably contiguous geographic area of the University, on fraternity and sorority properties, or other properties owned or controlled by a student organization recognized by UM.

The content of a timely warning notice generally consists of a brief summary of the incident, a physical description, whether the case is under investigation, sufficient pertinent information to inform the community, resources, safety and prevention tips, and where to report additional information.

Institutions must keep confidential the names and personally identifying information of crime survivors when issuing a timely warning notice. UMPD does not release a crime survivor's personally identifying information. When issuing a timely warning notice for sensitive matters, such as a sexual assault, UMPD makes every effort to not release specific incident details that may identify a crime survivor; but UMPD may need to release information such as a location that could lead to identification of a crime survivor. UM must balance the need to provide information of an ongoing or serious threat to the campus community while also protecting the confidentiality of the crime survivor to the maximum extent possible. If a timely warning notice is issued for a sensitive matter, UMPD makes every effort to notify the crime survivor before the warning is released.

Timely warning notices are developed and activated under the direction of the UMPD Chief or a designee. Timely warning notices are distributed via mass email to the "umontana.edu" email accounts of all employees and students. Notices also are sent via text to all students and employees who have opted to receive such text messages, and may be posted on the UMPD Twitter account, to be immediately received by individuals who follow or subscribe to that account. Timely warning notices are also posted on the UM website's home page and UMPD website and may be distributed by other social media channels as the situation dictates. Timely warning notices are sent as soon as pertinent information is available and, in the case of a reported crime, as soon as UMPD determines the timely warning notice will not interfere with assisting a victim or with law enforcement's response. Follow-up information may be distributed later, such as if a suspect responsible for a series of campus crimes has been apprehended. Timely warning notices include information intended to inform the community, enable community members to protect themselves, provide prevention and safety tips, and aid in the prevention of similar crimes.

The timely warning notice development process

A UMPD dispatcher or police officer receives information about a Clery crime or similar incident on or near campus, from a campus security authority, from the public, or from another law enforcement agency. The pertinent information is summarized and referred to the UMPD Chief or designee. Each incident is considered on a case-by-case basis, depending on the facts of the incident and the information available to UMPD, and evaluated as to the ongoing or serious threat to campus. If the UM Police Chief or designee decides a timely warning notice is needed, the UM Director of Communications or designee composes the text, email and UM home page

messages, and verifies facts and pertinent information with relevant law enforcement personnel. The UMPD Chief or designee reviews and approves the notice. Before release to the campus, UMPD will notify Missoula law enforcement to ensure the content of the timely warning notice is accurate and will not impede their enforcement efforts. The UMPD Chief or designee may consult with at least two of the following administrators prior to issuing a timely warning notice:

- President
- Vice President for Administration and Finance
- Vice President for Enrollment and Student Affairs
- Director of Communications
- Title IX Coordinator

The UM Director of Communications or designee issues the timely warning notice as soon as all pertinent information is available via text, email, and the UM home page (using the Regroup Emergency system, which allows UM to use all three communications channels quickly).

When UMPD learns of a Clery Act crime or other incident that may pose a serious or continuing threat to persons, property, or campus safety in a neighboring or nearby jurisdiction that is close enough to the campus community to be of concern or in an area commonly frequented by UM students, UM police work closely with local law enforcement agencies who serve those jurisdictions to obtain the pertinent facts of the incident. Based on the known facts, incidents that UMPD becomes aware of in these areas are evaluated on a case-by-case basis and UMPD may issue a timely warning notice or post local law enforcement media releases.

Copies of timely warning notices may also be posted outside entry doors of residence halls, fraternity and sorority houses, and on bulletin boards in academic and residential buildings. New information that follows up on timely warning notices will be provided on the UMPD website. As needed, updates may also be sent out via text and email, and posted on the UM homepage.

6. Emergency Response and Evacuation Procedures

An emergency notification, called UM Emergency, is notice of an imminent threat or a dangerous situation, ranging from a fire or chemical spill on or near campus, to an armed intruder, to an outbreak of a serious illness. UMPD will issue a UM Emergency notification immediately upon confirmation that a dangerous situation exists so students, employees, visitors and – as needed – University neighbors are aware and can take measures to stay safe.

Emergency Response

An emergency is an event that poses an immediate threat to the health and safety of students and employees. UM will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat.

University students and employees are directed on the UMPD website to report emergencies to UMPD (406-243-4000) or to call 911 (Missoula County Emergency).

Confirmation of an emergency is determined when UMPD or designee (per the University's Emergency Operations Plan [EOP]), city fire officials or local law enforcement agencies have assessed the situation to confirm that there is an emergency. That confirmation will be communicated to the UMPD Chief or designee or UM Communications Director.

The University's EOP is designed to provide the institution with a management tool to facilitate a timely, effective, efficient, and coordinated emergency response. The EOP establishes a Campus Incident Management Team that utilizes the National Incident Management System-Incident Command System (NIMS ICS) for managing response to emergencies and disaster events, and is intended to be fully NIMS compliant.

When a significant emergency or a situation that poses a danger to the community occurs, UMPD will coordinate with other first responders, which may include MPD, Missoula Fire, and the UM Environmental Health and Risk Management office, to properly mitigate the threat to campus. Depending on the nature and size of the incident, other local, state, and federal agencies may be called upon to assist.

When UMPD confirms that a significant emergency or dangerous situation exists, officials will take into account the safety of the campus community, consult with other officials as appropriate, determine what information to release about the situation, and begin the notification process. The University may not immediately issue a notification for a confirmed emergency or dangerous situation if doing so would compromise efforts to assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency.

UM has developed a comprehensive emergency notification system that allows for the use of text messaging, emails, social media, web pages, digital displays, and/or local media to immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees.

Emergency Communication Systems

UM has multiple ways to communicate with the campus community – or with designated segments of the campus community – when UMPD determines the need to alert campus about an immediate threat to the health or safety of students and employees.

This communication strategy provides: (1) information about an emergency, (2) a location where more information can be obtained, and (3) a method to update or send an "All Clear" message. The emergency mass communication strategy includes the following elements:

1. **Email notification.** UMPD uses the Regroup Emergency notification system to send an email with emergency information to all "umontana.edu" email addresses. If UM wants to send an email to subgroups of employees or students, it may use the campus Infogriz notification system.
2. **Cell phone text message notification.** UMPD uses the Regroup Emergency system to send a text message to those students and employees who have opted in to receive UM text messages. We encourage students and employees to opt in to receive these texts. In every case when a text message is sent, UMPD also sends an email to the entire campus community using Regroup.

How to receive UM Alerts and emergency notifications: All "umontana.edu" addresses are automatically subscribed to receive emailed UM Alerts and emergency notifications. To receive text messages via the Emergency Notification System:

- Log into Cyberbear
- Click "Personal Information" at the top of the page.
- Click "Update Emergency Text Messages Cell Phone."

- Enter your phone number, choose your provider and click “Submit Changes.”
- 3. **Web page banner.** Using the Regroup Emergency system, UM can automatically place a UM Emergency notification on the University’s home page. Information can be changed and updated as needed.
- 4. **Social media posts.** UMPD has a Twitter account and University Relations also can deploy UM’s Twitter and Facebook accounts as needed during an emergency.
- 5. **LED mass emergency notification system.** Notifications in UM buildings. Buildings on the Mountain campus have an LED reader board for UMPD to post emergency messages. The LED system can also sound an audible alarm.
- 6. **Residence life notification system.** Star Rez is the UM housing management system and allows Residence Life to reach all UM students living in residence halls and in UM apartments.
- 7. **Communication with the larger community.** Other communication tools to reach segments of UM audiences are the UM Alumni Foundation Database, which allows the University to email alumni, donors, public officials, and other stakeholders; and UM’s email newsletter to parents of students.

Emergency and Evacuation Procedures

UM publicizes general emergency response and evacuation procedures to the broad campus community through an [Emergency Preparedness website](http://www.umt.edu/emergency) at <http://www.umt.edu/emergency>. This website includes an Emergency Quick Guide, the Emergency Operations Plan, an Active Shooter Immediate Response plan, and an Active Shooter Preparedness Guide. Additionally, evacuation maps are posted in every on-campus residence hall building and other buildings as required by fire code.

Residence Life students receive a Residence Hall Handbook at the beginning of the academic term where fire safety procedures and expectations are reviewed. Unannounced fire drills to practice those procedures are conducted annually.

Once each year, inspections are made of each residence (room or apartment) by Resident Life staff or the University’s Safety Officer. The inspection is intended to identify violations of fire codes. The inspection is also used to educate the residents on fire safety. Any noted violations must be corrected and follow-up inspections are conducted by Residence Life staff or UM Safety Officer.

University Resident assistants and Residence Life staff members receive training each fall. Training includes a review of fire safety components to their building, expectations of the staff, evacuation procedures and their role, fire safety policies, and emergency assistance procedures. Staff members are also advised of what to expect during the annual fire safety inspection process. Additionally, fire protection staff members are available throughout the year to advise and counsel staff on fire safety issues or concerns.

Emergency Notification System

The University’s emergency notification system is tested on at least an annual basis. The test is an opportunity to remind the campus community about established evacuation procedures. Each test is documented and includes the date, time, and whether the test was announced or unannounced. The Emergency Notification System was tested on August 27, 2016 in an announced test.

Evacuation and Emergency Response Drill

UM will test its emergency response and evacuation procedures at least annually through scheduled drills, exercises, and appropriate follow-up activities designed to assess and evaluate University emergency plans and capabilities. UM tests evacuation procedures in academic/office buildings, residence halls, and family housing facilities. The tests may be announced or unannounced. The tests are documented, including the date and time and whether it is announced or unannounced.

7. Security of and Access to University of Montana Facilities

A. On-Campus Residence Halls and Special Considerations for Residence Hall Access

The Residence Life Office (RLO) is responsible for the overall management and administration of the nine residence halls on campus as well as University Villages and Lewis & Clark Village. The Director of Residence Life is responsible for supervising a team of staff that includes associate directors, assistant directors, area coordinators, community development coordinators, and resident assistants (RAs) who live on the floors. The Residence Life Office is located in 101 Turner Hall. UMPD and the Residence Life Office are jointly responsible for developing and implementing safety measures, procedures, and programs that promote the greatest possible security for the residence halls. Residence Life staff also work with the UMPD Community Liaison Officer and other officers on many issues related to safety and security in the residence halls and apartments.

Main lobby doors to the residence halls are unlocked on weekdays from 8:00 am to 8:00 pm. After 8:00 pm, students must use their Griz Cards to gain access to the building where they live. During holidays, break periods, and weekends the halls remain locked throughout the day and students must always use their Griz Card to gain entry to their assigned building. In some buildings, wing doors limit free access within the building. Students who live on floors with wing doors must use their Griz Card to swipe in from 8:00 pm to 8:00 am. Floors or wings in the halls are divided by gender. Guests of the same gender (or relatives) are allowed to stay overnight in the halls with consent of roommates.

Entrances to the residence halls have video security surveillance; and the exterior lighting around the periphery of the buildings is effective and well-maintained. UMPD officers patrol the residence hall areas. Inside residence halls, rooms have safety door viewers and chain door guards. Bulletin boards adjacent to each resident assistant's room keep floor residents abreast of campus events, programs, potential security risks, and campus incidents. Residence Life Staff members are available on a 24-hour basis to address emergencies.

University Villages

University Villages is comprised of three apartment complexes and is located within four blocks of the Mountain Campus. Students, faculty, staff, and their immediate families are permitted to live in these apartments. Improved lighting, numerous routine patrols by UMPD, and on-going crime prevention efforts have been established for University Villages. Community Assistants (CAs) live in the apartment complexes to assist residents with issues and security. A full-time Area Coordinator works with the University Villages and Lewis and Clark Village apartment communities.

Lewis & Clark Village

Lewis & Clark Village is located approximately eight blocks from Mountain Campus and consists of 192 two- and three-bedroom apartments in 11 buildings. The Village is designated for single upper class or graduate students. Electronic access, safety viewers, and chain door guards are provided for each apartment. An electronic message sign is strategically located at the mail delivery area to communicate important messages to students. The Village has effective exterior lighting and exterior areas are monitored by video surveillance. Village Assistants (VAs) live in the apartment community and assist in monitoring the Village. All residents are expected to assist in creating a safe, healthy, and productive community.

Fraternity and Sorority Houses and Off-Campus Student Housing

UM has four residential sororities, three residential fraternities, and one commuter fraternity located off campus. UMPD and the Missoula Police Department share jurisdiction of the residential fraternities and sororities. When a crime is reported at a fraternity or sorority house, the Missoula 911 dispatch center will alert both UMPD and MPD. The two agencies have a formal Mutual Aid Agreement to provide each other with patrol and backup assistance.

Many UM students also live in privately-owned housing within the Missoula community. MPD has jurisdiction over off-campus areas in the City of Missoula.

B. Other UM Campuses, Facilities, and Properties

Missoula College (East and West Campuses)

Missoula College is the two-year college of the University of Montana. The East Campus is located at 909 South Avenue in the City of Missoula, adjacent to Sentinel High School. UMPD officers respond to calls for service on a year-round basis. Because of the location, the Mutual Aid Agreement may be activated to allow for a faster response by MPD.

Missoula College's West Campus is located at 3639 South Avenue in Missoula County near Fort Missoula. West Campus houses the two-year degree program from the Department of Industrial Technology. UMPD officers respond to calls for service at this location on a year-round basis. Because this campus is located just over four miles from UM's Mountain Campus, the Mutual Aid Agreement may be activated to allow for a faster response by Missoula County Sheriff's Deputies.

Bitterroot College – Hamilton, Montana

The Bitterroot College of the University of Montana connects a diverse rural community to a wide array of learning opportunities. This campus is located at 103 South 9th Street in the City of Hamilton, approximately 50 miles south of UM's Mountain campus. The Hamilton Police Department provides first responder law enforcement to this location on a year-round basis.

The Boone and Crockett Club

UM rents several offices at the Boone and Crockett Club, located at 250 Station Drive in the City of Missoula. MPD provides first responder law enforcement to this location.

Public Property near the Mountain Campus

Jacob's Island City Park and the Kim Williams trail are both owned by the City of Missoula and are located adjacent to UM's main campus. UM works to report all crimes that occur one mile into the portion of the property that borders the campus. Jacob's Island is a block toward the Clark Fork River from the main UM campus. It is right off the path of the Kim Williams Trail. Jacob's Island is owned by the City of Missoula. MPD provides first responder law enforcement to this location.

The Kim Williams Trail runs alongside the Clark Fork River and this trail extends into Missoula County and U.S. Forest Service Land. UMPD, MPD, MCSO, and US Forest Service Law Enforcement may respond to a call for service, depending on availability, proximity, and the trail location of the incident. UMPD is made aware of calls for service in these areas and makes an effort to respond alongside other agencies.

MonTEC

MonTEC is a high-growth, technology focused business incubator that offers space, services and support for growth-oriented enterprises. The facility is located across the river from the Mountain Campus at 1121 E Broadway St. MPD provides first responder law enforcement to this location.

Dornblaser Park and Ride

The Dornblaser Park and Ride lot, located at the intersection of South Avenue and Higgins Avenue, is a University property for people to park their vehicles and catch a ride on the City of Missoula's Mountain Line bus. MPD provides first responder law enforcement to this location.

President's Home

The President's home is located in the 1300 block of Gerald Avenue in the University District. MPD provides first-responder law enforcement to this location.

University-Owned Homes Adjacent to and near the Mountain Campus

The University owns and operates several houses adjacent to the campus as offices and residences, primarily in the vicinity of 5th and 6th streets. Both the UMPD and MPD patrol these areas. Investigation of crimes occurring at these locations is the responsibility of UMPD.

spectrUM Discovery Area

The spectrUM Discovery Area is a hands-on science center that promotes a culture of learning and discovery for all, with the ultimate goal of inspiring young Montanans to pursue higher education and possibly careers in science, technology, engineering, and mathematics (STEM). SpectrUM is located in downtown Missoula in space rented by UM. MPD provides first responder law enforcement to this location.

UM Property at Fort Missoula

Fort Missoula encompasses 170 acres and has a patchwork of ownership. UM property at Fort Missoula includes the Field Research Center/Aviary, Nature Center, Storage Facilities, and the Tank Traps. UMPD has jurisdictional authority on the UM properties listed and provides first responder law enforcement to these areas. Because Fort Missoula is located four miles from UM's Mountain Campus, the Missoula County Sheriff's Department or MPD may be the first on scene and will coordinate with UMPD for follow-up investigations.

Lubrecht Experimental Forest Station

Lubrecht Experimental Forest is managed by the UM College of Forestry and Conservation as an outdoor classroom for our students and a recreational retreat for the public. The Lubrecht Experimental Forest is located about 30 miles east of Missoula along Highway 200. The Missoula County Sheriff's Department provides service to this location on a year-round basis.

Bandy Experimental Ranch

Bandy Ranch is 3,436-acre working cattle ranch deeded to the Montana Forest and Conservation Experiment Station at UM in 1990 by the estate of Ed Bandy for agricultural research and management. The ranch is located 18 miles northeast of the Lubrecht

Forest. The Missoula County Sheriff's Department provides first responder law enforcement to this location.

Montana Island Lodge

The Montana Island Lodge was willed to the UM Foundation in 1996. The lodge is located about 45 miles north of Missoula on Highway 83. It is on Sourdough Island in Salmon Lake, a five-mile lake at the southernmost tip of the Seeley-Swan valley. The Lodge has been used for events and guests of UM. The Missoula County Sheriff's Department provides first responder law enforcement to this location on a year-round basis.

Flathead Lake Biological Station

The Flathead Lake Biological Station is a UM field research and education facility located at Yellow Bay on Flathead Lake near Glacier National Park. Researchers work on environmental issues worldwide and a focus on the limnology of the Flathead River-Lake ecosystem. FLBS is about 90 miles north of Missoula at Yellow Bay. Lake County law enforcement authorities provide service to the station on a year-round basis.

Daly Mansion

Located just north of the City of Hamilton, this historic mansion and grounds are a state-owned property managed by the Daly Mansion Preservation Trust in partnership with UM. The Ravalli County Sheriff's Department provides first responder law enforcement to this location.

C. Academic Buildings and Security Considerations for the Maintenance of Campus Facilities

Academic and Administrative Buildings

UM's Mountain Campus is generally open to the public. Academic buildings are open 7:00 am to 8:00 pm Monday through Friday and on weekends as needed. Administrative buildings are open from 8:00 am to 5:00 pm Monday through Friday.

The University Center and the Mansfield Library are open to the public during scheduled hours. UM hosts art, music, cultural, and sporting events which are open to the public.

Administrative and academic buildings at Missoula College campuses are open from 7:00 am to 9:00 pm Monday through Thursday and until 5:00 pm on Fridays.

Bitterroot College administrative offices are open from 8:00 am to 5:00 pm Monday through Friday. Academic areas for student computer use and study areas are open 8:00 am to 8:00 pm Monday through Thursday, and until 7:00 pm on Friday. Libraries at these campuses are open to the public during scheduled hours.

UMPD monitors the issuance of keys and access to buildings. Access to classrooms and laboratories is limited to those whose work and study in those areas. Access to any building after hours is limited to those who have been issued keys or granted electronic access based on a demonstrated need.

8. University of Montana Response to Gender and Sexual Violence

A. Statement of Policy

The University of Montana is committed to providing its community members with an environment conducive to the pursuit of knowledge and free from violence. UM strives to prevent sexual assault, dating violence, domestic violence, and stalking in addition to other acts

of sexual misconduct and sexual harassment. The University has adopted the Discrimination, Harassment, Sexual Misconduct, Stalking, and Retaliation policy (“Sexual Misconduct Policy”). This policy defines and prohibits these acts as well as other forms of discrimination and retaliation. The Sexual Misconduct Policy applies to conduct that occurs on campus and off campus. The policy definitions are included later in this report. The complete version of UM’s [Sexual Misconduct Policy](http://www.umt.edu/policies/browse/personnel/discrimination-harassment-sexual-misconduct-stalking-and-retaliation) can be found at <http://www.umt.edu/policies/browse/personnel/discrimination-harassment-sexual-misconduct-stalking-and-retaliation>.

