



PACIFIC COLLEGE
of HEALTH AND SCIENCE



Security Report and Brochure *Jeanne Clery Act*

PACIFIC COLLEGE OF HEALTH AND SCIENCE
CHICAGO CAMPUS





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Crime Awareness and Campus Security Report and Brochure

Jeanne Clery Act

September 2025

Introduction

Federal Public Law 102-26 (Jeanne Clery Act) and its extension in Public Law 110-315 of the Higher Education Opportunity Act of 2008 requires that colleges and schools disclose security policies and procedures and campus crime statistics to prospective and enrolled students. This brochure establishes policies and procedures for the Chicago campus of Pacific College of Health and Science. Additional information about the Jeanne Clery Act can be found at the U.S. Department of Education website:
<http://ed.gov/admins/lead/safety/campus.html>

Pacific College of Health and Science is committed to maintaining a safe and secure environment for students and staff. This brochure provides guidelines and advice that can contribute to this aim and encourage trust and effective communication in our educational community.

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I. Campus Security and Reporting Crimes

Crime awareness and prevention starts with effective communication. Students and staff are encouraged to report dangerous conditions, suspicious activity and criminal acts on or near campus to the appropriate authorities. This section provides guidelines for reporting crimes and emergencies.

Campus Security Authorities (CSA's)

The Pacific College Campus Director is the “Lead CSA” and the school official to whom all reports related to actual or potential criminal activity should be directed. Campus directors have in turn designated other senior managers to serve as Campus Security Authorities in their absence. The chart below provides the names and contact information of the Campus Director and designated Campus Security Authorities, as well as the Title IX Representative for the institution.

Name	Job Title	Contact #	Contact Email
David Frech	Campus Director	872-888-7346	dfrech@pacificcollege.edu
Sarah Langthorne	Director of Clinical Services	773-477-4822	sarahlangthorne@pacificcollege.edu
Brendan Mattson	Dean of Graduate Studies	773-477-4822	bmattson@pacificcollege.edu
Koraima Garza	Student Advisor	312-924-0121	kgarza@pacificcollege.edu
Ashley Kowal	Title IX Representative & Section 504	212-982-3456	akowal@pacificcollege.edu

Additionally, any faculty member teaching a course or supervising in clinic before 9am or after 5:30pm, when the Campus Reception Office closes, is acting as the designated Campus Security Authority for his or her students.

Campus Security

The Campus Director is usually available on campus or easily accessed through the Campus Reception desk. However, even if the Campus Director is not available, one of the above-mentioned Campus Security Authorities is almost always available during the hours listed below. The Campus Reception desk, as well as the Clinic Reception desk, maintains emergency contact numbers for police, fire and medical emergencies. In addition, the building emergency number is posted in each classroom.

The campus relies on security precautions taken by the landlord of the building, such as 24-hour security door staff where any “unknown” visitors must sign in, and the provision of adequate lighting in elevators and hallways. The campus does not have any security personnel outside of the 24-hour security staff maintained by building management.

Campus Facilities - Hours of Operation

Clinic Facilities

Monday to Thursday	8:00 am to 8:30 pm
Friday	8:00 am to 4:30 pm
Saturday & Sunday	Closed

Administrative Facilities

Monday through Thursday	8:00 am to 4:30 pm
Friday	8:00 am to 4:30 pm
Saturday and Sunday	Closed

Classroom Facilities

Monday to Thursday	8:00 am to 8:30 pm
Friday	8:00 am to 4:30 pm
Saturday and Sunday	Closed

No one is allowed to enter the facility after closing or before opening without authorization from a school official. Administration personnel and specified faculty members are responsible for the opening and closing procedures. The building facilities staff ensure the building is empty and locked at night and on the weekends if the college is not in use.

Each student and employee is encouraged to be vigilant of criminal activity and to report any such activity or other emergency to the local law enforcement agency or call 911 immediately and to alert a member of the administration of the activity as soon as possible.

Noncampus/Noncontrolled Off-Site Clinics

The college does not have any on or off-campus residence buildings, however the college does coordinate with a handful of off-site clinic facilities in the Chicago area where a few students go each week during the term to do a clinical shift for four hours. This report includes any incidents that may have occurred at the sites or on contiguous geographic areas of these locations for **2024-25**.

We voluntarily provide data on these offsite under the noncampus category in the appendix, even though the college is not required to include these as they do not meet the US Dept of Education's Campus Safety Survey definition as *sites controlled by the college*.

“Noncampus means 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”

The off sites voluntarily reported in this report for calendar year 2024 are the following:

- 1) **Chicago Women's Health Center**
1025 W. Sunnyside Avenue, Chicago, IL 60640
- 2) **RUSH Medical Center**
1725 W Harrison St, Chicago, IL 60612
- 3) **Jesse Brown Dept of Veteran's Affairs Medical Center**
820 S Damen Ave, Chicago IL 60612
- 4) **PrimeCare Health**
5635 W Belmont Ave, Chicago, IL 60634

Reporting Crimes

Should a student or staff member be a victim of a crime, witness a crime or become aware of potential criminal activity including threats, a report should be immediately filed with the Campus Director or his/her designee. Reporting of crimes is voluntary and confidential but highly encouraged in order to ensure accurate statistical information that we are required to report annually to the government, and, to help ensure campus safety. “PCHS Campus Crime Incident Report” Forms should be completed and are available in the Student Lounge during all open campus hours or from the Administrative Receptionist, Monday through Friday. The Campus Director keeps a written log of such activity. Full details will be recorded and maintained in the campus security file and action will be taken including notification of police authorities. The college will work with local, county, and state law enforcement to resolve any crime or emergency and will alert the campus community of safety issues that may arise. Students or staff members providing the report will be expected to cooperate with any further investigation, arrest or disciplinary action and will encourage victims to notify police authorities.

During the school orientation, new students are informed about campus security procedures and policies and are encouraged to be responsible for their own security. In the event of any criminal activity or emergency local law enforcement officials should be contacted by calling 9-1-1. Contact information for local authorities is available below:

Reporting Emergencies

Emergencies include crimes that are in progress or about to happen, and ones that have resulted in serious personal injury, property damage, or property loss. They also include situations in which the suspect may still be at the scene and some suspicious activities. By calling 9-1-1 you will be linked to the appropriate police as well as fire fighting, medical, and ambulance services.

Reporting Non-Emergencies

To report some non-emergency crimes you can file a police report online, or you can call the CHPD's 24-hour number for non-emergency calls and general information at **3-1-1**. Crimes and suspicious activities that fall into this category are: (a) those that don't involve serious personal injury, property damage, or property loss; (b) ones in which there is no possibility that the suspect is still at the scene or is likely to return to the scene; and (c) ones for which an immediate response is not needed. If there is any doubt as to whether the situation is an emergency, it is always better to be on the safe side and call **9-1-1**.

Chicago Police Department - 1st District (001)

The **1st District/Beat 111** is the district/beat that covers our campus and the headquarters is located at:

Address: 1718 South State Street, Chicago, IL 60616
Phone: 312-745-4290 TTY: 312-745-3693
Hours: Monday through Friday, open 24 hours
Email: CAPS001District@chicagopolice.org

Off sites:

- 1) Chicago Women's Health Center is in **district 19; beat 1914**
- 2) RUSH Medical Center is in **district 12, beat 1231**
- 3) VA Medical Center is in **district 12, beat 1225**
- 4) PrimeCare is in **district 25, beat 2514**

Timely Warning

Should a potentially dangerous situation exist due to actual or potential criminal activity, campus officials will provide timely notice to students and staff. This includes situations involving the commission of a crime on or near campus such as robbery, theft from vehicles, sexual assault, threats of violence and similar activities. It can also include awareness of the possibility of students or outsiders carrying weapons or of drug sale or use on or near campus.

When the Campus Director or designated CSA are notified of such a potentially dangerous situation from students, staff, police or nearby merchants or offices, notices will be promptly and visibly displayed in the glass display cases at the entrances to the campus, as well as on all bulletin boards around campus. Furthermore, an e-mail notice will be sent to all members of the Pacific College community by the Campus Director or designated CSA: students, faculty, and staff. These notices will provide relevant information and encourage vigilance and common-sense precautions. Students in school at the time will also be notified by staff members who will visit classrooms and lounges.

