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Message from the President

Dear Members of the NYU Community:

Ensuring the safety of our students, faculty, staff, and visitors is a top priority for New York University. We are dedicated to maintaining a campus climate where students and faculty can pursue teaching and learning in as safe an environment as we can provide. In NYU’s Department of Public Safety, the University has a large, highly trained corps of security professionals, and we have invested significant resources in personnel, training, and technology to reach a high level of crime prevention and preparedness.

As a large urban university with multiple locations throughout New York City, NYU is also fortunate to have close ties with the New York Police Department. In recent years, crime has been dramatically reduced in New York City, and the neighborhoods where our students and employees live and work—including Greenwich Village, the East Side of Manhattan, and Downtown Brooklyn—are among the safest in America’s safest large city. The NYU Department of Public Safety continues to develop strong partnerships with the NYPD, with state and federal law enforcement agencies, and with other colleges and universities to coordinate our efforts and be aware of best practices in the field.

Even as we stay focused on protecting our campus community in New York, NYU has the added responsibility of ensuring the safety of our thousands of students and faculty and staff who are at our degree-granting campuses in Abu Dhabi and Shanghai and the 11 global academic centers abroad and in Washington, DC. Our priority is to provide a safe and secure environment to pursue academic endeavors in each and every location.

As New Yorkers and as citizens of the world, we are mindful of the many safety challenges that our community faces every day and will continue to be vigilant and responsive in meeting those challenges.

— Andrew Hamilton
President, New York University

Message from the Vice President, Global Campus Safety


As I join the NYU community this semester, it is my goal to continue the Department of Public Safety’s commitment to high ethical standards and reflecting the diversity of the University community. This is an exciting time for Public Safety, particularly in the area of technology; during the last academic year, Public Safety acquired an improved emergency notification system, introduced a Facebook and Twitter presence, and increased mechanisms for community involvement and communication with the department. During this academic year, we are enhancing automation at our security posts and improving all security technology around campus. Other innovations will be initiated as we move through the year.

Prevention is a valuable tool against crime, and we all have an important role to play in keeping the NYU community safe. Public Safety works closely with (continues on page 5)
Message from New York City Police Commissioner James P. O’Neill

New York City is the safest large city in the United States. That accomplishment largely stems from the hard work and dedication of the New York City Police Department, other law enforcement agencies, and community partners like the New York University Department of Public Safety.

NYU is one of the city’s premier and most-lauded academic institutions. Ensuring the safety of the students, faculty, and staff who work and learn there is a top priority for the NYPD, and NYU’s Department of Public Safety is a critical partner in making that happen. Over the last 20 years, the area around NYU has become exceptionally safe. This was only possible because of unceasing collaboration between the NYPD and the NYU Department of Public Safety’s highly-skilled, qualified officers, and the public we collectively serve.

I am excited about what we can achieve when our two organizations work together to improve public safety even further.

Sincerely,

James P. O’Neill
Police Commissioner
New York University (“NYU”) plays a vibrant role in New York City, and our students, faculty and staff are actively engaged in learning, teaching, research, and providing health care in New York and around the world. Most members of our community and visitors to our campus do not experience crime at NYU. However, despite our best efforts, on occasion crimes do occur. This report is published and distributed as a demonstration of our commitment to the safety and security of the NYU community and in compliance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“The Clery Act”) and the Higher Education Opportunity Act (“HEOA”).

The NYU Department of Public Safety (“Public Safety”) provides security for NYU in cooperation with the New York City Police Department (“NYPD”). Under the leadership of the Vice President for Global Campus Safety, Public Safety has a security staff of over 300 uniformed officers and 20 mid to senior level supervisors. Public Safety operates 24 hours a day, seven days a week, 365 days a year, serving on campus and non-campus locations with vehicular and foot patrols, emergency response, building security, and the Safe Ride program.

NYU Public Safety officers are all New York State-certified security guards. As such, their authority to reasonably detain individuals suspected of criminal activity on University property is the same as the authority of any property owner or property owner’s designee. Public Safety officers’ authority when not on or in NYU property is the same as that of any citizen, and they may employ citizen arrest procedures as appropriate and necessary.

Public Safety maintains professional relationships with local, state and federal law enforcement agencies. Public Safety personnel work closely with the NYPD in the precincts where NYU facilities are located. Regular communications take place between members of Public Safety and individual precincts, borough command, specialized units and the Office of the Police Commissioner.

NYU’s main campus at Washington Square is located in Greenwich Village, which is one of New York City’s lowest-crime neighborhoods. The NYU Tandon School of Engineering is located in the MetroTech Center in downtown Brooklyn, another low-crime area. Public Safety officers patrol NYU facilities and around the campuses. NYU employs a wide range of measures to provide extensive safety and protection services to NYU students, faculty and staff. Services provided by NYU Public Safety include:

- Mobile patrols
- Foot patrols to monitor routes traveled by students in the evening
- A Special Victim Liaison available to assist students, faculty and staff who have been victims of relationship violence, sexual assault, stalking and other crimes in reporting their experiences to police and/or prosecutors, obtaining orders of protection, and dealing with other aspects of the criminal justice system
- Orientation programs, including safety in the city seminars
- Crime prevention pamphlets and brochures
- Transportation between the Washington Square campus and outlying residence halls, the College of Dentistry, the NYU Rory Meyers College of Nursing, and the School of Medicine, as well as the NYU Tandon School of Engineering and the Center for Urban Science and Progress (“CUSP”) in Brooklyn
Emergency Phone Numbers

New York City

Emergency Phone Numbers

911 — for Ambulance, Fire, Police

• CRIME VICTIMS HOTLINE
  (Safe Horizon): 212-577-7777

• NYC POISON CONTROL CENTER
  212-764-7667 (spells poisons)

• NYPD SEX CRIMES REPORT HOTLINE
  212-267-RAP (7273)

New York University

Emergency Phone Numbers

• NYU DEPARTMENT OF PUBLIC SAFETY (24 hours)
  212-998-2222

• NYU COLLEGE OF DENTISTRY PUBLIC SAFETY
  212-998-9828

• NYU SCHOOL OF MEDICINE
  212-263-3911

• WELLNESS EXCHANGE
  (STUDENT MENTAL HEALTH OR HEALTH CONCERNS)
  (24 hours) x 39999 (on campus phones)
  212-443-9999 (off-campus phones)

• STUDENT HEALTH CENTER
  212-443-1000

• COUNSELING AND WELLNESS SERVICES (CWS)
  212-998-4780

• Overnight on-demand Safe Rides and safety escorts for students
• A Safe Haven program that includes local merchants in Manhattan and Brooklyn
• Crime Prevention and Awareness programs

The Department of Public Safety Web page includes safety tips and other useful information.

Reporting Procedures

NYU Public Safety Department

NYU students, staff and faculty are urged to promptly report all crimes, suspicious activity and emergency situations in which they are a victim or a witness to Public Safety and to the police. Public Safety offers support and assistance to victims and witnesses, and collaborates with the police and the NYU community to reduce crime on and around campus. When incidents are reported promptly to Public Safety, it allows for immediate investigation and for the University to make determinations about the need to alert the community of immediate safety concerns, and enables accurate counting of incidents for inclusion in the annual disclosure of crime statistics. As required under the Clery Act, reported incidents are included in the statistics regardless of whether there has been an adjudication of the matter.

Reports can be filed with Public Safety 24 hours a day, seven days a week, in person at the Public Safety Command Center at 7 Washington Place, or by telephone at 212-998-2222.

Victims or witnesses who do not want to pursue action by Public Safety or the criminal justice system are encouraged to make an anonymous report to Public Safety, which will be filed without revealing their identities. Anonymous reporting allows Public Safety to take steps to ensure the future safety of the victim, witnesses, and the NYU community, and enables accurate recordkeeping and reporting of incidents on campus and at other NYU locations. Being made aware of incidents helps Public Safety to determine whether there is a pattern of crime related to a particular location, method, or assailant, and to notify the campus community of potential danger. Confidential reports are also counted and disclosed in the annual crime statistics. In limited circumstances, Public Safety will not be able to assure confidentiality and will inform the reporting party when that is the case.

The NYU Department of Public Safety maintains a computerized database of all reported incidents, including those that occur on campus, in the area around campus, and in NYU locations that are not part of the main campus.

Local police agencies are asked to report any criminal activity involving NYU students or personnel at off-campus locations to Public Safety.

Crime Information

NYU Public Safety uses the information from incident reports to improve its campus protection program and shares the information with the proper law enforcement authorities, where appropriate, and University personnel. Public Safety analyzes the reports, compiles crime statistics, and develops strategies to reduce criminal incidents and enhance preventive measures.

Public Safety convenes a Security Advisory Committee (SAC) composed of nominees from faculty, student, and administrative governance and executive leadership. The SAC discusses and provides input regarding ongoing and proposed Public Safety projects and practices. Members are also charged with reporting back to their constituencies and sharing constituents’ input with Public Safety.

The Senate Ad Hoc Advisory Committee on Sexual Misconduct, also composed of representatives from across the spectrum of University
# Local Police Stations

- **1st Precinct**
  212-334-0611 | 16 Ericsson Place

- **5th Precinct**
  (Broome Street, 80 Lafayette)  
  212-334-0711 | 19 Elizabeth Street

- **6th Precinct**
  (Washington Square)  
  212-741-4811 | 233 West 10th Street

- **9th Precinct**
  (East Village)  
  212-477-7811 | 321 East Fifth Street

- **10th Precinct**
  (West Side)  
  212-741-8211 | 230 West 20th Street

- **13th Precinct**
  (Gramercy Park and Union Square)  
  212-477-7411 | 230 East 21st Street

- **17th Precinct**
  (School of Medicine)  
  212-826-3211 | 167 East 51st Street

- **19th Precinct**
  (Institute of Fine Arts)  
  212-452-0600 | 153 East 67th Street

- **Midtown South Precinct**
  212-239-9811 | 357 West 35th Street

- **Transit District #4**
  212-253-7511 | Union Square/Fourth Avenue

- **84th Precinct**
  (NYU Tandon School of Engineering)  
  718-875-6811 | 301 Gold Street, Brooklyn

# Timely Warning Notices

Public Safety distributes information about campus crime to the NYU community through the publication of a daily crime log online and through campus media. When serious crimes or crime patterns or trends such as robberies or assaults occur on campus, Public Safety promptly distributes Timely Warning Notifications to the campus community electronically through email blasts and posts on the [NYU Public Safety website](#). The NYU Public Safety Facebook page and Twitter account are also used to provide initial and updated information about crimes that may pose continuing danger. Since NYU’s campus and other New York locations are situated “in and of the city”, Public Safety also distributes Safety Warnings regarding serious crimes posing an ongoing danger that occur around the Washington Square campus and near other University facilities in other parts of the city so that NYU community members are equipped with the information necessary to protect themselves. Like Timely Warning Notices, Safety Warnings are distributed electronically.

Both Timely Warnings and Safety Warnings are produced by Public Safety’s Assistant Vice President for Global Standards and Compliance in consultation with the Vice President for Global Campus Safety, the Vice President for Public Affairs, and other members of the University’s senior leadership as appropriate, and are provided to the NYU community as soon as possible after Public Safety is made aware of a relevant crime. Victims’ names are not included in these notifications, to maintain confidentiality.

# Campus Security Authorities

In addition to Public Safety, crimes at NYU may also be reported to other Campus Security Authorities ("CSAs"), who are University officials with significant responsibility for student and campus activities. CSAs include, but are not limited to, senior staff members in Residence Life, Student Affairs, Student Activities, Athletics, Student Community Standards, Office of Equal Opportunity/Title IX, and each of the individual colleges and institutes within NYU. All Resident Assistants ("RAs"), athletic team coaches, and advisors to student clubs and organizations are also CSAs. Crimes reported to CSAs are communicated to Public Safety.

Professional mental health counselors and pastoral counselors acting in a counseling capacity are not CSAs, although they may have significant responsibility for student and campus activities. Their exemption allows them to provide appropriate confidential counseling services and protects the counselor-client relationship except under certain legally recognized exemptions to confidentiality. However, NYU encourages counselors to inform clients of procedures through which they can report crimes to Public Safety on a voluntary, confidential basis for inclusion in the crime log and the annual security report.
University Transportation

When classes are in session during the Fall and Spring semesters, the NYU Department of Public Safety provides safe, free and dependable transportation seven days a week, 24 hours a day, to and from NYU facilities via two modes:

Scheduled Route Service
Scheduled route service operates from 7 a.m. to 12 midnight on weekdays and from 10 a.m. to 12 midnight on weekends during the Fall and Spring semesters. Reduced service is provided during the Summer semesters. Service is not provided during semester breaks.

Detailed schedule information is available online at [www.nyu.edu/public.safety/transportation/](http://www.nyu.edu/public.safety/transportation/) and real time bus locations are available online at: [http://nyu.transloc.com/](http://nyu.transloc.com/) and on mobile devices by downloading the NYU mobile app: [www.nyu.edu/mobile/](http://www.nyu.edu/mobile/). Passengers are encouraged to monitor these outlets for short notice service changes that may occur. Routes are periodically reviewed for efficiency via ridership analysis.

Safe Ride Van Service
Safe Ride is a shared ride/on-demand van service that is available to provide overnight transportation to and from designated NYU locations. The vans operate from 12 midnight to 7:30 a.m. during the Fall and Spring terms. Service can be requested by mobile app (Transloc or NYU Mobile) or by calling the Safe Ride Dispatcher at 212-998-RIDE (7433).

After a Report is Filed
When reports of crimes are filed with Public Safety or received by a CSA, the following actions are taken:

- Victims are referred to the appropriate offices or agencies on and off campus, including law enforcement, counseling and wellness, medical services, the Title IX Coordinator (for sexual offenses, relationship violence and stalking), and the Office of Community Standards.
- Incident reports concerning students are promptly sent to Student Affairs, Office of Community Standards, Residential Life, University Health Center, Counseling and Wellness Services, and the Dean of Students of the relevant schools, with victim-identifying information withheld as appropriate.
- Incident reports concerning staff and faculty are sent to appropriate administrative or academic departments for review and follow-up, with victim-identifying information withheld as appropriate.

Campus Facilities and Programs
NYU takes its responsibilities for the safety of its residence halls, classrooms, and other facilities very seriously. Services provided to protect the NYU community include electronic card readers and turnstiles for access control at residence halls and various academic and administrative facilities; video surveillance systems in various outdoor and indoor locations, including residence hall lobbies; panic alarm buttons in common rest rooms; emergency call boxes located near NYU facilities; posted security officers (around the clock in all residence halls and select administrative buildings); secure bicycle parking area behind Tisch Hall; and an electronic card access system for off-hour access into certain academic and administrative buildings and facilities.

Residence Halls
Each undergraduate residence hall is staffed around the clock with an NYU security officer at the front desk. Graduate residence halls have either a doorman or 24-hour security coverage. Only residents, guests, and authorized visitors are permitted into the residence halls. Most of the residence halls are equipped with turnstiles tied to the University access control system which allows resident students access with their University identification cards (“NYU IDs”) and PIN numbers. Commuter students seeking access to a residence hall must be accompanied by a resident student; their NYU IDs are swiped in conjunction with the resident student’s card for tracking purposes. Other guests must be in the presence of a resident student to gain admission to a residence hall and must provide a photo ID issued by a government agency or another college or university; that ID will be retained by the security officer until the guest is signed out by the host. All persons seeking entry, including staff and faculty, are checked for proper identification. Guests to buildings must identify themselves and be announced.

Residents must respond to residence hall lobbies to accept their deliveries. Graduate students residing in residence halls with doormen may use a package room for deliveries or approve deliveries to their doors.

NYU does not have any officially recognized student organizations with off campus housing facilities. NYU’s Fraternity & Sorority Life community has a living and learning community that includes suites on the fourth floor of the non-campus Lafayette Residence Hall, which is monitored by NYU Residence Life staff and Public Safety.

If the New York Police Department (“NYPD”) is contacted about off campus criminal activity involving NYU students, it may notify Public Safety. However, there is no official NYPD policy requiring such notification. Students suspected and/or accused in these cases may be subject to arrest by the NYPD and to University student disciplinary proceedings.
Classrooms
Security officers are stationed to monitor access in the lobbies of most buildings that contain classrooms.

Other University Facilities
NYU security officers are posted in the Bobst Library, the 404 Fitness Center on Lafayette Street, the Kimmel Center for University Life, and the Global Center for Academic and Spiritual Life during these facilities’ operating hours. Private contract security guards are posted at the Dibner Library at the NYU Tandon School of Engineering during its operating hours. Everyone entering these facilities is checked for proper identification and/or memberships. In addition, Public Safety maintains security officers in and around academic and administrative buildings. Video surveillance systems are located throughout campus buildings and around campus in public areas.

Maintenance of Campus Facilities
NYU campus facilities are maintained in a manner that minimizes hazardous conditions. Public Safety personnel regularly patrol the campus and report malfunctioning lights and other unsafe physical conditions to the Public Safety Command Center, where reports are prepared and routed to the appropriate building personnel for corrective action. The Office of Facilities and Construction Management maintains a work order system to which members of the University community can report problems via email; following the filing of the report, appropriate maintenance personnel are dispatched to correct the condition.

Missing Student Notification Policy
It is the policy of NYU, through the collaboration of the Office of Student Affairs and the Office of Public Safety, to investigate any report of a missing student who is enrolled and attending classes at any NYU campus or global academic center. This policy, with its accompanying procedures, establishes a framework for cooperation among members of the University community aimed at locating and assisting students who are reported missing.

A student will be deemed missing when reported absent from the University at any of its campuses, global sites, or NYU sponsored travel programs without any known reason. All reports of missing students enrolled at the New York campus and at the global academic centers must be directed to NYU’s Office of Public Safety at 212-998-2222; in these instances, Public Safety in New York will take the lead in investigating each report and make a determination whether the student is missing in accordance with this policy. All reports of missing students at NYU Abu Dhabi (NYUAD) must be directed to the NYUAD Department of Public Safety at +97-12-628-7777; NYUAD Public Safety will lead the investigation of each report and make a determination as to whether the student is missing in accordance with this policy. All reports of missing students at NYU Shanghai must be directed to the NYU Shanghai Department of Public Safety at 86-21-2059-5500; NYU Shanghai Public Safety will lead the investigation of each report and make a determination as to whether the student is missing in accordance with this policy.

All students have the option to identify a confidential contact person or persons who will be notified within 24 hours in the event that a determination is made by one of the NYU campus Public Safety departments that the student is missing. This contact information may be added through “Albert”, the portal to NYU’s student information system. Only authorized campus officials and law enforcement officers in furtherance of a missing person investigation may have access to this information.

If a missing student is under 18 years of age, and not an emancipated individual, the University will notify a custodial parent or guardian of the missing student not later than 24 hours after the determination by an NYU Public Safety department that the student is missing.
NYU Public Safety will contact local police and other law enforcement agencies no later than 24 hours after the University receives a report that any student is missing.

There are a variety of University student housing options and staffing patterns. Much of NYU student housing is configured for apartment-style living, and there is no formal procedure or prescribed timelines for monitoring whether students are present in their assigned student housing. Student welfare and safety is paramount to the University; however, the University recognizes and makes known its limitations in obtaining accurate and timely information on the whereabouts of students.

The Office of Student Affairs shall have the responsibility to make the provisions of this policy and the procedures set forth below available to students.

**Procedures**

Any report of a missing student, from whatever source, must immediately be directed to the appropriate NYU Public Safety department.

When a student is reported missing, the appropriate NYU Public Safety department will:

- initiate an investigation to determine the validity of the missing person report;
- inform the Office of Student Affairs;
- make a determination as to the status of the missing student;
- notify local police or other appropriate law enforcement agencies within 24 hours after the University receives a report that the student is missing;

If the student reported missing is studying at a global academic center, NYU Public Safety in New York will coordinate with the site’s director to facilitate the investigation, including communication with hospitals, law enforcement, and other relevant agencies.

Upon determining the student is missing and upon notification by the relevant NYU Public Safety department, the Office of Student Affairs will:

- notify the person(s) identified by the missing student as the confidential contact within 24 hours of making the determination that the student is missing;
- if the missing student is under the age of 18, and not an emancipated individual, notify the student’s custodial parent or guardian as contained in the records of the University within 24 hours of the determination that the student is missing;
- inform other University units, such as the school in which the student is enrolled, as needed; and
- initiate whatever other action is deemed appropriate under the circumstances to be in the best interest of the missing student.

The Office of Student Affairs shall initiate whatever action is deemed appropriate under the circumstances to be in the best interest of the missing student.

**Student Contact Information:**

In addition to having the option to identify a “confidential contact person” as provided in this policy, all students will complete a Contact Information Form upon enrollment at any NYU campus. It is the students’ responsibility to regularly update any changes to their contact information.
Student Notification of This Policy:

- Available on NYU Policy database website.
- Included in student and parent enrollment communications.
- Discussed during mandatory housing meetings at the beginning of each semester.
- Included in the Annual Campus Security and Fire Safety Report for each campus and global academic center.

Emergency Preparedness

NYU is committed to improving the preparedness of our University on an enterprise level as well as the preparedness of students, faculty, and staff on an individual level.

The University has an ongoing safety awareness campaign — Be Safe — to educate the NYU community on emergency situations and provide resources to educate and provide guidance on personal preparedness. The campaign uses a variety of media to distribute its message: websites, email campaigns, paid social media advertisements, social media promotion through a variety of platforms, and in-person events.

During any emergency, the ability to effectively communicate is paramount to ensuring the safety of our community. NYU has developed robust, broad based approaches to communicate with students, faculty and staff including email, text messaging, social media and websites. This year, NYU will also be bringing online the ability to alert via dynamic displays on screens at high traffic campus locations. Additionally, non-electronic communication procedures for the New York City locations will be utilized in the event that regular communication methods are disrupted. NYU’s partnership with the New York City Emergency Management agency (NYCEM) allows NYU to more effectively respond to large scale emergencies affecting our NYC campus. Public Safety’s 24/7 Command Center is linked into all alerts that are issued by the NYCEM Watch Command.

The University continues to strengthen its physical infrastructure to address the risk of power outages, which was a major issue for Manhattan and NYU during SuperStorm Sandy. NYU has taken measures to increase the number of student and faculty housing buildings that have backup emergency power. Additionally, a number of dining service locations have backup power to facilitate food service for the NYU community, and temporary shelter for those residence halls that do not yet have backup power.

The University understands that emergencies, including natural disasters and events caused by individual or group action, can be unpredictable. NYU has been delivering Preventing Campus Violence training to all employees, and key departments have been engaged in regular tabletop exercises to refine and strengthen response plans for active shooter and other violent situations. NYU Public Safety’s Emergency Management program is building upon that foundation by working to expand the scope and audience of trainings, and developing and implementing exercises to ensure that the University community is ready for any situation.
Emergency Response and Evacuation Policy Statement:
In recognition of New York University’s commitment to the safety and security of the University’s students, faculty, and staff, NYU has developed emergency response plans that cover both evacuation and sheltering in place for all of its global sites. NYU has operational plans for responding to routine campus incidents such as personal injuries, small chemical spills, and trash can fires. Departments, including Public Safety and Environmental Health and Safety, address such situations without declaring an emergency situation.