UM has a strong, coordinated program of targeted educational events, materials, and programs addressing violence prevention, bystander intervention, and risk reduction. Various campus departments and organized groups are involved, including the Campus Assault Prevention Coordinator, the EO/Title IX Coordinator, the Student Advocacy Resource Center (SARC), Curry Wellness, the Dean of Students, the Women’s Center, UMPD, and the Residence Life Office. These prevention and awareness programs are described more fully later in this report.

The Discrimination Grievance Procedures adopted by UM describe what will happen once the University receives a report of sexual assault, dating violence, domestic violence and/or stalking. The procedures outline the provision of a prompt, fair, and impartial investigation and resolution and rights to appeal. Retaliation for participating in any such investigation or other part of the process, for reporting an incident, or for opposing any conduct forbidden by the policy is prohibited. More discussion of these procedures is included later in this report. The policy can also be found on the [Equal Opportunity website](http://www.umt.edu/eo) at <http://www.umt.edu/eo>.

B. UM Sexual Misconduct Policy Definitions

Sexual misconduct is prohibited under the Discrimination, Harassment, Sexual Misconduct, Stalking, and Retaliation policy. Sexual Misconduct includes sexual assault, inducing incapacitation for sexual purposes, sexual exploitation, dating and domestic violence termed “relationship violence,” and stalking.¹ The policy defines these terms.

Sexual Assault means an actual or attempted sexual contact with another person without that person’s consent. **Consent** is informed, freely given, and mutual. If coercion, intimidation, threats, or physical force are used, there is no consent. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption, or being asleep or unconscious. There is no consent when there is force, expressed or implied, or use of duress or deception upon the victim. Silence does not necessarily constitute consent. Past consent to sexual activities does not imply ongoing future consent. Whether an individual has taken advantage of a position of influence over an alleged victim may be a factor in determining consent.

Sexual assault includes, but is not limited to:

1. Involvement in any sexual contact when the victim is unable to consent
2. Intentional and unwelcome touching of, or coercing, forcing, or attempting to coerce or force another to touch a person’s intimate parts (defined as genital area, groin, inner thigh, buttocks, or breast)

¹ While sexual assault and other sexual misconduct are often considered a subset of “sexual harassment,” for purposes of this policy and the consequences that may result from violating this policy, the terms are distinct.

3. Sexual intercourse without consent, including acts commonly referred to as “rape”

Inducing Incapacitation for Sexual Purposes includes using drugs, alcohol, or other means with the intent to affect or having an actual effect on the ability of an individual to consent or refuse to consent to sexual contact (as “consent” is defined in this policy).

Sexual Exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for anyone’s advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity
- Non-consensual distribution of photos, other images, or information of an individual’s sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information
- Going beyond the bounds of consent (such as letting your friends hide in the closet to watch you having consensual sex)
- Engaging in non-consensual voyeurism
- Knowingly transmitting an STI such as HIV to another without disclosing your STI status
- Exposing one’s genitals in non-consensual circumstances, or inducing another to expose his or her genitals
- Possessing, distributing, viewing, or forcing others to view illegal pornography

Relationship Violence is abuse or violence between partners or former partners involving one or more of the following elements:

- Battering that causes bodily injury
- Purposely or knowingly causing reasonable apprehension of bodily injury
- Emotional abuse creating apprehension of bodily injury or property damage
- Repeated telephonic, electronic, or other forms of communication – anonymously or directly – made with the intent to intimidate, terrify, harass, or threaten

Stalking includes repeatedly following, harassing, threatening, or intimidating another by telephone, mail, electronic communication, social media, or any other action, device, or method that purposely or knowingly causes substantial emotional distress or reasonable fear of bodily injury or death.

Retaliation is action taken by an accused individual or an action taken by a third party against any person because that person has opposed any practices forbidden under this policy or because that person has filed a complaint, testified, assisted, or participated in any manner in an investigation or proceeding under this policy. This includes action taken against a bystander who intervened to stop or attempt to stop discrimination, harassment, or sexual misconduct. Retaliation includes intimidating, threatening, coercing, or in any way discriminating against an individual because of the individual’s complaint or participation. Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from opposing practices prohibited by this policy.

C. What to Do If You Are Sexually Assaulted

If you are sexually assaulted, raped, or experience other sexual misconduct, resources are available on and off campus to help you. It is important to preserve evidence in case you decide to press charges. The following are recommendations and resources to assist you in dealing with this crime:

- Get to a safe place as soon as you can.
- Try to preserve all physical evidence. Do not wash, use the toilet, or change clothing if you can avoid it. If you do change clothes, put all clothing you were wearing at the time of the attack in a paper bag (no plastic bags).
- You have the option to notify law enforcement. You may call either the Missoula Police Department (MPD) by calling 911, or the University of Montana Police (UMPD) at (406 243-4000).
- The University's EO/Title IX Coordinator can help you report to law enforcement.
- Notifying the EO/Title IX Coordinator will allow her to help you determine whether the University can provide interim measures such as academic accommodations, support changing a living or working situation, assistance obtaining a no-contact directive on campus or a city court protective order, referral to a counselor on or off campus, referral to medical care on or off campus, assistance with obtaining information about visa or immigration issues, legal issues, or transportation options.
- UM will provide such accommodations and assistance if the victim requests them and they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. The EO/Title IX Coordinator can also start the conversation with you about a campus investigation.
- Get medical attention as soon as possible to make sure you are physically well and to collect important evidence in the event you may later wish to take legal action. University police can arrange for immediate transport to First STEP, a community medical service provided free of charge at St. Patrick's Hospital. First STEP provides medical care and evidence collection for victims of sexual assault in a safe and private environment, 24 hours a day; call (406 329-5776). Nurses are trained to collect evidence, administer medication for the prevention of STDs and pregnancy, and provide information and referrals. If an individual thinks he or she has been drugged, First STEP will provide toxicology testing. All evidence can be stored for up to one year. Going to First STEP does not trigger a law enforcement or University report of sexual assault. SARC counselors partner with First STEP and are available to go with you. SARC counselors can be reached at (406 243-6559).
- Talk with an advocate or a counselor serving in a professional role in which communication is privileged under Montana law (e.g. medical providers, licensed professional counselors, rape crisis counselors). They can help explain your options, give you information, and provide emotional support. On campus, SARC provides confidential counseling services to UM students who have experienced sexual or relationship violence, stalking, or harassment (406-243-6559). These resources do not have to report to the EO/Title IX Coordinator as other UM employees would. Talking with SARC does not start a campus or law enforcement investigation.
- Curry Health Center (CHC) Medical Clinic is available to UM students (406-243-2122). Curry Health Center can assist with most medical concerns including pregnancy and STD testing following an assault. CHC does not collect evidence in cases of sexual assault (for that, see information about First STEP above). CHC providers do not have to report to the EO/Title IX Coordinator as other UM employees would. Talking with

Curry Health Center professionals does not start a campus or law enforcement investigation.

- If the other person involved is a UM student, consider obtaining a University no-contact directive (also called a no-contact order) through the Title IX Coordinator (406-243-5710) or the Dean of Students (406-243-5225). A no-contact directive is an official warning from the University to the other person that they must avoid contact with you or potentially face disciplinary consequences under the UM Student Conduct Code. The specific expectations of the no-contact directive can be adjusted to fit the needs of the case. If you contact the Title IX Coordinator or the Dean of Students about a no-contact directive, they will meet with you to describe the process and talk about next steps.
- Develop a safety plan. Speak with a University counselor or advocate. For an appointment contact SARC or Counseling Services (406-243-6559) located at the Curry Health Center. The Title IX Coordinator can also assist you (406-243-5710).

Additional information about reporting options and resources is available on the UM [Sexual Misconduct website](http://www.umt.edu/sexualmisconduct) at <http://www.umt.edu/sexualmisconduct>.

D. What to Do If You Experience Dating Violence Domestic Violence or Stalking

If you are in an abusive relationship:

You have choices. Remember that no one deserves to be abused; it is not your fault. The following are recommendations and resources to assist you in dealing with this crime. You can:

- Seek medical attention for any injuries; visit Curry Health Center or a hospital or consult a private physician; ask your physician about documenting your injuries.
- Find someone you can safely talk to about the situation: a friend, family member, and/or contact support services such as SARC or the YWCA for more information or support; services can be provided anonymously and you do not have to give your name. An advocate or counselor will talk with you about your options and rights and offer you any referrals you may need. SARC 24-hour support line: (406-243-6559) ~ YWCA 24-hour crisis line: (800-483-7858). Report abuse to law enforcement or to the University's EO/Title IX Coordinator. The EO/Title IX Coordinator can help you report to law enforcement.
- Notifying the EO/Title IX Coordinator will allow her to help you determine whether the University can provide interim measures such as academic accommodations, support changing a living or working situation, assistance obtaining a no-contact order on campus or a city court protective order, referral to a counselor on or off campus, referral to medical care on or off campus, assistance with obtaining information about visa or immigration issues, legal issues, transportation options. UM will provide such accommodations and assistance if the victim requests them and they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. The EO/Title IX Coordinator can also start the conversation with you about a campus investigation.
- Obtain a Temporary Order of Protection through the city of Missoula; for assistance, contact the [Crime Victim Advocate Program](http://www.missoulacounty.us/government/civil-criminal-justice/crime-victim-advocate-program) (<http://www.missoulacounty.us/government/civil-criminal-justice/crime-victim-advocate-program>; 406-258-3830).
- If the other person involved is a UM student, consider obtaining a University no-contact directive (also called a no-contact order) through the Title IX Coordinator (406-243-5710) or the Dean of Students (406-243-5225). A no-contact directive is an official warning

from the University to the other person that they must avoid contact with you or potentially face disciplinary consequences under the UM Student Conduct Code. The specific expectations of the no-contact directive can be adjusted to fit the needs of the case. If you contact the Title IX Coordinator or the Dean of Students about a no-contact directive, they will meet with you to describe the process and talk about next steps.

- Develop a safety plan. Speak with a University counselor or advocate. For an appointment contact SARC or Counseling Services (406-243-6559) located at the Curry Health Center. The Title IX Coordinator can also assist you (406-243-5710).
- Keep the number of your local support line somewhere safe and accessible (406-243-6559).

If you are being stalked:

You have choices. Early intervention is critical. Most stalking does not end on its own. Recognizing stalking behavior is the first step. Many people minimize the seriousness of stalking by assuming that the stalker has poor social skills or misplaced romantic notions. There are several signs that indicate stalking behavior. Trust your feelings. The following are recommendations to assist you in dealing with this crime. You can:

- Develop a safety plan. Speak with a University counselor or advocate; for an appointment contact SARC or Counseling Services (406-243-6559) located at the Curry Health Center. The Title IX Coordinator can also assist you (406-243-5710).
- Develop a network of support such as resident assistants, friends, family, or SARC advocates.
- Clearly state that you are not interested in the attention of the stalker and that you want the behavior to stop.
- Develop documentation of stalking incidents (assistance is available through SARC).
- Report the behavior to law enforcement.
- Obtain a University no-contact directive through the Title IX Coordinator (406-243-5710) or the Dean of Students (406-243-5225). They will meet with you to talk about next steps.
- Obtain a Temporary Order of Protection through the city of Missoula; for assistance, call SARC (406-243-6559) or the Crime Victim Advocates office (406-258-3830).
- Contact law enforcement, SARC, or the YWCA for assistance.
- Keep the number of your local support line somewhere safe and accessible. SARC 24-hour support line: 406-243-6559 ~ YWCA 24-hour crisis line: 406-542-1944.
- Contact support services such as SARC or the YWCA for more information or for support. You do not have to give your name; a counselor or advocate will talk with you about your options and rights and offer you information about referrals you may need.
- The EO/Title IX Coordinator can help you report to law enforcement.
- Notifying the EO/Title IX Coordinator will allow her to help you determine whether the University can provide interim measures such as academic accommodations, support changing a living or working situation, assistance obtaining a no-contact order on campus or a city court protective order, referral to a counselor on or off campus, referral to medical care on or off campus, assistance with obtaining information about visa or immigration issues, legal issues, transportation options. UM will provide such accommodations and assistance if the victim requests them and they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. The EO/Title IX Coordinator can also start the conversation with you about a campus investigation.

E. Reporting to the University, Health and Other Interim Protective Measures, and Written Notification

The Role of the University Title IX Coordinator

The Equal Opportunity and Affirmative Action Office, through UM's Title IX Coordinator, who is housed in that office ("EO/Title IX Coordinator"), investigates reports of sexual misconduct to determine whether it is more likely than not (preponderance of evidence standard) that there has been a violation of the University Sexual Misconduct Policy. UM has no Deputy Title IX Coordinator. The EO/Title IX Coordinator and any investigators are specifically trained in how to conduct the investigation.

Upon receiving a report of sexual misconduct, the EO/Title IX Coordinator will evaluate the information received and determine what further actions should be taken by following the procedures described in the University's Discrimination Grievance Procedures. The EO is not an advocate for either the Complainant or the Respondent. The EO/Title IX Coordinator will take steps, either directly or through a reporting employee, to provide information about the Discrimination Grievance Procedures to someone who is reporting sexual misconduct.

The EO/Title IX Coordinator will describe the process of a fair and impartial investigation and also the confidentiality provisions. Typically, the investigation phase of the process will be completed within 20 days of receipt of the complaint. If it becomes necessary to extend the process, both parties will be notified of a revised expected resolution timeframe. Those provisions are described more fully later in this report. The EO/Title IX Coordinator will explain the rights of the Respondent to review and respond to allegations and evidence against him or her. She will explain to both parties their rights to have a person of support, including a union representative or an attorney, with them during their interviews and if there should be an appeal. Both parties will be notified simultaneously if there are any changes to initial results and when the results are final.

The EO/Title IX Coordinator will also explain to parties and witnesses that retaliation for reporting alleged violations of the policy, or participating in an investigation of an alleged violation, is strictly prohibited and that any retaliation should be immediately reported and will be promptly addressed. All of these provisions, including the rights of both parties throughout the process and on appeal, are in the Sexual Misconduct Policy and the Discrimination Grievance Procedure.

Written Notification

When the EO/Title IX Coordinator receives a report that a student or employee has been the victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurs on or off campus, she will provide a written notification through email to the complainant about rights and reporting options, notice of available assistance, and notice of how to request interim measures. The notification also includes information about how to contact the Title IX Coordinator to discuss starting a University investigation.

Resource Guide

In addition to assuring the Title IX Coordinator provides information to victims upon receipt of a report, UM also regularly provides written information to all members of the campus community through a *Sexual Harassment and Sexual Assault Resource Guide* printed and distributed by the EO/Title IX Coordinator and SARC. This resource guide describes sexual harassment and sexual assault and provides suggested steps for what someone should do if they have been sexually assaulted. It describes UM's policy on dating violence, domestic violence, sexual assault, stalking, and sexual harassment, and options for reporting to the Title IX Coordinator, to

UMPD, and/or local law enforcement. Numerous resources are also provided with contact information, addresses, phone numbers, email addresses, and websites.

The resource guide is given to all residence hall students at floor meetings at the beginning of each semester. It is also made available through many other venues around campus, including the SARC office, the Curry Health Center, and the Dean of Students office. An electronic version is available on the EO/Title IX Coordinator's website. In responding to calls about possible dating violence, domestic violence, sexual assault, or stalking, UMPD officers also hand out the resource guide directly to victims as part of a resource packet.

Resources and Interim Protective Measures

The EO/Title IX Coordinator will provide available health and advocacy resources both on and off campus to complainants and respondents. These resources are described more fully in the section titled "Personal Safety Options." The EO/Title IX Coordinator will also provide options and, if requested, assistance for making a report to law enforcement. Such notification to law enforcement starts a criminal investigation. This is different from a University administrative process under the policies.

- The EO/Title IX Coordinator will fulfill UM's obligation to implement interim measures to ensure the safety of the complainant and that the complainant's educational experience is not jeopardized.
- Notifying the EO/Title IX Coordinator will allow her to help the complainant determine whether UM can provide interim measures such as academic accommodations, support changing a living or working situation, assistance obtaining a no-contact order through the University or a city court protective order, referral to a counselor on or off campus, referral to medical care on or off campus, assistance with obtaining information about visa or immigration issues, legal issues, and transportation options.
- UM will provide such accommodations and assistance if the victim requests them and they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.
- The EO/Title IX Coordinator can also start the conversation with a victim about a campus investigation.

The EO/Title IX Coordinator will also take and address reports of retaliation.

How to Report to the University Title IX Coordinator

Reports to the EO/Title IX Coordinator may be made via several avenues:

- Call the EO/Title IX Coordinator office at (406) 243-5710 and leave a private voice message
- Send a confidential email to one of the EO/Title IX Coordinator staff at eoaa@umontana.edu
- File a complaint or report on the form available on the [EO/Title IX Coordinator website](http://www.umt.edu/eo) (www.umt.edu/eo)
- Mail a letter to the EO/Title IX Coordinator office at Brantly Hall, 115, Missoula MT 59812 or
- Visit one of the EO/Title IX Coordinator staff in Brantly Hall, 115

Anonymous and Third-Party Reports to the University Title IX Coordinator

The EO/Title IX Coordinator accepts anonymous and third-party reports of conduct and will follow up on such reports. The individual making the report is encouraged to provide as much

detailed information as possible to allow the coordinator to investigate and respond as appropriate. The EO/Title IX Coordinator may be limited in the ability to investigate an anonymous report unless sufficient information is furnished to her to conduct a meaningful and fair investigation.

F. Mandatory Employee Reporting to the University

In order to enable UM to respond effectively and to stop instances of sexual misconduct involving students proactively, all University employees must, within 24 hours of receiving the information, report all information they have about alleged or possible sexual misconduct involving UM students to the EO/Title IX Coordinator.

Employees who are statutorily prohibited from reporting such information are exempt from these reporting requirements. These confidential employees at UM include the professional counselors through Counseling Services at the Curry Health Center, all medical professionals at Curry Health Center, SARC advocates and counselors, and counselors at the Clinical Psychology Center.

G. Confidentiality of Complaints and Reports

UM is committed to protecting the privacy of all individuals involved in an investigation and resolution of a report under this policy. UM is also committed to providing assistance to help students, employees, and third parties make informed choices. With respect to any report under this policy, UM will make reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate prohibited conduct, prevent its recurrence, and remedy its effects.

The integrity of any investigation process depends on ensuring reasonable expectations of confidentiality. UM will keep confidential the complaint, report, witness statements, and any other information provided by the complainant, respondent, or witnesses and will disclose this information only to these parties: to the complainant, respondent, or witnesses as necessary to give fair notice of the allegations and to conduct the investigation; to law enforcement consistent with state and federal law; to other UM officials as necessary for coordinating interim measures or for health, welfare, and safety reasons; and to government agencies that review UM's compliance with federal law.

If a reporting party or complainant requests that an investigation not be conducted, the EO/Title IX Coordinator will consider the reasons for the request, including concerns about continued safety of the person reportedly harmed and members of the campus community. The EO/Title IX Coordinator must also balance considerations about the continued health and safety of members of the community against a reporter's or complainant's desire not to have the report investigated. In cases when a reporting party or complainant does not want to have a report investigated, but the coordinator has concerns that not taking formal or informal action might endanger the health or safety of members of the campus community, she will initiate confidential consultation with appropriate individuals to analyze the situation and assist in determining appropriate measures to take. Consultation may occur with the Dean of Students, chair(s) of the Behavioral Intervention Team (BIT), UMPD, Clery Compliance Officer, Director of SARC, psychological health professionals, Director of Residence Life, Director of Human Resources, and legal counsel. The EO/Title IX Coordinator will make the ultimate decision about whether to conduct a formal investigation or respond to the report in another manner, including taking informal or interim support actions.

Pursuant to the Clery Act, UM includes statistics about Clery-reportable offenses in this Annual Security Report and provides those statistics to the U.S. Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident. The Clery Act also requires UM to issue timely warnings or emergency notifications to the University community about certain crimes that have been reported and may continue to pose a serious or continuing threat to students and employees. Consistent with the Clery Act, UM withholds the names and other personally identifying information of complainants when issuing timely warnings or emergency notifications to the campus community, and in the maintenance of the daily crime log.

UM will also maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. For example, information related to a report of prohibited conduct will be shared with a limited circle of UM employees who “need to know” in order to assist in the assessment, investigation, and resolution of the report. All employees who are involved in UM’s response to reports of prohibited conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

Confidential Employees

Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Montana law.