Emergency Response and Evacuation

Should a significant emergency or dangerous situation arise involving an immediate threat to the health or safety of students or employees occurring on the campus, the Campus Director or other designated CSA will initiate the emergency response and evacuation procedure. An “immediate” threat as used here encompasses an imminent or impending threat, such as a nearby building fire, as well as a fire in our building.

Some other examples of significant emergencies or dangerous situations are:

- Outbreak of meningitis, norovirus or other serious illness
- Approaching tornado, hurricane or other extreme weather conditions
- Earthquake
- Gas leak
- Terrorist incident
- Armed intruder
- Bomb threat
- Civil unrest or rioting
- Explosion
- Nearby chemical or hazardous waste spill

Examples of situations that would not necessitate an emergency response under Clery:

- Power outage
- Snow closure
- String of larcenies

In the event of an actual emergency, determined to be a valid emergency by the Campus Director, by communicating with the local police department the college President, and one or more of the CSA's, the entire campus community will be notified of the emergency situation and the response and evacuation procedures necessary. The Campus Director will compose the message and determine who should get it. Although, the entire Pacific College community will be notified, the emergency may only affect a specific population (For example: The emergency may only affect those on campus on a Monday or only those on one of the three floors that the college occupies).

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

Notification System

The first respondents to an emergency situation will be the Campus Director and/or any or all Campus Security Authorities (see chart above) that are on campus at the time of the imminent threat. The Campus Director and Campus Security Authorities will work to appoint other, designated administrators, staff and faculty, to verbally inform students in class and clinic, as well as other staff and faculty members. Information dissemination will additionally occur by broadcasting the emergency on the phone intercom system, through e-mail and CampusVue, and an alert on the front page of the Pacific College website.

Students should take responsibility for regularly checking their e-mail. In order to receive campus-wide e-mail announcements, students must have a Pacific College e-mail account, which is automatically set up upon entrance to the College, but can be confirmed from the Information Technology (IT) department. Furthermore, automatic forwarding of e-mail messages from a Pacific College account to another account is available through communication with the College's IT department.

Emergency Response and Evacuation Procedure

Following the notification of an emergency, all constituents on-campus that are threatened by the emergency situation are to be immediately evacuated if evacuation will distance the constituents from the immediate threat. Students, administrators, staff, and faculty are to follow the fire safety exit strategies and evacuation routes, indicating the nearest exits, posted all around the campus. However, evacuation would not be the immediate response to an emergency situation if the safest place to avoid the imminent threat were the campus itself. The specific response to be communicated and enacted during an emergency situation would be determined by the Campus Director first, and secondly by any or all Campus Security Authorities.

A test and subsequent evaluation of Pacific College's emergency response and evacuation procedure, including its notification system, will be conducted once a year and documentation of the test will be kept in the office of the Clinic Manager.

Campus Crime Reports

The Clery Act requires that schools and colleges maintain records of crimes reported to campus officials and/or local police authorities. This includes on campus reports as well as reports of crimes on public property adjacent to the campus, if available through local authorities. Statistics are compiled by type of crime and reported annually to the U.S. Department of Education. Schools are further required to make statistics covering the last three calendar years of reporting available to current and prospective students. Pacific College of Health and Science abides by all of the above policies when preparing the annual report prior to October 1st. The Appendix to this handbook contains reported crime statistics for individual campuses.

In addition to compiling data on reports of crimes, schools and colleges must separately report arrests or persons referred for campus disciplinary action with regard to: 1) liquor law or federal campus alcohol policy violations; 2) drug law or federal campus drug policy violations; weapons possession law or campus weapons policy violations. The annual campus crime statistics report covers, then, the following:

Crime Reports

- Murder and non-negligent manslaughter
- Negligent manslaughter
- Sexual Assault
- Robbery (if involves confrontational circumstances)
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Hate crimes
- Vandalism (if hate crime related)
- VAWA (Violence Against Woman Act) Offenses

Arrest and Referral for Disciplinary Action Reports

- Liquor law
- Drug law
- Weapons possession
- Law Violations resulting in arrest

As stated previously, new students are informed about campus security procedures and policies during the New Student Orientation and are encouraged to be responsible for their own security and the security of others. Staff members are informed or reminded of campus

security at selected staff meetings and are also encouraged to take safety precautions in order to be more responsible for their safety and the safety of others. Faculty members are informed or reminded of campus security at selected faculty and/or departmental meetings and are also encouraged to take safety precautions in order to be more responsible for their safety and the safety of others.

In addition to the annual publication of the campus security information found in this report and brochure, constituents are also exposed to campus security policies, procedures, and practices through email communications throughout the year.

Further information about campus crime reports is available through the campus director. Crime definitions and campus crime reporting methodology are available through the Department of Education website: <http://ed.gov/admins/lead/safety/campus.html#data>. [This site also provides access to the](#) campus crime statistics for all U.S. schools and colleges.

II. Crime Prevention

The best way to deal with crime is to prevent it. Everyone can play a part by using common sense precautions, maintaining vigilance and cooperating with others. This section of the report provides basic advice for crime prevention and how to access further general crime prevention resources.

What is Crime Prevention?

Crime prevention is defined as “*the anticipation, the recognition, and the appraisal of a crime risk and the initiation of action to remove or reduce it.*” The first step in crime prevention is to realize that in order to prevent crime or becoming a crime victim, we must accept that crime prevention is a shared responsibility. It is not a school or college problem or a police problem. It is a societal problem that can only be properly addressed by the entire campus community. On a college campus that includes, students, faculty, staff, visitors and neighbors. Therefore, campus safety is truly a shared responsibility.

Three elements must be present for a crime to occur: desire, ability, and opportunity. This is also known as the crime triangle. A person may “want” to commit a crime, and have the “ability” to commit a crime, but if we deny them the “opportunity,” then no crime can be committed. Historically, the primary goal of crime prevention has been to apprehend criminals. Although this goal is still important, the goal of preventing crime and also reducing the cost of crime has taken on significant importance. Our goal is to help individuals prevent crime by helping them make decisions in their everyday lives to reduce the opportunity for crime to occur, whether on campus or not.

Colleges and schools throughout the United States are concerned about providing campus settings that are safe and secure. Understanding campus crime prevention and how you can personally increase your chances of having a safe and enjoyable college experience will mutually benefit you and your campus.

Personal Safety Tips

The following are general safety and security tips provided by the International Association of Campus Law Enforcement Officers. Tips relating to sex, drug and alcohol offenses are addressed in sections IV and V of this handbook.

Know how to contact campus staff and the police:

- Know the telephone number of your school and local police precinct.
- Keep the emergency phone numbers near your phones (stickers, magnets, etc.).
- Program emergency phone numbers into your personal cell phone.

Walking around or near campus:

- Familiarize yourself with the layout of the campus. Survey the campus while classes are in session and after dark to see that academic buildings, walkways, facilities, and parking lots are adequately secured and well-lighted.
- Plan the safest route to your destination; choose well-lighted, busy pathways and streets.
- Share your class schedule with your parents and trusted friends and give them your telephone numbers.
- At night, stick to well-lighted areas whenever possible and avoid alleyways or “short cuts” through isolated areas.
- Travel in groups and avoid going out alone at night.
- If you are being followed, change direction and go to the nearest business or home; knock on the door, and request that someone call the police. Note the description of the person following you.
- Walk near the curb and avoid shrubbery or other places of potential concealment.
- Tell a friend or roommate where you are going and what time you expect to return.
- Stay alert to your surroundings and the people around you.
- Carry your purse or backpack close to your body and keep a firm grip on it; carry your wallet in an inside coat pocket or your front pant pocket.
- Keep your keys separate from your purse or backpack.

- Don't overload yourself with bags or packages and avoid wearing shoes that restrict your movements.
- Walk with a confident stride; keep your head up and look around.
- If a motorist stops and asks for directions, keep your distance from the car.
- Dress in clothes and shoes that will not hamper movement.
- Report suspicious activity or noises immediately.

Motor vehicle safety:

- Park in well lighted areas, where your vehicle is visible; avoid parking next to vans or trucks.
- Keep all items out of sight, especially valuables. Remove or place CD players/ cases, etc. in the trunk.
- Service your vehicle regularly to avoid breakdowns.
- Keep your vehicle locked at all times.
- Consider "The CLUB" or an alarm system.
- When leaving your car for service, remove your other keys.
- Have your key ready when you approach your car. Before getting in, check inside and under your car to make sure no one is hiding.