Emergency situations which may cause actual or imminent risks to safety, health, or security trigger the University’s emergency response procedures. Such situations could include a large hazardous materials incident, a large fire, damage to a facility, severe weather, a violent event, or a health epidemic. The roles and responsibilities of the senior leadership of the University are established for such a declared emergency. The Vice President of Global Campus Safety, along with the Senior Vice President for Student Affairs, the Executive Vice President for Finance and Information Technology, and the Vice President of Public Affairs, determine the initial response and any additional resources that may be needed to mitigate the emergency.

The Public Safety Command Center at 7 Washington Place is staffed with supervisory personnel on a 24/7 basis and is responsible for monitoring emergent events throughout the world and assessing their impact on the NYC campuses as well as all of the Global Academic Centers, NYU Shanghai, NYU Abu Dhabi, and other international locations where members of the NYU community may be traveling. In the event of an emergency situation, the Command Center will notify the appropriate senior leadership or initiate mass emergency notifications.

NYU has the capacity and ability to evacuate buildings in the event of an emergency. In New York City, academic and office buildings have regular drills for occupants to familiarize them with evacuation procedures.

The NYU Evacuation and Coordination Plan includes information on supporting an evacuation, shelter in place, or temporary relocation of students, faculty and staff. The plan discusses the methods for command and control, critical decision making, notification procedures and how to best achieve a common operating picture across NYU locations.

The NYU Evacuation Management Team (“EMT”) in New York assists NYU Abu Dhabi, NYU Shanghai and all NYU Global Academic Centers with preparing for, responding to, and recovering from an evacuation or shelter in place need. NYU is contracted with a security evacuation and assistance company with a global presence that can coordinate and provide both security and physical evacuation from each site. The EMT serves as the primary command team and overall decision making authority for the management of an emergent event, with all decisions made in partnership with leadership at other locations.

Information on potential emergencies is collected from local law enforcement and U.S. federal agencies such as the Departments of State, the Department of Homeland Security, the U.S. Consulate General’s offices, and U.S. embassies worldwide. Once received, the collected information is verified and analyzed for the development of an appropriate response plan.

The NYU Evacuation and Coordination Plan is reviewed, at a minimum, annually and training is provided for faculty, staff and students in an orientation setting. Elements of the plan are also tested annually, in tabletop exercise formats and drills. After all trainings and exercises, the EMT debriefs with participating trainees and an After Action Report is developed to address resulting issues, if any.
Emergency Notification and Communication System

There are numerous methods of communication between the EMT in New York and NYU's other locations. NYU, through Public Safety, maintains and operates a web-based mass communication system that is able to notify students, staff and faculty in the event of an emergency. NYU students, faculty, and staff are automatically enrolled in the system when they enroll in classes or begin their employment with NYU.

Emergency notification is made to NYU community members as soon as possible once there is an event occurring or an imminent, verifiable threat exists. In the event of an emergency, the message is broadcast using all available channels—phone, SMS, email, website, social media, desktop alerts—to achieve the greatest possible reach.

The messages are initiated on the advice of a Public Safety shift commander or senior Public Safety management staff member. The Vice President of Global Campus Security, in consultation with University senior leadership or their designees, is responsible for message content and directing the issuance of the message.

A campus-wide test of the Emergency Notification and Communication System is conducted at least once a semester. Tests for Academic Year 2015-2016 were conducted in October 2015 and March 2016. In Academic Year 2016-2017, tests of the Emergency Notification and Communication System are planned for September 2016 and February 2017. Messages alerting the University community can also be found on the NYU Alert page at nyu.edu/alert and recorded messages can be accessed by calling 212-998-1220. Messages are updated regularly when a University alert is active.

Crime Awareness and Prevention Programs

NYU Community

Safety information is provided to the NYU community in a variety of ways, some of which are specific to students and some that are specific to employees. Throughout the year, the following is available to the entire community:

- General information and tips for being safe on campus and in New York City are provided online by Public Safety at: http://www.nyu.edu/life/safety-health-wellness/be-safe/public-safety/campus-safety-tips.html.
- Updates concerning specific safety related matters on the NYU campus, in the local community, and in relation to events in New York City, are issued online, through the NYU Public Safety Facebook page, Twitter account, and through emails, texts and other media. Online information can be found at http://www.nyu.edu/life/safety-health-wellness/info-alerts.html.
- Articles about crime and safety on campus are published periodically in the student newspaper, The Washington Square News.
- Special reports on campus safety are periodically published in NYU Today, a monthly newsletter.
- A daily crime log is available on the NYU Public Safety webpage and at the Public Safety Command Center. The crime log reflects criminal incidents reported to Public Safety and includes the nature of the incidents, the dates on which they occurred and were reported, the times at which they occurred, the general location of occurrence, and the disposition. In order to protect their privacy, information identifying victims and accused persons are not published in the crime log.
Safety Tips

• Travel on streets where there is pedestrian traffic.
• If possible, use the buddy system—walk with a friend.
• Use campus transportation. For schedules and information, visit [www.nyu.edu/public.safety/transportation](http://www.nyu.edu/public.safety/transportation/).
• Be alert to your surroundings. BEWARE and BE AWARE.
• Carry money for emergencies (cab fare, quarters for phone calls).
• Use cash machines during daylight hours whenever possible.
• Avoid counting your money or displaying money on the street.
• Keep your backpack and/or purse tightly closed. In restaurants, keep your bag on your lap or where you can see it.
• Always keep your valuables with you.
• Always lock the door when leaving your residence hall room, office or home, even for a minute.
• Stay near MTA personnel when waiting for or riding the subway. Use Off-Hour Waiting Areas.
• Before going on a date, know your date’s name, address, and phone number. Leave that information with someone you trust. If possible, have someone you know meet a first-time date before you go out, or meet in a public place.
• If sexual interaction on a date makes you uncomfortable, clearly state this to your date and remove yourself from the situation. If you are assaulted, find a safe place from which to call 911 or call NYU Department of Public Safety at 212-998-2222.
• Program your cell phone with 911 and 212-998-2222.
• Safety Alerts and Timely Warning Notifications are distributed as necessary to inform the community about safety-related issues, risk-reducing precautions, and sources of help and additional information.
• Safety brochures are available through Public Safety.

Students

NYU students are educated about safety as soon as they arrive on campus. During Welcome Week, resident students attend floor meetings on the night they move in to receive information about good security practices in and around the campus. Additional information can be found on the Public Safety Campus Safety Tips webpage, including the locations of University buildings with 24-hour security, locations of call boxes and 911 telephones, a description of NYU’s Safe Haven program for students, and maps showing University buildings. General safety tips are provided to the community regularly in blast emails, on the NYU Public Safety Facebook page and Twitter account, and through other media. Safety tips cover topics such as security on campus and in the residence halls, being “street-wise” in New York City, and using the NYU and New York City transportation systems.

A compelling orientation session for incoming students, The Reality Show: NYU, addresses issues such as sexual assault, bias and harassment, and general safety. For more details about The Reality Show, see page 24.

In addition to programs for incoming students and the awareness and prevention information provided to the entire community, safety information is provided to students throughout the year in the following ways:

• Throughout the academic year, Peer Educators affiliated with the Student Health Center, the Wellness Exchange, and the Center for Multicultural Education and Programs facilitate educational workshops for students in the residence halls, student organizations, and other University offices. Peer Educators undergo a training program on issues related to sexual assault, such as rape culture, consent in sexually intimate relationships, date rape drugs, and how to help a friend who has been sexually assaulted. Peer Educators present factual information and stimulate non-judgmental conversation.

• Workshops on “Safety in the City” and “Safety Tips for City Living” are facilitated by Public Safety. In academic year 2014-2015, 3160 freshman, transfer students, students from other NYU campuses, summer high school students, parents, and other students participated in these safety workshops.

• Various NYU offices and student organizations co-sponsor annual awareness events through the academic year such as “Sexual Assault Awareness Week.” In 2015, the Department of Residential Life offered 45 alcohol awareness programs, 10 drug awareness programs, and 16 sexual assault prevention and awareness programs. The Office of Health Promotion in the Student Health Center provided 26 programs on bystander intervention, including sexual assault and harassment, and 19 programs related to alcohol and substance abuse.

• Resident Assistants receive initial training from Public Safety officials on Clery Act requirements, the role of Public Safety officers, and other related topics during their orientation each summer and on an on-going basis.

• Resident Assistants receive first responder training related to a variety of potential crisis situations, including but not limited to, building evacuation, sexual assault intervention, and bias intervention.

• Public Safety has a designated Special Victim Liaison who is specially trained in working with crime victims, including sexual assault victims,
and whose responsibilities include providing information about what to expect when reporting to law enforcement, assisting with contacting the police or prosecutors’ offices, and interacting with the criminal justice system, and assisting in obtaining orders of protection from the Criminal Court or Family Court, as appropriate. The Special Victim Liaison works closely with other University departments, including the Title IX Office and Student Community Standards, and maintains relationships with special victim personnel in the police department and prosecutors’ offices and with nonprofit organizations that provide services to victims.

- When an allegation of a crime of violence or a non-forcible sex offense results in NYU conducting a student disciplinary proceeding against a student alleged perpetrator of the crime, NYU will—upon written request—disclose to the alleged victim the report on the results of the disciplinary proceeding. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for report disclosure purposes. Additional information about student disciplinary proceedings can be found in the **University Student Conduct Procedures.** In matters involving allegations of crimes of violence that also constitute violations of the **NYU Sexual Misconduct, Relationship Violence, and Stalking Policy**, all alleged victims receive the results of disciplinary proceedings and do not need to submit a written request.

**Student Property Identification Program**

Public Safety encourages NYU students to mark their personal property to make illegal sale in the event of theft more difficult and the recovery of valuables easier. Methods for students to protect their property are discussed in student orientations and crime prevention programs. During 2013 and 2014, Public Safety and the NYPD collaborated on “Operation ID” sessions at which small electronic equipment including smart phones, iPods, and laptop computers were tagged using infrared technology and registered with the NYPD. In Fall 2014 and Spring 2015, Public Safety brought the NYPD “Operation Bicycle ID” program to NYU’s campus and registered 55 bicycles. In “Operation Bicycle ID”, the NYPD places visible stickers on bikes as theft deterrents and hidden stickers as a recovery tool; the bicycles are registered into an NYPD database, where the owners’ contact information is stored to be used for identification if the bicycles are stolen and the police recover them.

**Employees**

Public Safety offers training on safety-related topics to staff and faculty throughout the year that supplements the awareness and prevention services available to the entire community. In addition, safety information is provided to employees in the following ways:

- When new employees join the University, their on-boarding packages include “Know Your Title IX Rights,” a flyer that details their right to a workplace that is free of violence, sexual misconduct, and other forms of harassment such as stalking, dating violence and domestic violence. The flyer provides new employees with details about the resources available to them through NYU and with contact information.

- “Preventing Campus Violence: Recognizing and Reporting the Warning Signs” is a program that was delivered to faculty, researchers, administrators and staff at NYU. Ninety-six (96) employees and faculty members were trained to deliver this training in their schools and departments, including five Public Safety leaders. Participants learn how to reduce their chances of being
hurt in the unlikely event of gunfire on campus; identify the resources that are available for maintaining a safe campus environment; understand NYU’s policies for preventing threatening or violent behavior on campus; recognize warning signs of community members in distress; respond to and report troubling behavior to prevent escalation; and know the steps for reporting sexual and relationship violence at NYU. Since it was introduced in Fall 2014, approximately 4,768 employees have participated in this program, which constitutes 66% of staff and administrators and 23% of full time faculty.

Defibrillator Action Response Team (DART)
Public Safety, in conjunction with the NYU Student Health Center, has established a Defibrillator Action Response Team (DART). DART is a public access defibrillation program designed to make automated external defibrillators (AEDs) readily accessible to the NYU community as a tool with the potential for saving lives in cases of sudden cardiac arrest. The program comprises 38 individual defibrillation units strategically located throughout University facilities and patrol vehicles, covering from as far south as Brooklyn to as far north as East 78th Street. Public Safety regularly trains its security officers to meet American Red Cross certification standards that are valid for two years.

A list of automated external defibrillator locations appears on page 18. Further information may be obtained from the Public Safety Training Manager at 212-998-1341.

Safe Haven Program
Local merchants in Manhattan and Brooklyn throughout areas in which NYU has academic, administrative, and residential buildings and on routes between NYU locations have entered into cooperative agreements with Public Safety to participate in the Safe Haven program. These merchants will allow members of the University community who are concerned for their safety to seek shelter in their businesses, to use their phones to contact Public Safety or the NYPD, and to remain secure while waiting for assistance. A listing of participating businesses, by location, appears on page 19.

Green Light Buildings
Students and employees may also seek shelter in Green Light Buildings where NYU security officers are posted 24 hours a day. Most of these buildings can be quickly identified by the green light located at the main entrances. All Green Light Buildings are wheelchair accessible. A complete list of both on-campus and off-campus Green Light Buildings appears on page 34 and are indicated in green on the campus maps on pages 33 and 36.

Emergency Call Boxes
For immediate communication with the NYU Department of Public Safety, use one of the emergency call boxes located around the Washington Square Campus. They are indicated on the campus map on page 33.
Automated External Defibrillator (AED) Unit Locations

Public Safety has established a Defibrillator Action Response Team (DART). DART is a public access defibrillation program designed to make automated external defibrillators (AEDs) readily accessible to the NYU community as a tool with the potential for saving lives in cases of sudden cardiac arrest. The program comprises 38 individual defibrillation units strategically located throughout University facilities and patrol vehicles, covering from as far south as Brooklyn to as far north as 78th Street and deployed in five Radio Motor Patrol (RMP) vehicles. Public Safety continually trains its members to meet American Red Cross certification standards that are valid for two years. In the upcoming academic year, Public Safety will be implementing a strategic plan to place ten new AEDs in additional University locations.

**Manhattan**
- **Alumni Hall**
  33 Third Avenue
- **Bobst Library (1 unit)**
  70 Washington Square South
- **Brittany Hall**
  55 East 10th Street
- **Broadway Block**
  721 Broadway
- **Broome Street**
  400 Broome Street
- **Carlyle Court**
  25 Union Square West
- **Duke House**
  1 East 87th Street
- **Founders Hall**
  120 East 12th Street
- **Furman Hall**
  249 Sullivan Street
- **Gramercy Green**
  310 Third Avenue
- **Global Center for Academic and Spiritual Life**
  238 Thompson Street
- **Greenwich Hall**
  636 Greenwich Street
- **Lipton Hall (formerly Hayden Hall)**
  33 Washington Square West
- **Kaufman Management Center**
  44 West 4th Street
- **Kimball Hall**
  246 Greene Street
- **Kimmel Center for Student Life**
  60 Washington Square South
- **Kriser Dental Center**
  345 East 24th Street
- **Lafayette Street Residence**
  80 Lafayette Street
- **Meyer Building**
  6 Washington Place
- **Palladium Residence Hall**
  140 East 14th Street
- **Public Safety Command Center**
  7 Washington Place
- **Roaming Motor Patrol Vehicles**
  When stationed, these vehicles remain at the Command Center
- **Rubin Hall**
  35 Fifth Avenue
- **Second Street Residence**
  1 East 2nd Street
- **Shirley M. Ehrenkranz School of Social Work**
  1 Washington Square North
- **Silver Center Block**
  33 Washington Place
- **Third Avenue North**
  75 Third Avenue
- **Tisch Hall**
  40 West 4th Street
- **Vanderbilt Hall**
  40 Washington Square South
- **Weinstein Hall**
  5-11 University Place
  105 East 17th Street
  3-5 Washington Place
  726 Broadway

**Brooklyn**
- **Dibner Building**
  5 MetroTech Center
- **Othmer Residence Hall**
  101 Johnson Street
- **Rogers Hall & Jacobs Academic Building**
  6 MetroTech Center
- **Center for Urban Science + Progress**
  1 MetroTech Center
Safe Haven Program 2016

Local merchants throughout the areas in Manhattan and Brooklyn in which NYU has academic, administrative, and residential buildings, and on routes between NYU locations, have graciously entered into cooperative agreements with Public Safety to be Safe Havens and allow members of the University community who are situations that create safety concerns to enter their businesses so they can call Public Safety and/or the NYPD and remain safe while waiting for assistance.

Public Safety has strategically enhanced the Safe Haven program by collaborating with new partners in Manhattan and Brooklyn whose businesses are open late at night, and has entered into 10 additional Safe Haven partnerships around the Tandon School of Engineering campus and Clark Street Residence Hall since last year. Currently, Public Safety has 40 Safe Haven partners and is actively recruiting additional business. As new Safe Havens are added, they will be posted on the Campus Safety website.

Participating businesses prominently display the NYU Safe Haven sticker (see sidebar) on their window or door. A listing of Safe Havens, by neighborhood, is provided below.

Greenwich Village
The Bean 824 Broadway
Pizza Mercato 11 Waverly Place
Newsbar 107 University Place
M2M 19 Waverly Place
Unique Copy Center NY 252 Greene Street
Subway 29 E 8th Street
Eva’s Kitchen 11 W 8th Street
Space Market 1 University Place
Bagel Bob’s 51 University Place
Hudson Diner 468 Hudson Street
Cozy Soup and Burger 739 Broadway
Rivoli Pizza II 131 Christopher Street
Staples 769 Broadway

Soho
Café Tal Social Club 285 Mott Street
Eileen’s Special Cheesecake Inc. 17 Cleveland Place
Caffee Roma 385 Broome Street

East Village
Lois Cleaners 45 3rd Avenue
M2M 55 3rd Avenue
Frimskol Repair 116 4th Avenue
Ace Hardware 130 4th Avenue
Triple A Cleaners 126 4th Avenue
Fresh&Co 127 4th Avenue
Porchetta 110 East 7th Street

Gramercy
Gramercy Grill 32 Lexington Avenue
Gramercy Star Café 23 Lexington Avenue
Basal Deli Grocery 495 2nd Avenue
3rd Ave Food & Deli 325 3rd Avenue

NYU Tandon School of Engineering
Brooklyn Deli 115 Willoughby Street
Good Luck Newstand & Lotto 395 Pearl Street
Plymouth Café 90 Henry Street
Concord Market 91 Tillary Street
Key Food Montague 102 Montague Street
Clark’s Diner 80 Clark Street
Lichee Nut 102 Montague Street
Eyecrafters LLC 340 Jay Street
La Bagel Delight 90 Court Street
Pizetta 90 Livingston Street

Some of the merchants who participate in the Safe Haven program.
Alcohol and Drug Use
The issue of safety touches on many other areas of campus and city life, among them the use and sale of illegal drugs, underage drinking, and abuse of alcohol. New York University is committed not only to educating students on issues concerning alcohol and drug use but also to responding to behavior that is in violation of the University’s Policies on Substance Abuse and Alcoholic Beverages. NYU believes that the best way to maintain an appropriate campus environment with respect to drugs and alcohol is through preventive education about the dangers of drug abuse and compassionate attention to the needs of those who may require help with alcohol and other drug-related problems, and provides a variety of education, prevention, and support services in keeping with that philosophy.

At the same time, NYU expects that students will conduct themselves in accordance with basic principles of personal responsibility, respect for order, and consideration of the rights of others.

NYU policy prohibits students under the age of 21 from possessing alcoholic beverages in its facilities and at events sponsored by NYU or NYU organizations, regardless of location. A chart detailing the penalties for student alcohol policy violations can be found on pages 7–8 of the Policies on Substance Abuse and Alcoholic Beverages. The unlawful possession, use, or distribution of drugs by students and employees is prohibited on premises owned or controlled by the University. If evidence of such activity by any student on University premises is found, NYU will take appropriate disciplinary action, including, but not limited to, probation, suspension, or expulsion. A chart detailing the penalties for student drug violations can be found on pages 8-9 of the Policies on Substance Abuse and Alcoholic Beverages. If any member of the faculty or staff is found to be unlawfully using, possessing, or distributing drugs on NYU premises, the University will take disciplinary action up to and including discharge. NYU employees are subject to NYU’s Drug-Free Workplace Policy, which describes the consequences of drug and alcohol-related violations and lists resources available to employees seeking assistance with drug and alcohol abuse.

In addition to University sanctions, students, faculty or staff engaged in such activity may be subject to criminal prosecution under federal and state laws. Where appropriate or necessary, NYU will cooperate fully with law enforcement agencies if a student’s use, possession, or distribution of a substance violates the national, state and/or local laws of the country in which the campus where the incident occurred is located.

Alcohol and Drug Use Prevention and Awareness Programs
AlcoholEdu: All incoming first-year NYU students are required to complete the two-part, three hour online course, AlcoholEdu for College. The course provides students with information about high-risk drinking behaviors and associated harms, debunks myths about college drinking, and directs students toward tools and resources for staying safe and looking out for friends such as Action Zone Bystander Intervention and the Wellness Exchange hotline. Students who do not complete the first part of the course have a hold put on their Spring semester course registration. In Fall 2015, 6,505 incoming students completed the course (parts 1 and 2) for a 99% compliance rate. In Spring 2016, as of April 15th, 360 students completed the course for a 72% compliance rate.
Small group programming: In Fall 2015 and Spring 2016, Health Promotion led 11 workshops which reached 212 students in the Higher Education Opportunities Program. These one-hour workshops called “Dicey Decisions” and “Imagine That” are formatted as interactive quiz shows and deliver health and safety information as well as NYU resource information to students who may be at higher risk. The workshops focus heavily on alcohol and other drugs. Professional and student staff led the sessions.

The SAFE (Substance Assessment, Feedback and Evaluation) program, created by Counseling and Wellness Services (“CWS”) in 2005, helps students examine their own substance-related behaviors in a safe, judgment-free environment. The focus of the SAFE program is to help students reduce high-risk behaviors and harmful consequences related to their use of alcohol or other drugs, identify motivations and triggers related to their use, and build skills to help promote change.

SAFE program services are provided by a multi-disciplinary clinical team within CWS, and are non-judgmental, non-labeling and confidential. The SAFE program offers a range of services including individual and group counseling, psychiatric evaluations, and medication management by an addictions psychiatrist, and referrals for outside treatment such as detoxification, rehabilitation, and long-term therapy. Informal clinical consultation to address patients’ substance use issues is offered between the treating therapist and any CWS SAFE Team member.

The SAFE program offers Choices and Change, a harm-reduction group designed to help students explore and discuss any concerns about their substance use and to provide them with information and tools to help make informed choices, and Recovery and Me, a forum where students who are seeking to bolster and maintain their recovery from substance abuse/dependence can seek support around and talk about what recovery means to them; Cannabis Harm-Reduction Support Group, a harm-reduction group designed to help students explore their cannabis (marijuana) use in a supportive, nonjudgmental environment; and Mindfulness-Based Relapse Prevention, a toolkit designed to bring practices of mindful awareness to relapse prevention.

Programs & Activities Without Substances (PAWS) provides funding for student groups to sponsor substance-free activities at NYU. The central purpose of PAWS is to provide alternative, substance-free opportunities during weekends and other times of high alcohol and other drug consumption. In Academic Year 2015-2016, nearly 5,000 NYU students attended PAWS-sponsored alcohol-free social events.

A Binge Drinking Awareness campaign was adapted from the NYC Department of Health and Mental Hygiene and posted throughout the spring semester in approximately 300 bathroom stalls in the Bobst Library, the Kimmel Center for University Life, and a few other buildings that students frequent, as well as on each floor of each Residence Hall. A pre-Spring Break online communications campaign reinforced messages from the AlcoholEdu module and pointed students to additional resources. Ongoing messaging occurs around Halloween and at other times when high-risk drinking often increases.