UM has designated individuals who have the ability to have confidential communications as “confidential employees.” When information is shared by an individual with a confidential employee or a community professional with the same legal protections, the confidential employee (and/or such community professional) cannot reveal the information to any third party except when an applicable law or a court order requires or permits disclosure of such information. For example, information may be disclosed when: (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18. Confidential employees are excluded from the obligation other UM employees have to report to the Title IX Coordinator.

At the University of Montana, confidential employees are all counselors through Counseling Services at Curry Health Center, all medical professionals at Curry Health Center, SARC advocates and counselors, and counselors at the Clinical Psychology Center.

FERPA and HIPPA Privacy

UM follows state and federal law with regard to student records. The privacy of student educational records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA). The privacy of an individual’s medical and related records generally is protected by the Health Insurance Portability and Accountability Act (HIPAA).

H. Amnesty for Drug or Alcohol Possession or Consumption Violations

UM strongly encourages students to report instances of misconduct involving other students. Students who report information about sexual misconduct involving other students will not be disciplined by UM for any violation of the University’s drug or alcohol possession or consumption policies in which they might have engaged in connection with the reported

incident. This statement regarding amnesty can be found in UM's [Sexual Misconduct Policy](http://www.umt.edu/policies/browse/personnel/discrimination-harassment-sexual-misconduct-stalking-and-retaliation) at <http://www.umt.edu/policies/browse/personnel/discrimination-harassment-sexual-misconduct-stalking-and-retaliation>.

I. UM Education Programs for Sexual Violence Prevention

UM prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as defined by the Clery Act. (For more information about how these terms are defined under the Clery Act, see Section 11 of this report).

Violence prevention and education encompasses multiple strategies designed to reduce the occurrence of dating violence, domestic violence, sexual assault, and stalking. Prevention strategies involve empowering the campus community to examine, question, and change the social, cultural, political, and environmental factors that influence violence.

UM considers education to be a primary defense against discrimination, harassment, sexual misconduct, stalking, and retaliation. The EO/Title IX Coordinator has received detailed training about best practices to identify, investigate, and work to address instances of sexual violence against UM students. The Campus Assault Prevention Coordinator, who is also the Director of SARC, has also received extensive training in prevention and education related to dating violence, domestic violence, sexual assault, and stalking and provides extensive opportunities for trainings and educational programs throughout the campus community. The Dean of Students, who may be involved in coordinating interim actions in sexual misconduct cases, and who is responsible for issuing sanctions for students who have been found to have violated UM's sexual misconduct policy, has also received detailed training about best practices in student conduct, Title IX policies and procedures, and adjudication of sexual misconduct cases in a higher education setting.

UM also provides anti-discrimination training to all new employees, which includes training about sexual misconduct involving students.

Educational efforts and discussions relating to the topics of sexual assault and alcohol begin for all students when they first visit the campus as part of New Student Orientation. Programs are reinforced throughout the year by media campaigns, outreach events, and other presentations in the residence halls and fraternity and sorority houses. The EO/Title IX Coordinator, SARC, and other professionals from the campus community provide training to numerous campus groups, including student athletes.

Primary prevention programs are defined as:

Programming, initiatives, and strategies intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Awareness programs are defined as:

Community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge, and share information and resources to prevent violence, promote safety, and reduce perpetration.

The following is a listing of UM's primary prevention and awareness programs in the areas of dating violence, domestic violence, sexual assault, sexual harassment, retaliation, and stalking

for students and employees. Programs are grouped in two categories: (a) Bystander intervention programs and (b) Risk reduction programs.

Bystander Intervention and Risk Reduction Programs

Bystander Intervention Programs

Bystander intervention consists of safe and positive actions that may be carried out by an individual or individuals to prevent harm or intervene when there is risk of an occurrence of prohibited conduct. It also includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. The following is a list of specific bystander intervention programs offered for UM students and employees:

Bystander Intervention Programs for Students

Orientation “Slice of Life” Skits and Follow-Up Discussion (*Primary prevention*)

The UM Advocates present skits at summer orientations to new students that address such topics as sexual assault, alcohol, bystander intervention, peer pressure, and campus resources. The skits are followed by separate panel presentations for parents (facilitated by UM staff and administrators) and students (facilitated by UM Advocates) to process the information presented, answer questions, and ensure that new students and parents have complete and current information about campus resources about dating violence, domestic violence, sexual assault, stalking, and many other issues.

Training for Resident Assistants (RAs) (*Primary prevention*)

SARC, EO/Title IX, and UMPD train all Resident Assistants. Presentations from SARC include information about SARC services and about interpersonal violence (including dating violence, domestic violence, sexual assault, and stalking), healthy relationships, how to support students in crisis, and other pertinent topics. SARC also works with RAs as they develop applied skills using the Behind Closed Doors curriculum. Training from the Title IX Coordinator also covers reporting options, UM policies and procedures for reporting, investigating, and adjudicating cases, and information about the local criminal justice system.

Resident Assistant (RA) Training – Behind Closed Doors (*Primary prevention*)

RA training each fall and spring before the new semester begins culminates in a role-play activity in which new RAs are required to respond to various scenarios that they will likely encounter with residence hall students. Scenarios include topics such as dating violence, domestic violence, sexual assault, stalking, drug or alcohol use, partying, unhealthy choices, peer pressure, and risks associated with unhealthy choices related to alcohol or drug use.

The role-plays are facilitated by trained professional staff from Residence Life, SARC, and the Curry Health Center. Information about the campus discipline system in response to violations of UM policies or local laws, and information about campus resources and referrals for students facing any of the issues discussed is emphasized.

Bystander Intervention Training for Juniors (*Primary Prevention*)

SARC staff received training to teach *Bringing in the Bystander* and adapted this curriculum to fit Missoula campus culture. The purpose of the program is to inform every student of the importance of bystander intervention in overall campus safety and to promote empowerment to act, as necessary to support safety for all, including potential victims of sexual assault. The goal

is to reduce the incidence of sexual assault on our campus. In 2015-2016, juniors at UM were required to complete Bystander Intervention Training.

Bystander Intervention Training for Residence Hall Students (*Primary prevention*)

SARC trains first-year students living in the residence halls on bystander intervention. This training provides education regarding resources, consent, and bystander intervention. Over time, the objective of these intensive efforts is to inform every student of the importance of bystander intervention in overall campus safety and to promote empowerment to act, as necessary, to support safety for all, including potential victims of dating violence, domestic violence, sexual assault, and stalking.

Step Up – Residence Life Program (*Primary prevention*)

Step up is a program presented by the Residence Life Office each fall to all incoming residence hall students. The program is grounded in bystander intervention philosophy and presents information about a wide array of situations where students are encouraged to stand up and say something when they see anything that is not right. Scenarios cover such topics as alcohol use, drug use, sexual assault, and mental health.

Advocates for Nonviolence (*Awareness*)

SARC oversees the student group called Advocates for Nonviolence. This group helps SARC conduct a number of awareness-raising events focused on sexual assault, relationship violence, and discrimination.

Bystander Intervention Programs for Employees

Discrimination Prevention Tutorial (*Primary Prevention*)

All UM employees are required to know about discrimination, sexual harassment, and sexual misconduct laws and policies. To help train employees on these laws and policies, UM has developed a mandatory 20-minute tutorial on discrimination and sexual harassment prevention. The Discrimination Prevention Tutorial explains what constitutes discrimination and harassment, how to report an incident, and UM procedures for responding to a report of an incident. The tutorial is available on UM's online course management system, Moodle.

Human Resource Services (HR) notifies all new employees about the Discrimination Prevention Tutorial on a monthly basis, and any employee who has not completed it receives a follow-up reminder from HR.

Department Chair Essentials – Orientation for Department Chairs (*Awareness*)

UM's Faculty Development Office offers programming for department chairs upon request designed to inform about employment laws and provisions under the Collective Bargaining Agreement, address how to approach scenarios commonly faced by department chairs, and inform chairs of campus resources and support personnel. Presenters included UM Legal Counsel, EO/Title IX Coordinator, Director of Labor Relations for Human Resources, and the Grievance Officer for the University Faculty Association.

Staff Senate Panel Discussion – The Bottom Line on Title IX (*Awareness*)

UM's Staff Senate hosted a series of development opportunities for staff. The first panel discussion centered on dating violence, domestic violence, sexual assault, stalking, and discrimination prevention and response. Panelists included representatives from SARC, EO/Title IX, and UMPD. Panelists answered questions about their roles in prevention and education about sexual assault, mandatory reporting responsibilities of UM staff members, and

steps in the reporting and investigative process. Panelists also provided information about campus resources and referrals.

The Bottom Line on Title IX: Discrimination, Sexual Assault and Your Responsibility (Awareness)

This program was provided to UM employees in October 2015 and provided a focus on what employees need to know about Title IX, dating violence, domestic violence, sexual assault, stalking, and discrimination in the campus community, and employees' responsibility to report to the Title IX Coordinator. Presenters outlined UM's Discrimination Policy and procedures for a University investigation, how to respond if a student shares that they have been the victim of sexual misconduct, mandated reporting obligations for employees, support and interim measures available to students who report to the Title IX Coordinator, the meaning of confidentiality in the context of sexual misconduct cases, and UM's emphasis on changing our campus through bystander intervention training for students and employees.

Bystander Intervention Training for Employees (Primary Prevention)

Programs on bystander intervention training are offered to all UM employee groups and students upon request.

Title IX and VAWA Training for Employees (Awareness)

Programs on Title IX and VAWA requirements are offered to all UM employee groups, departments and students upon request.

Title IX and VAWA Training for Coaches (Awareness)

This program was provided to UM employees in October 2015 and provided a focus on what employees need to know about Title IX, dating violence, domestic violence, sexual assault, stalking, and discrimination in the campus community, and employees' responsibility to report to the Title IX Coordinator. Presenters outlined UM's Discrimination Policy and procedures for a University investigation, how to respond if a student shares that they have been the victim of sexual misconduct, mandated reporting obligations for employees, support and interim measures available to students who report to the Title IX Coordinator, the meaning of confidentiality in the context of sexual misconduct cases, and UM's emphasis on changing our campus through bystander intervention training for students and employees.

Title IX and VAWA Training for Curry Health Center Employees (Awareness)

This program was provided to UM employees in October 2015 and provided a focus on what employees need to know about Title IX, dating violence, domestic violence, sexual assault, stalking, and discrimination in the campus community, and employees' responsibility to report to the Title IX Coordinator. Presenters outlined UM's Discrimination Policy and procedures for a University investigation, how to respond if a student shares that they have been the victim of sexual misconduct, mandated reporting obligations for employees, support and interim measures available to students who report to the Title IX Coordinator, the meaning of confidentiality in the context of sexual misconduct cases, and UM's emphasis on changing our campus through bystander intervention training for students and employees.

Risk Reduction Programs

Risk reduction consists of options designed to decrease perpetration and bystander inaction and to increase empowerment in an effort to promote safety and to help individuals and communities address conditions that facilitate violence. The following is a list of specific risk reduction programs offered for UM students and employees:

Risk Reduction Programs for Students

Mandatory Online Tutorial for All New Students – PETSA (*Primary prevention*)

PETSA (Personal Empowerment through Self-Awareness) is the cornerstone of UM's campaign to address issues of sexual violence. This is an online tutorial designed to educate the campus community about dating violence, domestic violence, sexual assault, stalking, sexual harassment, retaliation, and reporting options. PETSA also covers UM policies and procedures for reporting, investigating, and adjudicating cases; local and state laws; and the local criminal justice system. The tutorial provides information about the risks posed by drugs and alcohol, information about bystander intervention, and detailed information about consent.

Mandatory Online Tutorial for All New Students – AlcoholEdu (*Primary prevention*)

AlcoholEdu is an online prevention education program provided by EverFi, a national company that provides prevention education programs in several areas, including drug and alcohol use and abuse, campus sexual assault, and financial literacy. AlcoholEdu provides information on the use and effects of alcohol as well as prevention and risk-reduction tips and connections with healthy sexuality and sexual violence. Part 1 takes approximately 1.5-2 hours to complete. Students may take Part 2 after an intersession period designed to provide the institution an opportunity to assess behavioral/attitudinal change over time.

SARC Participation in New Student Orientations (*Awareness*)

SARC participates in New Student Orientation at the beginning of each semester. The SARC Director serves on the parent panel and answers any questions parents have that fall within SARC's role. SARC also does tabling and outreach with new students and parents to connect personally with students and to offer information about SARC. SARC also participates in American Indian Student Services Orientation, International Student Orientation, and Missoula College Orientation.

Peers Reaching Out (PRO) Programs on Alcohol, Drugs, Healthy Sexuality, & Sexual Violence (*Awareness*)

Peer Reaching Out (PROs) through the Curry Health Center present numerous peer-led programs to student audiences throughout the year on such topics as alcohol use and abuse, drug use and abuse, healthy sexuality, sexual assault, and sexual violence. PROs present programs to numerous residence hall audiences and UM classes. Programs addressing these topic areas are also included as part of a Wellness Series offered to the campus community by student PROs.

Students may become PROs by taking a 3-credit class, "Introduction to Peer Health Education," that addresses health topics impacting college students such as drug and alcohol use and abuse, safer sex, healthy relationships, mental health, suicide prevention, stress management, and sexual violence.

As one example, PROs facilitated a program in April 2015 to residence hall students, Safe-Sex Bingo. The purpose of the program was to provide education to students about the use of alcohol and drugs, and intersections with healthy sexuality and sexual violence.

Beer Goggles – Alcohol, Healthy Relationships, and Sexual Assault (*Primary prevention*)

Beer Goggles is a multimedia presentation created by Student Wellness at Curry Health Center. It is an educational program that uses video and live performances by students telling their personal stories that is designed to address topics including alcohol and drug use and abuse among college students, healthy relationships, sexual assault, and relevant campus resources.

Beer Goggles is presented in the fall to all incoming first-year students during the first two weeks of school. UM has presented the program at national conferences to rave reviews.

Not In Our State (NIOS) Sexual Assault Summit – November 2015 (Awareness)

In November 2015, UM hosted the fourth annual Montana University System Not in Our State Sexual Assault Summit (NIOS). The summit provides students, higher education leaders, and community professionals an opportunity to participate in an educational training program informed by best practices in dating violence, domestic violence, sexual assault, and stalking prevention, advocacy, and campus response. The program was open to students, faculty and staff from across the state of Montana, and interested community members.

Don't Cancel that Class – Classroom Presentations (Awareness)

Upon request, SARC staff teaches classes in an instructor's absence. The program, called Don't Cancel That Class, covers such topics as providing quality first response, participating fully in healthy relationships, using self-care to promote good mental health and resiliency, preventing suicide, recognizing and addressing relationship violence dynamics, supporting survivors of sexual assault, and addressing rape myths (using UM climate survey data).

Dating 101 for International Students (Awareness)

SARC coordinates program for international students on topics related to dating and American culture. The training is focused through a general American cultural lens to emphasize the importance of understanding relevant local/national laws and U.S. societal rules. Presenters rely heavily on discussion to bring in other worldviews. Specific topics include dating norms in different cultural contexts, including those of the presenters and participants. The primary goal of this session is to create a comfortable environment in which participants can openly discuss norms associated with dating and romantic relationships in the U. S.

Sex Talks (Awareness)

Sex Talks offers a series of topics for students that allows them to have fun and also to have serious discussions about healthy, safe, consensual, and respectful relationships, and also awareness about consent. Five sessions were sponsored during the fall semester by the University Center's Student Involvement Network; all students were invited to attend.

Sexpressions (Awareness)

A week of programming for students included guest speakers on the topics of fun, safe, healthy, consensual, and respectful relationships and consent. Sponsored by the University Center's Student Involvement Network; all students were invited to attend.

SARC Student Involvement – Advocacy, Outreach and Education (Awareness)

Each year SARC trains 15-20 advocates to provide advocacy services and education. They help staff SARC's 24-hour student support line and they participate in outreach events. These advocates receive 40 hours of specialized training focused on supporting those affected by sexual assault, relationship violence, and discrimination. Training includes information about healthy relationships, suicide prevention, Title IX/EOAA policy, and Montana laws. They triage calls to the support line and connect students with professional staff, as warranted.

Sexual Assault Awareness Month – 2015 (Awareness)

Sexual Assault Awareness Month was a partnership between UM and a local community effort called Make Your Move. The organization presented an interactive theater performance designed to educate and develop skills for preventing sexual violence. The presentation was open to all.

Media, Newsletter, and Poster Campaigns (*Awareness*)

Education is also achieved through various media campaigns. SARC produces print and electronic media poster campaigns to inform students about services, interpersonal violence, sexual assault, and discrimination. Public Service Announcements about SARC services are placed on KBGA, the University student radio station. Every UM student receives “Health Nut,” a monthly electronic magazine put out by Curry Wellness. It addresses a variety of topics including drug and alcohol use, sex, and relationships.

Additional Awareness-Raising Activities (*Awareness*)

SARC hosted a number of events over the past year to help raise awareness about sexual assault and promote primary prevention. These included Light up the Night, an event put on by SARC to raise awareness and support for those affected by relationship violence. SARC also held a number of events during April in honor of sexual assault awareness month. These events included The Hope Quilt Display, an artistic display of support for those impacted by sexual violence; Interactive Theater in Action, a theater event in which participants could practice being a pro-social bystander; Sexual Assault Awareness Month Poetry Slam, which provided information about services available to students who are primary/secondary survivors and offered an opportunity for participants to read poems to raise awareness about sexual assault and to show support and solidarity for survivors; and Interactive Theater in Action, a theater event in which participants could practice being a pro-social bystander.

The SARC Director participated in a panel discussion following a campus screening of the film, *The Hunting Ground*. The SARC Director also participated in and helped lead the Sing Our Rivers Red event-raising awareness about missing and murdered Indigenous women. SARC also presented How to Develop a Comprehensive Community Campaign to End Sexual Violence, a training in partnership with Relationship Violence Services. Additional activities included co-sponsorship of *Slut! The Play*, a production that brings audiences, activists, and artists together and uses storytelling and theater to amplify the vital and compelling voices of teens in the ongoing discussion of sexual assault and slut-shaming in Missoula, across the United States, and in many other communities and nations throughout the world today. SARC also provided resources and information at the Skivvy Dash about services for survivors of domestic/sexual violence and information about consent.

Risk Reduction Programs for Employees

Not In Our State (NIOS) Sexual Assault Summit – November, 2015 (*Awareness*)

In November 2015, UM hosted the fourth annual Montana University System Not in Our State Sexual Assault Summit (NIOS). The summit provides students, higher education leaders, and community professionals an opportunity to participate in an educational training program informed by best practices in dating violence, domestic violence, sexual assault, and stalking prevention, advocacy, and campus response. The program was open to students, faculty and staff from across the state of Montana and interested community members.

Information at New Employee Orientation (*Primary Prevention*)

All new employees are provided information at New Employee Orientation about the mandatory Discrimination Prevention Tutorial, which includes coverage of associated policies related to sexual harassment, sexual assault and sexual violence prevention.

University Council on Sexual Assault (UCSA) (*Primary Prevention*)

The University Council on Student Assault meets regularly throughout the year to examine issues relating to campus policies and procedures that address dating violence, domestic violence, sexual assault, stalking, retaliation, discrimination, and other sexual misconduct. A

trained subset group of the UCSA also conducts regular confidential case reviews (personally identifiable information is eliminated) of reports of dating violence, domestic violence, sexual assault, stalking, and retaliation each semester to identify patterns or areas where UM can improve its response and prevention efforts. UCSA includes staff, faculty, student, and community members.

Understanding Unconscious Bias (*Awareness*)

UM's Faculty Development Office offered a professional development workshop for faculty about unconscious bias and how it impacts the recruitment and retention of faculty and staff, as well as the educational environment for students.