When driving:

- Carry a cell phone.
- Never let fuel level get below ¼ tank.
- Drive on well-traveled streets and keep your car in gear while it is stopped. Allow at least one car length space between your car and the car in front of you so that you can escape should someone try to get into your car.
- Always be aware of your surroundings and check your rear view mirror often.
- Keep doors locked and windows shut and keep valuables out of sight; either covered or in the trunk.
- If your car breaks down, open the hood and stay inside. If someone stops to help, do not open your window or door, but have him or her call for assistance.
- If you suspect you are being followed, drive to a well-lit public area and call the police.
- Beware of people who yell, honk, and point at your car as if something is wrong; if your car breaks down, stay inside and lock the doors. If anyone approaches to help, crack the window and ask them to call the police. Ask uniformed people to show identification.
- Beware of people who motion and ask you to stop and lend assistance; if you want to assist someone whose car has broken down, go to the nearest phone or use your cell phone and call the police.

- If a person with a weapon confronts you and wants your vehicle, give it up. No car is worth being injured or losing your life over.

Using public transportation:

- Try to avoid isolated bus or train stops and times when few people are around.
- Stay away from the curb until bus/train arrives.
- If possible, sit near the driver and notify him or her of any problems.
- A crowded bus is a prime target for pick pockets; carry your bags close and carry your wallet in your coat of front pant pocket.
- If someone is bothering or harassing you, move to another seat location and/or tell the person in a loud voice to “STAY AWAY”.
- Remain on the bus/train if you are uncomfortable with getting off.

If you sense trouble:

- Move away from the potential threat if possible; cross the street and increase your pace.
- Join a group of people nearby.
- If a threatening situation is imminent and people are close by, yell, scream or do whatever you can to get their attention. Remember, dialing 9-1-1 and or/ activating a fire alarm are both part of the personal safety system.
- If you are facing an armed criminal, you may minimize the risk of injury to yourself if you comply with the criminal’s demands. However, if your life is in immediate danger, use any defense you can to get away.
- Dial 9-1-1 immediately and give a description of the suspect.

If you are attacked:

- Go with your instincts but be realistic about your ability to fight off someone; your instinct may be to run, scream, kick, hit or bite.
- If a weapon is displayed, don’t resist. Give up your property and save your life.
- Do what you are told and don’t make any sudden moves.
- Try to remember as many details as possible and alert the school or the police as soon as possible.
- Your goal should be to escape safely and survive; cooperate if you think that resisting may lead to further harm.
- Remember every situation is different; you are the only one who can decide the appropriate course of action.
- Constantly play the “what if” game to think about what you would do in a particular threatening situation. This will help prepare you to respond instinctively when a threat is encountered.
- After an event, never feel guilty about what you did or did not do.

Active shooter (workplace or school violence):

If you are involved in a situation where someone has entered the area and started shooting; the following are a list of actions that are recommended:

- If possible exit the building/area immediately, but only if it can be done safely.
- Notify anyone you may encounter to exit the building immediately.
- Notify Public Safety or Police.
- Give the following information:
 - a. Your name
 - b. Your phone number
 - c. Location of the incident (be as specific as possible)
 - d. Number of shooters
 - e. Identification of shooter
 - f. Number of persons who may be involved
 - g. Your location*If exiting the building/area is not possible, the following is recommended:*
 - Go to the nearest room or office and close and lock the door.
 - If unable to lock the door, use a wedge device or heavy to block the door; a belt or other objects may be able to wedge the door shut.
 - Cover the door windows.
 - Depending upon the shooters location, exit out the window quietly and quickly.
 - Stay low, move away from the door, keep quiet and act as if no one is in the room.
 - DO NOT answer the door.
 - Notify the police.
 - Wait for the Police to assist your exit from the building.
 - If you are trapped with the shooter, you need to decide whether to:
 - Stay still and play dead.
 - Run for an exit in a zigzagging pattern, or
 - Attack the shooter.

Describing a suspect or a vehicle:

- Date, Time, Location, Direction of Travel, Weapon
- Suspect Information
 - Male/Female
 - Adult/Juvenile/Approximate Age
 - Race
 - Height/Weight
 - Hair Color
 - Eye Color

- Mustache, beard, sideburns or other facial hair
 - Tattoos, scars or other identifying marks
 - Gait, limp or amputations
- Clothing
 - Hat
 - Glasses
 - Shirt type/color
 - Pants type/color
 - Shoes
- Automobile
 - Make/Model
 - Color
 - Year
 - Body style (2-door, 4-door, convertible, truck, etc.)
 - License plate number
 - Distinguishing features (spoiler, racing stripes, tinting, damage, etc.)

Cyber security:

- Never give your password to anyone.
- Provide your social security number only to secure sites you trust.
- Change your passwords regularly.
- Do not allow others access to your email account.
- Do not put personal information or photos on your web page and do not give personal information that can identify where you live to social networking sites.
- Never leave your computer/laptop unattended.
- Engrave markings on your computer.
- Do not download files sent to you by strangers or click on hyperlinks from people you don't know.
- Computer phishing is a crime. Phishers attempt to fraudulently acquire credit card details and other sensitive personal data via bogus emails or pop-up windows. It may look like a legitimate email from a legitimate institution, but beware of unsolicited requests for information.
- Financial or payment institutions will never request that you send them personal sensitive data via email or pop up windows.

If you receive a suspicious looking email from any bank, lending, or payment institution, it is best to delete and not respond. If, by coincidence, you have an account with the entity mentioned in the email, call your legitimate institution using the number on your physical bill or via the telephone book or through telephone information.

- Make certain that all your personal information is deleted from your computer prior to disposing of it.

Cell phone protection:

- Carry your phone with you whenever possible and make sure it is in a safe place whenever you leave it behind. If you are leaving your phone in your car, be sure it is hidden from view.
- Turn off your phone when you are not using it.
- Request a personal identification number.
- Use the “lock” feature on your phone.
- Report a stolen cellular telephone immediately to the cellular telephone carrier and police.
- Check your monthly bills carefully, and report unfamiliar calls to your cellular phone company.
- Do not give out your electronic serial number or even your phone number to strangers, including callers who represent themselves as technicians testing your line.
- Keep your subscriber agreement, which includes your electronic serial number, in a secure location.

Crime Prevention Resources and Programs

The college emails this report to students and staff once a year and informs perspective students and employees about the report as part of our crime prevention program. In addition, portions of the report that emphasize prevention are emailed to the community during the year, as well as a power point on Crime Prevention. The following resources are also listed to help educate the campus in the area of crime prevention.

Local Website Links

The Preventive Programs Section of the Chicago Police Website offers valuable programs, lectures, displays, seminars, crime prevention and safety tips to all citizens and community groups free of charge. Go to:

Preventive Programs, Chicago Police Department:

<https://portal.chicagopolice.org/portal/page/portal/ClearPath/Communities/Crime%20Prevention/TXT2TIP>

More resources can be found at:

Cure Violence (Chicago, Illinois): <https://www.crimesolutions.gov/programs.aspx>

National Website Links

Two web links to extensive resources crime prevention and personal safety:

National Crime Prevention Council (NCPC): <http://www.ncpc.org/topics>
Campus Safety and Security - U.S. Department of Education:
<https://ope.ed.gov/campussafety/>

III. Drug and Alcohol Policy

Drug Free Schools and Campuses Act of 1989

The Drug Free Schools and Campuses Act of 1989 (Public Law 101-226) requires colleges and schools to certify to the Department of Education that it has adopted and implemented a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees.

This program must include the following:

1. Standards of conduct concerning the unlawful possession, use, or distribution of drugs, and the illegal use of alcohol by students and employees on school property or at any school activity;
2. Description of legal sanctions;
3. Clear statement of the school's sanctions for violations;
4. Description of any drug and alcohol counseling, treatment, or rehabilitation services;
5. Description of the health risks associated with use of illicit drugs and abuse of alcohol.

Pacific College Alcohol and Drug Use Policy Statement

Pacific College is dedicated not only to teaching and to the advancement of knowledge but also to the development of ethical and responsible individuals. The College seeks to achieve these goals through a sound educational program and policies that encourage maturity and independence. The regulations that govern student and employee conduct have been formulated with those objectives in mind. The U.S. Department of Education has issued regulations implementing the provisions of the Drug- Free Schools and Communities Act Amendments of 1989. These regulations require that a college distribute information annually about the possession, use,

and distribution of alcohol and illicit drugs at that college. Members of the Pacific College community are bound by federal, state, and municipal laws as well as by the regulations of the Board of Trustees of Pacific College of Oriental.