Students can access information about alcohol risk reduction, services and other information on the NYU Health Information Library in the Alcohol, Tobacco and Other Drug section.

Action Zone Bystander Intervention, described on page 16, addresses alcohol misuse, both on its own and as it relates to sexual misconduct.
NYU offers all employees access to the Carebridge Employee Assistance Program, which provides a range of support services, linkages to alcohol and substance abuse treatment; emails regarding these services are sent to all employees ten times a year.

**Discrimination and Harassment Prevention**

New York University is committed to maintaining a learning and working environment that is free of discrimination, prejudice, and harassment. Harassment based upon race, gender, color, religion, age, national origin, ethnicity, disability, veteran or military status, sexual orientation, gender expression, marital status, citizenship status, or any other legally protected basis is prohibited by law and undermines the character and purpose of the University. Such actions are illegal and in violation of the University’s Non-Discrimination and Anti-Harassment Policy and Complaint Procedures for Employees.

NYU’s Office of Equal Opportunity (“OEO”) provides workshops and educational training regarding recognizing and preventing harassment and discrimination before they arise and is a key resource for other University academic and administrative departments in developing applicable policies and procedures. In 2015, the OEO provided 40 Preventing Discrimination and Harassment in the Workplace workshops that were attended by 944 employees. In addition, the OEO conducted 5 Preventing Harassment workshops for 40 supervisors to educate them in their important role identifying and preventing harassment and discrimination in the workplace. NYU holds supervisors to a heightened standard for reporting and responding to harassment and discrimination.

**NYU Bias Response Line**

The New York University Bias Response Line provides a mechanism through which members of our community can share or report experiences and concerns of bias, discrimination, or harassing behavior that may occur within our community.

Experienced NYU OEO administrators are tasked with listening to NYU community members’ concerns, seeking clarifying information as necessary, and taking actions for response and resolution, which may include referral to the appropriate unit or division of the University.

The Bias Response Line is designed to enable the University to provide an open forum that helps to ensure that our community is equitable and inclusive. More information can be found [here](#).

**Bias/Hate Crimes**

A bias-related crime occurs when a person intentionally commits a specified criminal offense against a person because of that person’s actual or perceived race, color, ethnicity, national origin, gender, gender identity, religion, age, disability or sexual orientation. Examples of bias-related conduct include but are not limited to physical or verbal assaults, theft, arson, electronic harassment, and hate mail. A bias-related incident does not have to meet the legal definition of a hate crime for NYU to take action under its own conduct policies.

All members of the NYU community are responsible for reporting bias-related incidents or crimes. Victims of and witnesses to bias-related incidents should report the incident immediately to Public Safety. The Department of Public Safety can be reached 24 hours a day, 7 days a week at 212-998-2222.
Filing a report with the NYU Department of Public Safety may not automatically initiate an employee or student disciplinary process at NYU. For further information regarding where to report bias or harassment, employees should contact the Office of Equal Opportunity at 212-998-2352, and students should contact the Office of Community Standards and Compliance at 212-998-4403.

Sexual Misconduct, Relationship Violence, and Stalking on Campus

New York University is committed to maintaining a safe learning, living, and working environment. NYU prohibits sexual misconduct, including sexual or gender-based harassment, sexual assault and sexual exploitation, as well as relationship violence (dating and domestic violence), stalking, and retaliation against individuals who have made good faith reports of that prohibited conduct. The University educates its community members on issues of sexual assault, sexual harassment, sexual exploitation (together, “sexual misconduct”), relationship violence and stalking; and pursues disciplinary action against those who violate the rights of others by engaging in sexual misconduct, relationship violence, stalking or retaliation. Students or employees who are determined by NYU to have committed an act of sexual misconduct, relationship violence, or stalking, or retaliation based on a complaint, in violation of NYU’s policies are subject to sanctions, up to and including separation from the University. The NYU Sexual Misconduct, Relationship Violence, and Stalking Policy and related procedures can be found in this document on page 60.

NYU offers resources for both students and employees, whether as complainants or respondents, to provide support and guidance throughout the investigation and resolution of reported prohibited conduct. NYU also takes and/or makes available reasonable and appropriate measures to protect complainants and their access to NYU employment or educational programs and activities. Protective measures and accommodations, which may be temporary or permanent, may include separation orders, residence modifications, academic accommodations, work schedule modifications, leaves of absence, financial aid-related services and information, and loan repayment, or other measures. NYU will provide written notification to students and employees containing a statement of applicable rights and options for existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services both at NYU and within the larger community.

Investigative and disciplinary procedures at NYU are based on the status of the accused. Procedures concerning complaints against students can be found in Reporting, Investigating and Resolving Sexual Misconduct, Relationship Violence, and Stalking – Complaints Against Students. Procedures concerning complaints against employees can be found in Reporting, Investigating and Resolving Sexual Misconduct, Relationship Violence, and Stalking – Complaints Against Employees.

Title IX

NYU does not discriminate on the basis of sex or gender in its education or employment programs and activities. Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination on the basis of sex in any educational program or activity receiving Federal financial assistance. Sexual harassment is a form of sex discrimination prohibited by Title IX and encompasses acts of sexual violence. Title IX protections extend to students, faculty, and staff of
NYU. University policies define prohibited conduct, provide procedures for filing a complaint and a prompt and equitable resolution of complaints on Affirmative Action/Equal Opportunity and Sexual Misconduct, Relationship Violence, and Stalking.

New York University is committed to complying with Title IX and enforcing University policies prohibiting discrimination on the basis of sex. The Executive Director of the Office of Equal Opportunity serves as New York University’s Title IX Coordinator and is charged with monitoring compliance; providing education, training and notifications; overseeing complaints; coordinating or conducting investigations; and serving as a resource for any questions or concerns about sexual harassment, sexual violence, sexual misconduct, unequal access to educational programs or activities, or other discrimination on the basis of sex.

NYU’s Title IX website and Sexual Respect website provide victims of sexual assault with easy access to NYU and non-NYU campus resources and provides general information for individuals seeking guidance about Title IX. The “Preventing Campus Violence: Recognizing and Reporting the Warning Signs” training for the steps for researchers, staff and faculty, described on page 12, includes information about reporting sexual and relationship violence under Title IX.

Sexual Misconduct, Relationship Violence, and Stalking Prevention and Awareness Resources, Services and Information

New York University offers a wide-ranging set of programs to educate students about issues related to sexual misconduct, relationship violence, and stalking prevention and awareness. These initiatives, in keeping with national priorities and best practices, place an emphasis on encouraging students to come forward with reports of sexual assault so that the University is able to provide them with assistance.

The Reality Show: NYU is a required orientation program for all incoming students during Welcome Week. The show is an integral part of NYU’s nationally recognized suicide prevention, health and wellness program. The Reality Show uses theater, written and performed by students, to engage their peers in subjects such as sexual assault, consent, bias and harassment, domestic violence and dating violence, alcohol and other drugs, mental health issues such as depression and anxiety, homesickness, as well as getting along with roommates and feeling overwhelmed with classes. Each year, a new Reality Show is written and performed by a talented cast of NYU Tisch School of the Arts undergraduates, sometimes with other schools represented including Steinhardt. The show is directed by Preston Martin, a Tisch alum who starred in the first Reality Show, 11 years ago.

Think About It: In an effort to ensure that all students understand their rights and responsibilities in the important areas of sexual misconduct, relationship violence and stalking, NYU rolled out a mandatory online educational program on March 10, 2015 for the entire NYU student body of 50,000 students attending any of the three NYU campuses (New York, Abu Dhabi and Shanghai) or Global Academic Centers. In early July 2015, a revised version of the module was provided to all new undergraduate, graduate and transfer students and, in response to student feedback, was separated into graduate and undergraduate student versions.

The Student Health Center (SHC) educates students and other members of the NYU community on matters of sexual assault and prevention through its Sexual Assault Prevention and Response website, which provides detailed information about sexual and relationship violence, including definitions, emergency contact information, advice about what to do first after being the victim of sexual assault,
Sexual Misconduct, Relationship Violence, and Stalking Support

New York University
Confidential Counseling and Medical Services
- NYU Student Health Center 212-443-1000
- NYU Wellness Exchange 212-443-9999
- NYU Center for Sexual Misconduct Support Services 212-443-9999
- Women’s Health Services 212-443-1166
- HIV Testing and Counseling 212-443-1122

Reporting and Information Resources
- Public Safety 212-998-2222
- Title IX Coordinator 212-998-2352
- Special Victim Liaison 212-998-9829
- Residential Life and Housing Services 212-998-3311
- Student Resource Center Helpline 212-998-4411
- NYU Student Community Standards and Compliance 212-998-4403

New York City
- Sexual Assault Forensic Examiner (SAFE) Center Mt. Sinai-Beth Israel Hospital First Avenue at 16th Street 212-420-2873 [Note: Having a forensic examination does not require the filing of a police report.]
- Mt. Sinai-Beth Israel Hospital Rape Crisis Program 212-420-4516 http://www.svfreency.org/resource_5.html
- NYC Alliance Against Sexual Assault 212-229-0345 http://www.svfreency.org/
- Safe Horizon 800-621-HOPE (4673) http://www.safehorizon.org/
- Rape, Abuse and Incest National Network (RAINN) 800-656-HOPE https://rainn.org/

New York State
- New York State Police Sexual Assault on Campus Hotline 1-844-845-7269
- New York State Domestic Violence and Sexual Violence Hotline 1-800-942-6906

understanding the experience of being victimized, helping someone who has been a victim, and resources within the NYU community and in New York City.

All healthcare clinicians at the SHC are able to actively initiate confidential discussions about sexual assault and relationship violence issues when such matters appear to be of concern, rather than waiting for patients to self-report. SHC patients and clients who are victims of sexual or relationship violence are provided, by secure electronic message, written documentation of their rights and resources available both on and off campus.

Center for Sexual Misconduct Support Services: NYU provides prevention, awareness and confidential assistance to complainant students at the S.P.A.C.E. (Sexual misconduct Prevention, Assistance, Counseling and Education). Assistance includes accompanying complainants to medical appointments at their request, connecting them with mental health care, providing information about resources and options, and/or attending campus meetings or proceedings with them. Staff at the Center for Sexual Misconduct Support Services – which includes Crisis Response Counselors at the Wellness Exchange – are licensed mental health professionals who can act as students’ personal liaisons throughout the process of accessing care and services following an incident of sexual misconduct.

The Health Promotion Office plans, implements and supports initiatives and programs to create a healthier campus community. The department addresses topics including stress, alcohol and other drugs, mental and sexual health and bystander intervention for sexual assault primary prevention. Interactive, engaging information empowers students to make informed and healthy choices for themselves and to help their peers while at NYU and beyond. The Health Promotion Office is located at 726 Broadway, 4th Floor, 212-443-1234.

Action Zone Bystander Intervention is a Bystander Intervention initiative for all members of the NYU community. Bystander Intervention is thought to be a promising prevention weapon against sexual misconduct and binge drinking as well as other safety and health-related topics. The Action Zone initiative consists of a one to two-hour training program (available upon request as well as hosted by Health Promotion at least once per semester), and information available online, including resources and tools. The training provides a framework for understanding bystander behavior and overcoming it to intervene safely on behalf of others.

In academic year 2015-2016, NYU instituted a requirement for student leaders from certain designated groups to complete in-person training focused on sexual misconduct in order to introduce a more robust prevention effort around that topic. The student leaders include Resident Assistants and members of Residence Hall Councils, all Varsity athletes, all members of Greek organizations, leaders of student clubs and organizations, and members of student government bodies. Approximately 2,000 members of the NYU community were exposed to the training. The online Bystander Intervention page received nearly 3,500 page views.

Resident Assistants (RAs) in NYU residence halls offer programs for floor residents on the topic of sexual assault and relationship violence. RAs also provide referrals to services at other University offices. All RAs, as well as the professional Residence Hall staff receive Action Zone Bystander Intervention training, and have the option of offering the training to their residents.

Employee Programming: The NYU Office of Equal Opportunity (OEO) offers several different training courses for NYU staff that address Title IX reporting protocols and response obligations, including the “Preventing Harassment on Campus” and “Responding to Sexual Assault and Harassment” training courses, which are offered on a monthly basis. The trainings are open to the entire NYU community, and all
new employees are expected to attend. Both courses provide an overview of NYU’s Title IX requirements regarding responding to reports of sexual misconduct, and outline various types of sexual harassment and sexual misconduct, obligations of Responsible Employees, and information about confidential resources and other resources on campus, among other related topics.

**Sexual Respect at New York University:** In Fall 2015, the NYU Office of Equal Opportunity (OEO) and the SHC’s CWS began providing a suite of workshops addressing the issue of consent in sexual relationships: The Freshman’s Guide to Sexual Respect and Consent, The Straight Guy’s Guide to Sexual Respect and Consent, and the LGBTQ Guide to Sexual Respect and Consent.

**Sex Offender Registry Information — New York State’s “Megan’s Law”**

Information regarding registered sex offenders can be obtained by calling the New York State Sex Offender Registry Information Line at 1-800-262-3257 or online. Callers must be at least 18 years old and must provide their name, address, and telephone number in order to receive information. The Sex Offender Registry Information Line is open on Mondays through Fridays from 8:00 a.m. to 5:00 p.m. To learn the status of a specific individual, callers must provide the individual’s name and at least one of the following identifiers: the individual’s street address and apartment number, driver’s license number, social security number, or date of birth. When seeking information about a specific individual through the New York State Sex Offender Registry online system, users must provide that individual’s name and county.

Nationwide information about registered sex officers is available on the U.S. Department of Justice National Sex Offender Public Website (NSOPW).
Campus Security Report Preparation

This report has been prepared by a collaboration of University professionals from Public Safety, the Office of General Counsel, the Office of Government and Community Relations, the Office of Equal Opportunity/Title IX, the Student Health Center, including Counseling and Wellness Services, the Office of Global Programs, Environmental Health and Safety, and the Division of Student Affairs, including the Office of Student Community Standards and Residence Life. This group meets throughout the year to discuss security and safety issues and review existing policies. In addition, Public Safety meets regularly with the local precincts to discuss safety in the area and data that is included in this report.

Crime Definitions

Under the Clery Act, the definitions for Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons Law Violations, Drug Abuse Violations, and Liquor Law Violations are from the Summary Reporting System (SRS) User Manual from the FBI’s UCR Program. The definitions of Fondling, Incest and Statutory Rape are from the FBI’s National Incident-Based Reporting System (NIBRS) Data Collection Guidelines edition of the UCR. Hate Crimes are classified according to the FBI’s Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual.

For the categories of Domestic Violence, Dating Violence and Stalking, the definitions used are from the Violence Against Women Act of 1994 and repeated in the Clery Act regulations.

Violations of drug laws, liquor laws and weapons laws are based on the laws of the local jurisdiction.

**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.

**Criminal Homicide-Manslaughter by Negligence**

The killing of another person through gross negligence.

**Criminal Homicide-Murder and Nonnegligent Manslaughter**

The willful (non-negligent) killing of one human being by another.

**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. (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, it is not necessary that injury resulted for an incident to be considered an aggravated assault.) This category also includes cases in which the offender is aware that he or she is infected with a deadly disease and deliberately attempts to infect another with that disease by biting, spitting, or some other method.
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. (This includes all cases where automobiles are taken by persons not having lawful access even if the vehicles are later abandoned.)

Weapon Law Violations
The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Drug Law Violations
Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (demerol, methadones); and dangerous nonnarcotic drugs (barbituates, benzedrine). Drug Law Violations are classified based on the law of the jurisdiction in which they occurred, which vary in different locations where NYU has campuses, Global Academic Centers, and other programs.

Liquor Law Violations
The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.) Liquor Law Violations are classified based on the law of the jurisdiction in which they occurred, which vary in different locations where NYU has campuses, Global Academic Centers, and other programs.

Sexual Assault: Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape** - Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

  This definition includes victims or offenders of any gender. This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of consent.

- **Forcible 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.
Sex Offenses – Non-forcible (Unlawful, non-forcible sexual intercourse):
- **Incest** - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** - Sexual intercourse with a person who is under the statutory age of consent. The age of consent in New York State is 17 years of age.

If the offender used or threatened the use of force or the victim was incapable of giving consent because of his/her youth or mental impairment, either temporary or permanent, law enforcement should classify the offense as Rape, not Statutory Rape.

**Dating violence:**
An act of 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:**
A felony or misdemeanor crime of violence committed by a current or former spouse of the reporting party, by a person with whom the reporting party shares a child in common, by a person who is cohabitating with or has cohabitated with the reporting party as a spouse, by a person similarly situated to a spouse of the reporting party under the domestic or family violence laws of the jurisdiction in which the crime occurred, or by any other person against an adult or youth who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime occurred.

**Stalking:**
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person’s safety or the safety of others; or (2) suffer substantial emotional distress.

“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. “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

**Bias or Hate Crime (definition for the purpose of inclusion in Clery report):**
A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. The following categories of bias crimes are reported in the Annual Security Report:
- **Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.
• **Religion**: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

• **Sexual Orientation**: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person’s physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

• **Gender**: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female

• **Gender Identity**: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

• **Ethnicity**: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term “race” in that “race” refers to a grouping based mostly upon biological criteria, while “ethnicity” also encompasses additional cultural factors.

• **National Origin**: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin group.

• **Disability**: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness.
NYU Department of Public Safety
Crime Statistics Report

Crime Statistics Reporting
The statistics contained within the following charts are gathered from three sources:

1. Daily incidents reported to the Department of Public Safety, including those made anonymously, regardless of whether there has been an adjudication of the matter.
2. Incidents reported to designated Campus Security Authorities, including those made anonymously, regardless of whether there has been an adjudication of the matter.
3. Crime information gathered from local law enforcement authorities.

Reporting Areas
NYU’s statistics include all reports of incidents that are alleged to have occurred in its on-campus and non-campus facilities, as well as crimes that occur on campus public property. Because NYU is an urban university with no walls around its campus, this poses the challenge of reporting crime incidents when, in most cases, these incidents are not on University property and do not involve members of the NYU community.

This Campus Security Report contains maps that show the campus area (as defined by the Higher Education Amendments of 1998) and a list of non-campus facilities, and charts providing crime statistics from campus, non-campus, and public property areas. Each incident that occurred in residence halls located on campus and in non-campus locations is listed under both the category of the geographic area and as residence halls in the geographic area.

On January 1, 2014, NYU-Poly merged with NYU and became the NYU Tandon School of Engineering, a school of NYU. Although the 2013 statistics contained in this report pre-date the merger, they are included in this report. NYU’s Brooklyn locations are shown in a map that appears on page 30 of this report.

On-Campus: NYU’s on-campus properties include facilities that fall within the borders of the on-campus map on page 33. These facilities are owned and controlled (by lease or other written agreement) by NYU and are used primarily for supporting the University’s educational purposes.

Non-Campus: NYU’s non-campus properties include facilities that are owned or controlled (by lease or other written agreement) by the University and primarily used for University purposes, but are not located in the immediate on-campus area. These facilities include academic buildings, residence halls, and administrative buildings in New York City outside of Greenwich Village.

Public Property: This category includes all streets, sidewalks, and thoroughfares adjacent to on-campus facilities. For NYU, this means including sidewalks and streets that are traveled by thousands of New York City residents and tourists every day, as well as Washington Square Park, a public park that is visited by thousands of people each day. NYU shares responsibility with the NYPD for safety in all of these public places, but does not have jurisdiction over them. While this expanded area of reporting increases the number of incidents disclosed in NYU’s statistical reporting, only a very small percentage involve members of the NYU community.
## Washington Square Campus Crime Statistics

<table>
<thead>
<tr>
<th>Category</th>
<th>On-Campus</th>
<th>On-Campus Residence Halls*</th>
<th>Non-Campus Residence Halls**</th>
<th>Non-Campus</th>
<th>Public Property</th>
<th>Totals***</th>
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<td>Murder/Non-Negligent Homicide</td>
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<td>5 10 14</td>
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<td>(2014 &amp; 2015 breakdown by crime below)</td>
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<td>• Rape ****</td>
<td>**** 0 4</td>
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<td>**** 6 10</td>
<td>**** 6 10</td>
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<td>**** 6 14</td>
</tr>
<tr>
<td>• Forcible Fondling ****</td>
<td>**** 1 2</td>
<td>**** 1 1</td>
<td>**** 4 4</td>
<td>**** 4 4</td>
<td>**** 2 2</td>
<td>**** 7 8</td>
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<tr>
<td>• Non-Forcible Sex Offense</td>
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</tr>
<tr>
<td>(Incest and Statutory Rape)</td>
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<tr>
<td>Dating Violence *****</td>
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<td>• Weapons Related</td>
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<td>• Drug Related</td>
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<td>107 4</td>
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<td>1737 1324 1142</td>
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<td>1940 1390 1252</td>
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</tbody>
</table>

* Campus residence halls statistics are a subset of the overall on-campus totals.

** Non-Campus residence halls statistics are a subset of the overall non-campus totals.

*** Totals reflect on-campus, non-campus, and public property statistics.

**** NYU was not required to report these categories of crimes in crimes in 2013. Based on a Clery Act amendment in the Violence Against Women Reauthorization Act of 2013, we are now required to report on two categories of Forcible Sex Offenses—rape and forible fondling.

***** NYU was not required to report these categories of crimes in 2013. Based on amendments to the Clery Act in the Violence Against Women Reauthorization Act of 2013, we are now required to report incidents of dating violence, domestic violence and stalking.

1 Prior to 2014, NYU was including disciplinary referrals for drug/alcohol policy violations as well drug/alcohol law violations, exceeding the Clery Act requirements. Beginning in 2014, this chart accurately reflects what should be reported.

### Footnotes

- In 2013 and 2014, there were no bias-related incidents. In 2015, there was one bias-related incident reported: race-based harassment.
- These statistics capture reports of allegations of the types listed above [including anonymous reports] that have been collated for the purpose of this report. These statistics do not represent findings of any University investigative or judicial processes.
Emergency Call Box Locations

For immediate communication with the NYU Department of Public Safety, use one of the emergency call boxes at these locations:

- Mercer & West 3rd Sts., SW Corner
- College of Dentistry (rear, E. 25th St.) [Not on map]
- 111 Second Ave. (front, Tisch School of the Arts) [Not on map]
- NYU Mail Services, 547 LaGuardia Pl.
- Schwartz Plaza at Shimkin Hall Entrance (Wash. Sq. So.)
- 237 Thompson St. (between Wash. Sq. So. and W. 3rd St.)
- University Hall (rear, E. 13th St.) [Not on map]
- Vanderbilt Hall (Sullivan St. & Wash. Sq. So.)
- Furman Hall, 245 Sullivan St.
- 240 Mercer St. (West 3rd St. & Bleecker St.)
- 6 Washington Square North
- Washington Square North & Fifth Ave.
- Silver Center, 31 Washington Pl.
- Lipton Hall (Washington Pl. between Washington Square West & 6th Ave.)
- One Washington Square Village (on 3rd St.)
- Waverly Place (between Broadway and Mercer St.)
- Warren Weaver Hall (West 4th St., Gould Plaza)
- Washington Square Village (at Wooster St.)
- Washington Square Village (at playground)
- Houston Street Garage (1/2 block west of Mercer St.)
- Weinstein Hall (rear, at Greene St.)
New York University On-Campus Buildings Key

Buildings listed in green type are Green Light Buildings where NYU security officers are posted 24 hours a day. Most of these buildings can be quickly identified by the green light located at the main entrances. All Green Light Buildings are wheelchair accessible. A complete list of both on-campus and off-campus Green Light Buildings appears at left.