Online Tutorial– PETSA: Available for Employees (*Awareness*)

PETSA (Personal Empowerment through Self-Awareness), described above, is the cornerstone of UM's campaign to address issues of sexual violence. It is a mandatory online tutorial designed to educate the campus community about dating violence, domestic violence, sexual assault, and stalking. PETSA also covers reporting options; UM policies and procedures for reporting, investigating, and adjudicating cases; local and state laws; and the local criminal justice system. The tutorial also provides information about the risks posed by drugs and alcohol, information about bystander intervention, and detailed information about consent. While PETSA is a mandatory online tutorial for students, all UM employees are also welcome to review the tutorial and accompanying resources. All UM employees, as well as returning students who have already taken the tutorial, are encouraged to view and revisit the [PETSA videos and resources](http://www.umt.edu/petsa/) at <http://www.umt.edu/petsa/>.

Just Response Multidisciplinary Team (*Primary prevention*)

UM representatives from UMPD including the Chief of Police and Captain, the Title IX Coordinator, the Director of SARC/Campus Assault Prevention Coordinator, the Dean of Students, and the Vice President for Student Affairs participate in a larger multidisciplinary team in the community of Missoula that works to provide a coordinated response to community violence, especially dating violence, domestic violence, sexual assault, and stalking. Community participants include local law enforcement, YWCA advocates, City and County prosecutors, First Step nurses, Crime Victim Advocates, representatives from child welfare and family services, and other local professionals.

J. Campus Disciplinary Procedures for Gender and Sexual Violence

If a complainant chooses to file a complaint, there are two avenues for resolution of a report regarding dating violence, domestic violence, sexual assault, stalking, and sexual harassment: formal and informal resolution. The complainant has the option to proceed informally, when permissible. In cases involving allegations of sexual assault, informal resolution is not appropriate, even if both the complainant and respondent indicate a preference for informal resolution. The EO/Title IX Coordinator is available to explain the informal and formal resolution procedures.

1. Informal Process and Resolution

If the complainant, the respondent, and the EO/Title IX Coordinator all agree that an informal resolution should be pursued, the EO (or designee) shall attempt to facilitate a resolution of the conflict that is agreeable to all parties. Under the informal process the EO shall be required only to conduct such fact-finding as is useful to resolve the conflict and as is necessary to protect the interests of the parties, the University and the community. Typically, an informal investigation will be completed within 20 days of receipt of the complaint. If it becomes necessary to extend the process, both parties will be notified of a revised expected resolution timeframe.

A complainant or respondent always has the option to request a formal investigation. The EO also always has the discretion to initiate a formal investigation. If at any point during the informal process, the complainant, the respondent, or the EO wishes to cease the informal process and to proceed through formal grievance procedures, the formal process outlined below will be invoked.

The informal resolution must adequately address the concerns of the complainant, as well as the rights of the respondent and the overall intent of the University to stop, remedy and prevent policy violations. (Informal actions might include, but are not limited to: providing training to a work unit; having an informal discussion with an individual whose conduct, if not stopped, could rise to the level of discrimination, or hostile environment harassment; or having a confidential conversation with a supervisor or instructor).

2. Formal Process

(EO refers to the EO/Title IX Coordinator or trained designee.)

Step 1: EO discusses concerns with the complainant, and the respondent as appropriate, including providing information about the policy and procedures and other helpful resources. EO also considers whether immediate or interim actions or involvement of other University offices is appropriate. EO determines whether the office has jurisdiction to investigate the matter. The EO only has jurisdiction to investigate complaints alleging discrimination, harassment, sexual misconduct, stalking, and retaliation.

Option 1: If the EO determines that there is no jurisdiction, the EO will offer to assist the complainant and, as appropriate, the respondent, in finding appropriate campus and off-campus resources for addressing the issue of concern.

Option 2: If the EO determines that there is jurisdiction, the EO will proceed to Step 2.

Step 2: EO conducts or oversees the conducting of a fair and impartial investigation of the alleged policy violation and proceeds to Step 3. Typically an investigation will be completed within 20 days of receipt of the complaint. If it becomes necessary to extend the process, both parties will be notified of a revised expected resolution timeframe.

Only a trained investigator will conduct an investigation. Respondents will have the opportunity to review and respond to evidence considered against them. Both parties will have the opportunity to review and provide comments to the investigator about the written investigation report before it is finalized.

Step 3: EO determines whether there is a preponderance of the evidence to believe that an individual engaged in a policy violation. This means that individuals are presumed not to have engaged in alleged conduct unless a "preponderance of the evidence" supports a finding that the conduct has occurred. This "preponderance of the evidence" standard requires that the evidence supporting each finding be more convincing than the evidence in opposition to it.

In making the determination of whether harassment has created a hostile environment, the EO will consider not only whether the conduct was unwelcome to the complainant, but also whether a reasonable person in the complainant's situation would have perceived the conduct as objectively offensive. The EO's findings will be in writing and will be provided to both the complainant and to the respondent(s).

Option 1: If EO finds a preponderance of the evidence of a policy violation does not exist, the matter is documented and closed; in this case the complainant may appeal the finding to the Discrimination Grievance Committee.

Option 2: If EO finds by a preponderance of the evidence that a policy violation exists, the EO's written report will include recommendations for steps to take to prevent recurrence of any such violation, and as appropriate, remedies for the complainant. The respondent may appeal the finding to the Discrimination Grievance Committee. In the case of student respondents, the discipline authority will be the Dean of Students. In the case of employees, the discipline authority is the University administrator with the authority to impose sanctions in accordance with applicable employment policies and procedures and collective bargaining agreements. The discipline authority must inform the EO of the ultimate sanctions imposed upon a respondent. The EO will inform the complainant of the sanctions as permitted by applicable Title IX and privacy laws.

Written outcomes will be given to both parties simultaneously.

The Dean of Students is charged with imposing sanctions on students who are found to have violated the policy. Sanctions may include eviction from campus housing, suspension, expulsion, probation, a warning, or any other sanction set forth in the UM Student Conduct Code at Section VI. C. Disciplinary records for policy violations are maintained in the same manner as other disciplinary records, as described at Section VI. F. of the Student Conduct Code. (See the next section for more information about possible sanctions).

If a Complainant Requests that an Investigation Not Be Conducted

If a reporting party or complainant requests that an investigation not be conducted, the EO will consider the reasons for the request, including concerns about continued safety of the person reportedly harmed and members of the campus community. The EO must also balance considerations about the continued health and safety of members of the community against a reporter's or complainant's desire not to have the report investigated. In cases when a reporting party or complainant does not want to have a report investigated, but the EO has concerns that not taking formal or informal action might endanger the health or safety of members of the campus community, the EO may initiate confidential consultation with appropriate individuals to analyze the situation and assist in determining appropriate measures to take. Consultation may occur with the Dean of Students, chair(s) of the Behavioral Intervention Team (BIT), UMPD, Clery Compliance Officer, Director of Student Advocacy Resource Center, psychological health professional, Director of Residence Life, Director of Human Resources, and legal counsel. The EO will make the ultimate decision about whether to conduct a formal investigation or respond to the report in another manner, including taking informal actions, such as those described above. Whether or not an investigation is conducted, UM will provide, as necessary, interim measures.

Appeals

UM Procedures also outline a procedure for an appeal from a University Investigation finding by either party to the University Discrimination Grievance Committee which consists of student, faculty, and staff representatives. A request for a hearing before the University Discrimination Grievance Committee must be filed within five working days of the receipt of the EO's decision, unless good cause can be shown for an extension of time. The request for a hearing must be filed with the EO. The request for a hearing must be in writing and must describe the appellant's desired outcome, as well as describe how the appellant believes the EO: (1)

exhibited unfair bias which influenced the result of the investigation; (2) failed to conduct a thorough investigation; (3) issued arbitrary findings and recommendations; (4) had a conflict of interest; or (5) issued findings and recommendations that if adopted would result in substantial injustice.

Within ten working days of the conclusion of the formal hearing the University Discrimination Grievance Committee will submit a decision in writing to the parties, the EO and to the President.

The President will review the committee's decision. The President's review is limited to determining: (1) Whether the evidence provides a reasonable basis for the resulting decision; and (2) Whether specified procedural errors were so substantial as to deny a fair hearing to either party. Within ten days of receipt of the committee's decision, the President will notify the Committee Chair, the Equal Opportunity Officer, and the parties, in writing, of the decision relative to each of the findings and recommendations forwarded by the University Discrimination Grievance Committee.

Within 20 days of receipt of the President's decision, either party may appeal the President's decision to the Commissioner of Higher Education of the Montana University System. (See Board policy on appeals No. 203.5.2). If such an appeal causes a significant delay, the EO will consider interim measures, as described above, to continue to protect the parties during the process.

3. Sanctions for Violations of the University's Sexual Misconduct Policy

The Dean of Students is charged with imposing disciplinary sanctions for students who are found to have violated the University's Sexual Misconduct Policy for dating violence, domestic violence, sexual assault, stalking, sexual harassment, or any other form of sexual misconduct. As outlined in the Sexual Misconduct Policy, the possible sanctions that may be applied are the same as those described in the UM Student Conduct Code for "General Conduct," Section VI. C.

According to this section of the Conduct Code, specific sanctions may include disciplinary warning, disciplinary probation, suspension, or expulsion from the University. UM may also require restitution or withhold or revoke a degree. Additional conditions or restrictions that may be imposed include eviction from University housing, restriction or banning from on-campus facilities, restriction or prohibition from attending campus events or participating in campus activities, and/or requirements to attend and complete classes, programs, workshops, and counseling sessions.

Disciplinary records for violations of the Sexual Misconduct Policy are maintained in the same manner as other student disciplinary records, as described at Section VI. F. of the Student Conduct Code. Both the complainant and respondent will simultaneously be informed of the outcome of any institutional disciplinary action arising from allegations of domestic violence, dating violence, sexual assault, or stalking, and the procedures to appeal.

The [University of Montana Student Conduct Code](http://www.umt.edu/vpsa/Dean%20of%20Students) is available at the following link: <http://www.umt.edu/vpsa/Dean of Students>.

K. Sex Offender Registration – Campus Sex Crimes Prevention Act

Montana's Sexual or Violent Offender Registration Act is designed to protect the public from sexual or violent offenders by requiring them to register with local law enforcement agencies in the jurisdiction where they reside. Information about offenders is made available to the public.

This Registry provides an up-to-date listing of sexual and violent offenders who are required to register their whereabouts. The registry can be found on the [Montana Attorney General's office](https://app.doj.mt.gov/apps/svow/) website (<https://app.doj.mt.gov/apps/svow/>).

9. Campus Security Policies, Crime Prevention, and Safety Awareness Programs

A. Crime Prevention and Education Programs for Students and Employees

UM's crime prevention programming stresses community awareness and interaction through the dissemination of materials and presentations designed to educate students and employees about campus safety and tips for personal safety.

A number of campus offices offer programs, including UMPD, the Student Advocacy Resource Center (SARC), the Curry Health Center, and the Residence Life Office.

UM police officers provide safety and security education through numerous presentations to on-campus groups and other presentations upon request. UMPD officers and other qualified staff members lead discussion sessions in residence halls and give classroom presentations. Crime prevention materials and reminders are distributed to the campus community. The UMPD website provides crime prevention information, including crime prevention tips, crime alerts, a link to the Montana Department of Justice Sexual or Violent Offender List, and other useful information. UMPD officers also provide crime prevention programs and personal safety information to new UM employees at new employee orientation.

Many other staff members and offices also provide educational presentations to the campus community on sexual violence. These include SARC and the Equal Opportunity and Affirmative Action Office, which houses the Title IX Coordinator. Examples of educational programs regarding sexual violence are outlined in Section 8 of this report.

Students living in residence halls are provided security information at check-in. Residence Life staff regularly address residence hall safety and security rules, precautions, and personal safety considerations with all residents at floor and hall meetings. Safety and security rules and guidance are also provided on the Residence Life website.

Programs for Students

Table 3: Programs for Students

Program Title	Details and Scope	Instructor(s)	Dates
UMPD Officers at New Student Orientation	UMPD Officers speak to new students to make them aware of the UMPD's services and programs. Targeted crime: All Audience: Incoming UM students	UMPD	Summer & Fall Orientations

Program Title	Details and Scope	Instructor(s)	Dates
UMPD Parent Panel at New Student Orientation	<p>UMPD officers speak to parents of new students to address concerns and make them aware of UMPD's services and programs.</p> <p>Targeted crime: All</p> <p>Audience: Parents, family, and support people for new students</p>	UMPD	New Student Orientations
International Students Welcome & Orientation	<p>UMPD officers present to international students on UMPD services and programs, personal safety, property protection, drug and alcohol crimes, and crime prevention and reporting. The goal is to promote risk reduction and personal safety.</p> <p>Targeted crime: Personal security, drugs and alcohol, burglary, theft</p> <p>Audience: Incoming UM international students</p>	UMPD	Beginning of each semester
University Villages Welcome & Orientation	<p>UMPD officers present to family and graduate student housing residents on UMPD services and programs, personal safety, property protection, drug and alcohol crimes, and crime prevention and reporting. The goal is to promote risk reduction and personal safety.</p> <p>Targeted crime: Personal security, drugs and alcohol, burglary, theft</p> <p>Audience: Students living in family and graduate student housing</p>	UMPD	Beginning of Fall Semester
Residence Hall Floor Talks	<p>UMPD officers speak to all residence hall floors during the first week of school. UMPD officers inform students of the consequences of drug and alcohol use on campus. Officers also emphasize that no citations for drugs or alcohol will be issued when they call as a victim or witness of a crime or if they or someone else may need medical assistance. UMPD's goal is to limit alcohol and drug use on campus and ensure the safety of students. Resident Assistants provide policy information and resource information to all incoming new students.</p> <p>Targeted crime: All</p> <p>Audience: Residence hall students</p>	UMPD, Residence Life	Fall Semester

Program Title	Details and Scope	Instructor(s)	Dates
English Language Institute (ELI) Students	<p>UMPD officers present to new students in the English Language Institute (ELI) program on UMPD services and programs, personal safety, property protection, drug and alcohol crimes, and crime prevention and reporting. The goal is to promote risk reduction and personal safety.</p> <p>Targeted crime: Personal security, drugs and alcohol, burglary, theft</p> <p>Audience: ELI students</p>	UMPD	Fall Semester
Residence Life Step Up	<p>Residence Life presents to students about a wide array of situations in which students can stand up and say something when they see something that is not right. The goal is to encourage empowerment and awareness of crime in general.</p> <p>Targeted crime: All</p> <p>Audience: All residence hall students</p>	Residence Life	775 students (Nine presentations throughout the year)
UM Allies Trainings for Students	<p>The UM Allies program promotes a campus environment that is inclusive and supportive of all individuals, including people who identify in varying ways in terms of sexual orientation, gender identity, or gender expression.</p> <p>Targeted crime: Hate crimes/bullying</p> <p>Audience: All UM students</p>	Adrianne Donald, UM Allies	Three times each semester
Student Law Enforcement Academy	<p>Students gain insight into how police and other law enforcement officer perform their duties. Classes are part instruction and part practical. UMPD's goal is to promote awareness of laws and police investigations and to build relationships with students.</p> <p>Targeted Crime: All</p> <p>Audience: UM students interested in criminal justice</p>	UMPD	Six weeks during Spring Semester
Presentation on Criminal Thinking	<p>Cognitive Principles and Restructuring as a Tool to Change Criminal Thinking</p> <p>UMPD officer spoke to the UM Psychology Club about understanding the way people justify crimes they commit.</p> <p>Targeted crime: All</p> <p>Audience: Students in UM Psychology Club</p>	UMPD	April 2015

Programs for UM Students and Employees

Table 4: Programs for UM Students and Employees

Program Title	Details and Scope	Instructor(s)	Dates
UM Ally Week	<p>Ally Week is a week of events dedicated to promoting a campus that is inclusive and supportive of all individuals, including people who identify in varying ways in terms of sexual orientation, gender identity, or gender expression. Events focus on being an ally and LGBT issues.</p> <p>Targeted crime: Hate crimes</p> <p>Audience: All UM students and employees</p>	Adrianne Donald, UM Allies	One week of programs during Fall Semester
Global and Cultural Competence for Law Enforcement & Other UM Employees	<p>Developing an understanding of culture, its impact in communication, collaboration, and developing strategies to utilize “culture” to effectively and efficiently communicate with culturally diverse individuals. Providing law enforcement personnel who want to enhance their cross-cultural competency, with specific information of how global and cultural competence can help them in the field.</p> <p>Targeted crime: Hate crimes</p> <p>Audience: UMPD, all UM employees including student employees, community law enforcement</p>	<p>UM Professor Udo Fluck</p> <p>Director, Global Gateway Global Competence Research</p>	January 12, 2015
Active Resistance/Active Shooter Training	<p>The purpose of the course is to provide empowerment to help survive a potentially deadly encounter while waiting for first responders to arrive. Training focuses on preparedness in mindset, barricading techniques, self-defense, gun take-away techniques, and trauma first aid. These skills are put into practice through scenarios with simulated gun fire. Active Resistance training has the goal of increasing the survivability of our campus community members in any active threat situation. These all-day trainings are held at UM and available to all UM employees. Sponsored by UM Human Resources Services, UMPD, Missoula Police Department, and Missoula County Sheriff’s Department.</p> <p>Targeted crime: Active threat</p> <p>Audience: UM employees, Residence Life student employees, Missoula County Public Schools, local hospitals and Missoula city and county employees; program available to other audiences upon request</p>	<p>Teams of instructors from:</p> <p>UMPD, UM staff and faculty, MPD, MCSO, MCPS, St. Pat’s Hospital, National Institutes of Health Police</p>	<p>March 30 & 31, 2015</p> <p>Res Life Staff: August 10, 2015</p>

Program Title	Details and Scope	Instructor(s)	Dates
Sex Trafficking	<p>Overview of Human Trafficking. Case studies include incidents that occurred in the Missoula area.</p> <p>Targeted crime: Human trafficking and associated crimes (Rape, sexual assault, kidnapping, etc.)</p> <p>Audience: All UM employees, local law enforcement,, Missoula community members</p>	MPD Detective Guy Baker	April 11, 2015
Working Effectively Across Cross Cultural Lines: Building Bridges – NCBI	<p>Addressing bias, theory of systemic oppression of different groups, communication skills, recognizing discrimination.</p> <p>Targeted crime: Hate crimes</p> <p>Audience: UMPD, all UM employees including student employees</p>	NCBI – National Coalition Building Institute Instructors Katie Koga and Jeremy Smith	May 12, 2015
Sex Trafficking in Montana - Training	<p>Scope of the problem, red flags and indicators of trafficking, myths and facts, who are the victims, traffickers, and buyers, similarities between trafficking and domestic violence, tools to work with survivors and how to respond to trafficking in your community. Awareness and education to prevent sex trafficking. Open to the UM campus community.</p> <p>Targeted crime: Sex trafficking and associated crimes</p> <p>Audience: UM campus community, Missoula community</p>	Katerina Werner, YWCA Missoula	September 2015
9th Annual Montana Crime Prevention Conference	<p>Three day conference, hosted by the Montana Board of Crime Control. Saving Lives: Assessing, Investigating, and Prosecuting Strangulation Cases.</p> <p>Targeted crime: Domestic violence, dating violence, sexual violence, DUI drug and alcohol crimes,</p> <p>Audience: UMPD, local law enforcement, mental health professionals, local criminal justice, and Missoula community</p>	Law Enforcement and Mental Health Professionals	October 2015

Program Title	Details and Scope	Instructor(s)	Dates
Information Session – Emergency Preparedness and Active Shooter Response	<p>Information session to give the campus community an opportunity to voice their questions and concerns, provide the audience with resources, including the basics of “run, lock, fight” methods prescribed by the Active Resistance Trainings conducted for the past two years, provide an update about efforts currently underway to improve our campuses’ preparedness for emergencies. Sponsored by UM Human Resource Services, UMPD, and Environmental Health and Risk Management.</p> <p>Targeted crime: Active threat</p> <p>Audience: All campus members including students</p>	<p>UMPD, Environmental Health and Risk Management, Human Resource Services</p>	<p>November 19, 2015</p> <p>December 3, 4, 2015</p>
Child Car Seat Installation	<p>UMPD promotes safety measures related to seat belt and car seat restraints. A UMPD officer certified in Child Car Seat Installations will demonstrate child car seat installations upon request through our local hospitals. This program also has funding for free child car seats for those in need.</p> <p>Targeted crime: Child safety restraints</p> <p>Audience: All UM community members</p>	UMPD	Upon request