The unlawful manufacture, distribution, possession, or use of illegal drugs or other controlled substances and the unauthorized use of alcohol by students on campus and by College employees at work is prohibited. Student clubs and organizations may petition the Campus Director in advance of a planned event for the use of beer or wine at “duly authorized functions.” Organizations must adhere to stringent guidelines that comply with California Alcoholic Beverage Control Law prohibiting the sale, delivery, or providing of alcoholic beverages to people under the age of 21. In addition, organizations granted permission to serve alcoholic beverages must provide adequate supervision for distribution and consumption.

Any person found to have violated the College policy on alcohol and drug use is subject to discipline by Pacific College officials. The legal age for drinking alcohol in Illinois is 21, and state laws deal harshly with underage drinking. It is also against the law in Illinois to sell or give away alcohol to anyone under the age of 21.

The possession or use of illegal drugs is a crime in the State of Illinois. Anyone found in possession of or using such drugs on College property will be dealt with severely and may be suspended from the College, in addition to facing criminal charges and arrest.

Drug or alcohol possession or use: Should a student or staff member be found in possession of, using or under the influence of illegal drugs or alcohol while on campus or at a school function (not including the use of beer or wine by those of legal drinking age at “duly authorized functions”), he or she will be subject to disciplinary action based upon violation of the school’s code of professional conduct. He or she may be warned, placed on probation, suspended, or expelled/ disqualified. Disciplinary actions are at the discretion of the Campus Director and the Admissions/Administrative/ Advancement Committee. Pacific College’ policy regarding disciplinary actions and the College’s policy on Professional Conduct are published in the School Catalog.

Health and Safety Information Concerning Drug and Alcohol Use and Abuse

Alcohol and Health

Alcohol goes directly into the bloodstream, physically affecting the whole body. Some illnesses and health problems caused by excessive alcohol use include:

- **Hangovers.** Headaches, nausea, vomiting, aches and pains all result from drinking too much. Drinking to the point of drunkenness makes you sick.
- **Weight gain.** Alcohol is not water. A beer has about 150 “empty” calories that provide few if any nutrients.
- **High blood pressure.** Along with being overweight, high blood pressure is associated with many serious health problems.
- **Depressed immune system.** Impaired immunity makes you more likely to contract viral illnesses such as flu and infections.
- **Cancer.** 2-4% of all cancer cases are related to alcohol. Upper digestive tract cancers are the most common, hitting the esophagus, mouth, larynx, and pharynx. Women who drink prior to menopause are more likely to develop breast cancer. Your risk of skin cancer doubles if you drink slightly more than “moderate levels.” Some studies implicate alcohol in colon, stomach, pancreas and lung cancer. And let’s not forget the liver...
- **Liver disease.** Heavy drinking can cause fatty liver, hepatitis, cirrhosis and cancer of the liver. The liver breaks down alcohol at the rate of only one drink per hour.
- **Alcohol poisoning.** Drinking large amounts can result in alcohol poisoning, which causes unconsciousness and even death. Breathing slows, and the skin becomes cold and may look blue. Don’t let a person in this condition “sleep it off.” Call 911.
- **Heart or respiratory failure.** Excessive drinking can have serious results. Heart or respiratory failure often means death.
- **Alcoholism.** Alcoholism is a disease to which some people seem predisposed. Alcoholics are unable to control their drinking—how much, when, and if. Alcoholism puts you at great risk for other health problems, and it can shorten your life by more than 10 years. Alcoholism cannot be cured, but it can be treated. Through education, treatment, and self-help support such as AA, people can learn to live alcohol-free and feel good.
- **Other long-term effects.** Loss of appetite, vitamin deficiencies, stomach ailments, sexual impotence, central nervous system damage, and memory loss.

For more information visit the website for the National Institute on Alcohol Abuse and Alcoholism (NIAAA): www.niaaa.nih.gov.

Drugs and Health

Like many prescription drugs, “recreational” drugs come with potentially harmful side effects that can have serious and long-term effects on your health. High doses of many of the drugs, or impure or more dangerous substitutes for these drugs, can cause immediate life-threatening health problems such as heart attack, respiratory failure, and coma. Combining drugs with each other or with alcohol is especially dangerous.

- **Barbiturates and tranquilizers** are commonly abused prescription drugs. They can cause hangover-like symptoms, nausea, seizures, and coma. Overdose or mixing these drugs with alcohol can be fatal.
- **Cocaine** can cause such long-term problems as tremors, seizures, psychosis, and heart or respiratory failure.
- **LSD** can cause nausea, rapid heart rate, depression, and disorientation. Long term effects include paranoia and psychosis.
- **Marijuana and hashish** can cause rapid heart rate and memory impairment soon after use. Long-term effects include cognitive problems, infertility, weakened immune system, and possible lung damage.
- **Narcotics** such as heroin can bring on respiratory and circulatory depression, dizziness, impotence, constipation, and withdrawal sickness. Overdoses can lead to seizures and death.
- **PCP**, in addition to triggering unpredictable and violent behavior, can cause dizziness, numbness, high heart rate and blood pressure, convulsions, and in high amounts fatal heart and lung failure or ruptured blood vessels.
- **Stimulants** such as amphetamines have health effects that include high heart rate and blood pressure, headache, blurred vision, dizziness, impotence, skin disorders, tremors, seizures, and psychosis.

For more information, visit the National Institute for Chemical Dependency:

<https://www.drugabuse.gov/publications/drugs-brains-behavior-science-addiction/drug-abuse-addiction>

For more details on health risks of specific agents:

<https://www.drugabuse.gov/drugs-abuse>

Drugs, Alcohol and Safety

Alcohol and other drugs interfere with messages to your brain and alter your perceptions, emotions, vision, hearing, and coordination. Alcohol and drugs affect your judgment and can lead to dangerous behavior that puts you at risk for:

- **Accidental injuries.** More than half of drownings and fatal falls are alcohol- or drug-related. 45% of emergency room visits are alcohol-related. 80% of patients in special units like burn centers have injuries related to alcohol use. Half of all physical injuries sustained on college campuses stem from alcohol use.
- **Car crashes.** Even small amounts of alcohol make driving unsafe. Drunk driving is not only unsafe, it's illegal. Even a blood alcohol level of .05% (below the legal limit for driving in most states) makes you twice as likely to have a car crash. Almost half of all fatal auto crashes are alcohol- or drug- related. Drinking and boating can be a dangerous combination as well. One-third of boating fatalities are alcohol related, and drunk boating is just as illegal as drunk driving.
- **Sexually Transmitted Diseases (STDs) including AIDS.** You are more likely to ignore safety precautions such as condoms if you are under the influence of alcohol or other drugs.
- **Unwanted pregnancy.** For the same reasons that alcohol and other drugs put people at greater risk for STDs, it also makes pregnancy a risk of substance abuse.
- **Fights.** Barroom brawls don't just happen in movies. Not only can you get hurt, you can get arrested. Two-thirds of violent behavior on college campuses involves alcohol.
- **Trouble with the law.** Illegal drugs, underage drinking, drunk driving, public consumption—even giving guests alcohol—can get you into trouble.

Drug and Alcohol Abuse Prevention Services

In an effort to alert the college community for resources for further education and help in this area, the college refers readers to: The Illinois Department of Human Services is charged with designing, coordinating and funding a comprehensive and coordinated community-based and culturally and gender-appropriate array of services throughout the state for the prevention, intervention, treatment and rehabilitation of alcohol and other drug abuse and dependency.

DHS Customer Help Line (800) 843-6154

Use the **DHS Help Line** for questions about case status, benefits, services or eligibility. Staff are available 8:00 am - 5:30 pm, Monday through Friday except state holidays to answer your questions. An automated response is available after hours.

- (800) 843-6154 English or Español
- (800) 447-6404 TTY
- Email [DHS Customer Assistance](#).
- Locate a DHS Office with the [DHS Office Locator](#).