20 22 Washington Square North
21 19 Washington Square North (NYUAD)
22 Glucksman Ireland House 1 Washington Mews
23 Graduate School of Arts and Science 1/2 5th Avenue
24 Faculty of Arts and Science 5 Washington Square North
25 Silver School of Social Work 1 Washington Square North
26 Institute of French Studies 15 Washington Mews
26 La Maison Française 16 Washington Mews
29 Deutsches Haus 42 Washington Mews
30 John W. Draper Program 14 University Place
31 19 University Place
32 Cantor Film Center 36 East 8th Street
33 Weinstein Hall 11 University Place
34 Rufus D. Smith Hall 25 Waverly Place
38 College of Arts and Science 100 Washington Square East
39 Brown Building 29 Washington Place
39 Waverly Building 24 Waverly Place
41 Kimball Hall 246 Greene Street
42 Center for Genomics and Systems Biology 12-16 Waverly Place
43 285 Mercer Street
46 Public Safety Central Command 7 Washington Place
47 Philosophy Building 5 Washington Place
48 Tisch School of the Arts 721 Broadway
49 Gallatin School 1 Washington Place
50 Bookstore and Computer Bookstore | College of Nursing | Moses Center for Students with Disabilities Student Health Center 726 Broadway
53 Steinhardt School of Culture, Education, and Human Development 82 Washington Square East
54 Piess Annex 26 Washington Place
55 Academic Resource Center 18 Washington Place
55 East Building 239 Greene Street
55 Office of University Programs 18 Washington Place
56 Goddard Hall 79 Washington Square East
56 Washington Square East Galleries 80 Washington Square East
57 Education Building 35 West 4th Street
60 10 Washington Place
60 19 West 4th Street
62 25 West 4th Street
63 Meyer Hall 4 Washington Place
64 Lipton Hall (formerly Hayden Hall) 33 Washington Square West (This building was closed for renovation from May 2014 to May 2015.)
65 Wilf Hall 139 MacDougal Street
66 School of Law 40 Washington Square South
67 Kevorkian Center 50 Washington Square South
68 Skirball Department 53 Washington Square South
69 Furman Hall 245 Sullivan Street
70 Global Center for Academic and Spiritual Life 238 Thompson Street
71 Kimmel Center for University Life 60 Washington Square South
72 Bobst Library 70 Washington Square South
73 Schwartz Plaza
74 Shimkin Hall 50 West 4th Street
75 Gould Plaza
76 Tisch Hall 40 West 4th Street
77 Courant Institute 251 Mercer Street
77 Warren Weaver Hall 251 Mercer Street
78 Mercer Plaza
85 D’Agostino Hall 110 West 3rd Street
86 130 MacDougal Street
87 230 Sullivan Street
88 International Students and Scholars 561 La Guardia Place
89 Copy Central | Mail Services 547 La Guardia Place
90 Washington Square Village 1-4 Washington Square Village
91 Mercer Street Residence 240 Mercer Street
92 665 Broadway
94 Silver Towers 100 Bleeker Street
95 Coles Sports and Recreation Center 181 Mercer Street
96 194 Mercer Street
96 196 Mercer Street
NYU Washington Square Non-Campus Buildings

NYU non-campus properties include facilities that are owned or leased by the University and primarily used for University purposes, but which are not located in the immediate on-campus area. These facilities include academic, administrative, and residential buildings in New York City outside of the campus boundaries.

Alumni Hall
33 3rd Avenue

Barney Building
34 Stuyvesant Street

Brittany Hall
55 East 10th Street

Bronfman Center
7 East 10th Street

Broome Street Residence
400 Broome Street

Carlyle Court
25 Union Square West

Casa Italiana Zerilli-Marimò
24 West 12th Street

College of Dentistry
345 East 24th Street

Rory Meyers College of Nursing
433 1st Avenue

Coral Towers
129 3rd Avenue

Founders Hall
120 East 12th Street

Gramercy Green
310 3rd Avenue

Greenwich Hotel
636 Greenwich Street

Institute for the Study of the Ancient World
15 East 84th Street

Institute of Fine Arts
1 East 78th Street

Lafayette Residence Hall
80 Lafayette Street

Lillian Vernon Center
58 West 10th Street

NYU Midtown Center
11 West 42nd Street
4th, 5th and 10th floors

Palladium Hall
140 East 14th Street

Puck Building
295 Lafayette Street

Rubin Hall
35 5th Avenue

School of Professional Studies
7 East 12th Street

Second Street Residence
1 East 2nd Street

Seventh Street Residence
40 East 7th Street

Third Avenue North Residence
75 3rd Avenue

Thirteenth Street Residence
47 West 13th Street

University Hall
110 East 14th Street

10 Astor Place

105 East 17th Street

11 West 42nd Street

111-113 2nd Avenue

14 East 4th Street

15 Barclay Street

20 Cooper Square

383 Lafayette Street

41 East 11th Street

404 Fitness
404 Lafayette Street

411 Lafayette Street

726 Broadway

838 Broadway

The new building at 433 1st Avenue is the new home for the Rory Meyers College of Nursing; it also houses research space for the College of Dentistry and creates a space for the emerging bioengineering program.
NYU Tandon School of Engineering—Brooklyn Campus Crime Statistics

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* Campus residence halls statistics are a subset of the overall on-campus totals.
** Non-Campus residence halls statistics are a subset of the overall non-campus totals.
*** Totals reflect on-campus, non-campus, and public property statistics.
**** NYU was not required to report these categories of crimes in 2013. Based on a Clery Act amendment in the Violence Against Women Reauthorization Act of 2013, we are now required to report on two categories of Forcible Sex Offenses—rape and forcible fondling.
***** NYU was not required to report these categories of crimes in 2013. Based on amendments to the Clery Act in the Violence Against Women Reauthorization Act of 2013, we are now required to report incidents of dating violence, domestic violence and stalking.

# Public property statistics unavailable from local precinct for 2013

* On January 1, 2014, NYU-Poly merged with New York University and became the NYU Polytechnic School of Engineering, a school of New York University. Crime statistics contained in this report pre-date the merger of NYU-Poly and New York University. The school was subsequently renamed the NYU Tandon School of Engineering in October 2015.

FOOTNOTES

• There were no hate crimes reported in 2013, 2014, or 2015.

These statistics capture reports of allegations of the types listed above [including anonymous reports] that have been collated for the purpose of this report. These statistics do not represent findings of any University investigative or judicial processes.
NYU Tandon School of Engineering and The Center for Urban Science + Progress Campus Map

Building Key

1 325 Gold Street
2 2 Metro Tech Center
5 Dibner Building
   (24-hour security coverage)
6 Rogers Hall & Jacobs Academic Building
   6 MetroTech Center
   (24-hour Public Safety coverage)
8 Center for Urban Science + Progress
   1 MetroTech Center
15 15 MetroTech Center

16 Wunsch Hall
   311 Bridge Street
18 Othmer Residence Hall
   101 Johnson Street
   (24-hour Public Safety coverage)
24 370 Jay Street (Opening 2017)

Not Shown
55 Clark Street Residence Hall
20 Jay Street
1 Pierrepont Plaza

Automated External Defibrillator (AED) Unit Locations

- Dibner Building 5 MetroTech Center
- Othmer Residence Hall 101 Johnson Street
- Rogers Hall & Jacobs Academic Building 6 MetroTech Center
- 1 MetroTech Center
Annual Fire Safety Report

The Higher Education Opportunity Act of 2008 requires each academic institution to produce an annual report that outlines fire-related statistics, fire safety policies and procedures for on-campus student housing. Since the majority of New York University’s student housing is located off campus, all student residences are included. New York University publishes this information as part of the Annual Campus Security and Fire Safety Report every October 1st.

**Definitions**

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

**Fire Drill:** A supervised and scheduled orderly evacuation of faculty, students and staff from a facility for the purpose of ensuring the safety of occupants during an actual emergency. Fire Drills are conducted at various times throughout the year to provide occupants familiarization with a facility’s fire safety features and avenues of egress.

**Fire Log:** A bound log intended to chronologically record any occurrence of fire within an on-campus student housing facility. The log shall record the time and date that a fire occurred, as well as the general location and nature of the fire. The most recent seven (7) days of recordings must be readily available for review. The most recent sixty (60) days of recordings must be available for review within two (2) business days of the request.

**Fire-related death:** Any death occurring as a direct result of a fire occurring in an on-campus housing facility, including any individual who dies within one (1) year of such incident.

**Fire-related injury:** Any injury sustained as a direct result of a fire occurring in an on-campus housing facility which as a result requires medical treatment at a medical facility.

**Fire Safety system:** Any devices, systems or combinations of systems designed and intended to detect fire, and activate alarms, and suppress, or control fires. Such systems may include smoke detectors, heat detectors, sprinklers or other similar systems.

**Sprinklered Building:** A building in which all parts including dwelling units, common areas, refuse chutes and utility rooms are protected by an automatic wet sprinkler system.

**Partially Sprinklered Building:** Buildings in which only select areas are protected by an automatic wet sprinkler system.

**Smoke Detector:** A device intended to sound an audible alarm upon sensing products of combustion. A smoke detector may also activate a visible signal and may sound locally or transmit a signal to a central station.

**Property Loss:** Any damage to the structure and contents of an on-campus housing facility as a direct result of an occurrence of a fire therein. Included in any assessment shall be any damage resulting from fire suppression efforts.
Annual Fire Statistics
See On-Campus Student Housing Annual Fire Statistics, page 43.
See On-Campus Student Housing Fire Safety Systems, page 42.

Fire Protection Equipment
All of New York University's student housing facilities are equipped with automatic fire detection and alarm systems. The equipment is continually monitored by Public Safety.

Health and Safety Inspections
NYU’s Facilities Management and the New York City Fire Department inspect every building once a year. Residential Life staff conducts room inspections on an annual basis to ensure students are complying with on-campus fire policies.

New York University Fire Policies for On-Campus Student Housing

Portable electrical appliances
Electric heaters, air conditioners, hot plate burners and Halogen lighting equipment are prohibited in residence halls.

Smoking
Smoking is prohibited in all areas of all University residence halls. Smoking devices, including, but not limited to, pipes, bongs, and hookahs, are not permitted in the residence halls.

Open Flame
Candles, incense, outdoor grills, or any other type of open flame or open coil device are prohibited in all University residence halls.

Policies for Fire Safety Education and Training Programs
NYU believes it is extremely important that residents familiarize themselves and their guests with all applicable fire safety procedures in their assigned building. Students are educated on the Fire Safety Plan for their residence halls and New York University Safety Plans within the first ten days of each semester. This training is done by Resident Assistants. Residents who fail to comply fully with applicable fire safety procedures or who otherwise violate rules and regulations related to fire safety are subject to disciplinary action. Students who fail to abide by building emergency evacuation procedures are subject to disciplinary action. In general, residents are expected to maintain reasonable standards of cleanliness to avoid fire hazards and must not obstruct sidewalks, entrances, passages, fire escapes, elevators, lobbies, stairways, corridors or halls with personal property. The following items are prohibited in the residence halls and will be confiscated:

- Flammable decorations
- Natural or artificial evergreens
- Electric heaters, air conditioners, hot plate burners
- Halogen lighting equipment
- Candles, incense, outdoor grills, or any other type of open flame or open coil device
- Explosives, fireworks, firearms, or ammunition

Students found in possession of prohibited items or who fail to evacuate during a drill or emergency are subject to disciplinary action and referral to a fire safety education workshop.
See also:
Appendix III: Residence Hall Director Fire Safety Responsibilities, page 92
Appendix IV: Resident Assistant Fire Safety Responsibilities, page 93
Appendix V: Fire Safety Procedure for Residents with Disabilities, page 95

Plans for Future Improvements
New York University is committed to ensuring that all on-campus housing is fully equipped with sprinkler systems. In 2005, a campaign was launched to install fire sprinklers in all the residence halls. We anticipate being complete in 2017. Fire Safety is continually assessed to ensure compliance with all regulatory agencies and opportunities for improvement.

Campus and Non-Campus Student Housing Fire Safety Systems

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<thead>
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<th>2013, 2014 &amp; 2015</th>
<th>Interior Fire Alarm/ Central Station Monitored</th>
<th>Sprinklered Full/Partial</th>
<th>Smoke Detectors</th>
<th>Fire/Evacuation Plans Posted</th>
<th>Fire/Evacuation Drills Annually</th>
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NYU Tandon School of Engineering — Brooklyn Campus

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* On January 1, 2014, NYU-Poly merged with New York University. It is now the NYU Tandon School of Engineering.
** Hayden Hall (renamed Lipton Hall) re-opened for fall semester August 24, 2015 after full renovation—and was fully sprinklered beginning the 2015-2016 academic year.
## Campus and Non-Campus Student Housing Annual Fire Statistics

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<th>Fires</th>
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<th>Number of Fire Related Deaths</th>
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* Formerly Hayden Hall.
† On January 1, 2014, NYU-Poly merged with New York University and became the NYU Polytechnic School of Engineering, a school of New York University.
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<th>Fires</th>
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<th>Time</th>
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**NYU Tandon School of Engineering — Brooklyn Campus**

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*On January 1, 2014, NYU-Poly merged with New York University and became the NYU Polytechnic School of Engineering, a school of New York University.*
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<th>Date Reported</th>
<th>Time</th>
<th>Cause</th>
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<th>Number of Fire Related Deaths</th>
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</table>

NYU Tandon School of Engineering — Brooklyn Campus¹

¹ Confined to area of origin
² Minor - refused medical attention

¹ On January 1, 2014, NYU-Poly merged with New York University and became the NYU Polytechnic School of Engineering, a school of New York University.
New York University currently maintains Global Academic Centers in Accra, Ghana; Berlin, Germany; Buenos Aires, Argentina; Florence, Italy; London, United Kingdom; Madrid, Spain; Paris, France; Prague, Czech Republic; Sydney, Australia; Tel Aviv, Israel; and a domestic site in Washington, D.C. Crime statistics from these centers are contained in this report and are obtained directly from each site administrator’s office. Personnel identified as Campus Security Authorities at the Global Academic Centers are trained annually about Clery Act compliance and incident report preparation. At left is a listing for each site, along with contact information as dialed from the U.S. Due to the cultural differences in each of the countries in which NYU Global Academic Centers are located, students who become the victims of crimes are encouraged to contact the appropriate site staff who will assist them in reporting to local law enforcement. In the event of an emergency, law enforcement should be immediately contacted. If a crime occurs that necessitates a timely warning notice, the Academic Center’s designated Campus Security Authority, in consultation with the Director of Global Programs and the NYU Department of Public Safety, will issue a site-specific Safety Alert to advise community members of the event and potential risks. Security incidents are also documented and sent to the NYU Public Safety Department in New York for review and additional consultation with site staff whenever necessary.

The NYU Public Safety Department in New York closely monitors travel advisories issued by the U.S. Department of State as well as other governmental and international agencies, and responds appropriately. Public Safety has been granted privileges by the Overseas Security Advisory Council under the U.S. Department of State. These privileges allow for access to in-depth, current information on global affairs. Select members of Public Safety and the Office of Global Programs have access to this information and to key personnel in the U.S. Department of State. Designated staff at each Global Academic and Research Center abroad remain in contact with the local United States Embassy, as well as local authorities, for guidance on security matters. The staff at each Center is instructed to closely monitor and adhere to both U.S. and local advisories. Similar vigilance from our exchange partner universities is requested. Appropriate announcements are communicated to students through a variety of mechanisms at each site. In addition, security is assessed at all Academic Centers abroad by Public Safety.
Each site’s academic building is staffed by security guards who monitor access into the facility. While systems for access to facilities and overall security vary from site to site, entry is restricted to individuals holding NYU identification, and outside guests to the Centers are announced. Modes of access into student housing facilities range from keys used at front doors of apartment buildings to lobby front desk security coverage. All problems, comments, and observations can be reported to site administration. Individual Annual Campus Security Reports can be found online at the NYU Public Safety Annual Security Report webpage. Additional information about NYU Global Academic Centers can be found at http://www.nyu.edu/global/global-academic-centers.html.

Policies

All NYU student conduct policies are applicable to the Global Academic Centers. These policies and site-specific security policies and programs are discussed in orientation sessions. Students are encouraged to remain vigilant and be responsible for their personal safety. Students seeking to report incidents or obtain assistance regarding an incident involving one of these policies are advised to contact the appropriate site administrator, as noted above.

Global Academic Center Crime Statistics

Continues on next page
Global Academic Centers Statistical Report (continued)

<table>
<thead>
<tr>
<th>NYU Berlin</th>
<th>On-Campus</th>
<th>On-Campus Residence Halls*</th>
<th>Non-Campus Residence Halls**</th>
<th>Non-Campus</th>
<th>Public Property</th>
<th>Totals***</th>
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<tbody>
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- There was 1 hate crime reported in 2013—harassment with racial bias in an on-campus academic building—and no hate crimes reported in 2014 or 2015.
- NYU Berlin did not have on-campus residence halls in 2013, 2014, or 2015.
- These statistics capture reports of allegations of the types listed above (including anonymous reports) that have been collated in New York City for the purpose of this report. These statistics do not represent findings of any University investigative or judicial processes.

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<th>NYU Buenos Aires</th>
<th>On-Campus</th>
<th>On-Campus Residence Halls*</th>
<th>Non-Campus Residence Halls**</th>
<th>Non-Campus</th>
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</table>

- There were no hate crimes reported in 2013, 2014, or 2015.
- NYU Buenos Aires did not have on-campus residence halls in 2013, 2014, or 2015.
- These statistics capture reports of allegations of the types listed above (including anonymous reports) that have been collated in New York City for the purpose of this report. These statistics do not represent findings of any University investigative or judicial processes.

* Campus residence halls statistics are a subset of the overall on-campus totals.
** Non-Campus residence halls statistics are a subset of the overall non-campus totals.
*** Totals reflect on-campus, non-campus, and public property statistics.
### NYU Florence

<table>
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* There were no hate crimes reported in 2013, 2014, or 2015.
* NYU Prague did not have on-campus residence halls in 2013, 2014, or 2015.
* These statistics capture reports of allegations of the types listed above (including anonymous reports) that have been collated in New York City for the purpose of this report. These statistics do not represent findings of any University investigative or judicial processes.

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<th>Non-Campus Residence Halls**</th>
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</table>

* There were no hate crimes reported in 2013, 2014, or 2015.
** Coursework was suspended during the Fall 2014 semester, from September through December 2014.
** These statistics capture reports of allegations of the types listed above (including anonymous reports) that have been collated in New York City for the purpose of this report. These statistics do not represent findings of any University investigative or judicial processes.

* Campus residence halls statistics are a subset of the overall on-campus totals.
** Non-Campus residence halls statistics are a subset of the overall non-campus totals.
*** Totals reflect on-campus, non-campus, and public property statistics.
### NYU Sydney

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- There were no hate crimes reported in 2013, 2014, or 2015.
- NYU Sydney did not have on campus residences in 2012, 2013 and 2014.
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### NYU Washington, DC

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*** Totals reflect on-campus, non-campus, and public property statistics.
Report on Security and Fire Safety at the New York University School of Medicine

The NYU School of Medicine campus extends along First Avenue from 30th Street to 34th Street in Manhattan’s Kip’s Bay neighborhood, which has been categorized by the New York City Police Department as a low-crime area. The number of serious crimes occurring on the School of Medicine campus is quite low. The NYU Clinical Cancer Center on 34th Street is one of the non-campus sites of NYU’s School of Medicine.

Policies and procedures presented in the New York University Annual Campus Security and Fire Safety Report are, for the most part, applicable to the New York University School of Medicine. However, because the School of Medicine has its own administrative infrastructure, there are a few differences in the manner by which those policies and procedures are implemented at the School of Medicine. These differences are summarized below. For more detailed information, please consult the New York University School of Medicine Student Handbook.

The NYU Langone Medical Center’s Campus Security Department (“Campus Security Department”) provides a safe and secure environment for all members of the School of Medicine community. Campus Security staff attend New York State Department of Criminal Justice Services (DCJS) mandated security guard training and other in-service training, which includes management of disruptive persons, fire safety, infection control protocols, bomb threat protocols, knowledge of the campus, information about the alarm systems and building evacuation. Even though School of Medicine Campus Security staff are not sworn peace officers and have no authority beyond that of private citizens, they are trained to use citizen arrest procedures as may be necessary.

The Campus Security Department is aided in its tasks by the use of various systems such as card access, closed circuit TV (“CCTV”), and alarm systems. Many entrances and exits including high security areas, are monitored by either security staff and or closed circuit television equipment which has the capacity to record images. The card access system is integrated with the ID card system so that ID cards can provide access to doors when programmed.

More information about safety and security at the School of Medicine can be found by contacting the Security Department at 212-263-5038 or visiting the password-protected http://redaf.med.nyu.edu/campus-security.

Reporting Procedures

All criminal incidents and requests for assistance at the NYU School of Medicine should be reported to the Campus Security Department. Victims or witnesses may report crimes on a voluntary and confidential basis. Reports can relate to incidents or emergencies that occur either on or off campus. The Campus Security Department has an Operations Center that operates around the clock in which most security systems terminate. This Center receives calls for service, monitors alarms and CCTV, and dispatches resources. Incidents or emergencies may be reported there or at any location where a School of Medicine security officer is posted. These locations include housing and hospital facilities. If a situation is sensitive or egregious, it should be reported to the security supervisor on duty. In addition to the Campus Security...
Department, the following University offices and personnel may be contacted to report crimes:

**Student Affairs:** Associate Dean for Student Affairs, Director of Student Affairs 212-263-6088.

**Medical Education:** Associate Dean for Curriculum, Director of Education 212-263-5363.

**Human Resources:** Vice President of Employee Relations, Employee Relations Manager 212-404-3857.

Once a report is received, it is assessed and investigated by security management personnel. Incidents concerning students are reported to the appropriate Dean for review and follow-up. All accounts are entered into an incident report database. The department distributes information on campus crime to the School of Medicine community via campus media. When serious crimes, such as robbery and assault occur, the Security Department issues notifications called Security Alerts to the School of Medicine community.

**Campus Facilities and Programs**

The facilities of the New York University School of Medicine exist to house or support the mission of the institution: to teach, carry on research, and provide services. The use of certain of these facilities by University and non-University groups is permitted under certain conditions. For information on the use of these facilities, contact the Facilities Scheduling office at 212-263-6997 or by visiting the password-protected [http://redaf.med.nyu.edu/rooms-spaces](http://redaf.med.nyu.edu/rooms-spaces).

**Residence Halls**

Housing for the School of Medicine is administered through the Office of Real Estate and Strategic Capital Initiative. Residential buildings provide 24-hour security personnel and CCTV in sensitive areas. Access into residential facilities is restricted to current students, residents, guests or otherwise authorized visitors. All entrants, including staff and faculty, will be requested to wear and display proper identification.

**Classrooms**

The School of Medicine provides 24-hour CCTV security coverage in lobbies, entrances and public access ways leading to as well as in and around classroom facilities. Several classroom spaces can only be accessed via card reader.
Policies

The School of Medicine enforces the **New York University Substance Abuse and Alcoholic Beverages Policy** and also has its own **University Policy on Substance Abuse**. The School of Medicine maintains and enforces its own **Policy on Sexual Violence, Harassment and Other Forms of Sexual Misconduct**.