Programs for Employees

Table 5: Programs for Employees

Program Title	Details and Scope	Instructor(s)	Dates
UMPD Officers at New Employee Orientation	<p>UMPD Officers speak to new employees to make them aware of UMPD’s services and connection to resources on campus. UMPD officers encourage employees to maintain awareness and report crimes.</p> <p>Targeted crime: All</p> <p>Audience: New UM employees</p>	UMPD	New Employee Orientation
UM Allies Training for Faculty & Staff	<p>The UM Allies program promotes a campus environment that is inclusive and supportive of all individuals, including people who identify in varying ways in terms of sexual orientation, gender identity, or gender expression.</p> <p>Targeted crime: Hate crimes/bullying</p> <p>Audience: UM faculty and staff</p>	Adrianne Donald	Twice each semester

Program Title	Details and Scope	Instructor(s)	Dates
Trans 101 Presentation	<p>Trans 101 is offered to all UM employees educate faculty and staff on transgender issues, resources, and safe zone training. The program also focuses on building allies for trans students.</p> <p>Targeted crime: Hate crimes</p> <p>Audience: UM faculty and staff</p>	Adrianne Donald, facilitator	Fall semester
Working with Victims	<p>Experiences working with victims, especially relating to law enforcement. About Crime Victim Advocates. Moving people through the criminal justice system as an advocate. Important factors relating to victim participation with law enforcement.</p>	CVA – Crime Victim Advocates Senior Advocate Tanya Campbell	January 22, 2015
Sexual Assault Reporting to Title IX	<p>Required reporting to Title IX, minimum information needed, victim services.</p> <p>Targeted crime: Domestic violence, rape, sexual assault, stalking</p> <p>Audience: UMPD officers, dispatch, and administration</p>	UM Title IX Coordinator Jessica Weltman	February 4, 2015
Sexual Assault: Victim Interviewing	<p>Updates on best practices for victim interviewing based on recent cases.</p> <p>Targeted crime: Rape, sexual assault</p> <p>Audience: UMPD officers, dispatch, and administration</p>	SARC Director Drew Colling	February 4, 2015
Survive the Unthinkable: Safety and Self-Defense Strategies to Keep You Safe	<p>Sponsored by Human Resources for employees, this workshop teaches simple basic self-defense maneuvers and techniques for staying safe that do not focus on physical attributes and skills that take years to hone, but rather simple strategies and tips to help anyone stay safe and defend themselves. Sponsored by UM Human Resources.</p> <p>Targeted crime: Personal assault</p> <p>Audience: UM employees</p>	Alain Burrese, UMPD Special Events Team	February 26, 2015 October 28, 2015

Program Title	Details and Scope	Instructor(s)	Dates
Understanding Sexual Assault/ Signs and Symptoms of Strangulation	<p>Myths and realities of sexual assault, rape stereotypes, realities related to non-stranger rape and intentional use of drugs and alcohol, rape culture including inflating false report statistics, barriers to survivors reporting, rape culture and examples. Discussion of non-stranger and alcohol or drug facilitated sexual assault. Discussion involving victims who were incapacitated at the time of the assault or otherwise unable or unwilling to clearly describe the assault. Sexual assault trauma, sexual assault survivor possible needs. Strangulation signs and symptoms. Coordinating interviews with law enforcement, medical treatment, forensic medical evaluations, forensic rape examination payment program, and evidence collection.</p> <p>Targeted crime: Rape, sexual assault</p> <p>Audience: UMPD</p>	<p>First Step Cat Otway, RN-SANE</p>	<p>February 26, 2015</p>
Voluntary Intoxication – It's Not Consent for Sex You Know	<p>The profusion of sexual assaults that occur while the victim is under the influence, to some degree or another, of alcohol. The role of alcohol in our society. A thorough description and understanding of this complex issue is at the heart of this presentation. Information on how agents can better recognize the effects of alcohol and its role as the drug of choice for sexual predators is explored and processed. Help participants recognize and evaluate varying degrees of intoxication; this will assist in providing a foundation for assessing substantial incapacitation, and how that term fits within the realm of a complete and thorough investigation. Objectives of the training include: Understanding the role of alcohol on public and private decision-making, Differentiating between the impact of alcohol on males and females, Making determinations on the levels of incapacitation and consent.</p> <p>Targeted crime: Rape, sexual assault</p> <p>Audience: UMPD</p>	<p>Russell Strand</p>	<p>May 1, 2015</p>

Program Title	Details and Scope	Instructor(s)	Dates
Human Trafficking in Montana	<p>Complexity of issues and the depth of the problem of human trafficking in Montana and on our Indian reservations. Presentations by law enforcement and mental health professionals.</p> <p>Targeted crime: Sexual assault, homicide, aggravated assault, human trafficking</p> <p>Audience: UMPD and other professionals in the community</p>	Montana Native Women's Coalition	July 1-2, 2015

B. Crime Prevention Services for the Campus Community

Crime Prevention Services and Resources Provided by UMPD

UMPD collaborates with numerous departments from across the campus to provide crime prevention services and resources to the campus community that reflects best practices in crime prevention. The goals for these programs are personal safety for anyone on campus and reduction of crime. UMPD is committed to promoting an educational environment that emphasizes prevention and reduction of crime, both on-campus and off-campus.

Emergency Telephones – There are 17 green light emergency phones located throughout the Mountain Campus with a direct connection to UMPD. These phones have green lights above them and are labeled “Emergency.” Additional green light emergency phones are located at University Villages, Lewis & Clark Village, the Dornblaser Park-N-Ride, and Missoula College East Campus and West Campus. Additional tan emergency phones are mounted to the outside walls of residence halls and other campus buildings. For a map of the emergency phones, see p. 8.

No dialing is required with emergency phones. Simply push the button and UMPD dispatch will answer. When these phones are activated, dispatch will send a UMPD officer to that location. The caller should try to tell the dispatcher the problem and stay on the line unless the caller's safety is in danger. If a caller is unable to communicate with the dispatcher, a University police officer will still respond to the location.

GrizWalk – This service provides members of the campus community with a safe walking or driving escort around campus anytime between dusk and dawn. The objective of GrizWalk is to ensure that no campus member has to walk on campus alone after dark. When called, two GrizWalk Team Members will meet the caller and walk or use a golf cart to drive them to their destination. GrizWalk members travel the campus in pairs, wear distinctive clothing, and carry radios and flashlights. The GrizWalk Team is made up of student employees and has the oversight of a UMPD officer. GrizWalk Team Members also serve as additional eyes and ears on campus. They have contact with UMPD dispatch via a designated phone to communicate any safety concerns. This nighttime service is available seven days a week when school is in session. If GrizWalk is unavailable, University police officers will provide the same service. Call (406) 243-2777, for more information or to have GrizWalk accompany you to your destination.

K-9 Team – UMPD has two K-9 teams of explosive detection animals. The teams are used on campus and in the Missoula area per mutual aid requests. The K-9 teams add a higher level of security and prevention to the campus.

Safety Planning – UMPD provides comprehensive safety planning for any student or employee of UM who feels they may be in danger from another. Representatives from UMPD, SARC, and Title IX, meet with the individual to plan, problem solve, and utilize resources to keep them safe on campus and in the community. Residence Life and the Dean of Students may also be involved.

Community Liaison Officer – A designated UMPD officer is assigned to work primarily in the Residence Halls and assist in responding to crimes in progress and ongoing investigation. This position assists as a resource to residence hall staff and students.

Area Officer for Residence Halls – Designated UMPD officers are assigned a group of residence halls of responsibility and are tasked with building relationships with that community. UMPD feels that students and staff are more likely to trust officers whom they see on a regular basis and see those officers as community members. These relationships help officers become aware of criminal activity or other concerns and aid in effective problem-solving.

Surveillance Cameras – As a proactive measure in crime prevention, security video cameras have been installed in certain high-traffic exterior and interior public spaces on campus. UMPD dispatch monitors these surveillance cameras 24 hours a day, 7 days a week.

Bicycle Registration – Students, faculty, and staff are encouraged to register their bicycles in order to deter thefts and help UMPD recover and return lost and stolen property. Registration services are available at the University Center customer service counter (The Source), UMPD office, Missoula City Hall, and various Missoula bicycle dealerships.

Additional Crime Prevention Services Provided by the Campus

Residence Hall Security – University police officers patrol the residence halls, and residence hall staff members are on duty 365 days a year with 24-hour assistance available. In addition, the entrances to all residence halls and the exterior areas of Lewis and Clark Village are equipped with video security surveillance. RAs routinely schedule programs around safety and security for the residents.

Electronic Alarm Systems – A variety of intrusion, fire, and general emergency alarms are installed on campus. University Police monitor them and can provide immediate response to alarms.

Security Provided by Facilities Services – Facilities Services maintains University buildings and grounds with a concern for safety and security. Facilities Services regularly inspects campus facilities, responds to reports of potential safety and security hazards, and makes repairs. The University of Montana Police Department, as well as individual students, faculty, and staff help with these activities. Call the work order desk at (406) 243-6091 to report safety or security hazards.

Architectural Design and Security Surveys and Review - The University of Montana Police Department and the Facilities Services office also review campus buildings and exteriors to ensure that safety and security considerations are built into all aspects of the campus infrastructure.

C. Behavioral Intervention Team (BIT)

The Behavioral Intervention Team is a campus wide team of appointed professionals responsible for identifying, assessing, and responding to serious concerns and/or disruptive behaviors by students who may threaten the health or safety of the campus community. The Vice President

for Enrollment Management and Student Affairs provides Cabinet oversight to the BIT and the team typically meets weekly throughout the year.

Anyone who has a concern—including students, staff, and community members—can make a referral to the BIT. Upon receipt of a referral, the BIT team members will meet to strategize about options for appropriate management and response, depending upon the unique circumstances of the case. [Information about the team](http://www.umt.edu/vpsa/BIT-Behavioral%20Intervention%20Team/default.php), a list of members, and an online referral form is available on the University website at <http://www.umt.edu/vpsa/BIT-Behavioral%20Intervention%20Team/default.php>.

D. Campus Weapons Policies

The possession or use of any firearm, ammunition, explosive devices, or any unlawful weapon of any kind is not permitted on University property or in University facilities except as described in relevant University policies and procedures. Students living in residence halls must register weapons with the University of Montana Police Department and follow mandatory requirements for possession and use. Weapons cannot be stored within residence halls for any period of time. All other requests to bring weapons on to University property must be submitted in advance to UMPD.

E. University of Montana Student Conduct Code

The University of Montana Student Conduct Code promotes honesty, integrity, accountability, rights, and responsibilities associated with constructive citizenship in UM's campus community. The Code describes expected standards of behavior for all students, including for academic conduct and general conduct, and clearly outlines students' rights, responsibilities, and the campus disciplinary processes for adjudicating alleged violations.

The procedures described in the Code are administrative procedures designed to create opportunities for members of the campus community to evaluate alleged violations of University policies and determine appropriate sanctions for students if necessary. These procedures are not legal proceedings. Although many elements of the law (such as due process) influence and inform UM's campus disciplinary proceedings, the campus processes do not follow all the rules and procedures of a formal legal proceeding, nor are they intended to.

The UM Student Conduct Code also includes a specific section referencing and providing links to the University's "Discrimination, Harassment, Sexual Misconduct, Stalking and Retaliation Policy" and accompanying "Discrimination Grievance Procedures." This policy and the accompanying procedures describe how the University handles incidents of dating violence, domestic violence, sexual assault and stalking; these processes are separate from the Student Conduct Code.

The "General Conduct" section of the UM Student Conduct Code starts on page 12 and encompasses all student behaviors that occur within the University's disciplinary jurisdiction, which is described in the Code, that may also be crimes. The General Conduct section also covers all student behaviors relating to the University's drug and alcohol policies.

Disciplinary sanctions for violating any standard in the General Conduct section of the Student Conduct Code may include disciplinary warning, disciplinary probation, suspension, or expulsion from the University. The University may also require restitution or withhold or revoke a degree. Additional conditions or restrictions that may be imposed include eviction from University housing, restriction or banning from on-campus facilities, restriction or prohibition from attending campus events or participating in campus activities, and/or requirements to attend and complete classes, programs, workshops, and counseling sessions.

The [UM Student Conduct Code](http://www.umt.edu/vpsa/Dean%20of%20Students) is available at the following link: [http://www.umt.edu/vpsa/Dean of Students](http://www.umt.edu/vpsa/Dean%20of%20Students).

F. Disclosure of Disciplinary Proceeding Results for Violent Crime

The University of Montana will disclose to the alleged victim of a crime of violence or non-forcible sex offense the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of the offense or violation. If the alleged victim is deceased as a result of the crime or offense, UM will provide the results of the disciplinary proceeding to the victim's next of kin.

G. Missing Student Notification

Federal regulations require the University of Montana to provide a policy about missing students who reside in on-campus housing.

Missing Students Policy

If a member of the University community believes a residential student is missing, they should immediately inform the Residence Life Office in Turner Hall Room 101 or at (406) 243-2611; or the University of Montana Police Department at (406) 243-4000.

Students residing in University of Montana on-campus housing may designate a Missing Person Contact person, someone the student would like informed in the event the student is missing. Students may change or update their Missing Person Contact information *at any time* by contacting the Residence Life Office at (406) 243-2611.

Missing Person Contact information will be registered confidentially and will be accessible only to the University of Montana Police Department or the Director of Residence Life for the purpose of a missing person investigation.

- A. **WHERE TO REPORT:** Reports of missing students should be directed to the UM Residence Life Office in Turner Hall Room 101 or by calling (406) 243-2611; or the University of Montana Police Department at (406) 243-4000.
- B. **RESIDENCE LIFE OFFICE:** When a student residing in on-campus housing is reported missing by any source, the UM Residence Life Office will:
 - 1. Immediately refer the missing student report to University of Montana Police Department ("UMPD");
 - 2. Notify the President, Vice President for Enrollment and Student Affairs, and Dean of Students;
 - 3. If the student has designated a Missing Person Contact, the Director of Residence Life will notify the Missing Person Contact within 24 hours of UMPD missing determination;
 - 4. If the student is under 18 years of age and not legally emancipated, the Director of Residence Life will notify the student's custodial parent or guardian and any designated Missing Person Contact within 24 hours of a UMPD missing determination; and
 - 5. Regardless of whether or not the student has identified a Missing Person Contact, if the student is 18 or older or a legally emancipated minor, designated Residence Life staff must inform the Missoula Police Department of the missing student within 24 hours.
- C. **UM POLICE DEPARTMENT:** When the UM Residence Life Office refers a missing student report to UMPD, UMPD will:
 - 1. Investigate to determine the validity of the report;

2. Attempt to determine the location and status of the missing student;
 3. Within 24 hours of receiving the referral, report to the UM Residence Life Office the results of its investigation; and
 4. Aid in any subsequent investigation conducted by the Missoula City Police Department.
- D. **DEAN OF STUDENTS:** Upon receiving notification of a missing student, the Dean of Students *may*:
1. Inform University officials that may have knowledge of the student's background or situation;
 2. Inform the student's major college Dean; and
 3. Notify the student's instructors of his/her absence.

H. Crime Prevention Tips

Tips from UMPD to help keep you and your property safe:

- Report all suspicious persons/circumstances to the University of Montana Police Department immediately by dialing (406) 243-4000.
- Avoid walking alone at night regardless of gender. Use the GrizWalk service.
- Do not allow tailgating into any building (letting someone follow you through a locked door). Remember that residence halls are restricted to the students who live there and their guests.
- Know the locations of the emergency telephones and the emergency call boxes located around campus. Campus maps show the locations of emergency telephones.
- Add the University of Montana Police Department emergency number to your cell phone contacts: (406) 243-4000.
- Engrave owner applied numbers such as a driver's license number on items of value, especially if the items don't have serial numbers. Register your electronic items and bikes with the University of Montana Police Department.
- Inventory your personal property and insure it with personal insurance coverage. Take and keep photos of valuable items.
- Backup your computer daily in case it gets stolen.
- Lock up bicycles using proper locking procedures and a good quality lock such as a U-lock available for a small charge from University of Montana Police Department.
- Always lock car windows and doors when leaving your car.
- If you know you will be returning to your vehicle when it's dark outside, use well-lit parking lots. Park under a street light if possible.
- Do not leave valuables in your car. If you must, put valuables in your trunk prior to your arrival at your destination.
- Carry only those items of value that you need on your person; e.g. limit the amount of cash and the number of credit cards you carry; never carry your social security card in your purse or wallet.
- Never leave valuables (wallet, purses, books, laptops, etc.) unattended and unsecured, even for a bathroom break.
- Always lock the door to your residence hall room, whether or not you are there. Keep windows closed and locked when you are away.
- Do not leave messages on your door advertising that you are leaving or when you are returning. This alerts thieves to your absence.

Anyone with information about crimes or potential threats to the campus community should report them to the University of Montana Police Department. Call (406) 243-4000 visit the office, which is located in the Physical Plant building, east of Washington Grizzly Stadium.

10. UM Policies Governing Alcohol and Other Drugs

The University of Montana is committed to a campus community environment that promotes the health, safety, personal development, and academic success of students, faculty, and staff. The Drug-Free Schools and Communities Act Amendments of 1989 prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on school and campus property or as part of any school or campus activity.

This section provides important information about alcohol, drugs, UM's policies regarding these substances, and the sanctions the institution may impose on those who violate these policies, including employees and students. Information about local, state, and federal laws applicable to the use and abuse of alcohol and other drugs is also provided.

A. Alcohol and Illegal Drugs – Policies & Disciplinary Action

The possession, sale, or service of alcohol on the UM campus is governed by Montana state law, Board of Regents policies, and UM alcohol policies. The primary responsibility for enforcement of alcohol laws is with UMPD.

The unlawful possession, sale, consumption, or furnishing of alcohol by students or employees on campus property is strictly prohibited. It is illegal to sell, furnish, or provide alcohol to any person under the age of 21 years of age. The possession of alcohol by anyone under the age of 21 in a public place or a place open to the public is illegal. Except for students age 21 or older who are allowed to consume and possess alcohol in their University apartments or assigned rooms in the residence halls, it is a violation of the UM Alcohol Policy for anyone to consume or possess alcohol in any public or private area of campus without prior University approval.

UM's campus is designated "drug free." The possession, manufacture, sale, or distribution of any controlled substance is illegal under both state and federal laws. Such laws are enforced by UMPD. Violators are subject to potential University disciplinary action, criminal prosecution, fines, and/or imprisonment.

Drug and Alcohol Policies for Employees & Disciplinary Action

For UM employees, Human Resource Services publishes a Drug-Free Workplace policy and procedure as well as a Drug & Alcohol Testing policy and procedure. UM employees receive a written copy of this policy statement annually. In addition, HR provides notice on its website that employees who violate this policy will be subject to disciplinary action in accordance with personnel policy or collective bargaining agreements.

All current and prospective employees are encouraged to review these policies, as well as the University's alcohol policies. All are available at the following links:

[UM Faculty and Staff Drug-Free Workplace policy & procedures:](http://www.umt.edu/policies/browse/personnel/drug-free-workplace)

<http://www.umt.edu/policies/browse/personnel/drug-free-workplace>

[UM Faculty and Staff Drug and Alcohol Testing policy and procedures:](http://www.umt.edu/policies/browse/personnel/drug-alcohol-testing)

<http://www.umt.edu/policies/browse/personnel/drug-alcohol-testing>

University alcohol policies: <http://www.umt.edu/policies/browse/facilities-security/alcohol>

A [summary of state and federal drug and alcohol laws and associated penalties](http://www.umt.edu/vpsa/documents/Summary%20of%20Alcohol%20and%20Drug%20Laws.pdf), including penalties for impaired driving in Montana, Montana drug-related laws, and federal drug penalties associated with possession of a controlled substance, can be found on the Vice President for Enrollment and Student Affairs website at:

<http://www.umt.edu/vpsa/documents/Summary%20of%20Alcohol%20and%20Drug%20Laws.pdf>

Drug and Alcohol Policies for Students

UM students must also abide by the [University of Montana Student Conduct Code](http://www.umt.edu/vpsa/Dean%20of%20Students), available at ([http://www.umt.edu/vpsa/Dean of Students](http://www.umt.edu/vpsa/Dean%20of%20Students)), published on the website for the Dean of Students. The Dean of Students also sends out an annual notice at the beginning of the year to students reminding them of the Student Conduct Code and their responsibility as citizens of the community to familiarize themselves with University rules and policies.