Mental Health Systems' Alcohol and Drug Services:

<https://www.mhsinc.org/programs/>

Additional resources are at the U.S. Department of Education's Higher Education Center for Alcohol, Drug Abuse and Violence Prevention: <http://hecaod.osu.edu>

IV. Sex Offenses, Violence Against Women Act (VAWA) Crimes, and Sexual Harassment Policies

Pacific College takes sexual harassment, criminal sex offenses, and violence against women seriously and has policies and procedures covering student-student, student- employee and employee-employee situations. This handbook covers the general policies. Furthermore, the school employee handbook discusses the topic as an aspect of the terms and conditions of employment for faculty and administrative staff. The college prohibits dating violence, domestic violence, sexual assault and stalking within the campus-determined geographical area.

The Clery Act requires schools to have policies regarding sex offenses, programs for sex offense prevention and information available to students concerning community sex offender registries. Furthermore, the Violence Against Women Reauthorization Act of 2013 (VAWA) amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents.

Sexual Assault and Other Criminal Sex Offenses

The FBI's National Incident-Based Reporting System (NIBRS) edition of the *UCR* defines a sex offense in general as *any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.*

The Illinois statute makes this even clearer by defining the word “consent”, as follows (110 ILCS 155/10) Sec. 10. 2016(1):

- (i) consent is a freely given agreement to sexual activity,
- (ii) a person's lack of verbal or physical resistance or submission resulting from the use or threat of force does not constitute consent,
- (iii) a person's manner of dress does not constitute consent,
- (iv) a person's consent to past sexual activity does not constitute consent to future sexual activity,
- (v) a person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another,
- (vi) a person can withdraw consent at any time, and
- (vii) a person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following:
 - a. the person is incapacitated due to the use or influence of alcohol or drugs;
 - b. the person is asleep or unconscious;
 - c. the person is under age; or
 - d. the person is incapacitated due to a mental disability.

Sex crimes are further defined by the FBI as forcible and non-forcible:

Sex Offenses—Forcible is defined as *any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.* There are four types of forcible sex offenses:

Forcible Rape is *the carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).* This offense includes the forcible rape of both males and females.

Forcible Sodomy is *oral or anal sexual intercourse with another person, forcibly and/ or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.*

Sexual Assault With an Object is *the use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity. An object or instrument is anything used by the offender other than the offender's genitalia. Examples are a finger, bottle, handgun, stick, etc.*

Forcible Fondling is *the touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.* Forcible fondling includes “indecent liberties” and “child molesting.”

Sex Offenses—Non-forcible are incidents of *unlawful, non-forcible sexual intercourse.* Only two types of offenses are included in this definition:

Incest is *non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.*

Statutory Rape is *non-forcible sexual intercourse with a person who is under the statutory age of consent.*

Violence Against Women Crime Categories

The HEA defines the new crime categories of domestic violence, dating violence, and stalking in accordance with the Violence Against Women Act (VAWA) as follows:

Domestic violence means a “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 receiving grant monies [under VAWA], or
- any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.”

Dating violence means “violence committed by a person—

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - the length of the relationship;
 - the type of relationship; and
 - the frequency of interaction between the persons involved in the relationship.”

Stalking means “engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- fear for his or her safety or the safety of others; or
- suffer substantial emotional distress.”

Reporting a Criminal Sex Offense or a VAWA (Violence Against Women Act) Offense

Procedures for reporting criminal sex offenses or VAWA crimes are the same as for campus crime in general. Should a student or staff member be a victim of a crime, witness a sex-related or VAWA crime or become aware of potential criminal activity including threats, a report should be immediately filed with the Campus Director or his/ her designee. The Campus Director will also contact the institution's Title IX Representative for advice and consultation. Reports by victims or bystanders who witness an offense, or the threat of an offense will be kept confidential to the best of the CSA's ability to ensure safety, and to encourage reporting of these offenses.

"PCHS Campus Crime Incident Report" Forms should be completed and are available in the in the form files outside of the Administrative suite on the 21st floor during all open campus hours or from the Administrative Receptionist, Monday through Friday. Reports may also be sent to the Campus Director or any of the Campus Security Authorities via email. Anonymity and confidentiality of the victim or third party bystander are protected to the best of the college's ability to do so. A CSA will respond and provide necessary information to an individual who reports an incident within 12 hours of receiving the report.

Full details will be recorded and maintained in the campus security file and action will be taken including notification of police authorities. The Campus Director keeps a written log of such activity. Students or staff members providing the report will be encouraged to cooperate with any further investigation, arrest or disciplinary action. The college encourages but does not require victims to notify police authorities, and refers victim to obtain a confidential advisor/advocate (see below). In addition, victims are informed of **the importance of preserving evidence for the proof of a criminal offense**. Contact information for local authorities is listed above in Section I. **Institutional personnel will assist the student in notifying the authorities or contacting an agency who provides confidential advisor/advocates, if the student requests the assistance of these personnel, or the student may contact the agency his/herself at the following:**

1) Rape Crisis Hotline - YWCA Metropolitan Chicago

<http://www.ywcachicago.org/our-work/sexual-violence-support-services/>

888-293-2080

The YWCA provides assistance to victims of sexual assault, educates about the effects of violence in our community and promotes general health and wellness through our Sexual Violence Support Services (SVSS). Current programs include:

- Counseling Services
- Rape Crisis Hotlines
- Education & Training

- Medical and Legal Advocacy

2) Rape Victim Advocates (RVA) – Cook County Residents

(888) 293-2080

180 N. Michigan Avenue

Chicago , IL 60601

(312) 443-9603

Website: <http://www.rapevictimadvocates.org>

Rape Victim Advocates also provide name and contact information for survivor resources providing crisis intervention, legal and medical advocacy. Their affiliated Medical Center provides interim protective measures and accommodations. RVA can provide information on obtaining protection issued by a criminal, civil or tribal court. Once in place the college will comply with and enforce those orders to the best of its abilities, and by engaging the help of the building security personnel.

Other Resources for Victims of Rape:

[Sexual Assault | Community Counseling Centers of Chicago](https://www.c4chicago.org/services/sexual-assault)

<https://www.c4chicago.org/services/sexual-assault>

Services & Crisis Line. 773.769.0205

WellConnect by Student Resource Services (PCHS students and their families)

Victims of alleged sex offenses or VAWA crimes are also encouraged to use the school's counseling services, WellConnect by Student Resource Services. A professional counselor is available by phone at 866-640-4777, 24-hours a day. In-person appointments can be scheduled for day, evening, or Saturday hours at a location convenient for the student.

Student Advisors at the college will change a victim's academic situation after an alleged sex offense or VAWA crime (even if not officially reported), if necessary, requested, and reasonably available.

Timely warning and other procedures and policies relating to campus security in general (Also in Section I) are applicable in criminal sex offenses and VAWA crimes, including disciplinary actions. Sanctions may include appropriate disciplinary and/or remedial action, warning, censure, suspension, or dismissal from employment or from the program.

Pacific College will, upon written request, disclose to the alleged victim of a crime of violence, a non-forcible sex offense, or a VAWA crime, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or

offense, Pacific College will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

Pacific College Policy on Sexual Harassment

Pacific College has created a policy to foster equitable treatment of all members of the College community and to create an environment conducive to learning.

- A student should feel safe and comfortable at his or her school. It is first and foremost a supportive place for learning and growing.
- Staff and faculty members should also expect a safe work environment where all may function effectively.

College Policy on Consensual and Therapeutic Relationships

There are special risks in any sexual or romantic relationship between individuals in inherently unequal positions, and parties in such a relationship assume those risks. At a college, the role of the teacher is multifaceted including serving as intellectual guide, mentor, role model and advisor. However, in the educational context, such positions can include (but are not limited to) teacher and student, teaching assistant and student, staff member and student, and supervisor and employee.

Because of the potential for conflict of interest, exploitation, favoritism and bias, such relationships may undermine the real or perceived integrity of the supervision and evaluation provided. Further, these relationships are often less consensual than the individual whose position confers power or authority believes. In addition, circumstances may change, and the conduct that was previously welcome may become unwelcome.

Such relationships may also have unintended, adverse effects on the climate of an academic program or work group, thereby impairing the learning or working environment for others--both within or outside of the duration of the relationship. Relationships in which one party is in a position to evaluate the work or influence the career of the other may provide grounds for complaint by third parties when that relationship gives undue access or advantage, restricts opportunities or simply creates a perception of these problems.