Students at the School of Medicine are encouraged to report sexual misconduct, relationship violence, and stalking to the Vice President of Employee and Labor Relations, who serves as the School of Medicine’s Title IX Coordinator and can be reached at 212-404-3871. Reports can also be made to the Campus Security Department. Confidential reports can be made to professional counselors in the School of Medicine Student Health Services at 212-263-5489. Students are also encouraged to make contact with any off-campus resources as necessary.

**Student Mistreatment**

In addition to the New York University policies regarding sexual harassment, sexual assault and bias-related incidents, the School of Medicine enforces the Association of American Medical Colleges (AAMC) statement on **Student Mistreatment**. This statement addresses alleged, perceived or real incidents of mistreatment of students based on race, religion, ethnicity, gender, sexual orientation, physical handicap or age; humiliation, psychological or physical punishment and the use of grading and other forms of assessment in a punitive manner. Further details about this policy are available in the **School of Medicine Student Handbook** under School of Medicine Policies & Procedures.
NYU School of Medicine Crime Statistics Report

**Reporting Areas**

**On-Campus** New York University School of Medicine on-campus properties include facilities that extend from 30th Street to 34th Street, between 1st Avenue and the FDR Drive. These facilities are owned or controlled by the School of Medicine and are used primarily for supporting the University’s educational purposes.

**Non-Campus** The School of Medicine’s non-campus properties include facilities that are owned or controlled by the School of Medicine, primarily used for University purposes, but which are not located in the immediate on-campus area.

**Public Property** This category includes all streets, sidewalks, and thoroughfares adjacent to on-campus facilities.

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### NYU School of Medicine Crime Statistics Report

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* Campus residence halls statistics are a subset of the overall on-campus totals.
** Non-Campus residence halls statistics are a subset of the overall non-campus totals.
*** Totals reflect on-campus, non-campus, and public property statistics.
**** NYU was not required to report these categories of crimes in 2012 and 2013. Based on a Clery Act amendment in the Violence Against Women Reauthorization Act of 2013, we are now required to report incidents of dating violence, domestic violence and stalking.

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**FOOTNOTES**

- There were no hate crimes reported in 2013, 2014, or 2015.

These statistics capture reports of allegations of the types listed above [including anonymous reports] that have been collated for the purpose of this report. These statistics do not represent findings of any University investigative or judicial processes.
School of Medicine Annual Fire Safety Report

The Higher Education Opportunity Act of 2008, requires each academic institution to produce an annual report that outlines fire-related statistics, fire safety policies and procedures for on-campus student housing. New York University publishes this information as part of the Annual Campus Security and Fire Safety Report every October 1st.

Definitions
Fire: See Definitions section for Annual Fire Safety Report, page 40

Annual Fire Statistics
See On-Campus Student Housing Annual Fire Statistics, page 59
See On-Campus Student Housing Fire Safety Systems, page 59

Fire Protection Equipment
All of New York University School of Medicine student housing facilities are equipped with automatic fire detection and alarm systems. The equipment is continually monitored by NYULMC Security, 24 hours a day, 7 days a week, 365 days a year.

Health and Safety Inspections
Facilities Management and the New York City Fire Department inspect every building once a year. Housing staff conducts room inspections on an annual basis to ensure students are complying with on-campus fire policies.

New York University Fire Policies for On-Campus Student Housing

Portable electrical appliances Electric heaters, air conditioners, hot plate burners and Halogen lighting equipment are prohibited in residence halls.

Smoking Smoking is prohibited in all areas of all University residence halls. Smoking devices, including, but not limited to, pipes, bongs, and hookahs, are not permitted in the residence halls.

Open Flame Candles, incense, outdoor grills, or any other type of open flame or open coil device are prohibited in all University Residence Halls

Policies for Fire Safety Education and Training Programs
NYU believes it is extremely important that residents familiarize themselves and their guests with all applicable fire safety procedures in their assigned building. Residents receive housing-specific information about fire safety and evacuation procedures at the beginning of each term from the School of Medicine’s Housing Services Office. Residents who fail to comply fully with applicable fire safety procedures, or who otherwise violate rules and regulations related to fire safety, are subject to disciplinary action. Students who fail to abide by building emergency evacuation procedures are subject to disciplinary action. In general, residents are expected to maintain reasonable standards of cleanliness to avoid fire hazards, and must not obstruct sidewalks, entrances, passages, fire escapes, elevators, lobbies, stairways, corridors or halls with personal property. The following items are prohibited in the residence halls and will be confiscated:

• Flammable decorations
• Natural or artificial evergreens
• Electric heaters, air conditioners, hot plate burners

Student Housing
Evacuation and Drills
Residents receive residence hall specific information about fire safety and evacuation procedures at the beginning of each term from the department of Housing.

The following evacuation procedures are posted on the back of all apartment entry doors:

In the event of a fire, remain calm. Notify the fire department and follow the directions of Fire Department personnel. If you must take immediate action, use your judgment as to the safest course of action, guided by the following information:

If The Fire Is In Your Apartment
• Close the door to the room where the fire is located and leave the apartment.
• Make sure EVERYONE leaves the apartment with you.
• Take your keys.
• Close the entrance door as you exit, but do not lock.
• Alert people on your floor by knocking on doors on your way to the exit.
• Use the nearest stairway to leave the building.
• DO NOT USE THE ELEVATOR
• Call 911 once you reach a safe location. Do not assume the fire has been reported unless firefighters are on the scene.
• Meet the members of your household at a pre-determined location outside the building. Notify responding emergency personnel if anyone is unaccounted for.
Student Housing Evacuation and Drills

If The Fire Is Not In Your Apartment

- Stay inside your apartment and listen for instructions from firefighters, unless conditions become dangerous.
- If you must exit your apartment, first feel your apartment door and doorknob with the back of your hand. If they are not hot, open the door slightly to check if there is any flame or smoke in the hallway.
- If you can safely exit your apartment, follow the instructions for a “fire in your apartment.”
- If you cannot safely exit your apartment or building, call 911 or the Fire Department Dispatcher and inform them of your situation. Provide the address, floor, apartment number and the number of persons present.
- Seal the front door with wet sheets or towels. Seal air ducts and any other openings where smoke may enter.
- Open windows a few inches at the top and bottom unless flames or smoke is coming from below.
- Do not break any windows; they may need to be closed later.
- If conditions in the apartment appear life threatening, open a window and wave a bed sheet or towel side-to-side to attract the attention of firefighters.
- If smoke conditions worsen before help arrives, get down on the floor and take short breaths through your nose. If possible, retreat to a balcony or terrace away from the source of the flames, heat or smoke.

- Halogen lighting equipment
- Candles, incense, outdoor grills, or any other type of open flame or open coil device
- Explosives, fireworks, firearms, or ammunition

Students found in possession of prohibited items or who fail to evacuate during a drill or emergency are subject to disciplinary action and referral to a fire safety education workshop.

See also Appendix V: Fire Safety Procedure for Residents with Disabilities, page 95.

Plans for Future Improvements

Fire Safety is continually assessed to ensure compliance with all regulatory agencies and opportunities for improvement.
## School of Medicine On-Campus Student Housing Annual Fire Statistics

### 2015

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<th>Date Occurred</th>
<th>Date Reported</th>
<th>Time</th>
<th>Cause</th>
<th>Number of Injuries that Required Treatment at a Medical Facility</th>
<th>Number of Fire Related Deaths</th>
<th>Value of Property Damage</th>
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## School of Medicine On-Campus Student Housing Fire Safety Systems

### 2013, 2014 & 2015

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<th>Facility Name</th>
<th>Interior Fire Alarm/ Central Station Monitored</th>
<th>Sprinklered Full/Partial</th>
<th>Smoke Detectors</th>
<th>Fire/Evacuation Plans Posted</th>
<th>Fire/Evacuation Drills Annually</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greenberg Hall</td>
<td>Yes Yes Yes</td>
<td>Partial Partial Partial</td>
<td>Yes Yes Yes</td>
<td>Yes Yes Yes</td>
<td>Yes Yes Yes</td>
</tr>
<tr>
<td>Lipton Hall</td>
<td>Yes Yes Yes</td>
<td>Full Full Full</td>
<td>Yes Yes Yes</td>
<td>Yes Yes Yes</td>
<td>Yes Yes Yes</td>
</tr>
<tr>
<td>25th Street Dormitory</td>
<td>Yes Yes Yes</td>
<td>Full Full Full</td>
<td>Yes Yes Yes</td>
<td>Yes Yes Yes</td>
<td>Yes Yes Yes</td>
</tr>
<tr>
<td>26th Street Dormitory</td>
<td>Yes Yes Yes</td>
<td>Full Full Full</td>
<td>Yes Yes Yes</td>
<td>Yes Yes Yes</td>
<td>Yes Yes Yes</td>
</tr>
</tbody>
</table>
Appendix I: NYU Sexual Misconduct, Relationship Violence, and Stalking Policy

Title: Sexual Misconduct, Relationship Violence, and Stalking Policy

Effective Date: September 30, 2015

Supersedes: Policy on Sexual Assault, Harassment, and Other Forms of Sexual Misconduct dated September 30, 2014

Issuing Authority: Diane Yu, Deputy President; Marc Wais, Senior Vice President for Student Affairs

Responsible Officers: Thomas Grace, Director of Community Standards and Compliance; Mary Signor, Title IX Coordinator

I. STATEMENT OF POLICY

New York University, including its Schools and other units, Global Network University sites, and all University Affiliates (together, “NYU”) seeks to maintain a safe learning, living, and working environment. To that end, this policy prohibits Sexual Misconduct, which includes Sexual or Gender-Based Harassment, Sexual Assault, and Sexual Exploitation. This policy also prohibits Relationship Violence, Stalking, and Retaliation against an individual for making a good faith report of conduct prohibited under this policy. These prohibited forms of conduct are unlawful, undermine the character and purpose of NYU, and will not be tolerated.

NYU adopts this policy with a commitment to: (1) preventing Sexual Misconduct, Relationship Violence, Stalking, and Retaliation (together, “Prohibited Conduct”); (2) fostering a community in which such conduct is not tolerated; (3) cultivating a climate where all individuals are well-informed and comfortable in reporting Prohibited Conduct; and (4) identifying the standards by which violations of this policy will be evaluated. This policy defines Prohibited Conduct; outlines available resources and reporting options available to students and employees; and references the applicable investigative and disciplinary procedures. NYU will take prompt and equitable action to eliminate Prohibited Conduct, prevent its recurrence, and address its effects. NYU also conducts prevention, awareness, and training programs for students and employees to facilitate the goals of this policy.

NYU does not discriminate on the basis of sex or gender in its education or employment programs and activities.

This policy is designed to comply with applicable legal requirements including Title IX of the Education Amendments of 1972; relevant provisions of the Violence Against Women Reauthorization Act of 2013; Title VII of the Civil Rights Act of 1964; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”); and, in New York with the New York State and City human rights laws.

This policy applies to all Prohibited Conduct occurring on or after the effective date of this policy. In the case of Prohibited Conduct occurring before the effective date of this policy where either (a) the report of such Prohibited Conduct is made on or after the effective date of this policy or (b) the report was made before the effective date of this policy but the report has not resolved as of the effective date of the policy, the issue of whether there was a
violation of NYU policy will be determined under the policy or policies in effect at the time the conduct occurred but the procedures under this policy will apply (except that the procedures in effect immediately prior to the effective date will apply where a hearing had been scheduled prior to the effective date).

II. TO WHOM THE POLICY APPLIES
This policy applies to NYU students (“Students”); NYU employees, including faculty and visiting faculty, professional staff, and administrators (“Employees”); contractors, vendors, or other third parties within NYU’s control (“Third Parties”); and visitors or guests of NYU (together, “Covered Persons”). This policy pertains to acts of Prohibited Conduct committed by Students, Employees and Third Parties when:

- the conduct occurs on NYU premises;
- the conduct occurs in the context of an NYU employment or education program or activity, including, but not limited to NYU-sponsored study abroad, research, or internship programs; or
- the conduct occurs outside the context of an NYU employment or education program or activity, but (i) has continuing adverse effects on NYU premises or in any NYU employment or education program or activity or (ii) occurs in close proximity to NYU premises and is connected to violative conduct on NYU premises.

Other forms of discrimination, including discrimination based on race, religion, and disability, as well as any other form of sex-based discrimination not covered by this policy, are addressed by: (1) the Non-Discrimination and Anti-Harassment Policy and Complaint Procedures for Employees, (2) the Non-Discrimination and Anti-Harassment Policy and Complaint Procedures for Students, and (3) the Compliance Complaint Policy. This policy supersedes any conflicting information contained in those policies with respect to the definitions or procedures relating to Prohibited Conduct. A Covered Person who has a question about which policy applies in a specific instance can contact NYU’s Title IX Coordinator (212-998-2352).

This policy and its related procedures may also, at NYU’s discretion, apply to alleged violations by the Respondent of other NYU policies if, in NYU’s judgment, those other allegations are directly related to the reported Prohibited Conduct.

III. APPLICABLE PROCEDURES UNDER THIS POLICY
The specific investigative and disciplinary procedures for Prohibited Conduct under this policy are based on the status of the Respondent. Each set of procedures is guided by the principles of fairness and respect for a Complainant and a Respondent. Where a Respondent is both a Student and an Employee, (a) the Student-Respondent procedures will apply if the Respondent is a full-time Student but not a full-time Employee, (b) the Employee-Respondent Procedures will apply if the Respondent is a full-time Employee but not a full-time Student, or (c) NYU’s Title IX Coordinator will determine which of the procedures applies based on the facts and circumstances (such as which role predominates and the role most applicable in the incident). However, irrespective of which of the Student-Respondent or Employee-Respondent procedures applies in such cases, either of the sanctions applicable to Students or Employees can be imposed. Please note that the NYU Langone Medical Center has its own procedures and the procedures below do not apply to NYULMC.
NYU applies the preponderance of the evidence standard when determining whether this policy has been violated.

<table>
<thead>
<tr>
<th>Procedures for Reports of Prohibited Conduct Committed by Students</th>
<th>Procedures for Reports of Prohibited Conduct Committed by Employees</th>
<th>Procedures for Reports of Prohibited Conduct Committed by Third Parties</th>
</tr>
</thead>
<tbody>
<tr>
<td>See Reporting, Investigating, And Resolving Sexual Misconduct, Relationship Violence, and Stalking — Complaints Against Students. (Also on page 71.)</td>
<td>See Reporting, Investigating, And Resolving Sexual Misconduct, Relationship Violence, and Stalking — Complaints Against Employees. (Also on page 82.)</td>
<td>Contact NYU’s Title IX Coordinator who will identify the appropriate procedures that apply based on the role of the Third Party and the nature of any contractual relationship with NYU.</td>
</tr>
</tbody>
</table>

**IV. ENFORCEMENT**

A Student or Employee determined by NYU to have committed an act of Prohibited Conduct in violation of this policy is subject to disciplinary action, up to and including separation from NYU. Third Parties who violate this policy may have their relationship with NYU terminated and/or their privilege of being on NYU premises withdrawn. NYU reserves the right to take action against a Covered Person who commits an act of Prohibited Conduct outside the scope of this policy.

**V. TITLE IX COORDINATOR**

The Executive Director of the Office of Equal Opportunity serves as NYU’s Title IX Coordinator. The Title IX Coordinator is charged with monitoring compliance with Title IX; providing education, training, and notifications; overseeing complaints; and coordinating NYU’s investigation, response, and resolution of all reports under this policy. The Title IX Coordinator is available to meet with any Student, Employee, or Third Party to discuss this policy or the accompanying procedures.

Concerns about NYU’s application of Title IX, the Violence Against Women Reauthorization Act of 2013; Title VII of the Civil Rights Act of 1964; the Clery Act; and, in New York, the New York State and City human rights laws under this policy may be addressed to NYU’s Title IX Coordinator, the NYU Office of Equal Opportunity, the United States Department of Education, Clery Act Compliance Division, or the United States Department of Education, Office for Civil Rights, at OCR@ed.gov or (800) 421-3481.

**VI. RESOURCES AND REPORTING OPTIONS**

NYU offers resources for both Students and Employees, whether as Complainants or Respondents, to provide support and guidance throughout the investigation and resolution of a report of Prohibited Conduct. For comprehensive information on emergency assistance; hospitals; on-campus, community, Portal Campus and Study Away Site Confidential Resources; and available support with academics, housing, and work:

- Students should refer to the **Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Students**.
- Employees should refer to the **Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Employees**.
- Third Parties should contact the **Title IX Coordinator** to discuss available campus resources and reasonably available assistance.
A. Protective Measures and Accommodations:
Upon receipt of a report involving a Student or Employee Complainant, NYU will take and/or make available reasonable and appropriate measures to protect the Complainant and the Complainant’s access to NYU employment or education programs and activities, prevent retaliation, and avoid an ongoing hostile environment, which may include protective measures before the final outcome of an investigation. Such protective measures and accommodations, which may be temporary or permanent, may include separation orders, residence modifications, academic accommodations or assistance, work schedule modifications, transportation assistance, and other reasonable and appropriate measures. Reasonable and appropriate protective measures and accommodations are available for Student and Employee Complainants regardless of whether an investigation under the applicable procedures is pursued. NYU also will take and/or make available such measures and accommodations for Student and Employee Respondents where reasonable and appropriate under the circumstances. NYU will maintain the privacy of any accommodations or protective measures provided under this policy to the extent practicable.

For Third Party Complainants, NYU will provide reasonable protective measures as appropriate and available, based on consideration of the role of the Third Party and the nature of any contractual relationship with NYU. Violation of the terms of a protective measure, including but not limited to no contact or persona non grata orders, is a violation of this policy and will subject the person who violates the protective measure to additional charges and sanctions under this policy.

B. Privacy and Confidentiality:
NYU is committed to protecting the privacy of Covered Persons involved in a report under this policy. NYU also is committed to providing assistance to help Covered Persons make informed choices. With any report under this policy, NYU will make reasonable efforts to protect the privacy interests of Covered Persons involved in a manner consistent with the need for a careful assessment of the allegation and reasonable steps available to eliminate the reported conduct, prevent its recurrence, and address its effects.

Privacy: Privacy generally means that information related to a report of misconduct will be shared with a limited circle of individuals who “need to know” in order to assist in the active review, investigation, resolution of the report, and related issues. All NYU employees who are involved in NYU’s Title IX response receive specific training and guidance about safeguarding private information in accordance with applicable laws.

The privacy of Student education records will be protected in accordance with NYU’s Guidelines for Compliance with the Family Educational Rights and Privacy Act (FERPA). The privacy of an individual’s medical and related records generally are protected in the United States by the Health Insurance Portability and Accountability Act (HIPAA), excepting health records protected by FERPA. Access to personnel records in New York is restricted in accordance with NYU’s Policy on Employee Files. Laws in other relevant jurisdictions may provide privacy protections.

Confidentiality: Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual, or as otherwise permitted by law. Those campus and community professionals include medical providers, mental health providers, counselors in the Center
for Sexual Misconduct Support Services, and ordained clergy, all of whom normally have privileged confidentiality that is recognized by New York State law. These individuals are prohibited from breaking confidentiality unless (i) given permission to do so by the person who disclosed the information; (ii) there is an imminent threat of harm to self or others; (iii) the conduct involves suspected abuse of a minor under the age of 18, or (iv) as otherwise required or permitted by law or court order. Laws in other relevant jurisdictions may provide confidentiality protections.

**Employee Responsibility to Report Allegations:** It is important to understand the different responsibilities of NYU Employees who respond to disclosures of incidents of Prohibited Conduct. There are three general classifications of individuals on campus with whom a Covered Person can discuss an incident of Prohibited Conduct:

- **Confidential Resources** (individuals with legally-protected confidentiality);
- **Reporting Options** (designated offices or individuals where a report can be made); and
- **Employees designated as Responsible Employees** (those Employees in a leadership or supervisory position, or who have significant responsibility for the welfare of Students or Employees).

The respective ability of these categories of individuals to maintain a Complainant’s confidentiality differs. Confidential Resources can maintain the confidentiality of a Complainant’s disclosures, subject to the exceptions discussed above. While private, Reporting Options and Responsible Employees are required to immediately share all known details of incidents of Prohibited Conduct with the Title IX Coordinator. Even University officers and employees who cannot guarantee confidentiality will maintain a Complainant’s privacy to the extent reasonably possible. The information provided to a non-confidential resource will be relayed only as necessary for the Title IX Coordinator to coordinate an investigation and/or seek a resolution.

**Clery Act Reporting:** Pursuant to the Clery Act, NYU includes statistics about certain offenses in its annual security report and provides those statistics to the United States Department of Education, but does so in an anonymized manner that does not include the specifics of the crime or any identifying information about persons involved in an incident.

**C. Confidential Resources:**
Confidential Resources for Students include the Wellness Exchange (212-443-9999) and the Center for Sexual Misconduct Support Services (212-443-9999). For a complete list of NYU and community-based Confidential Resources for Students, see [Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Students](#).

Confidential Resources for Employees include the Employee Assistance Program (800-437-0911). For a complete list of NYU and community-based Confidential Resources for Employees, see the [Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Employees](#).

**D. Reporting:**
NYU strongly encourages Covered Persons who become aware of an incident of Prohibited Conduct to report the incident to local law enforcement by
contacting 911 (or equivalent in other jurisdictions) and to NYU by contacting one of the following NYU Reporting Options:

<table>
<thead>
<tr>
<th>Title IX Coordinator</th>
<th>Office of Community Standards</th>
</tr>
</thead>
<tbody>
<tr>
<td>212-998-2352</td>
<td>212-998-4403</td>
</tr>
<tr>
<td>The Office of Equal Opportunity</td>
<td>Residential Life and Housing</td>
</tr>
<tr>
<td>212-998-2370</td>
<td>212-998-4600</td>
</tr>
<tr>
<td>NYU Department of Public Safety</td>
<td>Human Resources Officer of the School or Administrative Department</td>
</tr>
<tr>
<td>212-998-2222</td>
<td></td>
</tr>
</tbody>
</table>

There is no time limit on reporting violations of this policy, although NYU’s ability to respond may be limited as evidence may be less available and memories may fade, and Respondents may no longer be affiliated with NYU.

**Student Amnesty Policy:** The health and safety of every student at NYU is of utmost importance. NYU recognizes that Students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to Relationship Violence, Stalking, or Sexual Assault, occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. NYU strongly encourages Students to report incidents of Prohibited Conduct to NYU officials. NYU will not subject a bystander, Complainant, or other individual making a report who discloses any incident of Prohibited Conduct to NYU’s officials or law enforcement disciplinary action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the Prohibited Conduct.

**Bad faith reports:** Submitting a false report or providing false or misleading information in bad faith or with a view to personal gain in connection with an incident of Prohibited Conduct is prohibited and subject to disciplinary sanction. This provision does not apply to reports made or information provided in good faith, even if the facts alleged in the report are determined not to be accurate.

**VII. PROHIBITED CONDUCT UNDER THIS POLICY**

Conduct under this policy is prohibited regardless of the sexual orientation, gender, gender identity, or gender expression of the Complainant or Respondent. Prohibited Sexual Misconduct includes the following specifically defined forms of behavior: Sexual or Gender-Based Harassment, Sexual Assault, and Sexual Exploitation. Also prohibited are Relationship Violence, Stalking, and Retaliation.