Students should also review and understand all of the [University alcohol and drug policies](http://www.umt.edu/vpsa/policies/alcohol-and-drug.php), which are referenced in the Student Conduct Code and summarized on the Vice President for Enrollment and Student Affairs website at <http://www.umt.edu/vpsa/policies/alcohol-and-drug.php>.

The UM Student Conduct specifically prohibits the following behavior, section (VI. A. 11):

11. Use, possession, or distribution of alcoholic beverages on University premises or at University-sponsored activities except as permitted by University policies (see UM facility use policies and UM alcohol and drug policies).

Students must also abide by all local, state, and federal laws regarding drugs and alcohol as enforced by law enforcement.

Students in University Housing

In addition to the Student Conduct Code, students living in University housing must also abide by all rules and policies enforced by the Residence Life Office. The Associate Director of Student Conduct & Programs for Residence Life is responsible for enforcing and sanctioning drug and alcohol violations in the residence halls and University housing.

Associated Students of the University of Montana & Recognized Student Groups

The Associated Students of the University of Montana (ASUM) also provides [information for students on their website](http://www.umt.edu/asum/student_groups/alcohol_drug.php) (http://www.umt.edu/asum/student_groups/alcohol_drug.php). ASUM states on their website that personnel and Student Conduct Code action will be taken against any student or ASUM employee who violates the University's drug and alcohol policies. Recognized student groups and student organizations are also held accountable for University drug and alcohol policies through ASUM and they may also be held accountable by the Dean of Students under the Student Conduct Code.

Fraternities and Sororities

For fraternities and sororities at UM, the possession and consumption of alcoholic beverages at residential houses and any official group functions must conform to policies established by the Board of Regents and UM, the Fraternity and Sorority Mutual Relationship Agreement, and their

national chapters, local ordinances, and state and federal laws. The [UM Fraternity and Sorority Mutual Relationship Agreement](http://www.umt.edu/fsi/Current_Greeks/Important_Documents/) is available at http://www.umt.edu/fsi/Current_Greeks/Important_Documents/.

Disciplinary Actions and Possible Sanctions for Students

When a student violates the UM Student Conduct Code, the University may initiate disciplinary action resulting in a sanction. Possible sanctions, depending on the severity of the violation, could include disciplinary warning, disciplinary probation, and/or community service.

Students who violate University policies are also likely to be referred to the [Behavioral Health Options Program](http://www.umt.edu/curry-health-center/Counseling/Behavioral-Health-Options.php) offered through the Curry Health Center (<http://www.umt.edu/curry-health-center/Counseling/Behavioral-Health-Options.php>), described in more detail below.

Repeated violations of the Student Conduct Code could result in more severe disciplinary sanctions, including suspension or expulsion.

State and Federal Drug and Alcohol Laws and Associated Penalties

A [summary of state and federal drug and alcohol laws and associated penalties](http://www.umt.edu/vpsa/documents/Summary%20of%20Alcohol%20and%20Drug%20Laws.pdf) is provided at <http://www.umt.edu/vpsa/documents/Summary%20of%20Alcohol%20and%20Drug%20Laws.pdf>.

Medical Marijuana

Although Montana state law permits the use of medical marijuana, i.e. use by persons possessing lawfully issued medical marijuana cards, federal laws prohibit marijuana use, possession, and/or cultivation at educational institutions and on the premises of other recipients of federal funds. The use, possession, or cultivation of marijuana for medical purposes is therefore not allowed in University housing or on any other UM property, nor is it allowed at any University-sponsored event or activity off campus.

In the event an illegal alcohol or drug-related incident involving an employee or student occurs, the University will cooperate fully with law enforcement agencies and will determine appropriate internal disciplinary actions. Individuals who violate University policies, city ordinances, and/or state or federal laws are subject to disciplinary action according to the UM Student Conduct Code, the Fraternity and Sorority Mutual Relationship Agreement, and relevant UM personnel policies. Student sanctions under the Student Conduct Code may include disciplinary warning, probation, suspension, expulsion, restitution, and/or community service, as well as required attendance at educational programs. Employees who violate policies will be subject to disciplinary action in accordance with personnel policies, collective bargaining agreements, and local, state, or federal laws. Employees could be subject to termination and/or criminal prosecution.

Tobacco Free UM

UM also works to provide a safe and healthy environment for its employees, students, and visitors with regard to exposure to secondhand smoke. In light of the U.S. Surgeon General's findings that exposure to secondhand tobacco smoke and use of tobacco cause significant health hazards, UM became a tobacco-free environment 2011. Students found in violation of the tobacco free policy may be referred to the Dean of Students for disciplinary action. Employees found in violation of the tobacco free policy may be referred to HR for appropriate follow-up.

B. Drug and Alcohol Abuse Prevention and Education Programs Programs for Students

Mandatory Online Tutorial for All New Students – AlcoholEdu

AlcoholEdu is an online prevention education program provided by EverFi, a national company that provides prevention education programs in several areas, including drug and alcohol use and abuse, campus sexual assault, and financial literacy. AlcoholEdu provides information on the use and effects of alcohol as well as prevention and risk-reduction tips. Part 1 takes approximately 1.5-2 hours to complete. Students may take Part 2 after an intersession period designed to provide the institution an opportunity to assess behavioral/attitudinal change over time.

All incoming students at UM are required to take both Parts 1 and 2 of AlcoholEdu, including incoming undergraduate students, transfer students, and graduate students. Failure to complete AlcoholEdu is tied to a registration hold for the following semester.

Mandatory Online Tutorial for All New Students – PETSA

All incoming students, including undergraduate, transfer, and graduate students, are also required to take an online tutorial called Personal Empowerment through Self-Awareness (PETSA). The tutorial provides information about UM policies and procedures prohibiting sexual misconduct, information about the risks posed by drugs and alcohol, information about bystander intervention, and detailed information about consent.

Orientation “Slice of Life” Skits and Follow-Up Discussions

The UM Advocates present skits at summer orientations to new students that address topics including alcohol, sexual assault, and campus resources. The skits are followed by separate panel presentations for parents (facilitated by UM staff and administrators) and students (facilitated by UM Advocates) to process the information presented, answer questions, and ensure that new students and parents have complete and current information about campus resources.

Behavioral Health Options Program

The Behavioral Health Options Program, offered through the Curry Health Center, works with students in both 1:1 and group settings to address concerning behaviors, especially related to drug and/or alcohol use, that are making it difficult for them to reach their goals, or behaviors that are negatively affecting those around them. The mission of the program is to educate and motivate students to proactively and positively address these high-risk behaviors. The program offers individual sessions and group programs led by trained interns or professionals that are designed to target risky substance use behavior. Staff also offer formal behavioral assessments.

Resident Assistant (RA) Training – Information about Behavioral Health Options Program

During RA training each fall and spring, staff members from the Curry Health Center provide training for all Resident Assistants about the Behavioral Health Options Program offered through Curry Health,, which provides 1:1 and group settings for students to address concerning behaviors, especially related to drug and/or alcohol use, that are making it difficult for them to

reach their goals, or behaviors that are negatively affecting those around them. The program is also used for discipline referral, through the Residence Life Office or the Dean of Students, for students who violate University policies or local laws related to drug or alcohol use.

Resident Assistant (RA) Training – General Information about Alcohol, Drugs & Campus Resources

During RA training each fall and spring, professional staff members from the Curry Health Center and Residence Life also provide current and timely information to RAs about drug and alcohol use on a college campus, including current trends in use and abuse, prevention education strategies, and detailed information about campus resources for student referrals.

Resident Assistant (RA) Training – Behind Closed Doors

RA training each fall and spring before the new semester begins culminates in a role-play activity in which new RAs are required to respond to various scenarios that they will likely encounter with residence hall students. Scenarios include topics such as drug or alcohol use, partying, unhealthy choices, peer pressure, and risks associated with unhealthy choices related alcohol or drug use. The role-plays are facilitated by trained professional staff from Residence Life and the Curry Health Center. Information about the campus discipline system in response to violations of University alcohol/drug policies, and information about campus resources and referrals for students struggling with drug or alcohol use or abuse is emphasized.

Beer Goggles – Alcohol, Healthy Relationships, and Sexual Assault

Beer Goggles is a multimedia presentation created by Student Wellness at Curry Health Center. It is an educational program that uses video and live performances by students telling their personal stories that is designed to address topics including alcohol and drug use and abuse among college students, healthy relationships, sexual assault, and relevant campus resources. Beer Goggles is presented in the fall to all incoming first-year students during the first two weeks of school. UM has presented the program at national conferences to rave reviews.

Step Up – Residence Life Program

Step up is a program presented by the Residence Life Office each fall to all incoming residence hall students. The program is grounded in bystander intervention philosophy and presents information about a wide array of situations where students are encouraged to stand up and say something when they see anything that is not right. Scenarios cover such topics as alcohol use, drug use, sexual assault, and mental health.

Know Your Rights Panel – Sponsored by the Student Involvement Network

This student-planned program provided in Fall 2015 offered a panel discussion on the rights of UM students. The intended audience was the entire campus community; presenters included UM police officers, University conduct professionals, and local attorneys. The discussion was structured to cover topics including drug and alcohol consumption and associated risks, laws and relevant University policies related to drug and alcohol use, penalties and consequences for drug and alcohol violations under the University conduct process, penalties and consequences for violations through the local criminal justice process, and risks associated with illegal drug and alcohol use. Panel members also discussed UM's policies on amnesty for students who

find themselves in situations of needing to seek help for themselves or friends for medical emergencies while under the influence.

Peers Reaching Out (PRO) Programs on Alcohol, Drugs, Healthy Sexuality, and Sexual Violence

Peers Reaching Out (PROs) are peer educators through the Curry Health Center who present numerous programs to student audiences throughout the year on topics including alcohol use and abuse, drug use and abuse, and healthy sexuality. PROs present programs to residence hall audiences, and University classes. They also present a Wellness Series for the campus community.

Students may become PROs by taking a 3-credit class, "Introduction to Peer Health Education," that addresses health topics impacting college students such as drug and alcohol use and abuse, safer sex, healthy relationships, mental health, suicide prevention, stress management, and sexual violence.

Residence Hall Floor Talks

Resident Assistants offer floor talks at least once each semester for all students living in the residence halls. RA presenters provide policy information to students about the use of alcohol and drugs, with an emphasis on consequences associated with violations of University policy or local laws that can result in disciplinary consequences under the UM Student Conduct Code and/or citations through UMPD or the Missoula Police Department.

DUI Prevention Education

UMPD officers, Resident Assistants and Curry Wellness share in programs designed to teach about the effects of alcohol on judgment and driving, alcohol tolerance, and myths versus realities in alcohol use and driving. Students also have opportunities to participate in simulation DUI field sobriety tests; they may try different goggles representing different levels of intoxication to learn first-hand about the effects of alcohol impairment. UMPD offers these programs to students upon request.

Choose Your Ride– Drinking and Driving

This program is presented by Curry Wellness and is designed to teach students about all the possible "ride" options that might result from choices related to drinking and driving. Police cars, ambulances, taxis, the UM U-Dash bus, and cars are all presented to educate students about drinking and driving. Program presenters also provide resources about local designated-driver programs.

Alcohol Poisoning and Bystander Intervention Poster Campaign

Curry Wellness sponsored a poster campaign for the campus community designed to educate about signs of alcohol poisoning and encourage bystander intervention and seeking help for friends who may be in trouble.

Fresh Air Crew

Peer educators through Curry Wellness also participate in outreach to raise awareness about smoking and tobacco use in support of the Tobacco Free UM campus policy. Students from the

Fresh Air Crew may talk with people who are violating the Tobacco Free policy and refer them for appropriate follow-up under the policy.

Social Media Outreach and Health Nut Newsletter

UM has worked over the years to develop and deliver prevention education and healthy lifestyle information through Curry Wellness that is current, reflects national best practices, and meets the needs of students. Social media campaigns are strategically planned and created to address not only drug and alcohol use and abuse, but also topics that impact student success such as stress management, sex, and healthy relationships. Curry Wellness uses Facebook, Instagram, Pinterest, YouTube, and Twitter to disseminate messages to students, and also offers an online blog called Health Nut. All social media is created by students, for students, and the campaigns have been very effective in reaching more followers than previous in-person presentations.

Programs for Employees

Information at New Faculty Orientation

New faculty members are provided information at New Faculty Orientation about the University drug and alcohol resources and policies as well as the Tobacco Free UM policy.

Information at New Employee Orientation about Tobacco Free UM

All new employees are provided information at New Employee Orientation about the Tobacco Free UM policy and tobacco cessation resources.

Staff Senate Programs on Wellness

UM's Staff Senate hosted a series of development programs for staff designed to encourage healthy lifestyles on topics related to meditation and mindfulness. Curry Wellness also presented a session to Staff Senate about Tobacco Free UM.

Training for UC Staff

Curry Wellness staff presented a fall training to employees and staff members in the University Center (UC) about the Tobacco Free UM policy and tobacco cessation resources.

Presentation for the University Council on Wellness and Health Risk Behaviors

Curry Wellness staff presented a session for the University Council, which is open to any faculty or staff member in the campus community, on student wellness, identifying behaviors that put students' health at risk, and the relationship of risky behaviors to student success. Advice, guidance, and referral resources were provided.

UM Participation in Community Outreach Programs

Missoula DUI Task Force

University staff members from Curry Wellness and other UM faculty participate regularly in the Missoula DUI Task Force, which plans and implements strategies to reduce drinking and driving in Missoula County.

Additional Community and State Task Forces

Staff from the Curry Health Center also participate on several other committees and task forces in Missoula. These included the Missoula Underage Substance Abuse Prevention Group and the Prescription Drug Abuse Task Force. Curry Wellness also participates in a statewide task force for the Montana Collegiate Tobacco Prevention Initiative, which is a group of professionals from colleges and universities across the state who meet to talk about issues associated with tobacco.

C. Drug and Alcohol Resources

Drug and Alcohol Resources for Students

Individual and Group Counseling, Counseling Services at the Curry Health Center

Counseling Services in the Curry Health Center provides both individual and group counseling for any student struggling with personal issues associated with drug and/or alcohol use or abuse. There are four licensed addictions counselors on staff with drug and alcohol use as a specialty; all other providers are trained in addictions and co-occurring disorders. Counselors ask about drug or alcohol issues and will also screen for tobacco cessation if that might be an issue. There is also a sobriety group. Counselors make referrals to appropriate providers off-campus, including to local and community mutual help support groups such as Alcoholics Anonymous and Narcotics Anonymous.

Behavioral Health Options Program

The Behavioral Health Options Program, offered through the Curry Health Center, works with students in both 1:1 and group settings to address concerning behaviors, especially related to drug and/or alcohol use, that are making it difficult for them to reach their goals, or behaviors that are negatively affecting those around them. The mission of the program is to educate and motivate students to proactively and positively address these high-risk behaviors. The program offers individual sessions and group programs led by trained interns or professionals that are designed to target risky substance use behavior. Staff also offer formal behavioral assessments.

Student Health Fair & Health Screenings

Curry Wellness sponsors a Student Health Fair that is held in November of every year in the University Center. The purpose of the fair is to provide information and resources about alcohol and drug use and abuse, tobacco, healthy eating, healthy sexuality, exercise, and fitness. Health screenings are also offered to students.

Tobacco Use and Cessation Programs

Curry Wellness offers several resources for students for tobacco cessation. These include Quit Kits, which are available to all students who are trying to quit chew or smoke tobacco, 1:1 consultations with staff, and referrals to the Montana Quit Line for free or reduced-fee tobacco cessation products.

Health Coaching at Curry Health Center

Curry Health Center offers students six weeks of individual, hour-long health coaching sessions with trained undergraduate peer coaches, many of whom are Community Health majors. Students can self-refer or be referred from the medical clinic, Counseling Services, or Disability Services for Students. The sessions are self-directed, meaning the client provides input on what he or she wants to work on. They are designed to address any health-related behaviors that students want to improve or reduce. Popular topics include healthy lifestyle, stress management, time management, healthy sleep, unhealthy drug or alcohol use, and eating well. Initial results from program evaluations indicate very positive outcomes for students.

Drug and Alcohol Resources for Faculty and Staff

Four Free Counseling Sessions for Employees

Montana University System (MUS) Benefits Plan participants are eligible for four free, confidential sessions with an in-network counselor for any issues that may be causing stress or disruption. The four sessions are available each plan year and can be used for any issue including family, personal, work, health, or other issues. To locate an in-network counselor, employees are instructed to contact their medical plan administrator directly or through their websites located on the last page of the MUS Choices Annual Benefits Enrollment Workbook at the following link: [CHOICES Annual Benefits Enrollment Workbook](#).

Inpatient & Outpatient Chemical Dependency Treatment

Montana University System (MUS) Benefits Plan participants are eligible for inpatient and outpatient benefits for chemical dependency. More information is in MUS Choices Annual Benefits Enrollment Workbook at the following link: [CHOICES Annual Benefits Enrollment Workbook](#).

MUS Wellness Incentive Program

As part of a wellness incentive program, a challenge is issued to participating employees to curb their drinking over the holidays. Points are provided towards rewards for accomplishing that goal. Possible rewards could include a Fitbit Health Tracker, gift cards, or monetary contributions to a tax-advantaged account. More information is in the MUS Choices Annual Benefits Enrollment Workbook, at the following link: [CHOICES Annual Benefits Enrollment Workbook](#).

Take Control Program

Take Control is a program offered to Montana University System (MUS) Benefits Plan participants. It provides additional support and counseling for tobacco cessation. More

information is in the MUS Choices Annual Benefits Enrollment Workbook, at the following link: [CHOICES Annual Benefits Enrollment Workbook](#).

Adult Routine Exam

Montana University System (MUS) Benefits Plan adult participants, age 18-65+, are eligible for one routine exam per benefit plan year at no cost with an in-network provider. Exams include screening/counseling and/or risk factor reduction interventions for depression, obesity, tobacco use/abuse and/or alcohol use/abuse. More information is in the MUS Choices Annual Benefits Enrollment Workbook, at the following link: [CHOICES Annual Benefits Enrollment Workbook](#).

11. Annual Disclosure of Crime Statistics

UMPD prepares the Annual Campus Security and Fire Safety Report each year in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (the Clery Act). The full text of this report is also provided on the [UMPD website](#) (<http://www.umt.edu/police>). These statistics can also be accessed by visiting the [Department of Education's Security Statistics search site](#) (<https://ope.ed.gov/campussafety>).

All UM employees and enrolled students receive an email notification of the availability of this report and notification is also provided through Human Resources for prospective employees, and through the UM Admissions Office for prospective students. Paper copies are also available at the offices of UMPD and the Dean of Students.

The 2016 report includes crime and fire statistics that were reported in calendar years 2013, 2014, and 2015. Statistics for the 2016 calendar year will appear in next year's report. UM is required to report this information for the benefit of all current and prospective students and employees.

To prepare this report, UMPD classifies crimes according to the FBI Uniform Crime Reporting Handbook, the National Incident-Based Reporting Standards, and the Handbook for Campus Safety and Security Reporting, 2016 Edition, published by the U. S. Department of Education. Montana law is used to define drug, liquor, and weapons law violations, as well as incidents of domestic violence.

Clery Locations/Geography

UM collects and publishes reports of crimes that occur in relevant Clery locations or "geographies." These categories of geographic locations, as defined by the U.S. Department of Education, are as follows:

On-campus – Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purpose, including residence halls, and

Any building or property that is within or reasonably contiguous to the area identified above, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes

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

Non-campus buildings or property – Any building or property owned or controlled by a student organization that is officially recognized by the institution, or:

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

Collection of Crime Statistics from Other Law Enforcement Agencies

The crime statistics information in this report pertains to crimes on the University of Montana Mountain Campus in Missoula as well as crimes that occur immediately adjacent to campus and crimes that occur in or on non-campus buildings or property that UM owns or controls. In preparing this report, the University of Montana Police Department collects crime statistics from Campus Security Authorities. UMPD also collects crime statistics in cooperation with Missoula city and county law enforcement and several other local, state, and federal law enforcement agencies with jurisdictions within or bordering UM Clery geography.