For all of these reasons, romantic or sexual relationships- whether regarded as consensual or otherwise--between individuals in inherently unequal positions should in general be avoided while an instructional or professional relationship exists. Additionally, the college discourages students, staff and faculty from having a therapeutic relationship anywhere other than in a professional, medical office setting.

Because of the relative youth of undergraduates and their particular vulnerability in such relationships, sexual or romantic relationships between teachers and undergraduate students are even more strongly discouraged.

Individuals in inherently unequal positions must disclose to the administration if a dating or sexual relationship does develop within seven to ten days of any sexual or romantic involvement. Doing so will not only help the administration protect the student(s) but the faculty/staff member(s) as well. Consensual relationships will be reported to the supervisor, campus director and human resource director, preserving as much confidentiality as possible.

Where such a relationship develops, individuals in the position of greater authority or power must recuse themselves to ensure that they do not exercise any supervisory or evaluative function over the other person in the relationship. In the case of a faculty member, the administration will make arrangements to adjust the faculty's teaching schedule. This may result in a reduction in the faculty's teaching responsibilities for an indefinite period until such time as the student graduates or is no longer attending.

Failure of faculty/staff members to report consensual relationships to the administration in a timely fashion and recuse themselves from the position of authority obligates the supervisor, campus director and human resource director to conduct a prompt and thorough investigation. Where it is concluded that there was failure to report the relationship to the administration and/or a position of authority and a consensual relationship exists, the position of authority will be terminated, and the faculty or staff member will be subject to disciplinary action, up to and including dismissal.

If there is any doubt whether a relationship falls within this policy, individuals should disclose the facts and seek guidance from the administration rather than fail to disclose. Questions may be addressed to the appropriate supervisor, campus director, or human resource director.

Definitions

Discrimination - While it is not easy to define precisely all instances that may be discriminatory, they include: slurs, epithets, threats, derogatory comments, visual depictions, unwelcome jokes, and teasing.

Harassment on the basis of any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward individuals because of their veteran status, race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, physical or mental disability, marital status, citizenship, medical condition including genetic characteristics, pregnancy status, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive work or school environment, b) has the purpose or effect of unreasonably interfering with an individual's work or study performance, or c) otherwise adversely affects an individual's employment or education opportunities.

Hostile environment harassment occurs when unwelcome conduct, particularly of a sexual nature, is so severe, persistent, or pervasive that it affects a student's or an employee's ability to participate in or benefit from an educational program or activity or work, or creates an intimidating, threatening or abusive educational or working environment. Hostile environments can be created by one or multiple persons and can have one or more intended and unintended targets.

An offended observer is a person who is not the direct target of the offensive conduct, rather is a witness to the harassing behavior and to whom the conduct is offensive. For example, a student may make offensive comments about sexual orientation to a fellow student while in a group of peers. The targeted student is the intended victim of the bullying student, but any of the peers who heard the comments are potentially the unintended victims of the behavior. Both targeted individuals and offended observers can initiate the anti-discrimination/harassment process. Offended observers are generally people who are able to speak for the targeted individual when that person is unable to speak for themselves.

Sexual Harassment - While it is not easy to define precisely what sexual harassment is, it includes: unwelcome sexual advances, requests for sexual favors and/or verbal or physical conduct of a sexual nature including, but not limited to: sexually related drawings, pictures, jokes, teasing, uninvited touching, or other sexually-related comments or actions. In addition to creation of a hostile environment, sexual harassment can also occur as *quid pro quo*.

Quid pro quo harassment occurs when a school employee causes a student or colleague to believe that he or she must submit to unwelcome sexual conduct in order to participate in a school program, activity, or as a condition of employment. It can also occur when an employee causes a student to believe that the employee will make an educational decision based on whether or not the student submits to unwelcome sexual conduct. For example, when a teacher threatens to fail a student unless the student agrees to date the teacher, it is *quid pro quo* harassment. It does not matter whether the student refuses to submit to the teacher's demands and suffers the threatened harm or does what the teacher wants and thus avoids the harm. In both cases, this act of harassment by the school employee is unlawful.

Retaliation

Pacific College encourages reporting of all incidents of harassment and discrimination regardless of whom the offender may be, or the offender's relationship to the college. It is extremely important to note that Pacific College will make certain, to the best of its ability, that no harm comes to a student or staff member for reporting incidents of harassment or discrimination. The school will take steps to prevent any retaliation by the alleged harasser or person who has displayed discrimination against another or anyone else at the school. Students and staff members can be sure that the school will take strong responsive actions, should any act of retaliation occur.

Malicious or Frivolous Allegations

Pacific recognizes that allegations of harassment or discrimination can cause serious damage to the accused's personal reputation and career. If it is determined that a harassment or discrimination allegation is malicious or frivolous in nature, the complainant may be subject to disciplinary action.

Confidentiality

The college recognizes that confidentiality is important. Anyone who suspects that he or she has been a victim of harassment or discrimination is encouraged to report the matter. The college will make every effort to respect the confidentiality and privacy of all parties involved. When looking into the matter, particularly when a grievance is filed, the school will pay attention to any due process or other rights the accused student or teacher might have. However, the school will make sure that doing so does not interfere with the protections provided to the complainant that are protected by law.

Sometimes, a student complaining of harassment or discrimination may ask that the school, in its investigation, not use the student's name. Similarly, a student may even ask that the school take no action. In these situations, the school's ability to deal with the alleged harassment or discrimination may be limited. However, the school may still be able to take some steps to address the matter. For example, the school will, at its minimum, report a sexual assault or other possible criminal activities to the police, even without a complaint from the student. In less severe cases, the school will at least keep track of the incident so that it can identify and take action against repeat offenders. However, when faced with a request for confidentiality or to take no action, the school must consider whether the alleged harassment or discrimination may affect other students. If so, the school may need to take action to prevent those students from being harassed or discriminated against.

Sanctions

If the school discovers an incident of harassment or discrimination, it has an obligation to stop it and make sure that it does not happen again. Sanctions may include appropriate disciplinary and/or remedial action, warning, censure, suspension, or dismissal from employment or from the program.

Complaint Procedure: Sexual Harassment and/or Discrimination

Any student, staff member, faculty member, or other person who believes he or she has been unlawfully harassed or discriminated against should immediately report it to a responsible school official. These include the campus director, academic deans, or directors of clinical

services, or in the case of an employee, his or her immediate supervisor. Generally, in compliance with state laws, an incident should be reported within 180 days (within six months) from the date of occurrence. It is noted that there are some circumstances in which the reporting timeframe extends to 300 days from the date of occurrence, per federal law. However, differences in the definitions of protected classes in federal and state laws governing harassment and discrimination make an exhaustive list impractical here. Complainants are advised to consider the deadline for filing as 180 days. The school will move quickly to determine what happened. When a student reports sexual harassment or an act of discrimination, the school will explain how its grievance and investigation procedures work and offer the student the opportunity to use them.

Campus Director: David Frech
872-888-7346
230 W Monroe St., Ste. 900
Chicago, IL 60606
dfrech@PacificCollege.edu

Levels of Resolution

Consultation

A student or staff member may consult with the campus director, academic deans, or directors of clinical services to discuss issues related to sexual or other harassment, whether or not harassment actually occurred, and whether the person seeking information is a complainant, a person who believes his or her own actions may be the subject of criticism (even if unwarranted), or a third party. Often there is a desire that a consultation be confidential or off the record. This can usually be achieved when individuals discuss concerns about harassment without identifying the other person(s) involved, and sometimes even without identifying themselves. The level of confidentiality depends on what legal protections are necessary for the safety of the campus community.

Direct

If the student or staff member feels comfortable doing so, he or she should confront the harasser directly and communicate to him or her that the conduct is unwelcome and must stop.

Informal Resolution

- A complaint of discrimination/harassment form will be completed by the school official first hearing the complaint.
- The complaint form will then be submitted to the campus director who will act as facilitator to attempt to mediate and resolve complaints.

- Activities undertaken toward this end include fact gathering through fact-finding interviews and discussions with the complainant and respondent as well as with other school officials.
- The complainant or the respondent may invite others to the resolution meeting, but the invitees may not speak, unless the facilitator allows it.
- Informal resolution may be attained through mutual consent, clarification of perceptions, insuring both parties are comfortable with future interaction, and may include remedial measures or disciplinary sanctions.
- Complaints following the informal resolution format will be attempted to be resolved within a two-week period.