Whether a Covered Person has violated this policy is determined based on all of the available facts and circumstances including but not limited to: statements of the Complainant and Respondent; statements by any witnesses to the alleged incident(s); documentary or physical evidence; the presence or absence of corroborating information; and relevant information about pre-and post-incident behavior and/or actions.

**Sexual or Gender-Based Harassment: Sexual Harassment** is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when one or more of the following conditions are present:
Submission to or rejection of such conduct is either an explicit or implicit term or condition of an individual’s employment or advancement in employment, evaluation of academic work or advancement in an academic program, or basis for participation in any aspect of a NYU program or activity (quid pro quo); 

Submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual (quid pro quo); or 

Such conduct has the purpose or effect of unreasonably interfering with an individual’s learning, working, or living environment; in other words, it is sufficiently severe, pervasive, or persistent as to create an intimidating, hostile or offensive learning, working, or living environment under both an objective—a reasonable person’s view and subjective—the Complainant’s view—standard (hostile environment).

Gender-Based Harassment includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature. Examples of conduct that may constitute Sexual or Gender-Based Harassment include but are not limited to:

- Sexual Assault, Sexual Exploitation, Relationship Violence, or Stalking as defined by this policy;
- Physical conduct, including unwelcome touching or sexual advances within the working, living, or learning environment;
- Verbal conduct, including lewd or sexually suggestive comments, jokes, or innuendoes or unwelcome comments about an individual’s sexual orientation or gender identity; or
- Written conduct, including letters, notes, or electronic communications containing comments, words, jokes, or images that are lewd or sexually suggestive or relate in an unwelcome manner to an individual’s sexual orientation or gender identity.

Sexual Assault: Sexual assault is having or attempting to have sexual contact with another individual by force, threat of force, or coercive conduct, without affirmative consent, or where that individual is incapacitated.

Sexual contact includes but is not limited to:

- Sexual intercourse (anal, oral, or vaginal), including penetration with a body part (e.g., penis, finger, hand, or tongue) or an object, however slight; or
- Sexual touching (fondling) or intentional contact with the breasts, buttocks, groin, or genitals.

Sexual Exploitation: Sexual Exploitation refers to specific forms of Sexual Misconduct that involve non-consensual use of another individual’s nudity or sexuality, excluding behavior that constitutes one of the other Sexual Misconduct offenses.

Examples of Sexual Exploitation include but are not limited to:

- Voyeurism (such as watching or taking pictures, videos, or audio recordings of another person engaging in a sexual act, in a state of undress, or in a place and time where such person has a reasonable expectation of privacy such as a changing room, toilet, bathroom, or shower, each without the affirmative consent of all parties);
• Disseminating, streaming, or posting pictures or video of another in a state of undress or of a sexual nature without the person’s affirmative consent;
• Administering alcohol or drugs to another person for the purpose of making that person vulnerable to non-consensual sexual activity;
• Exposing one’s genitals to another person without affirmative consent;
• Prostituting another individual; or
• Knowingly exposing another individual to a sexually transmitted infection or virus without the other individual’s knowledge.

Relationship Violence: Relationship Violence includes any act of violence or threatened act of violence, including Sexual Misconduct, Stalking, or Physical Assault, against a person who is, or has been involved in a sexual, dating, domestic, or other intimate relationship with that person. Physical Assault includes threatening or causing physical harm or engaging in other conduct that threatens or endangers the health or safety of any person.

Stalking: Stalking occurs when a person engages in a course of conduct toward another person under circumstances that would cause a reasonable person to fear bodily injury or experience substantial emotional distress.

Course of conduct means two or more acts including but not limited to unwelcome 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.

Stalking includes the concept of cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used.

Retaliation: Retaliation means any adverse action taken against an individual for making a good faith report of Prohibited Conduct or participating in any investigation or proceeding under this policy. Retaliation includes threatening, intimidating, harassing or any other conduct that would discourage a reasonable person from engaging in activity protected under this policy.

VIII. RELATED DEFINITIONS: CONSENT, FORCE, AND INCAPACITATION:

A. Affirmative Consent: Affirmative Consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Affirmative consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression.

Consent cannot be obtained: (1) through the use of force or coercion; or (2) by taking advantage of the incapacitation of another individual. Consent also cannot be given by someone who is under the legal age to consent in the applicable jurisdiction at the time of an incident.

In evaluating whether affirmative consent was given, consideration will be given to the totality of the facts and circumstances, including but not limited to the extent to which a Complainant affirmatively gives words or actions indicating a willingness to engage in sexual activity; whether a reasonable person in the Respondent’s position would have understood such person’s words and acts as an expression of consent; and whether there are any
circumstances, known or reasonably apparent to the Respondent, demonstrating an incapacity to consent. Relying solely on nonverbal communication may result in a violation of this policy. It is important not to make assumptions; if confusion or ambiguity arises during a sexual interaction, it is essential that each participant stops and clarifies, verbally, the willingness to continue.

Consent may be initially given, but withdrawn at any time. When consent is withdrawn or can no longer be given, sexual activity must cease. Prior consent does not imply current or future consent; consent to any sexual act or prior consensual sexual activity does not necessarily constitute consent to any other sexual act. Even in the context of an ongoing relationship, consent must be freely sought and given for each instance of sexual activity.

**B. Force or Coercion:** Force is the use or threat of physical violence or intimidation to overcome an individual’s freedom of will to choose whether or not to participate in sexual activity. There is no requirement that a party resists the sexual advance or request, but resistance will be viewed as a clear demonstration of non-consent.

Coercion is conduct, including intimidation and express or implied threats of physical, emotional, or other harm, that would reasonably place an individual in fear of immediate or future harm and that is employed to compel someone to engage in sexual activity.

**Incapacitation:** An individual who is incapacitated lacks the ability to knowingly choose to participate in sexual activity or make informed, rational judgments and thus cannot consent to sexual activity. Incapacitation is defined as the inability, temporarily or permanently, to give consent because an individual is mentally and/or physically helpless, being involuntarily restrained, asleep, unconscious, or unaware that sexual activity is occurring. Mentally helpless means a person is rendered temporarily incapable of appraising or controlling one’s own conduct. Physically helpless means a person is physically unable to communicate unwillingness to an act.

Where alcohol or other drugs are involved, incapacitation is a state beyond drunkenness or intoxication. The impact of alcohol and other drugs varies from person to person; however, warning signs that a person may be approaching incapacitation may include slurred or incomprehensible speech, vomiting, unsteady gait, combativeness, or emotional volatility. Evaluating incapacitation also requires an assessment of whether a Respondent knew or should have been aware of the Complainant’s incapacitation based on objectively and reasonably apparent indications of impairment when viewed from the perspective of a sober, reasonable person in the Respondent’s position. Being intoxicated or impaired by drugs or alcohol is never an excuse for committing Prohibited Conduct and does not diminish one’s responsibility to obtain informed and freely given consent. In other words, consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

**IX. VIOLATIONS OF LAW:**

Behavior that violates this policy also may violate the laws of the local jurisdiction in which the incident occurred and subject a Respondent to criminal prosecution by the presiding authority.

The New York State Penal Code describes prohibited Sex Offenses in §§ 130.00 to 130.91 and 130.95 to 130.96 and prohibited Stalking Offenses in §§ 120.45 – 120.60. Covered Persons studying, working, or engaging in other activities at one of NYU’s portal campuses, Global Network University sites, or other locations outside of New York State are governed by the applicable laws.
regarding sexual assault and other criminal offenses implicated by this policy. NYU’s education and prevention programs related to its portal campuses and Global Network University sites will include definitions of prohibited conduct and consent in the applicable jurisdiction.

Behavior that violates this policy also may subject a Respondent to civil liability.

X. STUDENTS’ BILL OF RIGHTS:
Under this policy, all students have the right to:

1. Make a report to local law enforcement and/or state police.
2. Have disclosures of Relationship Violence, Stalking, and Sexual Assault treated seriously.
3. Make a decision about whether or not to disclose a crime or violation and participate in NYU’s disciplinary process and/or the criminal justice process free from pressure by NYU.
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard.
5. Be treated with dignity and to receive from NYU courteous, fair, and respectful health care and counseling services, where available.
6. Be free from any suggestion that the Complainant is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations.
7. Describe the incident to as few NYU representatives as practicable and not be required to unnecessarily repeat a description of the incident.
8. Be reasonably protected from Retaliation by NYU, any student, the Respondent, and/or their friends, family and acquaintances within the NYU’s jurisdiction.
9. Access to at least one level of appeal of a determination in matters involving Student conduct.
10. Be accompanied by an advisor of choice who may assist and advise a Complainant or Respondent throughout the disciplinary process including during all meetings and hearings related to such process.
11. Exercise civil rights and practice of religion without interference by the investigative or disciplinary process of NYU.

XI. CONSENSUAL RELATIONSHIPS:
Sexual behavior that is welcome or consensual by all involved parties does not constitute Prohibited Conduct. However, consensual sexual relationships in situations where one individual has power or authority over another may result in claims of Prohibited Conduct, and/or may give rise to complaints by others of disparate treatment. Examples of such relationships may include: a professor and his/her Student, a supervisor and a subordinate Employee, or a coach and team member. If such a consensual relationship occurs, any situation of authority should be discontinued immediately.

XII. PREVENTION AND AWARENESS PROGRAMS:
NYU is committed to the prevention of Prohibited Conduct through education and awareness programs. Incoming first year students and new employees are offered primary prevention and awareness programming as part of their
orientation and returning staff and students are offered ongoing training and related programs. For a description of NYU’s Prohibited Conduct prevention and awareness programs, including programs on minimizing the risk of incidents of Prohibited Conduct and bystander intervention, Students should refer to the Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Students, and Employees should refer to the Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Employees.

XIII. ADDITIONAL POLICY DEFINITIONS:
“Complainant” means the Covered Person who presents as the victim of any Prohibited Conduct under the policy, regardless of whether that individual makes a report or seeks action under the policy.

“Confidential Resource” means an NYU employee or community resource with statutorily protected confidentiality. This includes medical providers, mental health providers, rape crisis counselors, and ordained clergy.

“NYU” means the Schools and other units of NYU, NYU’s Global Network University sites, and all University affiliates.

“Preponderance of the Evidence” means that it is more likely than not that a policy violation occurred.

“Reporting Option” means individuals or departments designated by NYU to receive reports of Prohibited Conduct.

“Respondent” means the Covered Person(s) who has been accused of violating the policy.

“Responsible Employee” means those Employees in a leadership or supervisory position, or who have significant responsibility for the welfare of Students or Employees. This includes the NYU Title IX Coordinator; Public Safety Officers; senior staff members in Residence Life, Student Affairs, Student Activities, and Athletics; administrators in the Office of Community Standards; senior administrators in each of the Schools within NYU; Resident Assistants (RAs), and athletic team coaches.

“School” for purposes of this policy means each NYU school, college and institute that functions similarly to a school or college (e.g., IFA, ISAW, Courant, and CUSP), each NYU portal campus (e.g., New York and Abu Dhabi), and other global sites as designated by the Provost.

XIV. RELATED POLICIES:
Bullying, Threatening, and Other Disruptive Behavior Guidelines
Code of Ethical Conduct
Compliance Complaint Policy
Non-Discrimination and Anti-Harassment Policy and Complaint Procedures for Employees
Non-Discrimination and Anti-Harassment Policy and Complaint Procedures for Students
INTRODUCTION
In an effort to maintain a safe learning, living, and working environment, NYU prohibits Sexual Misconduct, Relationship Violence, Stalking, and Retaliation (“Prohibited Conduct”), as set forth in the Sexual Misconduct, Relationship Violence, and Stalking Policy (the “Policy”). This document sets forth NYU’s procedures for reporting, investigating, and resolving violations of the Policy where an incident involving a Student as a Respondent has been or will be reported to NYU (“Procedures”). These Procedures should be read in the context of the Policy and capitalized terms used in these Procedures are defined in the Policy.

Covered Persons who wish to make a report of Prohibited Conduct against a Student are encouraged to contact the NYU Title IX Coordinator, the NYU Office of Equal Opportunity, the NYU Department of Public Safety, the NYU Office of Community Standards, or the other reporting options discussed in the Guides for Students and Employees cited below. At the same time, NYU seeks to be sensitive to those Complainants who seek access to Confidential Resources, but may not wish to report Prohibited Conduct. The following resources can assist Complainants in identifying Confidential Resources and University reporting options:

• Students may refer to the Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Students;
• Employees may refer to the Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Employees; and
• Third Parties may contact NYU’s Title IX Coordinator.

These Procedures apply when a report has been made to one of the NYU offices above or to a Responsible Employee at NYU.

I. INITIAL RESPONSE AND TITLE IX ASSESSMENT:
When a Complainant or Covered Person reports an incident of Prohibited Conduct, NYU will take immediate and appropriate steps to investigate or otherwise determine what happened and work to resolve the matter promptly and equitably.

A. Assessment: Upon receipt of a report, the Title IX Coordinator will conduct an initial assessment. As part of the initial assessment, the Title IX Coordinator will:

1. Assess the nature and circumstances of the report.
2. Address immediate physical safety and emotional well-being needs.
3. Discuss the Complainant’s expressed preference for the manner of resolution and any barriers to proceeding.
4. Notify the Complainant of the right to contact law enforcement in order to file criminal charges, decline to contact law enforcement, or seek an order of protection.
5. Notify the Complainant of the right to seek medical treatment, including the importance of preserving evidence.
6. Assess for pattern evidence or other similar conduct by Respondent.
7. Assess the reported conduct for any Clery Act obligations, including entry in the crime log or issuance of a timely warning.
8. Provide the Complainant with written information about on-campus and off-campus resources and the range of appropriate and available protective measures based on the status of the Complainant.

9. Advise that NYU’s policy prohibits Retaliation.

B. Requests to Maintain Privacy or Not Seek Disciplinary Action: If a Complainant who has reported an incident of Prohibited Conduct requests that his/her name or other identifying information not be shared with a Respondent, that no investigation into a particular incident be conducted, and/or that no disciplinary action be taken against the Respondent, NYU will balance this request against NYU’s commitment to a safe, non-discriminatory learning, living, and working environment for all community members, including for the Complainant. In particular, NYU will take into account the extent to which a failure to investigate may not adequately mitigate a potential risk of harm to the Complainant or other members of the NYU community. The request may occur at any point after the report is made.

The request will be evaluated by the Title IX Coordinator in consultation with senior NYU administrators. When considering whether to honor a Complainant’s request for privacy or that no investigation or disciplinary action be pursued, NYU will consider a range of factors, including:

• the risk that the Respondent may commit additional acts of Prohibited Conduct or other violence, taking into consideration, among other matters, any known history of arrests, violence, or other complaints of Prohibited Conduct involving the Respondent, any threats of future violence made by the Respondent, and whether multiple Respondents were involved in the reported incident;
• whether the act of Prohibited Conduct was perpetrated with a weapon, was otherwise unusually violent, or whether other aggravating circumstances exist;
• whether the report reveals a pattern of Prohibited Conduct or represents an escalation in unlawful or Prohibited Conduct by the Respondent from previously noted behavior;
• whether the Complainant is or at the time of the incident was a minor; and
• whether NYU is able as a practical matter to pursue the investigation without the participation of the Complainant (e.g., whether there is other relevant evidence of the Prohibited Conduct such as security cameras, other witnesses, or physical evidence).

Where possible based on the facts and circumstances, NYU will seek action consistent with the Complainant’s request to maintain his/her privacy and/or not conduct further Investigation. However, NYU will be limited in its ability to respond to the matter in other than potentially general ways such as providing targeted training or prevention programs or offering reasonably available protective measures or accommodations to the Complainant. Where NYU agrees to the Complainant’s request to maintain his/her privacy and/or not conduct further investigation, the matter will be considered resolved with NYU taking, as appropriate, such general steps and such protective measures or accommodations. NYU recognizes that a Complainant may initially be hesitant to move forward, but later seek an Investigation. Where a report was closed because NYU agreed to the Complainant’s request to maintain his/her privacy and/or not conduct further Investigation, the matter may later be reopened at the discretion of the Title IX Coordinator.
Where the balance of factors requires that further investigation be conducted, that disciplinary action be taken, or that the identity of the Complainant be disclosed, NYU will inform the Complainant of its intent to investigate prior to commencing the investigation and/or of its intent to disclose the identity of the Complainant and will take reasonable and appropriate measures to protect and assist the Complainant. In such cases, NYU will also make reasonable efforts to protect the privacy of the Complainant consistent with the needs of the investigation and resolution of the matter; however, an investigation normally involves speaking with the Respondent and others who may have relevant information about the incident and disclosing the identity of the Complainant as necessary in those conversations.

A Complainant may receive support and safety services regardless of their level of participation or engagement with these Procedures.

C. Determination after Assessment: After the initial assessment, the Title IX Coordinator will determine whether the circumstances warrant proceeding to an investigation. The Title IX Coordinator may consult with senior NYU administrators during the assessment. The determination as to how to proceed will be communicated to the Complainant in writing. Depending on the circumstances and requested resolution, the Respondent may or may not be notified of the report or resolution. A Respondent will be notified when NYU takes action that would impact a Respondent, such as protective measures that restrict the Respondent’s movement on campus, the initiation of an Investigation, or the decision to seek to involve the Respondent in informal resolution.

Following this assessment, during an Investigation, or at any point in the Disciplinary Process, NYU may seek an Administrative Resolution that, as appropriate, endeavors to prevent future Prohibited Conduct and address its effects without conducting or concluding, as applicable, a formal Disciplinary Process against a Respondent. Alternatively, if appropriate, NYU may pursue an Investigation and Disciplinary Process.

D. Protective Measures and Accommodations: After During or subsequent to the assessment phase, NYU may take and/or make one or more of the following protective measures and accommodations, which may be temporary or permanent, for Student Complainants or Respondents, where reasonable and appropriate under the circumstances:

- Providing access to counseling services and assistance in setting up an initial appointment;
- Imposing an on-campus “no contact” directive;
- Rescheduling of exams and assignments;
- Providing alternative course completion options;
- Making changes in class schedule, including the ability to transfer course sections or withdrawal from a class without penalty;
- Making changes to a Student’s University-sponsored or controlled housing, including assistance from staff in completing relocation;
- Limiting an individual’s or organization’s access to certain University facilities or activities pending resolution of the matter;
- Voluntary leave of absence;
- Providing an escort to ensure safe movement between classes and activities;
- Providing medical services;
• Providing academic support services, such as tutoring;
• Imposing administrative leave or separation; and/or
• Imposing an interim suspension.

NYU will maintain the privacy of any accommodations or protective measures provided under the Policy to the extent practicable.

Both the Complainant and the Respondent may request review of the need for and/or modification of the terms of any interim measure, accommodation, or directive and can submit evidence in support of any such request. Requests for review/modification should be made to the NYU Office of Equal Opportunity. Requests will be handled within five business days, unless circumstances warrant extending that timeframe.

**Restricted/No Contact Requests:**

A Complainant who makes a report of Sexual Misconduct, Relationship Violence, and/or Stalking may request assistance in creating a safe distance between him/herself and the Respondent. A Respondent may also request the same assistance with respect to a Complainant. There are different forms of restricted contact directives that may be sought and/or imposed.

**a. Institutional No-Contact Directive:** Upon request by the Complainant or Respondent, NYU will issue a directive to both students involved in an allegation of Sexual Misconduct, Relationship Violence, and/or Stalking to refrain from engaging in any form of contact with one another. NYU may also issue such a directive on its own initiative. The purpose of such a directive is to prevent one student from harassing another in person, in writing, by phone, by email, by texts or other electronic messaging, through social media, or through a third party. The secondary benefit of a No-Contact Directive is to help prevent “flare-ups” that can occur when two students engaged in an inter-personal dispute encounter one another. Unless otherwise modified in accordance with the procedure discussed above, under No-Contact Directives, if the Respondent and Complainant observe each other in a public place, it is the responsibility of the Respondent to leave the area immediately without directly contacting the Complainant.

**b. Persona Non Grata Directive (PNG):** NYU may issue a directive to one or both students involved in an allegation of Sexual Misconduct, Relationship Violence, and/or Stalking, that prevents that student from entering a designated University building or participating in a program, or activity. The purpose of such a directive is to provide each student with a degree of “safe space” and to prevent encounters that may give rise to conflicts or feelings of being unsafe.

**c. Interim Suspension:** Where appropriate, including but not limited to when a Student Respondent is determined to present a threat to the health or safety of the NYU community, NYU may issue an interim suspension against the Student Respondent pending the outcome of the judicial process.

**II. ADMINISTRATIVE RESOLUTION:**

NYU may seek a form of Administrative Resolution (which for purposes of these Procedures may include the possibility of Mediation) in place of an Investigation or Disciplinary Process. Administrative Resolution is not appropriate for all cases.
of Prohibited Conduct, and NYU retains the discretion to determine which cases may be appropriate for Administrative Resolution and the type of Administrative Resolution process that may be appropriate in a specific case. Mediation, even where voluntary, may not be used in cases involving Sexual Assault.

Participation in Administrative Resolution (including the specific form of Administrative Resolution, such as Mediation) is voluntary. NYU will not compel a Complainant or Respondent to engage in Administrative Resolution, will not compel a Complainant to directly confront the Respondent, and will allow a Complainant or Respondent to withdraw from Administrative Resolution at any time. NYU also reserves the right in its discretion to terminate an Administrative Resolution process at any time. In addition, the Complainant, Respondent, and NYU must each agree before a case will be resolved through Administrative Resolution.

Administrative Resolution may involve individual and/or community remedies that are designed to address a report of Prohibited Conduct. Interventions can include, among others: remedies designed to maximize the Complainant’s access to educational, extracurricular, and/or employment activities; providing increased monitoring, supervision, and/or security at locations or activities where the misconduct occurred or is likely to reoccur; facilitating a voluntary meeting with the Complainant and the Respondent (in cases that do not involve Sexual Assault); conducting targeted or broad-based educational programming or training for relevant individuals or groups; requiring counseling; providing housing accommodations for Student Complainants; making academic accommodations for Student Complainants or providing workplace accommodations for Employee Complainants; imposing sanctions as set forth in the University Disciplinary Process and Procedures, which include Warning, Censure, Disciplinary Probation, Restitution, Monetary Fine, Suspension of Privilege, Suspension from NYU, No Contact Directive, Dismissal from NYU, and Transcript Notation; and/or any other remedy that can be tailored to the involved individuals to achieve the goals of the Policy.

If an agreement acceptable to each of NYU, the Complainant, and the Respondent is reached through Administrative Resolution, the matter is considered to be resolved and the terms are implemented. If an agreement is not reached, the matter will be referred for an Investigation or Hearing if appropriate.

The Title IX Coordinator will maintain records of all reports and conduct referred for Administrative Resolution, which typically will be completed within thirty days of the initial report.

III. INVESTIGATION

Upon a determination by the Title IX Coordinator that a matter is to be investigated, the investigation will proceed as follows:

A. As a first step, the Title IX Coordinator will designate an investigator(s) from the Office of Equal Opportunity or an external agency (“Investigator”) to conduct a prompt, thorough, and impartial Investigation of the report in the manner the Investigator deems appropriate.