Besides the UM Mountain campus, the University of Montana solicits crime data from Missoula College East, Missoula College West, Bitterroot College in Hamilton, and several research facilities and land parcels. Because of the diverse properties, UMPD solicits Clery-related crime information from all law enforcement agencies that have jurisdiction within or bordering UM's Clery-reportable geographies. These agencies include:

- Missoula Police Department (MPD)
- Missoula County Sheriff's Department (MCSO)
- Montana Highway Patrol (MHP)
- U.S. Forest Service Law Enforcement (USFS)
- Hamilton Police Department (HPD,)
- Lake County Sheriff's Department (LCSO)
- Ravalli County Sheriff's Department (RCSO)

Table 6 shows a list of UM properties and the corresponding law enforcement agencies whose jurisdictions overlap or border with UMPD:

Table 6: UM Properties and Law Enforcement Jurisdiction

UM Campuses/Property	Law Enforcement Agencies (apart from UMPD) with Jurisdiction within or Bordering UM Property
UM Mountain Campus – Missoula	MPD, MHP, USFS
Fraternities and Sororities (Privately Owned)	MPD
Missoula College East	MPD
Missoula College West	MPD, MCSO
Bitterroot College	HPD
Boone and Crocket Club (Leased Offices)	MPD
Jacob's Island	MPD
Kim Williams Trail	MPD, MCSO, USFS
MonTEC	MPD
Dornblaser Park and Ride	MPD
President's Home	MPD
University-Owned Houses	MPD
spectrUM Discovery Area (Leased Space)	MPD
Fort Missoula	MCSO
Lubrecht Experimental Forest	MCSO
Bandy Experimental Ranch	MCSO
Montana Island Lodge	MCSO
Flathead Lake Biological Station	LCSO
Daly Mansion	RCSO

Campus Crime Log

UMPD keeps a daily crime log that records crimes by their nature, date, time, general location, and disposition of the complaint. The crime log is available for inspection by the campus community or the public at UMPD, Facilities Services Building, Room 136.

Definitions of Reportable Crimes under the Clery Act

- **Criminal Homicide—Manslaughter by Negligence:** The killing of another person through gross negligence.
- **Criminal Homicide—Murder and Nonnegligent Manslaughter:** The willful (nonnegligent) killing of one human being by another.
- **Sex Offenses:** Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- **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.

- **Robbery:** The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- **Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed. Aggravated assault includes poisoning (date rape drug, or other poisoning). An aggravated assault using a date rape drug may be classified as a sexual assault.)
- **Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.
- **Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (Motor vehicle theft includes all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned – including joyriding.)
- **Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- **Liquor Law Violations:** The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.
- **Drug Abuse Violations:** The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.
- **Weapons: Carrying, Possessing, Etc.:** The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.
- **Referred for campus disciplinary action (Liquor Laws, Drugs and Weapons Violations):** The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

Hate Crimes & Definitions:

- **Hate crime:** A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability. The crimes of larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property are also reported under Clery Act requirements if it is determined the victim was intentionally selected because of the perpetrator's bias against the victim.
- **Larceny-Theft (Except Motor Vehicle Theft):** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

- **Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property:** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Violence Against Women Reauthorization Act of 2013 (VAWA) Crimes:

- **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.
- The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.
- **Domestic Violence:** Felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, 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 in which the crime of violence occurred.
- **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. For the purpose of this definition *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.

Table 7: UM Missoula Crime Log – Amended²

Offense	Year	On Campus	Student Housing (subset of On Campus)	Non-campus Building or Property	Public Property	Unfounded
Criminal Homicide: Murder and Non-negligent Manslaughter	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Criminal Homicide: Negligent Manslaughter	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Robbery	2013	0	0	0	0	NR
	2014	0	0	1	0	0
	2015	0	0	0	0	0
Aggravated Assault	2013	0	0	0	0	NR
	2014	1	0	0	0	0
	2015	1	1	3	0	1
Burglary	2013	9	5	0	0	NR
	2014	19	11	0	0	0
	2015	14	10	2	0	0

² Information in Table 7 was amended on February 1, 2017, as follows:

Robbery (Non-campus): For 2014, this number was changed from 0 to 1 because it was determined that this crime occurred within our geography.

Robbery (Public Property): For 2014, this number was changed from 1 to 0 because this number was previously improperly reported.

Aggravated Assault (On Campus): For 2013, this number was changed from 2 to 0 because the cases previously counted do not fit the specified Clery Act definition of Aggravated Assault. For 2014, this number was changed from 2 to 1 because of a reclassification of a case in which a weapon was involved that had previously been misclassified as simple assault.

Aggravated Assault (Student Housing): For 2013, this number was changed from 1 to 0 because the case previously counted does not fit the specified Clery Act definition of Aggravated Assault.

Aggravated Assault (Non-campus): For 2013, this number was changed from 1 to 0 because the case previously counted does not fit the specified Clery Act definition of Aggravated Assault.

Burglary (On Campus): For 2013, this number was changed from 5 to 9 because these additional cases had been previously misclassified as thefts. For 2014, this number was changed from 14 to 19 because these additional cases had been misclassified as thefts.

Burglary (Student Housing): For 2013, this number was changed from 3 to 5 because these additional cases had been previously misclassified as thefts. For 2014, this number was changed from 4 to 11 because these additional cases had been previously misclassified as thefts.

Burglary (Non-campus): For 2013, this number was changed from 3 to 0 because of the discovery of a typographical error.

Motor Vehicle Theft (Non-campus): For 2013, this number was changed from 1 to 0 because this number was previously improperly reported.

Motor Vehicle Theft (Public Property): For 2013, this number was changed from 0 to 1 because this number was previously improperly reported.

Domestic Violence (On Campus): For 2014, this number was changed from 11 to 12 because a stalking case was found to have an additional incident of domestic violence.

Offense	Year	On Campus	Student Housing (subset of On Campus)	Non-campus Building or Property	Public Property	Unfounded
Motor Vehicle Theft	2013	4	2	0	1	NR
	2014	2	0	0	0	0
	2015	2	0	0	0	0
Arson	2013	0	0	0	0	NR
	2014	1	1	0	0	0
	2015	0	0	0	0	0
Dating Violence	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Domestic Violence	2013	8	7	0	0	NR
	2014	12	11	0	0	0
	2015	12	11	0	0	0
Stalking	2013	7	1	0	0	NR
	2014	3	1	0	0	0
	2015	5	2	0	0	0

Note: NR means the statistic was not required by the Clery Act in a particular year or for a particular crime category.

Table 8: UM Missoula Sex Offenses – Amended³

Offense	Year	On Campus	Student Housing (subset of On Campus)	Non-campus Building or Property	Public Property	Unfounded
Sex Offenses						
Forcible Sex Offenses	2013	9	5	0	1	NR
Non-Forcible Sex Offenses	2013	0	0	0	0	NR
New Sex Offense Reporting Categories as of 10/20/2014						
Rape	2014	5	5	0	0	0
Fondling	2014	2	2	1	1	0
Incest	2014	0	0	0	0	0
Statutory Rape	2014	0	0	0	0	0
Rape	2015	1	1	1	0	0

³ Information in Table 8 was amended on February 1, 2017, as follows:

Fondling (On Campus): For 2014, this number was changed from 1 to 2 because the additional case had not been counted previously.

Fondling (Student Housing): For 2014, this number was changed from 1 to 2 because the additional case had not been counted previously.

Offense	Year	On Campus	Student Housing (subset of On Campus)	Non-campus Building or Property	Public Property	Unfounded
Fondling	2015	5	5	1	0	0
Incest	2015	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0

Note: NR means the statistic was not required by the Clery Act in a particular year or for a particular crime category.

Table 9: UM Missoula Arrests - Amended⁴

Other Offenses	Year	On Campus	Student Housing	Non-campus Building or Property	Public Property
Liquor Law Violations	2013	75	11	6	17
	2014	40	15	0	2
	2015	36	8	0	2

⁴ Information in Table 9 was amended on February 1, 2017, as follows:

Liquor Law Violations (On Campus): For 2013, this number was changed from 98 to 75 because this number was previously miscounted. For 2014, this number was changed from 39 to 40 because this number was previously miscounted.

Liquor Law Violations (Student Housing): For 2013, this number was changed from 29 to 11 because this number was previously miscounted. For 2014, this number was changed from 18 to 15 because this number was previously miscounted.

Liquor Law Violations (Non-campus): For 2013, this number was changed from 2 to 6 because this number was previously miscounted.

Liquor Law Violations (Public Property): For 2013, this number was changed from 4 to 17 because this number was previously miscounted. For 2014, this number was changed from 0 to 2 because this number was previously miscounted.

Drug Abuse Violations (On Campus): For 2013, this number was changed from 44 to 42 because this number was previously miscounted. For 2014, this number was changed from 40 to 34 because this number was previously miscounted.

Drug Abuse Violations (Student Housing): For 2013, this number was changed from 38 to 34 because this number was previously miscounted. For 2014, this number was changed from 32 to 29 because this number was previously miscounted.

Drug Abuse Violations (Non-campus): For 2013, this number was changed from 0 to 2 because this number was previously miscounted.

Drug Abuse Violations (Public Property): For 2013, this number was changed from 0 to 1 because this number was previously miscounted.

Illegal Weapons Violations (On Campus): For 2013, this number was changed from 2 to 1 because the weapon counted previously was determined to be not illegal to possess. For 2014, this number was changed from 1 to 0 because the weapon counted previously was determined to be not illegal to possess.

Illegal Weapons Violations (Student Housing): For 2014, this number was changed from 1 to 0 because the weapon counted previously was determined to be not illegal to possess.

Other Offenses	Year	On Campus	Student Housing	Non-campus Building or Property	Public Property
Drug Abuse Violations	2013	42	34	2	1
	2014	34	29	0	0
	2015	25	25	0	0
Illegal Weapons Violations	2013	1	1	0	0
	2014	0	0	0	0
	2015	1	0	0	0

Table 10: UM Missoula Disciplinary Referrals - Amended⁵

Other Offenses	Year	On Campus	Student Housing	Non-campus Building or Property	Public Property
Liquor Law Violations	2013	441	441	0	0
	2014	417	417	0	0
	2015	217	217	0	0
Drug Abuse Violations	2013	216	216	0	0
	2014	178	178	0	0
	2015	149	149	0	0
Illegal Weapons Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0

There were no reported Hate Crimes for the UM Missoula campus for 2013 and 2014. There were two Hate crimes - Vandalism reported on campus in 2015; one biased on religion and the other biased on sexual orientation.

⁵ Information in Table 10 was amended on February 1, 2017, as follows:

Liquor Law Violations (On Campus): For 2013, this number was changed from 389 to 441 because this number was previously miscounted. For 2014, this number was changed from 428 to 417 because this number was previously miscounted.

Liquor Law Violations (Student Housing): For 2013, this number was changed from 379 to 441 because this number was previously miscounted. For 2014, this number was changed from 426 to 417 because this number was previously miscounted.

Drug Abuse Violations (On Campus): For 2013, this number was changed from 182 to 216 because this number was previously miscounted. For 2014, this number was changed from 197 to 178 because this number was previously miscounted.

Drug Abuse Violations (Student Housing): For 2013, this number was changed from 175 to 216 because this number was previously miscounted. For 2014, this number was changed from 192 to 178 because this number was previously miscounted.

Table 11: Missoula College (East) Campus Crime Log

Offense	Year	On Campus	Student Housing (subset of On Campus)	Noncampus Building or Property	Public Property	Unfounded
Criminal Homicide: Murder and Non-negligent Manslaughter	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Criminal Homicide: Negligent Manslaughter	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Robbery	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Aggravated Assault	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Burglary	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Motor Vehicle Theft	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Arson	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Dating Violence	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Domestic Violence	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Stalking	2013	2	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0

Note: NR means the statistic was not required by the Clery Act in a particular year or for a particular crime category.

Table 12: Missoula College (East) Sex Offenses

Offense	Year	On Campus	Student Housing (subset of On Campus)	Noncampus Building or Property	Public Property	Unfounded
Sex Offenses						
Forcible Sex Offenses	2013	0	0	0	0	NR
Non-Forcible Sex Offenses	2013	0	0	0	0	NR
New Sex Offense Reporting Categories as of 10/20/2014						
Rape	2014	0	0	0	0	0
Fondling	2014	0	0	0	0	0
Incest	2014	0	0	0	0	0
Statutory Rape	2014	0	0	0	0	0
Rape	2015	0	0	0	0	0
Fondling	2015	0	0	0	0	0
Incest	2015	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0

Note: NR means the statistic was not required by the Clery Act in a particular year or for a particular crime category.

Table 13: Missoula College (East) Arrests

Other Offenses	Year	On Campus	Student Housing	Non-campus Building or Property	Public Property
Liquor Law Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Drug Abuse Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Illegal Weapons Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0

Table 14: Missoula College (East) Disciplinary Referrals

Other Offenses	Year	On Campus	Student Housing	Non-campus Building or Property	Public Property
Liquor Law Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Drug Abuse Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Illegal Weapons Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0

There were no reported Hate Crimes on the Missoula College (East) campus for 2013 - 2015.

Table 15: Missoula College (West) Campus Crime Log

Offense	Year	On Campus	Student Housing (subset of On Campus)	Noncampus Building or Property	Public Property	Unfounded
Criminal Homicide: Murder and Non-negligent Manslaughter	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Criminal Homicide: Negligent Manslaughter	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Robbery	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Aggravated Assault	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Burglary	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Motor Vehicle Theft	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0

Offense	Year	On Campus	Student Housing (subset of On Campus)	Noncampus Building or Property	Public Property	Unfounded
Arson	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Dating Violence	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Domestic Violence	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Stalking	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0

Note: NR means the statistic was not required by the Clery Act in a particular year or for a particular crime category.

Table 16: Missoula College (West) Sex Offenses

Offense	Year	On Campus	Student Housing (subset of On Campus)	Noncampus Building or Property	Public Property	Unfounded
Sex Offenses						
Forcible Sex Offenses	2013	0	0	0	0	NR
Non-Forcible Sex Offenses	2013	0	0	0	0	NR
New Sex Offense Reporting Categories as of 10/20/2014						
Rape	2014	0	0	0	0	0
Fondling	2014	0	0	0	0	0
Incest	2014	0	0	0	0	0
Statutory Rape	2014	0	0	0	0	0
Rape	2015	0	0	0	0	0
Fondling	2015	0	0	0	0	0
Incest	2015	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0

Note: NR means the statistic was not required by the Clery Act in a particular year or for a particular crime category.

Table 17: Missoula College (West) Arrests

Other Offenses	Year	On Campus	Student Housing	Non-campus Building or Property	Public Property
Liquor Law Violations	2013	0	0	6	0
	2014	0	0	0	0
	2015	0	0	0	0
Drug Abuse Violations	2013	0	0	2	0
	2014	0	0	0	0
	2015	0	0	0	0
Illegal Weapons Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0

Table 18: Missoula College (West) Disciplinary Referrals

Other Offenses	Year	On Campus	Student Housing	Non-campus Building or Property	Public Property
Liquor Law Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Drug Abuse Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Illegal Weapons Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0

There were no reported Hate Crimes on the Missoula College (West) campus for 2013 - 2015.

Table 19: Bitterroot College Campus Crime Log

Offense	Year	On Campus	Student Housing (subset of On Campus)	Noncampus Building or Property	Public Property	Unfounded
Criminal Homicide: Murder and Non-negligent Manslaughter	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Criminal Homicide: Negligent Manslaughter	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Robbery	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Aggravated Assault	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Burglary	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Motor Vehicle Theft	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Arson	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Dating Violence	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Domestic Violence	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0
Stalking	2013	0	0	0	0	NR
	2014	0	0	0	0	0
	2015	0	0	0	0	0

Note: NR means the statistic was not required by the Clery Act in a particular year or for a particular crime category.

Table 20: Bitterroot College Sex Offenses

Offense	Year	On Campus	Student Housing (subset of On Campus)	Noncampus Building or Property	Public Property	Unfounded
Sex Offenses						
Forcible Sex Offenses	2013	0	0	0	0	NR
Non-Forcible Sex Offenses	2013	0	0	0	0	NR
New Sex Offense Reporting Categories as of 10/20/2014						
Rape	2014	0	0	0	0	0
Fondling	2014	0	0	0	0	0
Incest	2014	0	0	0	0	0
Statutory Rape	2014	0	0	0	0	0
Rape	2015	0	0	0	0	0
Fondling	2015	0	0	0	0	0
Incest	2015	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0

Note: NR means the statistic was not required by the Clery Act in a particular year or for a particular crime category.

Table 21: Bitterroot College Arrests

Other Offenses	Year	On Campus	Student Housing	Non-campus Building or Property	Public Property
Liquor Law Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Drug Abuse Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Illegal Weapons Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0

Table 22: Bitterroot College Disciplinary Referrals

Other Offenses	Year	On Campus	Student Housing	Non-campus Building or Property	Public Property
Liquor Law Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Drug Abuse Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
Illegal Weapons Violations	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0

There were no reported Hate Crimes on the Bitterroot College campus for 2013 - 2015.

12. Annual Fire Safety Report

The Higher Education Opportunity Act enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The following report details all information required by this act for the University of Montana.

The Residence Life Office on the Mountain Campus is responsible for the overall management and administration of nine residence halls on campus as well as University Villages and Lewis & Clark Village, which are apartment complexes. Although some Missoula College students live in University housing on the Mountain Campus, there are no on-campus housing facilities at Missoula College or at Bitterroot College.

A. Definitions

On-Campus Student Housing: A student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within a reasonable contiguous area that makes up the campus.

Fire: Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

B. Fire Safety

The Residence Life Office provides information on their website about Fire Safety policies in three separate places:

- Information about "Residence Halls," under "Policies":
- Information about "Lewis & Clark Village," under "Policies":
- Information about "University Villages," under "Policies":

All of these policy statements related to Fire Safety are as follows:

Residence Halls Fire Safety Policies

(<http://www.umt.edu/residencelife/rh/policies/default.php>)

General Safety:

In case of a fire, call 911. Fires are potentially a serious problem in all shared living space communities due to the high concentration of individuals living in each building. Please use caution and common sense to avoid a disaster.

Prevention can save your life and the life of others. Explore your community and familiarize yourself with all exits. Keep exits and access areas clear of all debris and storage. Residence Hall staff will conduct fire drills twice annually in order for all residents to evaluate proper evacuation routes in case of a fire emergency.

Please note that halogen lamps, candles with wicks, and incense are not allowed to reduce the risk of fires in the residence halls.

Candles & Incense:

Candles and incense have been found to be a severe fire hazard and their use is prohibited in the residence halls. Wickless candles are an acceptable alternative and provide fragrance without the flame.

Cooking:

Cooking appliances are not allowed in the residence halls except for coffee pots, microwaves, and popcorn poppers. In residence hall kitchens, baking is allowed, but cooking meals that contain meat or cooking with oils is prohibited. Appliances such as toasters, toaster ovens, hot plates, appliances with open elements, and George Foreman-type grills are not allowed.

Decorations:

All natural trees and branches to be used as ornamentation in residence halls or rooms must first be fireproofed and all decorations must be nonflammable. Residents may not hang items from the ceiling or from sprinkler heads, or create holes in the walls.

Flammable Liquids:

Gasoline, kerosene, alcohol, cleaning fluids, etc., constitute a serious danger and are prohibited in residence halls, as are vehicles containing such fluids.

Halogen Lamps and Lights:

The Consumer Product Safety Commission issued a warning about the dangers of halogen lamps and the excessive operating temperatures of 970 to 1200 degrees F that they produce. Curtains, clothing, paper items, etc., burn quickly when they come into contact with 300W or 500W bulbs. Therefore, light bulbs greater than 150W, either incandescent or halogen, are not allowed.

Hoverboards, Swagways, IO Hawks, and Skywalkers

The use, possession, or storage of Hoverboards, Swagways, IO Hawks, Skywalkers, and similar devices is prohibited until safety standards for them can be developed and implemented. Recent information has revealed that the batteries in these devices are dangerous and prone to explosion, creating safety and fire risks. Until safety standards for these devices are improved, Residence Life has prohibited them from being in any of our residence halls or apartments.

If you have one of these devices, please remove it. Please know that you will not be able to have it in campus housing and if it is found, you will be asked to remove it from UM property or face disciplinary action.