Formal Resolution

- A complaint of discrimination/harassment form will be completed by the school official first hearing the complaint, if not already completed by the reporter.
- The complaint form will then be submitted to the campus director who will assign an impartial investigator to assist in investigating the complaint.
- The parties involved will have the opportunity to present witnesses and other evidence.
- The complainant or the respondent may invite others to any resolution meetings, but the invitees may not speak, unless the facilitator allows it.
- The investigators may independently seek out witnesses or other information.
- The investigation will be treated seriously, afforded high priority and will be completed in a timely fashion. Involved parties will be apprised of the ongoing process.
- Upon completion of the investigation, both parties will be given notification in writing if requested within seven days of the outcome of the complaint including determinations of credibility and findings of facts based on a preponderance of the evidence presented. The results will be provided in writing, if requested. (IL)
- Information will be released to any other parties on a “need to know” basis only.
- If harassment has been deemed as such, the school will take steps to prevent its recurrence and will correct its discriminatory effects on the complainant and others, where and when appropriate.
- Any party dissatisfied with the process or decisions resulting from the investigation will have an opportunity to appeal the findings.
- An attempt will be made to complete the formal resolution within a four-week period.

Additional Enforcement Information

In addition to PCOM’s internal complaint procedure, the U.S. Equal Employment Opportunity Commission (EEOC), the Office for Civil Rights, U.S. Department of Education and the California Department of Fair Employment and Housing (DFEH) and the Illinois Department of Human Rights (IDHR) investigate and prosecute complaints of sexual harassment.

Sexual Harassment, Sex Offense, and VAWA Crime Prevention

Sexual Harassment Prevention

Prevention is the best tool to eliminate harassment on campus. Clear communication that harassment will not be tolerated and providing anti-harassment training is essential. Pacific College's goal and commitment is to provide campus-wide awareness of the complaint procedure, to ensure that the college takes immediate and appropriate action, and that each student/staff member feels comfortable bringing any issue to the school's attention when necessary.

Sex Offense Prevention

Be aware that there are no perfect protection strategies. There is no way to predict all possible situations. These safety tips are intended to reduce, not eliminate the risk of assault. Getting informed about sex crimes is also very important:

- **The primary responsibility** for any sexual assault rests with the offender and not the victim.
- **Knowledge is power.** Though many sex offenders are NOT known to law enforcement, you can educate yourself about those known offenders who reside in your city or county.
- **Remember** that most sexual assaults are committed by someone that the victim knows. The stranger does not pose the highest risk to you. Up to 90% of sex offenders are known to their victims and include relatives, friends and authority figures. If you feel uncomfortable in someone's presence, trust your feelings and take steps to distance yourself from him or her. Don't be afraid to make a scene if necessary. Tell someone!
- **Avoid high-risk situations.** Be observant and aware of your surroundings. Avoid poorly lit areas where an attacker might hide. Identify safe people in your neighborhood that you or your children can go to if you need help. Be thoughtful and use good judgment in choosing your friends and partners. Be careful of your use of alcohol and drugs; you are more vulnerable to attack if you are intoxicated. Do not leave your food or drink unattended at a party or in a public place. Don't be embarrassed to use security staff at work or when shopping, to walk you to your car. Do not pick up hitchhikers or stop to help a stranger in a stalled vehicle; use a phone in a safe location to call for help. Be cautious about making personal contact with those you meet on the Internet or in other similar environments.

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- **Do not harass the offender.** The purpose behind community notification is to reduce the chances of future victimization of persons by this offender. The information presented through this notification should assist you and your family in avoiding situations that allow easy victimization. Initiating contact with the Sexually Violent Predator can increase the risk of you or your family being victimized or may drive the offender underground, placing others at greater risk.
- **Sex offender characteristics:**
 - Most offenders commit multiple crimes against multiple types of victims with whom they have varying types of relationships (adults, children, male, female, known and unknown.) This behavior is known as crossover.
 - Sex offenders rarely commit just one type of offense. Many offenders have NO criminal history or sex crime history of any kind.
 - There is no such thing as a “typical” sex offender; however all tend to be manipulative, deceptive, and secretive. Sex offenders come from all backgrounds, ages, income levels and professions.
 - The majority of offenses are committed by someone the victim knows.
 - Sexual deviancy often begins in mid to late adolescence.
 - Sex offenders do not usually commit their crimes impulsively. They usually employ careful planning and preliminary steps that, if interrupted, can prevent an actual crime.
 - The vast majority of sex offenders are male; only 20% of child sex offenses are committed by women.
- **Know the facts about sex offending.** From the Rape, Abuse and Incest Network and the U.S. Department of Justice: (<https://www.nsopw.gov/en-US/Education/FactsStatistics?AspxAutoDetectCookieSupport=1>)
 - According to the Bureau of Justice Statistics’ National Criminal Victimization Survey, in 2012, there were 346,830 reported rapes or sexual assaults of persons 12 years or older
 - In 2010, 12% of rapes and sexual assaults involved a weapon. ¹³
 - In 2010, 25% of the female victims of rape/sexual assault were victimized by strangers.
 - About 20 million out of 112 million women (18.0%) in the United States have been raped during their lifetime. ¹²
 - Only 16% of all rapes were reported to law enforcement. ¹²
 - In 2006 alone, 300,000 college women (5.2%) were raped. ¹²
 - Among college women, about 12% of rapes were reported to law enforcement.
 - A Centers for Disease Control and Prevention survey on the national prevalence of intimate partner violence, sexual violence, and stalking found:

- 81% of women who experienced rape, stalking, or physical violence by an intimate partner reported significant short- or long-term impacts. ¹⁸
- About 35% of women who were raped as minors also were raped as adults, compared to 14% of women without an early rape history. ¹⁸
- 28% of male rape victims were first raped when they were 10 years old or younger. ¹⁸

Sex Offender Registries

The Clery Act requires schools and colleges to inform applicants and students of how to obtain information about sex offenders in the community in association with Megan’s Act requirements that communities keep registries of sex offenders in their area.

Information about Megan’s Law: <http://www.meganslaw.ca.gov/>

Megan’s Law Disclaimer:

<http://www.meganslaw.ca.gov/disclaimer.aspx?lang=ENGLISH>

Megan’s Law Searchable Registry:

<http://www.meganslaw.ca.gov/Search.aspx?lang=ENGLISH>

(As of publication of this brochure, 18 total registrants in the 92108 zip code)

VAWA Crime Prevention Resources

City of Chicago:

www.cityofchicago.org/city/en/depts/fss/provdrs/dom_violence.html

City of Chicago Domestic Violence Help Line

Information, Options, Counseling, Legal and Shelter Services

The Office on Domestic Violence continues to house and oversee the operation of the City of Chicago Domestic Violence Help Line. The Help Line is a 24-hour, toll-free, confidential, multilingual number that functions as a clearinghouse for domestic violence services and information.

Phone: 1-877-863-6338

TTY: 1-877-863-6339

V. Bias Related Crime and Prevention

Bias Related Crime

Definition: **Bias-related crime** – when a person commits a specified offense and either:

- 1 (a) intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct; or
- 2 (b) intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct.

Bias Crime Prevention

As stated in the college catalog, Pacific College of Health and Science is committed to creating and maintaining a community in which all college community members can work together in an atmosphere free from all forms of harassment, exploitation, or intimidation.

College Statement of Non-Discrimination

The college prohibits discrimination of one person by another for any reason including, but not limited to: veteran status, race, color, religion, sex, national origin, ancestry, age, physical or mental disability, medical condition including genetic characteristics, pregnancy status, marital status, sexual orientation, and gender identity.

College Statement on Diversity

Pacific College is committed to providing an atmosphere where all human potential is valued. The college strives to recognize and nurture merit, talent, and achievement by supporting diversity and equal opportunity in its education, services, and administration.

The college gives annual training on the topic of Discrimination Prevention for all staff and faculty, and the academic department is working on integrating this material into the curriculum for student education in several additional areas of study.

Bias crimes may be prevented through following the guidance offered in Section II on general crime prevention. In addition, the college has developed a Diversity Sensitivity training for faculty that will also be integrated into the college curriculum, as well as other events and focus groups aimed at educating the college campus community in this area.

Reporting Hate Crimes on Campus

If you are a victim of, or witness a hate/bias incident, please use the Crime Reporting procedure in Section I of this report.