B. During the Investigation, the Complainant and Respondent will have an equal opportunity to be heard, to submit information and corroborating evidence, and to identify witnesses who may have relevant information. The Investigator will notify and seek to meet with all involved parties separately (e.g., the Complainant, the Respondent, and identified witnesses) and also will gather other evidence and information relevant to the determination as to whether or
not a Policy violation has occurred. Witnesses cannot participate solely to speak about an individual’s character; they must have information deemed relevant to the Investigation by the Investigator.

**C.** A Complainant’s or Respondent’s prior sexual history with persons other than the other party involved in the investigation will not be considered as evidence during an Investigation or Hearing. However, where there is a current or ongoing relationship between the Complainant and the Respondent, and the Respondent alleges consent, the prior sexual history between the parties may be relevant to assess the manner and nature of communications between the parties. As noted in the Policy, however, the mere fact of a current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent.

**D.** The Investigator has the discretion to determine the relevance of any proffered evidence and may determine that certain types of evidence should be included or excluded in the determination of responsibility.

**E.** Where reasonable under the circumstances, the Complainant and Respondent will be given written notice (which may be by electronic mail) in advance of any meeting that he/she is required or eligible to attend.

**F.** Throughout the process, each of the Complainant and Respondent has the right to be accompanied by an advisor of his/her choice. The advisor may be present at any meeting related to resolution of a report under the Policy, and may be anyone of the individual’s choosing who is not otherwise a party or witness involved in the Investigation. While the advisor may be present, the advisor may not speak or otherwise participate in the meetings and must comport him/herself in a manner that is not disruptive to the meetings.

**G.** At the conclusion of the Investigation, the Investigator will prepare an Investigation report that summarizes the information gathered and outlines the contested and uncontested information. Both the Complainant and the Respondent will be given the opportunity to review the draft Investigation report, submit any additional comment or information to the Investigator, and identify any additional information or witnesses. The Investigator will designate a reasonable time for review and response. In the absence of good cause, information discoverable through the exercise of due diligence that is not provided to the Investigator at this juncture will not be considered by the Adjudicator.

**H.** Upon receipt of any additional comments or information, the Investigator will issue a determination as to whether a reasonable fact-finder could determine that there is sufficient evidence to support a finding that a violation of the Policy occurred. In reaching this determination, the Investigator may consult with senior NYU administrators, including the designated member of the Provost’s Office.

1. If the Investigator determines that there is sufficient evidence to support a finding that a violation of the Policy occurred, the report will be submitted to the Office of Community Standards (“OCS”) for further action as outlined in Section IV below.

2. If the Investigator determines that there is insufficient evidence for a reasonable fact-finder to find that a violation of the Policy occurred, no further action will be taken except a copy of the report will be provided to OCS, the Complainant, and the Respondent. The Complainant may request
Administrative Review of the Investigator’s determination that no further action is warranted by submitting a written statement setting forth the basis for the request within ten business days of the Investigator’s determination. Administrative Review will be conducted by the Senior Vice President for Student Life or his/her designee (“Reviewer”). The Reviewer may consult with the Investigator, the Complainant, the Respondent, or any other individual. The Respondent also may submit a written statement of his or her position to the Reviewer. The Reviewer may agree with the investigative finding, request additional investigative follow-up, or direct that the report be forwarded to OCS for further action. The Reviewer will render a decision in writing to both the Complainant and Respondent within fifteen business days of the request for review.

I. The Investigation typically will be completed within thirty days from the date of the initiation of the Investigation. This timeframe may be extended for Administrative Resolution and also may be extended for good cause as necessary to ensure the integrity and completeness of the Investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for NYU breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or for other legitimate reasons. Any extension of the timeframes, other than for Administrative Resolution, and the reason for the extension, will be shared with the parties in writing.

J. At the request of law enforcement, NYU may agree to defer its Title IX Investigation until after the initial stages of a criminal investigation. NYU will nevertheless communicate with the Complainant regarding the availability of protective measures and accommodations and available courses of action under the Policy and these Procedures. NYU will promptly resume its Title IX Investigation as soon as it is notified by law enforcement that there is no longer a need to delay. Such delays will not last long longer than ten days, unless law enforcement requests and justifies a longer delay.

K. The Investigator may consult with senior NYU administrators during the Investigation.

IV. HEARING AND APPEAL
The Hearing and Appeal process consists of: (A) Pre-Hearing Steps; (B) a Hearing; (C) a Determination of Violation and Sanctions; and (D) the Right to Appeal.

A. Pre-Hearing Steps:
1. OCS Review of Investigation report: OCS will receive and review the Investigation report. The OCS Administrator may accept the report as rendered or may request that an Investigator conduct additional interviews or seek out other evidence as deemed to be appropriate. Any additional Investigation, and a supplemental report, should be completed promptly.

2. Selection of Adjudicator: The hearing will be adjudicated by an administrator designated by the University, typically the Director of the Office of Community Standards or his/her designee. At the discretion of the OCS Administrator, the matter may also be referred to an external adjudicator with expertise in adjudicating cases of Prohibited Conduct (the designated administrator and
external adjudicator are both referred to as the “Adjudicator”). Reasons for referring a hearing to an external adjudicator include but are not limited to the presence of a conflict of interest, when the Complainant is not a member of the NYU community, or when a matter presents complex evidentiary issues. All persons serving as an Adjudicator must have training or experience with respect to the adjudication of Prohibited Conduct and must also be impartial and free from bias or conflict of interest.

3. Notice of Hearing: The Complainant and Respondent will be notified in writing of the date, time, and location of the hearing; the charges to be reviewed by the Adjudicator, including the date, time, location and factual allegations concerning the violation; the provisions of the Policy alleged to have been violated; and the sanctions that may be imposed. In general, the hearing will be scheduled within ten business days of the date of the Notice of Hearing. This time frame may be extended for good cause at the discretion of the OCS Administrator. Good cause may include the availability of the parties, the availability of witnesses, the timing of semester breaks, or any other extenuating circumstances.

4. Pre-Hearing Review of Documents: The Complainant and Respondent will each have the opportunity to review the final Investigation report, including any supplemental report, and any relevant documents that will be provided to the Adjudicator at least five business days in advance of the hearing. The Adjudicator also will be provided with the same set of materials at least five business days before the hearing.

5. Witnesses: The Adjudicator will identify any witnesses that he/she wishes to hear from at the hearing based on a review of the Investigation report. The Complainant and Respondent each have the right to request the presence of any additional witnesses at the hearing. However, the University cannot compel the attendance of any witness. Typically, only witnesses who were identified and interviewed as part of the Investigation may be called at the hearing. Under very limited circumstances, the Complainant, Respondent or Investigator may identify a witness with relevant information who has not previously been interviewed. In such case, the Adjudicator will determine if the new witness’s participation at the hearing is relevant and appropriate under the circumstances, and if so, will refer the matter to the Investigator for additional investigation, and a supplemental report, which may delay the timing of the hearing.

6. Request to Postpone Hearing: Permission to postpone a hearing may be granted provided that the request to do so is based on a compelling emergency and where possible is provided to the OCS Administrator at least 48 hours prior to the time of the hearing.

B. Hearing.

1. Timing: Typically a hearing will be held within sixty days from the date of the initiation of the Investigation. This timeframe may be extended for Administrative Resolution and also may be extended for good cause as necessary to ensure the integrity and completeness of the Investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for NYU breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or to address other legitimate reasons. Any extension of the timeframes other than for Administrative Resolution, and the reason for the extension, will be shared with the parties in writing.
2. Hearing Guidelines: At any hearing under these Procedures, the following guidelines below will apply:

a. Advisors: Each of the Complainant and Respondent has the right to be accompanied at the hearing and any meetings by an advisor of his/her choice who is not otherwise a party or witness involved in the Investigation. While the advisor may be present, the advisor may not speak or otherwise participate in the hearing or meetings, may not address the Adjudicator or question witnesses, and must comport him/herself in a manner that is not disruptive to the hearing or meetings.

b. Presence at Hearing:
   i. A Complainant is not required to participate in person at the hearing in order for the hearing to proceed.
   ii. A Complainant or Respondent may request alternative testimony options that would not require physical proximity to the other party, including testifying via a remote electronic method. This request should be made no less than five business days prior to the hearing.
   iii. If despite being notified of the date, time, and location of the hearing, the Respondent or Complainant is not in attendance, the hearing may proceed and sanctions may be imposed. In doing so, the Adjudicator will consider the available testimony and evidence. In the absence of clear evidence that emergency circumstances beyond the control of the Complainant or Respondent prevented such person from being present, the decision of the Adjudicator will stand.

c. Questioning: The Complainant and Respondent will not be permitted to directly question one another, but will be allowed to propose questions to the Adjudicator who will screen the questions for appropriateness and relevance.

d. Hearing Format: The Adjudicator has the discretion to designate the hearing format. The following hearing format is presented as a general example:
   i. The Adjudicator will explain the hearing process, provide an opportunity to all parties to ask questions about procedures, and read the charges.
   ii. The Investigator will provide a brief statement summarizing the Investigation and focusing on the areas of agreement and disagreement.
   iii. The Complainant may supplement the information provided to the Adjudicator with a brief statement. The Adjudicator may pose questions to the Complainant, including, in the discretion of the Adjudicator, questions suggested by the Respondent.
   iv. After the Complainant is finished, the Respondent will be given an opportunity to make a brief statement. The Adjudicator may pose questions to the Respondent, including, in the discretion of the Adjudicator, questions suggested by the Complainant.
   v. The Adjudicator, Complainant, and Respondent may then question the Investigator.
   vi. The Adjudicator will then hear from witnesses determined by the Adjudicator to have information that is relevant to the matter, first on behalf of the Complainant and then on behalf of the Respondent. Each witness will be questioned by the Adjudicator and, as appropriate, the Complainant and Respondent (if one party is provided an opportunity to question a witness, the other party will be provided the same opportunity).
vii. At the conclusion of the presentation of all witnesses, the Complainant, and the Respondent will each be given a brief final opportunity to address any outstanding issues of fact and to make an impact statement.

**e. Audio Recording:** An audio recording will be made of the hearing. The recording will be maintained by NYU for at least five years from the date of the hearing:

These hearing guidelines may be supplemented as determined appropriate by the OCS Administrator or the Adjudicator.

**C. Determination of Violation and Sanctions; Notice of Outcome.** At the conclusion of the hearing, the Adjudicator will determine whether there is sufficient information, by a preponderance of the evidence, to support a finding of responsibility for a violation of the Policy. The Adjudicator will (1) determine if there is a violation and (2) if so, the Adjudicator will determine the appropriate sanction(s).

In determining the appropriate sanction(s), the Adjudicator will consider a number of factors, including:

- the nature of the conduct at issue, including whether it involved violence;
- the impact of the conduct on the Complainant;
- the impact or implications of the conduct on the NYU community;
- any previous conduct violations by the Respondent, both at NYU or elsewhere, as well as any criminal convictions;
- whether the Respondent has accepted responsibility for the conduct;
- maintenance of a safe and respectful environment conducive to learning; and
- any other mitigating, aggravating, or compelling circumstances to reach a just and appropriate resolution in each case.

The Adjudicator may also consider restorative outcomes that, taking into account the safety of the NYU community as a whole, allow a Respondent to develop insight about their responsibility for the behavior, learn about the impact of the behavior on the Complainant and the community, and identify how to prevent or change the behavior. Sanctions may be issued individually, or a combination of sanctions may be imposed.

The potential sanctions for a violation of the Policy, as set forth in the [University Disciplinary Process and Procedures](#), include: Warning, Censure, Disciplinary Probation, Restitution, Monetary Fine, Suspension of Privilege, Suspension from NYU, No Contact Directive, Dismissal from NYU, and Transcript Notation. Potential sanctions for a violation of the Policy also include requiring the Respondent to engage in a course of counseling, education or training.

Where the conduct found to have violated the Policy also constitutes a “crime of violence” as defined under New York State Education Law § 6444(6), and where the the sanction(s) imposed included either a suspension or expulsion, the transcript of the Student Respondent shall include the applicable notation on his or her transcript: “Suspended after a finding of responsibility for a code of conduct violation” or “Expelled after a finding of responsibility for a code of conduct violation.” If a Student Respondent withdraws from NYU with
a charge of a violation of the Policy pending, a notation will be made on such student’s transcript that he/she “Withdraw with conduct charges pending.”

**Transcript Notation Removals:** If the Adjudicator’s decision provides for a transcript notation, a Respondent may request that such notation be removed, provided that he/she has met any applicable requirements listed in the Adjudicator’s decision prior to making a request. However, a transcript notation reflecting a suspension cannot be removed until one year after the conclusion of the suspension. Transcript notations of an expulsion shall not be removed. In the event that a finding of responsibility is vacated for any reason, any such transcript notation shall be removed.

**Notification of Outcome:** The Complainant and Respondent will be notified simultaneously in writing (which may include email) of the outcome of a hearing, relevant findings of fact, the rationale for the outcome, including the sanction, and the options for appeal within five business days of date of the completion of the hearing, unless circumstances warrant extending that timeframe.

**D. Right to Appeal.** The Complainant or Respondent may appeal the determination to the NYU Sexual Misconduct Appeal Panel within ten business days. Grounds for an appeal are limited to (1) a material procedural error, (2) previously unavailable relevant evidence that could affect the outcome; and/or (3) the sanction being substantially disproportionate to the violation. Each party will be notified if the other party files an appeal, and will be provided the opportunity to respond in writing. The parties, however, do not appear before the Appeal Panel. The appeal will be decided by the Appeal Panel within fifteen business days. All persons serving on the Sexual Misconduct Appeal Panel must have training or experience with respect to the adjudication of Prohibited Conduct and must also be impartial and free from bias or conflict of interest. Following its review, the Appeal Panel may either (a) affirm the Adjudicator’s determination, (b) alter the sanctions rendered, if raised as a ground for appeal, or (c) send the matter back to the Adjudicator for further proceedings consistent with its decision.
Reporting, Investigating, And Resolving Sexual Misconduct, Relationship Violence, And Stalking — Complaints Against Employees

INTRODUCTION
prohibits Sexual Misconduct, Relationship Violence, Stalking, and Retaliation ("Prohibited Conduct"), as set forth in the Sexual Misconduct, Relationship Violence, and Stalking Policy (the “Policy”). This document sets forth NYU’s procedures for reporting, investigating, and resolving violations of the Policy where an incident involving an Employee as a Respondent has been or will be reported to NYU ("Procedures"). These Procedures should be read in the context of the Policy and capitalized terms used in these Procedures are defined in the Policy.

Covered Persons who wish to make a report of Prohibited Conduct against an Employee are encouraged to contact the NYU Title IX Coordinator, the NYU Office of Equal Opportunity, the NYU Department of Public Safety, the NYU Office of Community Standards, or the other reporting options discussed in the Guides for Students and Employees cited below. At the same time, NYU seeks to be sensitive to those Complainants who seek access to Confidential Resources, but may not wish to report Prohibited Conduct. The following resources can assist Complainants in identifying Confidential Resources and University reporting options:

• Students may refer to the Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Students;
• Employees may refer to the Sexual Misconduct, Relationship Violence, and Stalking Resource Guide for Employees; and
• Third Parties may contact NYU’s Title IX Coordinator.

These Procedures apply when a report has been made to one of the NYU offices above or to a Responsible Employee at NYU.

I. INITIAL RESPONSE AND TITLE IX ASSESSMENT:
When a Complainant or Covered Person reports an incident of Prohibited Conduct, NYU will take immediate and appropriate steps to investigate or otherwise determine what happened and work to resolve the matter promptly and equitably.

A. Assessment: Upon receipt of a report, the Title IX Coordinator will conduct an initial assessment. As part of the initial assessment, the Title IX Coordinator will:
  1. Assess the nature and circumstances of the report.
  2. Address immediate physical safety and emotional well-being needs.
  3. Discuss the Complainant’s expressed preference for the manner of resolution and any barriers to proceeding.
  4. Notify the Complainant of the right to contact law enforcement in order to file criminal charges, decline to contact law enforcement, or seek an order of protection.
  5. Notify the Complainant of the right to seek medical treatment, including the importance of preserving evidence.
  6. Assess for pattern evidence or other similar conduct by Respondent.
  7. Assess the reported conduct for any Clery Act obligations, including entry in the crime log or issuance of a timely warning.
8. Provide the Complainant with written information about on-campus and off-campus resources and the range of appropriate and available protective measures based on the status of the Complainant.

9. Advise that NYU’s policy prohibits Retaliation.

B. Requests to Maintain Privacy or Not Seek Disciplinary Action: If a Complainant who has reported an incident of Prohibited Conduct requests that his/her name or other identifying information not be shared with a Respondent, that no investigation into a particular incident be conducted, and/or that no disciplinary action be taken against the Respondent, NYU will balance this request against NYU’s commitment to a safe non-discriminatory learning, living, and working environment for all community members, including for the Complainant. In particular, NYU will take into account the extent to which a failure to investigate may not adequately mitigate a potential risk of harm to the Complainant or other members of the NYU community. The request may occur at any point after the report is made.

The request will be evaluated by the Title IX Coordinator in consultation with senior NYU administrators. When considering whether to honor a Complainant’s request for privacy or that no investigation or disciplinary action be pursued, NYU will consider a range of factors, including:

- the risk that the Respondent may commit additional acts of Prohibited Conduct or other violence, taking into consideration, among other matters, any known history of arrests, violence, or other complaints of Prohibited Conduct involving the Respondent, any threats of future violence made by the Respondent, and whether multiple Respondents were involved in the reported incident;
- whether the act of Prohibited Conduct was perpetrated with a weapon, was otherwise unusually violent, or whether other aggravating circumstances exist;
- whether the report reveals a pattern of Prohibited Conduct or represents an escalation in unlawful or Prohibited Conduct by the Respondent from previously noted behavior;
- whether the Complainant is or at the time was a minor; and
- whether NYU is able as a practical matter to pursue the investigation without the participation of the Complainant (e.g., whether there is other relevant evidence of the Prohibited Conduct such as security cameras, other witnesses, or physical evidence).

Where possible based on the facts and circumstances, NYU will seek action consistent with the Complainant’s request to maintain his/her privacy and/or not conduct further Investigation. However, NYU will be limited in its ability to respond to the matter in other than potentially general ways such as providing targeted training or prevention programs or offering reasonably available protective measures or accommodations to the Complainant. Where NYU agrees to the Complainant’s request to maintain his/her privacy and/or not conduct further investigation, the matter will be considered resolved with NYU taking, as appropriate, such general steps and such protective measures or accommodations.

Where the balance of factors requires that further investigation be conducted, that disciplinary action be taken, or that the identity of the
Complainant be disclosed, NYU will inform the Complainant of its intent to investigate prior to commencing the investigation and/or of its intent to disclose the identity of the Complainant, and will take reasonable and appropriate measures to protect and assist the Complainant. In such cases, NYU will also make reasonable efforts to protect the privacy of the Complainant consistent with the needs of the investigation and resolution of the matter; however, an investigation normally involves speaking with the Respondent and others who may have relevant information about the incident and disclosing the identity of the Complainant as necessary in those conversations.

A Complainant may receive support and safety services regardless of their level of participation or engagement with these Procedures.

C. Determination after Assessment: After the initial assessment, the Title IX Coordinator will determine whether the circumstances warrant proceeding to an Investigation. The Title IX Coordinator may consult with senior NYU administrators during the assessment. The determination as to how to proceed will be communicated to the Complainant in writing. Depending on the circumstances and requested resolution, the Respondent may or may not be notified of the report or resolution. A Respondent will be notified when NYU takes action that would impact a Respondent, such as protective measures that restrict the Respondent’s movement on campus, the initiation of an Investigation, or the decision to seek to involve the Respondent in informal resolution.

Following this assessment, during an Investigation, or at any point in the Disciplinary Process, NYU may seek an Administrative Resolution that, as appropriate, endeavors to prevent future Prohibited Conduct and address its effects without conducting or concluding, as applicable, a formal Disciplinary Process against a Respondent. Alternatively, if appropriate, NYU may pursue an Investigation and Disciplinary Process.

D. Protective Measures and Accommodations: During or subsequent to the assessment phase, NYU may take and/or make one or more of the following protective measures and accommodations, which may be temporary or permanent, for Complainants or Respondents, where reasonable and appropriate under the circumstances:

• Imposing an on-campus “no contact” directive;
• Temporarily changing an employee’s work location;
• Limiting an individual’s or organization’s access to certain University facilities or activities pending resolution of the matter;
• Voluntary leave of absence;
• Providing an escort to ensure safe movement on campus;
• Imposing administrative leave or separation; and/or
• Imposing an interim suspension from work.

NYU will maintain the privacy of any accommodations or protective measures provided under the Policy to the extent practicable.

Both the Complainant and the Respondent may request review of the need and/or modification of the terms of any interim measure, accommodation, or directive that directly affects him or her, and can submit evidence in support of any such request. Requests for review/modification should be made to the NYU Office of Equal Opportunity. Requests will be handled within five business days, unless circumstances warrant extending that timeframe.
Restricted/No Contact Requests:
A Complainant who makes a report of Sexual Misconduct, Relationship Violence, and Stalking may request assistance in creating a safe distance between him/herself and the Respondent. A Respondent may also request the same assistance with respect to a Complainant. There are different forms of restricted contact directives that may be sought and/or imposed.

1. Institutional No-Contact Directive: Upon request by the Complainant or Respondent, NYU will issue a directive to one or both individuals involved in an allegation of Sexual Misconduct, Relationship Violence, and/or Stalking to refrain from engaging in any form of contact with one another. NYU may also issue such a directive on its own initiative. The purpose of such a directive is to prevent one individual from harassing another in person, in writing, by phone, by email, by texts or other electronic messaging, through social media, or through a third-party. The secondary benefit of a No-Contact Directive is to help prevent “flare-ups” that often occur when two individuals engaged in an inter-personal dispute encounter one another. Unless otherwise modified in accordance with the modification procedure discussed above, under No-Contact Directives, if the Respondent and Complainant observe each other in a public place, it is the responsibility of the Respondent to leave the area immediately without directly contacting the Complainant.

2. Persona Non Grata Directive (PNG): NYU may issue a directive to one or both individuals involved in an allegation of Sexual Misconduct, Relationship Violence, and/or Stalking, that prevents that individual from entering or participating in a designated University building, program, or activity. The purpose of such a directive is to provide each individual with a degree of “safe space” and to prevent incident encounters that may give rise to conflicts or feelings of being unsafe.

3. Interim Suspension/Administrative Leave: Where appropriate, including but not limited to when an Employee Respondent is determined to present a threat to the health or safety of the NYU community, NYU may impose interim measures against the Employee Respondent pending the outcome of the investigative process, including interim suspension or administrative leave, subject to and in accordance with any applicable rights under an NYU collective bargaining agreement or the Faculty Handbook.

II. ADMINISTRATIVE RESOLUTION:
NYU may seek a form of Administrative Resolution (which for purposes of these Procedures may include the possibility of Mediation) in place of an Investigation or Disciplinary Process. Administrative Resolution is not appropriate for all cases of Prohibited Conduct, and NYU retains the discretion to determine which cases may be appropriate for Administrative Resolution and the type of Administrative Resolution process that may be appropriate in a specific case. Mediation, even where voluntary, may not be used in cases involving Sexual Assault.