Lewis & Clark Village Fire Safety Policies

(<http://www.umt.edu/residencelife/lcv/policies.php>)

Candles and Incense

Candles and incense have been found to be a severe fire hazard, and their use is prohibited in the apartments. Wickless candles are an acceptable alternative and provide fragrance without the flame.

Fires

In case of a fire, call 911. Fires are potentially a serious problem in all apartment communities due to the high concentration of individuals living in each building. Most fires begin due to carelessness. At the top of the list are cooking-related fires. Next on the list are fires that are caused by cigarettes. Please use caution and common sense to avoid a disaster.

Prevention can save your life and the life of others. Explore your community and familiarize yourself with all exits. Keep exits and access areas clear of all debris and storage. This includes:

- Keeping sidewalks, porches, common hallways, and outside landings clear of all items including trash, furniture, toys, appliances, car parts, and exercise equipment. Failure to do so will result in a cleaning/removal fee that will be charged to the offending apartment resident.
- Not using balconies, porches, fences, sidewalks, or any common area as a laundry-drying area.
- Not chaining bikes, motorcycles, or trailers to gas piping, stair rails, electrical conduit, or plumbing pipes. Keeping BBQ grills at least 10 feet away from all buildings, landings, or porches.
- BBQ grills (propane or briquette) are not permitted on the second and third floor balconies due to fire hazard. Permanent grills have been installed on the grounds for your convenience.
- Test your smoke detector(s) once a month. Notify maintenance if you have any problems with them.
- No halogen lamps, candles, or incense

Fireworks and Combustibles

Fireworks, gunpowder, and other combustible materials or substances that endanger health and safety in the Lewis & Clark Village area are not permitted

Hoverboards, Swagways, IO Hawks, and Skywalkers

The use, possession, or storage of Hoverboards, Swagways, IO Hawks, Skywalkers, and similar devices is prohibited until safety standards for them can be developed and implemented. Recent information has revealed that the batteries in these devices are dangerous and prone to explosion, creating safety and fire risks. Until safety standards for these devices are improved, Residence Life has prohibited them from being in any of our residence halls or apartments.

If you have one of these devices, please remove it. Please know that you will not be able to have it in campus housing and if it is found, you will be asked to remove it from UM property or face disciplinary action.

Smoke Alarms

All smoke alarms must remain operational at all times. Residents should never disconnect smoke alarms for any reason. Please note: removing, disconnecting, or tampering with the smoke alarm or fire extinguisher will result in Student Conduct Code violations and can result in eviction from Lewis & Clark Village.

University Villages Fire Safety Policies

(<http://www.umt.edu/residencelife/uv/policies-UV/default.php>)

General Information

In case of a fire, call 911. Fires are potentially a serious problem in all apartment communities due to the high concentration of individuals living in each building. Most fires begin due to carelessness. At the top of the list are cooking-related fires. Next on the list are fires caused by cigarettes. Please use caution and common sense to avoid a disaster.

Prevention can save your life and the life of others.

- Explore your community and familiarize yourself with all exits. Visit with those living in your apartment about escape routes and a meeting place outside the apartment in case of a fire. Keep exits and access areas clear of all debris and storage. This includes:
 - Keeping sidewalks, porches, common hallways, and outside landings clear of all items including trash, furniture, toys, appliances, car parts, and exercise equipment. Failure to do so will result in a cleaning/removal fee that will be charged to the offending apartment resident.
 - Not using balconies, porches, sidewalks, or any common area as a laundry-drying area.
 - Not chaining bikes, motorcycles, or trailers to gas piping, stair rails, electrical conduit, or plumbing pipes. Keeping BBQ grills at least 10 feet away from all buildings, landings or porches.
- BBQ grills (propane or briquette) are not permitted on the second and third floor balconies due to fire hazard.
- Test your smoke detector(s) once a month. Notify maintenance if you have any problems with them.
- No halogen lamps, candles, or incense

Smoke Alarms

All smoke alarms must remain operational at all times. Tenants should never disconnect smoke alarms for any reason. Please note: removing, disconnecting, or tampering with the smoke alarm or fire extinguisher is grounds to terminate your lease. Your apartment has at least one battery-operated or electric smoke alarm. When the battery wears down, the alarm will “chirp” every few minutes. Please contact the University Villages Office immediately and we will provide you with a battery so you can replace the old one.

Fire Extinguishers (Craighead/Sisson and Elliott Village Only)

Your apartment has one 5-pound ABC-type fire extinguisher. Check the fire extinguisher's charge periodically and call the UV Office immediately when it needs recharging.

Fireworks and Combustibles

Fireworks, gunpowder, and other combustible materials or substances that endanger health and safety in the University Villages area are not permitted.

Hoverboards, Swagways, IO Hawks, and Skywalkers

The use, possession, or storage of Hoverboards, Swagways, IO Hawks, Skywalkers, and similar devices is prohibited until safety standards for them can be developed and implemented. Recent information has revealed that the batteries in these devices are dangerous and prone to explosion, creating safety and fire risks. Until safety standards for these devices are improved, Residence Life has prohibited them from being in any of our residence halls or apartments.

If you have one of these devices, please remove it. Please know that you will not be able to have it in campus housing and if it is found, you will be asked to remove it from UM property or face disciplinary action.

C. Fire Statistics for On-Campus Student Housing Facilities

Table 23: 2015 Residential Facility Fire Statistics

Statistics and Related Information Regarding Fires in Residential Facilities for 2015						
Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	No. of injuries requiring medical treatment	No. of deaths related to fires	Value of Property Loss
Residence Halls						
Aber Hall	2	1	Undetermined/burn marks on doors	0	0	\$0-99
		2	Undetermined/ box with burn marks	0	0	\$0-99
Craig Hall	0	0	N/A	N/A	N/A	N/A
Duniway Hall	0	0	N/A	N/A	N/A	N/A
Elrod Hall	0	0	N/A	N/A	N/A	N/A
Jesse Hall	0	0	N/A	N/A	N/A	N/A
Knowles Hall	0	0	N/A	N/A	N/A	N/A
Miller Hall	1	1	Undetermined/Burn mark on wall	0	0	\$0-99
Pantzer Hall	0	0	N/A	N/A	N/A	N/A
Turner Hall	0	0	N/A	N/A	N/A	N/A
University Villages						
Craighead Apartments	0	0	N/A	N/A	N/A	N/A
Sisson Apartments	0	0	N/A	N/A	N/A	N/A
Bannack Court	0	0	N/A	N/A	N/A	N/A
Cinnabar Drive	0	0	N/A	N/A	N/A	N/A
Coloma Drive	0	0	N/A	N/A	N/A	N/A
Elkhorn Court	0	0	N/A	N/A	N/A	N/A
Emigrant Court	0	0	N/A	N/A	N/A	N/A
Garnet Court	0	0	N/A	N/A	N/A	N/A
Granite Court	1	1	Unintentional/Hazardous Product	0	0	\$0-99
Helena Court	0	0	N/A	N/A	N/A	N/A
Jardine Court	0	0	N/A	N/A	N/A	N/A

Statistics and Related Information Regarding Fires in Residential Facilities for 2015						
Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	No. of injuries requiring medical treatment	No. of deaths related to fires	Value of Property Loss
Landusky Court	0	0	N/A	N/A	N/A	N/A
Laurin Court	0	0	N/A	N/A	N/A	N/A
Ophir Court	0	0	N/A	N/A	N/A	N/A
Pardee Court	0	0	N/A	N/A	N/A	N/A
Pioneer Court	0	0	N/A	N/A	N/A	N/A
Rimini Court	0	0	N/A	N/A	N/A	N/A
Robar Court	0	0	N/A	N/A	N/A	N/A
Yreka Court	0	0	N/A	N/A	N/A	N/A
Community Center	0	0	N/A	N/A	N/A	N/A
Lewis and Clark Apartments	0	0	N/A	N/A	N/A	N/A
Community Center	0	0	N/A	N/A	N/A	N/A

Table 24: 2014 Residential Facility Fire Statistics

Statistics and Related Information Regarding Fires in Residential Facilities for 2014						
Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	No. of injuries requiring medical treatment	No. of deaths related to fires	Value of Property Loss
Residence Halls						
Aber Hall	1	1	Undetermined/burn mark on door	0	0	\$0-99
Craig Hall	1	1	Unintentional/Electrical	0	0	\$100-199
Duniway Hall	0	0	N/A	N/A	N/A	N/A
Elrod Hall	2	1	Undetermined/burn marks on map	0	0	\$0-99
		2	Undetermined/burn mark	0	0	\$0-99
Jesse Hall	0	0	N/A	N/A	N/A	N/A
Knowles Hall	0	0	N/A	N/A	N/A	N/A
Miller Hall	0	0	N/A	N/A	N/A	N/A
Pantzer Hall	0	0	N/A	N/A	N/A	N/A
Turner Hall	0	0	N/A	N/A	N/A	N/A

Statistics and Related Information Regarding Fires in Residential Facilities for 2014						
Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	No. of injuries requiring medical treatment	No. of deaths related to fires	Value of Property Loss
University Villages						
Craighead Apartments	0	0	N/A	N/A	N/A	N/A
Sisson Apartments	0	0	N/A	N/A	N/A	N/A
Bannack Court	2	1	Unintentional/Electrical	0	0	\$0-99
		2	Unintentional/Cooking	0	0	\$0-99
Cinnabar Drive	0	0	N/A	N/A	N/A	N/A
Coloma Drive	0	0	N/A	N/A	N/A	N/A
Elkhorn Court	0	0	N/A	N/A	N/A	N/A
Emigrant Court	0	0	N/A	N/A	N/A	N/A
Garnet Court	0	0	N/A	N/A	N/A	N/A
Granite Court	0	0	N/A	N/A	N/A	N/A
Helena Court	0	0	N/A	N/A	N/A	N/A
Jardine Court	0	0	N/A	N/A	N/A	N/A
Landusky Court	0	0	N/A	N/A	N/A	N/A
Laurin Court	0	0	N/A	N/A	N/A	N/A
Ophir Court	1	1	Unintentional/Cooking	0	0	\$0-99
Pardee Court	0	0	N/A	N/A	N/A	N/A
Pioneer Court	1	1	Unintentional/Smoking materials	0	0	\$0-99
Rimini Court	0	0	N/A	N/A	N/A	N/A
Robar Court	0	0	N/A	N/A	N/A	N/A
Yreka Court	1	1	Unintentional/Hazardous materials	3	0	\$25,000 - \$35,000
Community Center	0	0	N/A	N/A	N/A	N/A
Lewis and Clark Apartments	0	0	N/A	N/A	N/A	N/A
Community Center	0	0	N/A	N/A	N/A	N/A

Table 25: 2013 Residential Facility Fire Statistics

Statistics and Related Information Regarding Fires in Residential Facilities for 2013						
Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	No. of injuries requiring medical treatment	No. of deaths related to fires	Value of Property Loss
Residence Halls						
Aber Hall	1	1	Intentional/paper lit on fire in dorm room	0	0	\$0-99
Craig Hall	0	0	N/A	N/A	N/A	N/A
Duniway Hall	0	0	N/A	N/A	N/A	N/A
Elrod Hall	1	1	Undetermined/burn mark on door	0	0	\$0-99
Jesse Hall	3	1	Undetermined/burn mark on sign	0	0	\$0-99
		2	Undetermined/burn mark	0	0	\$0-99
		3	Undetermined/burn mark	0	0	\$0-99
Knowles Hall	1	1	Undetermined/burn mark	0	0	\$0-99
Miller Hall	2	1	Undetermined/Burn mark couch	0	0	\$0-99
		2	Unintentional/Smoking materials	0	0	\$0-99
Pantzer Hall	0	0	N/A	N/A	N/A	N/A
Turner Hall	0	0	N/A	N/A	N/A	N/A
University Villages						
Craighead Apartments	0	0	N/A	N/A	N/A	N/A
Sisson Apartments	0	0	N/A	N/A	N/A	N/A
Bannack Court	0	0	N/A	N/A	N/A	N/A
Cinnabar Drive	0	0	N/A	N/A	N/A	N/A
Coloma Drive	0	0	N/A	N/A	N/A	N/A
Elkhorn Court	0	0	N/A	N/A	N/A	N/A
Emigrant Court	0	0	N/A	N/A	N/A	N/A
Garnet Court	0	0	N/A	N/A	N/A	N/A
Granite Court	0	0	N/A	N/A	N/A	N/A
Helena Court	0	0	N/A	N/A	N/A	N/A

Statistics and Related Information Regarding Fires in Residential Facilities for 2013						
Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	No. of injuries requiring medical treatment	No. of deaths related to fires	Value of Property Loss
Jardine Court	0	0	N/A	N/A	N/A	N/A
Landusky Court	0	0	N/A	N/A	N/A	N/A
Laurin Court	0	0	N/A	N/A	N/A	N/A
Ophir Court	0	0	N/A	N/A	N/A	N/A
Pardee Court	0	0	N/A	N/A	N/A	N/A
Pioneer Court	0	0	N/A	N/A	N/A	N/A
Rimini Court	1	1	Unintentional/Cooking	0	0	\$0-99
Robar Court	1	1	Undetermined/Other	0	0	\$0-99
Yreka Court	0	0	N/A	N/A	N/A	N/A
Community Center	0	0	N/A	N/A	N/A	N/A
Lewis and Clark Apartments	0	0	N/A	N/A	N/A	N/A
Community Center	0	0	N/A	N/A	N/A	N/A

D. Description of On-Campus Student Housing Fire Safety Systems

Table 26: Campus Student Housing Fire Safety Systems

Facility *	Fire Alarm Monitoring On Site (By UMPD)	Full Sprinkler System **	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Number of Evacuation (Fire) Drills Each Calendar Year
Residence Halls						
Aber Hall	Yes	Yes	Yes	Yes	Yes	2
Craig Hall	Yes	Yes	Yes	Yes	Yes	2
Duniway Hall	Yes	Yes	Yes	Yes	Yes	2
Elrod Hall	Yes	Yes	Yes	Yes	Yes	2
Jesse Hall	Yes	Yes	Yes	Yes	Yes	2
Knowles Hall	Yes	Yes	Yes	Yes	Yes	2
Miller Hall	Yes	Yes	Yes	Yes	Yes	2
Pantzer Hall	Yes	Yes	Yes	Yes	Yes	2
Turner Hall	Yes	Yes	Yes	Yes	Yes	2
University Villages	Yes	Yes	Yes	Yes	No	0
Lewis & Clark Apartments	Yes	Yes	Yes	Yes	No	0

* Residence halls at the University of Montana do not have physical addresses. Resident mail is addressed to the building name, and emergency responders are directed to the building name.

** “Full Sprinkler System” is defined as having sprinklers in both the common areas and individual sleeping rooms.

In addition to the safety equipment listed in the table above, all UM residence hall floor and wing doors are connected to the fire alarm system. When the fire alarm is activated, the doors shut to help control the potential spread of fire and smoke. Passenger elevators are also connected to the fire system so they do not operate when the alarm is activated.

E. Residence Hall Fire Drills and Evacuation Policy

Fire drills are planned, supervised, and evaluated annually for the residence halls. During floor meetings that are held the first week of each new semester, Resident Assistants explain fire safety policies and evacuation procedures to students living on the floor. Evacuation maps are posted on every floor to inform students and guests of the locations of the nearest exits. Fire drills are held in each residential building, once per semester to provide an opportunity for the residents and employees to practice an evacuation.

If a resident student, employee, or guest of the residence halls discovers a fire and the general fire alarm has not activated, activate the nearest pull station by lifting the plastic cover (a pre-alarm will sound) and pulling the handle down. When the general fire alarm for the residence hall sounds, everyone must evacuate the building immediately via the closest emergency exit. Residents must proceed in an orderly fashion by walking quickly to the nearest emergency egress routes and exit the building. Elevators cannot be used as emergency egress routes.

Students with disabilities who cannot leave the building via emergency egress routes should go to the nearest safe area of rescue and activate the area of rescue signal. Emergency personnel will come to this area and assist with the evacuation.

Once outside, people must move at least 25 feet from the building to allow room for emergency vehicles and personnel to work. During inclement weather, students will be moved inside to other buildings during an emergency. Do not re-enter the building until instructed to do so by a Residence Life staff member or on-scene emergency personnel.

F. Policies on Electrical Appliances, Smoking, and Open Flames

Use of Electrical Appliances

Cooking appliances are not allowed in the residence halls except for coffee pots, microwaves, and popcorn poppers. In residence hall kitchens, baking is allowed but cooking meals that contain meat or cooking with oils is prohibited. Appliances such as toasters, toaster ovens, hot plates, appliances with open elements, and George Foreman-type grills are not allowed.

Smoking & Tobacco Use

In accordance with UM's tobacco free campus policy, called Tobacco Free UM, students may not smoke or use tobacco products outside the residence halls on campus property. Additionally, all campus buildings are designated “No Smoking” in all areas, including residence halls and the rooms in which students reside. Smoking of any kind (including hookahs, e-cigarettes, and vape/vapor/vaporizer pens) and the use of all tobacco products (including chew, snuff, etc.) are not allowed in any areas, including study rooms, restrooms, hallways, stairways, lobbies, elevators, lounges, and student rooms.

More information about [Tobacco Free UM](http://www.umt.edu/tobaccofreeum) is available at <http://www.umt.edu/tobaccofreeum>.

Open Flames

Candles and incense present a severe fire hazard and their use is prohibited in the residence halls. Wickless candles are an acceptable alternative and provide fragrance without the flame.

G. Fire Safety Education and Training Programs for Students and Employees

All UM Residence Life staff members attend a fire safety equipment walk-through with a departmental electrician and/or the Associate Director of Residence Life for Facilities. The building walk-throughs educate staff members on the functionality of the sprinkler systems and fire alarm display panels.

During floor meetings that are held the first week of each new semester, Resident Assistants explain fire safety policies and evacuation procedures to students living on the floor. Evacuation maps are posted on every floor to inform students and guests of where the nearest exits are located. Fire drills are held in each residential building, once per semester, to provide an opportunity for the residents and employees to practice an evacuation.

H. Fire Incident Reporting

If you discover smoke or fire, or hear the fire alarm, do the following:

- Call UMPD at (406) 243-4000
- Pull the fire alarm if it is not already sounding
- Notify other people
- Immediately leave the building by the nearest available exit
- Before opening a door, see if it is hot by placing the palm of your hand against it. If the door is hot, remain in the room. If the door is cool, open the door slightly and check the corridor for smoke. If the corridor is free of smoke, proceed to the nearest exit (exterior door or stairwell). Stay low, near the floor, and close doors behind you. If the corridor is too smoky, remain in the room.

If you are on a ground floor, try exiting out a window. If you are on an upper floor, call 911 and let the operator know your location. Try blocking the entrance from smoke and heat. Do not exit onto ledges. Remain calm; emergency responders will assist you as quickly as possible.

I. Plans for Future Improvements in Fire Safety

The Residence Life Office is upgrading fire panels in all residence halls to provide specific information to emergency personnel on where a fire is originating. These panels are also maintained and upgraded to meet fire code regulations. The fire panel in Miller Hall was upgraded during the summer of 2015.

Residence Life completed an entire upgrade of the fire system in Aber Hall during the summer of 2016. Fire panels in Turner Hall, Knowles Hall, and Lewis & Clark Village were also replaced during the summer of 2016. Additional fire panels will be upgraded in the future as finances are available.

Residence Life has experienced several incidents of students hanging clothing items from sprinkler heads and inadvertently causing the sprinkler to activate. Residence Life staff are currently working to add labels to sprinkler heads in the residence halls to inform students that they are not to hang items from the sprinklers.

Residence Life staff conduct an annual check of the fire extinguishers located on the individual floors of the residence halls. Staff ensure that the extinguishers are charged and the inspection tags are attached. The Associate Safety and Emergency Manager also conducts an annual walk-through of all residence hall buildings to check for any safety issues. The most recent check was completed during the spring of 2016 and a report was provided to Residence Life for correction of any concerns.

Once a year, professionals from a local fire sprinkler company conduct a check of the fire sprinkler system to make sure the system is ready in case of fire. In conjunction with this check, the Residence Life electrician, who has fire safety certifications, also conducts smoke alarm checks twice a year in each of the individual rooms. The fire systems in all of the residence halls are continually monitored so they are in good working order and proper detection is activated in the event there is a fire.