VI. Anti-Hazing Policy

Policy Statement

Pacific College of Health and Science (PCHS) is committed to promoting a safe and healthy campus environment for its community and prohibits all forms of hazing as defined under federal and state law.

It is the policy of Pacific College of Health and Science (PCHS) to comply with the Stop Campus Hazing Act (“SCHA”) and the Jeanne Clery Campus Safety Act 20 U.S.C. § 1092(f), and its implementing regulations at 34 C.F.R. § 668.46 (collectively, the “Clery Act”).

PCHS’s Anti-Hazing Policy outlines clear definitions, reporting mechanisms, enforcement procedures, and mandatory training.

Policy Scope and Applicability

This policy applies to PCHS students, faculty, staff, and student organizations. This policy applies to conduct that occurs between two or more people who are affiliated with PCHS, or any student or other organization associated with PCHS.

No member of the PCHS community shall permit the hazing of a student, participate in the hazing of a student, including when the hazing involves coerced consumption of alcohol or drugs, or of abuse resulting in serious physical harm to the student.

This policy also defines the requirements for providing a safe and secure environment for students. PCHS prohibits hazing (as defined below) committed against students as part of their education programs or activities. PCHS reserves the right to make changes to this policy as necessary to comply with the most recent laws, regulations or court decisions.

Definitions

Hazing: The term ‘hazing’ means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

(I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

(II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—

(aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;

(bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

(cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

(dd) causing, coercing, or otherwise inducing another person to perform sexual acts;

(ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

(ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

(gg) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Student Organization: The term ‘student organization’, means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

Filing a Report

Anyone may make a report pertaining to violations of this policy, and nothing in this policy prohibits a student, faculty or staff from reporting a crime directly to law enforcement. A student that has experienced or witnessed hazing is strongly encouraged to notify an administrator as soon as possible after the incident. Students have the option to notify law enforcement directly or be assisted in doing so.

Faculty, staff, and student organizations who have witnessed hazing of a student are required to notify an administrator as soon as possible after the incident. Depending on the nature of the incident, it may be appropriate for the administrator to notify law enforcement.

Reports of instances of hazing can be made by contacting campus director or other administrator, by emailing complaints@pacificcollege.edu, or by going to the StudentHub, and clicking on Contact Us.

Investigating Procedure

All hazing reports will be promptly and thoroughly investigated by the campus director/complaint administrator, as well as other relevant PCHS administrators. A complaint against a student for hazing will be addressed under the PCHS Sanctions and Disciplinary and Complaint Procedures outlined in the academic catalog. A hazing complaint against faculty or staff will be referred to Human Resources and addressed under the appropriate conduct policies and procedures. Sanctions may be imposed upon any student found to have violated the Anti-Hazing Policy

Hazing Awareness and Prevention Programs

Although 44 of the 50 states and the District of Columbia have anti-hazing laws in place, the strength and breadth of the laws vary significantly. Advocating for stronger and more comprehensive laws is an important component of prevention. Applicable local, State, and Tribal laws on hazing can be found at <https://stophazing.org/policy/state-laws/>.

PCHS's Anti-Hazing Policy is distributed annually to students, faculty and staff and addressed during orientation. In addition, the College provides annual awareness and prevention programs which is designed to promote awareness, provide clear definitions and examples of hazing, outline reporting mechanisms, and empower students to act when they witness or experience harmful behaviors. It also includes primary prevention strategies and components such as skill building for bystander intervention, information about ethical leadership, and/or the promotion of strategies for building group cohesion without hazing. All training will be based on evidence-based best practices in hazing prevention.

Public Disclosures

Where required, PCHS maintains publicly accessible reports of hazing incidents accessible on the College's Student Consumer Information webpage under Annual Disclosures. This report will include all reported incidents of hazing under this policy. All reported hazing incidents will be published to the webpage within fifteen (15) days of adjudication and will remain in the report for five (5) years. The webpage will be reviewed bi-annually. The Information in the report includes:

- Name of the organization involved in the incident,
- Date or Dates of the incident, and
- A description of the hazing related allegations, findings, sanctions, and adjudications for any person or organization involved.

The publicly accessible report does not include personally identifiable information.

Resources & Tools

Stop Campus Hazing Act: <https://www.congress.gov/bill/118th-congress/house-bill/5646/text>

StopHazing: <https://stophazing.org/>

Student Consumer Information: <https://www.pacificcollege.edu/about/student-consumer-information>

Academic Catalog: <https://www.pacificcollege.edu/current/college-catalog>

ADDENDUM

PACIFIC COLLEGE OF HEALTH AND SCIENCE - Chicago
Campus Statistics of Criminal Offense
On-Campus/Non-Campus Buildings/Public Property
January 1, 2023 - December 31, 2024

These statistics below are gathered from the Campus Crime Log kept by the Lead CSA (Campus Director). They comprise the data reported here and reported to the DOE. Efforts have been made to gather additional data related to reportable crimes that may have occurred in front of the college and immediately across the street between Wabash and Michigan from the local police department.

Criminal Offenses - On-Campus

Criminal Offense	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Forcible rape	0	0	0
c. Fondling	0	0	0
d. Incest	0	0	0
e. Statutory Rapes	0	0	0
f. Robbery	0	0	0
g. Aggravated assault	0	0	0
h. Burglary	0	0	0
i. Motor vehicle theft	0	0	0
j. Arson	0	0	0
k. Negligent manslaughter	0	0	0

Criminal Offenses – Public Property

Criminal Offense	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Forcible rape	0	0	0
c. Fondling	0	0	0
d. Incest	0	0	0
e. Statutory rape	0	0	0
f. Robbery	0	1	0
g. Aggravated assault	0	0	0
h. Burglary	0	0	0
i. Motor vehicle theft	1	1	0
j. Arson	0	0	0

k. Negligent manslaughter	0	0	0
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Criminal Offenses - Non-Campus*

Criminal Offense	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Forcible rape	0	0	0
c. Fondling	0	0	0
d. Incest	0	0	0
e. Statutory Rapes	0	0	0
f. Robbery	0	1	1
g. Aggravated assault	1	2	2
h. Burglary	0	0	0
i. Motor vehicle theft	1	3	2
j. Arson	0	0	0
k. Negligent manslaughter	0	0	0

Hate Offenses - On-Campus

Criminal Offense	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Aggravated assault	0	0	0
c. Forcible rape	0	0	0
d. Fondling	0	0	0
e. Incest	0	0	0
f. Statutory rape	0	0	0
g. Simple assault (including larceny theft, intimidation or vandalism)	0	0	0

Hate Offenses - Non-Campus*

Criminal Offense	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Aggravated assault	0	0	0
c. Forcible sex offenses (including forcible rape)	0	0	0
d. Forcible rape	0	0	0
e. Arson	0	0	0
f. Negligent manslaughter	0	0	0
g. Simple assault (including larceny theft, intimidation or vandalism)	0	0	0

Hate Offenses - Public Property

Criminal Offense	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Aggravated assault	0	0	0
c. Forcible rape	0	0	0
d. Fondling	0	0	0
e. Incest	0	0	0
f. Statutory Rape	0	0	0
g. Arson	0	0	0
h. Negligent manslaughter	0	0	0
i. Simple assault (including larceny theft, intimidation or vandalism)	0	0	0

Arrests - On-Campus

Crime	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

Arrests - Non-Campus*

Crime	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

Arrests - Public Property

Crime	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

Disciplinary Actions/Judicial Referrals - On-Campus

Crime	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

Disciplinary Actions/Judicial Referrals - Non-Campus*

Crime	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

Disciplinary Actions/Judicial Referrals - Public Property

Crime	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

VAWA Offenses (On campus)

	2022	2023	2024
a. Domestic Violence	0	0	0
b. Dating Violence	0	0	0
c. Stalking	0	0	0

VAWA Offenses (Public Property-Cleary Act Geography Area*)

	2022	2023	2024
a. Domestic Violence	1	0	0
b. Dating Violence	0	0	0
c. Stalking	0	0	0

VAWA Offenses (Non campus/public property-Cleary Act Geography Area*)

	2022	2023	2024
a. Domestic Violence	1	3	2
b. Dating Violence	0	3	1
c. Stalking	0	1	0

Unfounded Crimes; 2022: 0; 2023: 0 2024: 0

**Non-Campus locations are outside of Pacific College's ownership and control and are voluntarily reported in this report to help our students make informed decisions on off-site clinic opportunities.*