Participation in Administrative Resolution (including the specific form of Administrative Resolution, such as Mediation) is voluntary. NYU will not compel a Complainant or Respondent to engage in Administrative Resolution, will not compel a Complainant to directly confront the Respondent, and will allow a Complainant or Respondent to withdraw from Administrative Resolution at any time. NYU also reserves the right in its discretion to terminate an Administrative Resolution process at any time. In addition, the Complainant, Respondent, and NYU must each agree before a case will be resolved through Administrative Resolution.
Administrative Resolution may involve individual and/or community remedies that are designed to address a report of Prohibited Conduct. Interventions can include, among others: remedies designed to maximize the Complainant's access to educational, extracurricular, and/or employment activities; providing increased monitoring, supervision, and/or security at locations or activities where the misconduct occurred or is likely to reoccur; facilitating a voluntary meeting with the Complainant and the Respondent (in cases that do not involve Sexual Assault); conducting targeted or broad-based educational programming or training for relevant individuals or groups; requiring counseling; providing housing accommodations for Student Complainants; making academic accommodations for Student Complainants or providing workplace accommodations for Employee Complainants; or imposing sanctions against Employee Respondents, including verbal or written Warnings, Suspension, No Contact Directive, Termination from NYU employment; and/or any other remedy that can be tailored to the involved individuals to achieve the goals of the Policy.

If an agreement acceptable to each of NYU, the Complainant, and the Respondent is reached through Administrative Resolution, the matter is considered to be resolved and the terms are implemented. If an agreement is not reached, the matter will be referred for an Investigation or Hearing if appropriate.

The Title IX Coordinator will maintain records of all reports and conduct referred for Administrative Resolution, which typically will be completed within thirty days of the initial report.

III. INVESTIGATION

Upon a determination by the Title IX Coordinator that a matter is to be investigated, the Investigation will proceed as follows:

A. As a first step, the Title IX Coordinator will designate an investigator(s) from the Office of Equal Opportunity or an external agency ("Investigator") to conduct a prompt, thorough, and impartial Investigation of the report in the manner the Investigator deems appropriate.

B. During the Investigation, the Complainant and Respondent will have an equal opportunity to be heard, to submit information and corroborating evidence, and to identify witnesses who may have relevant information. The Investigator will notify and seek to meet with all involved parties separately (e.g., the Complainant, the Respondent, and identified witnesses) and also will gather other evidence and information relevant to the determination as to whether or not a Policy violation has occurred. Witnesses cannot participate solely to speak about an individual's character; they must have information deemed relevant to the Investigation by the Investigator.

C. A Complainant's or Respondent's prior sexual history with persons other than the other party involved in the investigation will not be considered as evidence during an Investigation. However, where there is a current or ongoing relationship between the Complainant and the Respondent, and the Respondent alleges consent, the prior sexual history between the parties may be relevant to assess the manner and nature of communications between the parties. As noted in the Policy, however, the mere fact of a current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent.

D. The Investigator has the discretion to determine the relevance of any proffered evidence and may determine that certain types of evidence should be included or excluded in the determination of responsibility.
E. Throughout the process, each of the Complainant and Respondent has the right to be accompanied by an advisor of his/her choice. The advisor may be present at any meeting related to resolution of a report under the Policy, and may be anyone of the individual’s choosing who is not otherwise a party or witness involved in the Investigation. While the advisor may be present, the advisor may not speak or otherwise participate in the meetings and must comport him/herself in a manner that is not disruptive to the meetings.

F. At the conclusion of the Investigation, the Investigator will prepare a draft Investigation report, without findings, that summarizes the information gathered and outlines the contested and uncontested information. Both the Complainant and the Respondent will be given the opportunity to review the draft Investigation report, submit any additional comment or information to the Investigator, and identify any additional information or witnesses. The Investigator will designate a reasonable time for review and response.

G. Upon receipt of any additional comments or information, the Investigator will issue a determination as to whether there is sufficient information, by a preponderance of the evidence, to support a finding of responsibility for a violation of the Policy. In reaching this determination, the Investigator may consult with senior NYU administrators.

H. If the Investigator determines that there is sufficient information, by a preponderance of the evidence, to support a finding of responsibility for a violation of the Policy, the report will be submitted as follows:

• In the case of a Faculty member Respondent, to the Dean of the Faculty member’s School and to the designated official in the Provost’s Office responsible for receipt of such reports. The Dean and the designated official in the Provost’s Office will jointly determine appropriate sanctions. The Dean and the designated official in the Provost’s Office may consult with senior NYU administrators.

• In the case of other Employees, to the designated administrator in the Department of Human Resources, who will determine appropriate sanctions in consultation with the relevant School or administrative unit. The designated administrator in the Department of Human Resources may consult with senior NYU administrators.

Sanctions for Employee Respondents include verbal or written Warning, Reprimand, Censure, Removal of Privileges, Education/Counseling, No Contact Directive, Suspension, and/or Termination from NYU employment.

If the Investigator determines that there is not sufficient information, by a preponderance of the evidence, to support a finding of responsibility for a violation of the Policy, the matter is considered to be resolved.

I. The Investigation typically will be completed within forty-five days from the date of the initiation of the Investigation. This timeframe may be extended for Administrative Resolution and also may be extended for good cause as necessary to ensure the integrity and completeness of the Investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for NYU breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or for other legitimate reasons. Any extension of the timeframes, other than for Administrative Resolution, and the reason for the extension, will be shared with the parties in writing.
J. At the request of law enforcement, NYU may agree to defer its Title IX Investigation until after the initial stages of a criminal investigation. NYU will nevertheless communicate with the Complainant regarding the availability of protective measures and accommodations and available courses of action under the Policy and these Procedures. NYU will promptly resume its Title IX Investigation as soon as it is notified by law enforcement that there is no longer a need to delay. Such delays will not last longer than ten calendar days, unless law enforcement requests and justifies a longer delay.

K. The Investigator may consult with senior NYU administrators during the Investigation.

IV. THE INVESTIGATORY FILE
Every complaint will trigger the creation of an investigatory file. The investigatory file will consist of the initial complaint, the final investigative report, including a record of the remedial action to be taken, if any, and any documents created or used during the investigation.

For the duration of the investigation, the OEO will maintain the investigatory file. The OEO will record and maintain complaints in a database management file consistent with the NYU fiscal year (September 1st–August 31st). The OEO will maintain records of all complaints for a period of seven years after the conclusion of an investigation.

V. POST-ADJUDICATION PROCESS
Nothing in these Procedures abrogates post-adjudication rights that (1) a union Employee may have under an NYU collective bargaining agreement or (2) a Tenured or Tenured Track Faculty member may have under the NYU Faculty Handbook.
Appendix II:
New York State Laws Regarding Dating Violence, Domestic Violence, Sexual Assault, and Stalking

The following is a summary description of sex offenses as they are defined in the New York State Penal Law, Sections 130.00 to 130.90 and stalking offenses, which are defined in Sections 120.45 to 120.60. Sex offenses are ranked (first degree, second degree, etc.), and carry different punishments ranging from a few months imprisonment for misdemeanors, to up to 25 years imprisonment for felonies. Stalking offenses also carry different punishments ranging from a few months imprisonment for a misdemeanor to up to seven years imprisonment for felonies.

Readers seeking more specific information are urged to consult the New York State Penal Code, which is available as at the following website: http://ypdcrime.com/penal.law/article130.htm

What constitutes consent?

In the New York State Penal Law, “lack of consent” is defined as resulting from the following circumstances:

**A. Forcible Compulsion**, which occurs when there is:

1. Actual physical force;
2. Threat of physical force, expressed or implied, that puts the victim in fear of being physically harmed or of another person being physically harmed;
3. Imminent threat to kidnap the victim or third person

**B. Incapacity to Consent.** A person is deemed incapable of consent when:

1. Physically helpless: Unable to indicate a lack of consent because he or she unconscious, or has a physical disability and unable to physically or verbally communicate lack of consent.
2. Under 17 years of age
   - a. If the victim is under 11, or if a person at least 18 (or over) has sex with someone under 13, this constitutes a first degree sexual offense
   - b. If a person 18 or over has sex with someone under 15, this constitutes a second degree sexual offense
   - c. If a person 21 years old or over has sex with someone under 17, this constitutes a third degree sexual offense
3. Mentally incapacitated: Made temporarily incapable of understanding or controlling his or her conduct, such as after being given a drug or other intoxicating substance without his or her consent.
4. Mentally Disabled: Suffering from a mental illness or condition that renders him or her incapable of understanding the nature of his or her conduct.
5. An Inmate: Literally or physically under the control of others. Examples include inmates in a state or city correctional facility, individuals committed to a psychiatric institution, or clients of a mental health provider who is the alleged perpetrator.

**C. Absence of express or implied acquiescence to conduct:** When offense charged is sexual abuse or forcible touching.
D. Rape in the third degree or Criminal Sexual Act in the third degree: When intercourse, oral sexual conduct, or anal sexual conduct is alleged and a victim clearly expressed by word and/or action that he or she did not consent in a way that a reasonable person would have understood those words or acts as expressing lack of consent, that is considered to be lack of consent.

Consent: The NYU Sexual Misconduct, Relationship Violence, and Stalking Policy defines Affirmative Consent as follows:

• Affirmative Consent: Affirmative Consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Affirmative consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression.

• Consent cannot be obtained: (1) through the use of force or coercion; or (2) by taking advantage of the incapacitation of another individual. Consent also cannot be given by someone who is under the legal age to consent in the applicable jurisdiction at the time of an incident.

• In evaluating whether affirmative consent was given, consideration will be given to the totality of the facts and circumstances, including but not limited to the extent to which a Complainant affirmatively gives words or actions indicating a willingness to engage in sexual activity; whether a reasonable person in the Respondent’s position would have understood such person’s words and acts as an expression of consent; and whether there are any circumstances, known or reasonably apparent to the Respondent, demonstrating an incapacity to consent.

• Relying solely on nonverbal communication may result in a violation of this policy. It is important not to make assumptions; if confusion or ambiguity arises during a sexual interaction, it is essential that each participant stops and clarifies, verbally, the willingness to continue.

• Consent may be initially given, but withdrawn at any time. When consent is withdrawn or can no longer be given, sexual activity must cease. Prior consent does not imply current or future consent; consent to any sexual act or prior consensual sexual activity does not necessarily constitute consent to any other sexual act. Even in the context of an ongoing relationship, consent must be freely sought and given for each instance of sexual activity.

What constitutes a sexual offense in New York State?

The following acts, if they occur without consent, constitute crimes under the New York State Penal Law:

Sexual Intercourse: Penetration of the penis into the vagina, however slight.

Oral sexual conduct: Contact between penis and mouth, mouth and anus, or mouth and the vulva or vagina.

Anal sexual conduct: Contact between penis and anus.

Sexual Contact: Touching of the sexual or intimate parts of a person not married to the actor for the purpose of gratifying sexual desire of either party. It includes the touching of the actor by the victim. Sexual contact may be over or under clothing.
**Aggravated Sexual Contact:** Insertion, for other than a valid medical purpose, of a foreign object into the vagina, urethra, penis or rectum of a child.

**What constitutes a stalking offense in New York State?**

Under the New York State Penal Law, a person has committed the crime of stalking when he or she intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person, and knows or reasonably should know that such conduct:

1. is likely to cause reasonable fear of material harm to the physical health, safety or property of such person, a member of such person’s immediate family, or a third party with whom the person is acquainted; or

2. causes material harm to the mental or emotional health of such person, where such conduct consists of following, telephoning or initiating communication or contact with such person, a member of such person’s immediate family or a third party with whom such person is acquainted, and the actor was previously clearly informed to cease that conduct; or

3. is likely to cause such person to reasonably fear that his or her employment, business or career is threatened, where such conduct consists of appearing, telephoning or initiating communication or contact at such person’s place of employment or business, and the actor was previously clearly informed to cease that conduct.

The severity of the crime of stalking, and the associated potential punishment, increases depending on the circumstances including, but not limited to, whether the conduct causes a person to fear physical injury, the commission of a sex offense, or kidnapping and whether a weapon is used in the commission of the crime.

For more information about the definition of stalking offenses in New York State, see [http://ypdcrime.com/penal.law/article120.htm](http://ypdcrime.com/penal.law/article120.htm).

**What constitutes a domestic violence offense in NYS?**

There is no specific crime of “domestic violence” in New York State Penal Law. However, the New York State Unified Court System defines domestic violence as “A pattern of coercive tactics, which can include physical, psychological, sexual, economic and emotional abuse, perpetrated by one person against an adult intimate partner, with the goal of establishing and maintaining power and control over the victim.”

Victims of criminal acts of domestic violence in New York who file criminal charges against an abuser may obtain a criminal court order of protection. Alternatively, victims may go to Family Court for an order of protection. Family Court orders of protection can only be obtained if the abuser and victim are or have been in an intimate relationship; this does not have to be a sexual or family relationship, but will be determined based on factors including how often the victim and abuser see each other and how long they have known each other.

[Additional information is available from the New York City Alliance Against Sexual Assault at: [http://www.svfreenyc.org/survivors_legal.html](http://www.svfreenyc.org/survivors_legal.html)]
Appendix III: Residence Hall Director Fire Safety Responsibilities

Each Hall Director shall be familiar with:

- the Fire Safety Plan
- the types and locations of the exits
- the location and operation of the fire alarm system and manual pull stations
- the types and uses of fire extinguishers.

This should be accomplished as follows:

A. Each Hall Director shall have participated in the mandatory training session for professional staff conducted by the Global Manager, Fire and Life Safety. Any Hall Director joining the staff mid-year is required to meet personally with the Global Manager, Fire and Life Safety to receive this training.

B. The Hall Director should, prior to the start of the fall semester, or within a week of his/her assuming the position, participate in a tour of the building with the engineer or facility manager for that building. The purpose of this building tour is to become familiar with the nature and location of the fire safety systems in that building, including (as applicable depending upon the building) the type and function of the alarm in that facility, fire panel, pull boxes, sprinkler system, fire extinguishers, exit routes, and other equipment.

Each Hall Director shall have prepared his/her building for a fire safety emergency by doing the following:

A. The Hall Director must provide an in-building fire safety training session for his/her RA staff in which the staff members are informed of their role and responsibilities related to fire safety.

B. The Hall Director must coordinate with the Residential Life and Housing Services Offices to ensure that each resident is provided with a fire safety plan upon moving into that building.

C. The Hall Director must ensure that each RA conducts a floor meeting within the first 10 days of each semester. Residents should be able to identify their primary fire safety exit as well as a secondary exit in the event that the primary exit is blocked or unusable due to smoke or fire.

D. The Hall Director must ensure that each RA has identified and informed residents of the pre-determined location where members of the floor should meet in the event of a building evacuation.

E. The Facilities Staff must ensure that the building alarms are tested on a regular basis.

F. The Hall Director must supervise building fire drills as scheduled.

G. The Hall Director must establish a designated meeting place for the RA staff to convene in the event of a building evacuation and/or emergency situation. In the event of an actual emergency, the Hall Director should exercise his/her best judgment to evaluate if the designated location is in a safe area, and move the group if necessary.

H. The Hall Director must ensure that the list of students with disabilities (permanent and temporary) in the building is up-to-date and maintained at the
station of the Security Officer. In the case of those buildings in which there is no Security Officer, a modified list including the name, room location, and phone number of each student with a disability requiring evacuation assistance should be provided to each RA. Hall Directors are responsible for following the “Fire Safety Procedures for Students with Disabilities.”

I. The Hall Director is expected to be attentive and responsive to violations for fire safety

Appendix IV:
Resident Assistant Fire Safety Responsibilities

Each Resident Assistant shall be familiar with the Fire Safety Plan, the types and locations of the exits, the location and operation of the fire alarm system and manual pull stations, and types and uses of fire extinguishers.

Each RA shall have participated in a mandatory in-building training module conducted by the Hall Director.

Each Resident Assistant shall have prepared his/her residents for a fire safety emergency by doing the following:

A. Each RA will conduct a meeting within the first 10 days of each semester. Each of these meetings will conclude with a coordinated fire evacuation exercise in which the RA and floor residents walk to each fire exit on the floor. The RA should be prepared to describe the location where the stairway exits the building (i.e. “This stairway exits on to E. 10th Street). Residents should be asked to identify which fire exit is closest to their rooms/suites, as well as identify a secondary exit to be used in the event their primary exit is blocked or unusable due to fire or smoke conditions.

B. Each RA will review fire safety information with any resident who moves onto his/her floor after the opening of the semester.

C. Each RA will provide fire safety information on the bulletin board and/or provide fire safety information to residents in other forms such as written materials or floor programs in accordance with related community development expectations and requirements.

D. Each RA shall notify residents of the pre-determined location where everyone should meet in the event of a building evacuation. In the event of an actual emergency, the RA should exercise his/her own best judgment as to whether the designated location is in a safe and secure area, and move the group to another location if necessary.

E. Each RA is required to report hazardous conditions and/or violations of NYU’s fire safety policy to the Residence Hall Director. Such conditions may include disabled fire extinguishers or pull stations, hazardous/prohibited materials in rooms or in hallways, or vandalized or missing fire exit signs. RAs should exercise their own best judgment about other potentially hazardous conditions not listed here.

F. To supplement information obtained by the Hall Director and Residential Life and Housing Office, each RA is expected to report any of his/her floor residents that have a temporary disability (injury, illness, etc) that would affect that resident in the event of a fire safety emergency or evacuation situation, and
notify the Hall Director of the name, location, phone number and duration of
disability so that this information may be included in the list maintained for this
purpose at Security Officer’s desk or other location. This may be accomplished
through meetings (such as the first meeting at the start of each semester) and/
or individual visits with residents. The RA should inform the resident that the Hall
Director has been notified of the resident’s condition.

In the event that an evacuation (as a function of the sounding of the building
alarm, by personal decision, or at the direction of fire department personnel)
becomes necessary, the RA shall do the following:

A. Assist in the evacuation of the building in accordance with the guidelines
for that particular facility. Should it be necessary to do so, residents will be
required to evacuate the building in accordance with the established guidelines.
In buildings with alarm systems, residents must evacuate at the sounding of
the alarm. In those buildings without alarm systems, the need to evacuate
is typically determined by either facilities staff or fire department or other
emergency personnel. Evacuation should be via uncontaminated stairs.

B. As the RA evacuates the building, he/she is to knock only on doors that are
in his/her path of egress. The RA should not extend their exit route to knock on
all room/suite doors or stop on other floors.

C. In the event that stairways are unusable due to contamination or cut-off by
fire and/or smoke conditions, call 911 and inform them of your situation and
location. Provide your floor number, room number, and number of persons
present. Remain in the room with the door closed but not locked. Open windows
if outside air is fresh, keep windows closed if outside air is hot or smoke-filled. If
smoke or fire is present in the hallway, remain inside room and place wet towels
or clothing at the bottom of the door.

D. In those buildings in which there is no Public Safety Officer, each RA should
have been provided with a list of disabled residents who require assistance in
evacuating the building. RAs in such buildings should present that list to fire
department personnel immediately upon their arrival.

E. After evacuation, to the extent that it is possible to do so, the RA should
proceed to the designated meeting location for residents. Speak with floor
residents and/ perform a head count to determine whether all regular occupants
known to have occupied the floor have evacuated.

F. The RA should go to the designated location for meeting with the other
staff members. Provide the Hall Director and/or fire department personnel with
any information that he/she may have regarding conditions that prompted the
evacuation.

G. Assist with crowd control outside the building. Provide residents with
information, as appropriate and necessary, regarding the status of the situation.

H. For buildings where there is not a stationed Security Officer, if the fire
department determines there is no need for students with disabilities to
evacuate, use the telephone contact list to inform any students with disabilities
that they are safe to remain in their rooms.

I. When the fire department has determined that it is safe to re-enter the
building, Residential Life staff shall assist the Security Officer at the front door to
check each resident’s ID and verify those students without IDs and guests.
Appendix V: Fire Safety Procedures for Residents with Disabilities

An up-to-date list of all residents who have a disability that would significantly impede his/her ability to evacuate a building in a fire safety emergency is to be established and maintained in each residence hall. This list is to be developed from the following sources of information:

- Office of Residential Life and Housing Services staff are expected to inform each Hall Director of the identity of each resident in his/her building who has so indicated on the application for housing and through the follow-up information gathering process conducted by the Moses Center that he/she has a disability which would significantly impede his/her ability to evacuate a building in a fire safety emergency.

- Resident Assistants are to advise floor residents of the importance of informing building staff if any resident needs assistance to evacuate the building in the event of a fire safety emergency. The RA is to immediately provide that information to the Hall Director who will, in turn, see that the information is included on the list. This includes permanent and temporary disabilities.

- Each Hall Director must devise a means by which the names of residents with temporary disabilities (e.g. illness, accidents, etc) can be placed on the list of disabled students.

The aforementioned list should include the resident’s name, nature of disability, room location, and telephone number and is to be placed with the Security Officer in the building lobby. In those buildings in which a Security Officer is not stationed, each building Resident Assistant is to be provided with a modified list which includes the name, room location, and telephone number of each disabled resident who requires evacuation assistance.

It is the responsibility of each Hall Director to meet personally with each resident who has a disability that would impede his/her ability to evacuate the building in the event of a fire safety emergency and advise them of the following protocol/procedures:

Students with disabilities are not expected to immediately evacuate their room at the sounding of the building alarm (if the building has an alarm).

If there is a fire in his/her room, the disabled resident is to:
- Leave the room, close but do not lock the room door.
- Go to a safe location in the hallway.
- Pull the pull-station alarm (if one is available) or call 911 to report a fire condition. The student may have to knock on a neighbor’s door or use a cell phone.
- Ask another resident to inform the building staff of his/her location when he/she reaches the lobby.

If the building alarm sounds but the fire is not in his/her room, the disabled resident is to remain in the room but to prepare for an evacuation.
If the building alarm sounds and the student with the disability is in the building but not in his/her room, if he/she has access to a telephone, he/she should contact the lobby desk, Security Officer, or the Main Public Safety office (in that order) to alert building staff of his/her location. (The Hall Director must ensure that each student with a disability has been given these telephone numbers, and should urge the student to program those numbers into his/her cell phone.) If there is no access to a telephone and the student is able to proceed to the building lobby, he/she should do so. If there is no access to a telephone and the student is unable to proceed to the building lobby, he/she should wait in the public area for fire department personnel to arrive during the building “sweep.”

As soon as they arrive on the scene, fire department personnel will be supplied with the list of all residents with disabilities who require evacuation assistance. (It is the responsibility of the Security Officer to perform this task. In those buildings in which there is no Security Officer, each RA should have been provided with a list of residents with disabilities who require assistance in evacuating the building. RAs in such buildings should present that list to the fire department personnel immediately upon their arrival.)

If there is a need to evacuate, fire department personnel will immediately proceed to the rooms of each student with a disability to assist in the evacuation. Other fire department personnel should conduct a “sweep” of public areas (e.g. laundry, lounges, etc) to ensure that no students with disabilities have been “stranded” in those areas.

During a scheduled fire drill, all students with disabilities should be notified PRIOR TO the drill. Students with disabilities do not need to evacuate during a scheduled drill, and should wait in their rooms. If a student with a disability is in a public area (i.e. lounge, laundry, lab, etc) and contacts the Security Officer or front desk or Hall Director, that student should be informed of the drill situation, and advised to remain in his or her location until the drill is concluded.

It is the responsibility of each Hall Director to ensure that this protocol has been implemented in those buildings for which he/she had administrative responsibility.